



TIM GROUP EMPLOYEE TURNOVER RATE BREAKDOWN	2019	2020	2021	2022
Total employee turnover rate %	10.5%	10.2%	8.0%	10,0%
Voluntary employee turnover rate %	7.1%	8.0%	8.0%	7,0%
Total employee turnover rate- GENDER				
<i>FEMALE</i>	3.0%	3.0%	3.0%	3.1%
<i>MALE</i>	7.0%	7.0%	5.0%	3.8%
Total employee turnover rate - AGE GROUP				
<30	2.0%	1.0%	2.0%	2.0%
>=30; <=50	3.0%	2.0%	3.0%	4.1%
>50	5.0%	6.0%	3.0%	3.8%
Total employee turnover rate- NATIONALITY				
<i>ITALIAN</i>	7.0%	8.0%	5.0%	5.6%
<i>BRAZILIAN</i>	3.5%	2.2%	3.0%	4.3%