

Key Gender Indicators of the TIM Group's Workforce

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Document contents

This document provides the main information about the composition of the TIM Group's workforce for 2024, with a particular focus on gender representation, covering several indicators, such as:

- Hires
- Presence in leadership positions
- Training

The aim is to share the progress made towards a more inclusive and sustainable corporate culture, in line with the commitments of the Group's Industrial Plan.

Hires

- TIM monitors and promotes equal treatment and opportunities starting from the hiring phase, with the goal of ensuring a proper gender balance over time.
- As part of its 2025–2027 Industrial Plan, the Group has set a new objective: to reach **50% of new women hires** by 2027, with interim targets of 49% in 2025 and 49.5% in 2026.

Hired employees by age	WOMEN	MEN	TOTAL	% WOMEN HIRED
<30 year	473	503	976	48%
Between 30 and 50 year	701	747	1.448	48%
>50 year	48	62	110	44%
Total	1,222	1,312	2,534	48%

Group data- FY 2024

Leadership positions

- For over three years, TIM has included the "Women in Leadership Positions" target in its Industrial Plan, with the aim of monitoring and ensuring equal opportunities in roles of responsibility.
- The indicator is given by the ratio of the total number of women in leadership positions to the total number of leadership positions in the Company and formalized by the Human Resources & Organization functions of the Group Companies. The target includes positions held by executive and nonexecutive officers.
- In the 2024–2026 Industrial Plan, the goal is to exceed 33% by 2026.
- This target has become even more ambitious in the 2025–2027 Plan, which aims to reach 35.5% by 2027.

	TARGET	CLOSING
Women in leadership position	≥ 33% by 2026	34%

Group data- FY 2024

Training

- In a constantly changing market TIM invests in training to develop skills, foster innovation and maintain high competitiveness.
- Below are the data on total training hours delivered, training hours per employee, and the economic investment per employee, with a breakdown by gender.

	WOMEN	MEN	TOTAL
Total training hours	482,628	396,293	878,921
Hours of training per employee	36.62	29.05	32.77
Cost of training per employee	158€	132€	145€

Group data- FY 2024