



### TIM Group Training & Development inputs 2023

TIM GROUP (Domestic + Brasil)	
AVERAGE HOURS PER FTE 2023	AVERAGE AMOUNT SPENT PER FTE 2023 (€)
42,5	195,43 €

TIM DOMESTIC	AVERAGE HOURS PER FTE 2023	AVERAGE AMOUNT SPENT PER FTE 2023 (€)

TIM BRASIL	AVERAGE HOURS PER FTE 2023	AVERAGE AMOUNT SPENT PER FTE 2023 (€)

AGE		
<30	0,9	4,83 €
>=30; <=50	10,9	60,73 €
>50	22,7	126,62 €

AGE		
<30	8,6	33,86 €
>=30; <=50	37,8	148,41 €
>50	4,1	16,16 €

GENDER		
FEMALE	34,7	193,24 €
MALE	34,2	191,61 €

GENDER		
FEMALE	55,2	197,35 €
MALE	45,8	199,52 €

MANAGEMENT LEVEL AND GENDER		
SENIOR MANAGERS		
OF WHOM WOMEN	12,4	71,02 €
OF WHOM MEN	10,4	60,60 €
MIDDLE MANAGERS		
OF WHOM WOMEN	39,7	227,93 €
OF WHOM MEN	36,5	212,52 €
OFFICE STAFF		
OF WHOM WOMEN	34,3	190,67 €
OF WHOM MEN	34,5	191,84 €
<b>Total</b>	<b>34,4</b>	<b>192,18 €</b>

MANAGEMENT LEVEL AND GENDER		
SENIOR MANAGERS		
OF WHOM WOMEN	49,7	212,23 €
OF WHOM MEN	41,1	187,60 €
MIDDLE MANAGERS		
OF WHOM WOMEN	53,0	194,83 €
OF WHOM MEN	38,7	3151,46 €
OFFICE STAFF		
OF WHOM WOMEN	55,1	197,36 €
OF WHOM MEN	46,0	12,22 €
<b>Total</b>	<b>50,3</b>	<b>199,59 €</b>

TYPE OF TRAINING		
Anti-corruption Practices	1,0	5,46 €
Enviromental Issues	0,1	0,28 €
Health and Safety	2,7	14,01 €
Human Rights	0,2	1,23 €
Sustainability Training	0,1	0,46 €
Others	30,4	170,75 €

TYPE OF TRAINING		
Anti-corruption Practices	2,5	1,88 €
Enviromental Issues	0,4	0,01 €
Health and Safety	0,7	5,37 €
Human Rights	3,3	22,99 €
Sustainability Training	0,8	4,51 €
Others	42,8	163,67 €

NATIONALITY		
ITALIAN	0,1	0,20 €
BRAZILIAN	50,5	198,20 €

TIM GROUP (Domestic + Brasil)	
TOTAL HOURS OF TRAINING 2023	TOTAL AMOUNT SPENT 2023 (€)
1.847.088	9.547.505 €