

TIM GROUP - WORKFORCE BREAKDOWN 2023: NATIONALITY

Nationality	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Italian	80%	56%
Brazilian	20%	43%
San Marinese	0.1%	0.2%

TIM GROUP - WORKFORCE BREAKDOWN 2023: GENDER

Share of women in total workforce (as % of total workforce)	38%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	23%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	27%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	30%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	23%
Share of women in STEM-related positions (as % of total STEM positions)	19%