

TIM's initiatives for the well-being of people

Programme 2024

May 2025

Contents

This document provides the main information on the activities that TIM has put into place for the well-being of employees during 2024. The activities cover these macro categories:

SMART WORKING

- Smart working
- Respect for personal/professional space boundaries
- Under 35 and employee belonging to specific structures

FLEXIBILITY

- Flexibility of working hours
- Types of leave
- Permits

WELFARE

- For people
- For family

Smart working

TIM Group promotes the well-being and work-life balance of employees by integrating productivity and well-being through:

Smart working

- Daily model: two days on site and the remaining days in agile work, has the peculiarity of allowing the performance in agile flexible way, within the time frame between 8 hours:00 and 20:00, with guarantee of two predefined time slots. Modello settimanale: due settimane al mese in sede e due settimane in lavoro agile.
- In 2024 the membership rate was approx. 96% (over 11,700 workers) of those entitled to

Respect for personal/ professional space boundaries

Behaviors of "good virtual coexistence" that ensure, outside the working groups, the right to disconnect from technological tools (e.g.: use of the "delayed delivery" option, scheduling meetings in accordance with normal working bands, etc.).

Under 35 and staff belonging to specific facilities

For the under 35 and for the personnel belonging to specific structures and/or presenting needs of technical organizational nature or experimentation of new activities, there is the possibility of modulating work performance with greater flexibility.

Flexibility

In addition to the above-mentioned actions to improve the lives of employees, the Group adopts additional forms of flexibility

Specific categories of workers

Conditions of attention for specific categories of workers, recognizing additional days of agile work (e.g. pregnancy; maternity/paternity; return to work after a continuous illness of at least 30 days and requiring rehabilitation treatments; return to work of workers undergoing chemotherapy, immune and radiotherapy treatments; DSA; assistance to a severely disabled family member; employees under 35).

Flexible working hours

- Flexibility in entry for non-shift staff: from 8:00 to 9:30, extended until 10:00 for specific locations.
- Delays to compensate the shift staff: workers working on rigid shifts are generally entitled to make up for any delay in entering the same day, within a limit of 20 minutes per day; 120 minutes per month, for a maximum of 10 episodes per month; workers working in specific fields (e.g. caring) are given the option, according to current regulations, to compensate for the delay on the same day up to 29 minutes per day, 170 minutes per month, for a maximum of 11 episodes per month.
- Franchisee on delays of staff on shift: workers working in specific areas (e.g. caring) are given the option to justify delays in entry through a monthly franchise of 35 minutes for a maximum of 14 minutes per day.

Flexibility

Leave

- **Compulsory maternity leave:** mandatory 5-month absence (two months before the expected date of delivery and three months thereafter or one month before the expected date of delivery and four months thereafter or absence from the date of delivery for five successive months)
- **Father's leave for birth, adoption, custody:** 10 days of compulsory leave available in the period from 2 months before the expected date of delivery to 5 months after delivery, with additional optional 10 days to be paid
- **Parental leave:** the right to abstain from work for each child, in his first twelve years of life, addressed to both mother and father. Parental leave may not exceed 10 months in total, except where the father enjoys a period of continuous or fractional absence, not less than 3 months; in this case the maximum overall limit is 11 months
- **Daily rest (CD. rest for lactation):** the mother can benefit from two paid leave of one hour each, which can be combined during the day. If the daily working time is less than 6 hours, the permit is one hour
- **Marriage leave:** paid leave of 15 consecutive days, to be taken within 30 days after the marriage.

Flexibility

Leave

- **Leave ex lege 53/2000:** the worker is entitled to a period of unpaid leave for serious family reasons and to take care of his or her family, as expressly indicated by the above-mentioned legal provisions relating to personal circumstances, of their family and the subjects referred to in art. 433 of the Civil Code even if not cohabiting
- **Special leave ex lege 104/92:** workers who have to assist a severely disabled person (convivent spouse"/the "part of the civil union living together"/the "de facto or related partner within the third degree) they are entitled to a period of paid leave not exceeding two years in total over their working life; this limit shall be the same for all persons with disabilities. Therefore, if you have more than one family member, you may be entitled to leave for each of them, but you will never exceed two years
- **Leave for women victims of gender-based violence:** the worker placed in protection paths related to gender-based violence can request as provided by art. 24, D.Lgs. n. 80/2015, a paid leave of up to three months, as well as request the transformation of the employment relationship from full-time to part-time

Flessibilità

- **Prenatal check-ups:** Expectant mothers are entitled to paid leave for prenatal examinations, clinical examinations or specialist medical visits
- **Permits for birth preparation courses**
- **Pink parking:** Future mothers who work at a company premises with parking facilities can request an allocation of a parking space until the start of maternity leave.
- **Parental leave:** 150 hours per year (adjusted for part-time), for staff up to 5S with children up to 11 years. Monthly use of up to 14 hours (reproportioned for part-time) and recovery within the calendar quarter of responsibility (until 31 January for the last quarter of the year).
- **Child care permits for children with Specific Learning Disabilities (SDA):** Parents of children with Specific Learning Disabilities (SDA), attending the first cycle classes, can benefit from an hourly flexibility that is concretized in the recognition of recovery permits fractional to hours - up to a maximum of 120 hours per year (re-proportioned for part-time workers) for the period January-December - in order to provide assistance to their children in school activities at home.
- **Part-time mother:** colleagues working in the caring field, Mothers of pre-school children at the end of the breastfeeding period may request the transformation of the employment relationship from full-time to part-time at 75% for a maximum period of one year, which may be extended by using specific shifts

Flessibilità

Leave to recuperate (for workers classified up to liv. 5s)

- **Leave to recover ex agreement 9 January 2019 (use in December):** the workers who - on 30 November of each year - have completely exhausted their entitlement to holidays and permits, can enjoy in the following month of December up to a maximum of 8 hours total of permits to recover
- **Recovery permits ex agreement 18 July (cd «acausal»):** recognized 24 annual hours of recovery permits (with re-proportioning in case of part-time staff or recruitment during the year), without any monthly usage limit
- **Compassionate leave:** each worker may give up free of charge and definitively to another colleague, from a minimum of 30 minutes to a maximum of 15 hours and 16 minutes of their leave without holidays, and up to two days of vacation , e fino a due giornate di ferie
- **Paid study leave:**
 - Non-university education: Workers who have to take examination tests may apply for paid leave for the days on which the exam is taken and for the two working days preceding the examination session.
 - University education: In addition to the statutory leave already granted on examination days, workers will be entitled to a further nine working days per year. These permits may be used for a maximum of two days immediately preceding the test of each examination.

Flessibilità

- **Unpaid study leave:** depending on the years of employment, workers can use two types of unpaid leave, aimed at:
 - completion of compulsory education;
 - Obtaining a second-level diploma, a university degree;
 - participation in training activities other than those provided directly or indirectly by the employer.

In particular:

- for workers with company seniority of less than five years: there are 160 hours per year of unpaid leave to be used up to a maximum of 40 hours each quarter, compatible with the production and organizational needs of the Company.
- for workers with at least five years of company seniority: there is a period of leave, continuous or split, not exceeding eleven months, to be taken only once during the employment relationship, with a minimum of one calendar month.

Welfare for people

In order to increase the health and well-being of people, the following activities aimed at spreading the culture of prevention, psycho-physical well-being and financial awareness were not carried out in 2024:

Prevention

TIM offers a completely free preventive health programme, within the framework of health programmes consistent with the most modern protocols, for all employees aged 45 and over, with access every two years. In the last edition 202272024 11,236 people were invited and 73% of them adhered to it.

In addition, all employees have access to digital information catalogs on the TIM Academy's Open Learning platform that offer advice on preventing certain diseases and adopting the right lifestyle. Among the main ones, the course on the prevention of oncological pathologies and that on the prevention of HIV and sexually transmitted diseases.

TIM myHealth

It is a free healthcare policy for all our employees, providing comprehensive health care for the whole family, with telemedicine service, support of an online doctor available 24/7, issuing of prescriptions, and home delivery of medication. In 2024 it was used by about 500 people

Welfare for people

Movement and physical activity

As of 2019, TIM is providing employees and their families with a partnership with Wellhub at reduced costs to access 2,200 additional sports centers, helping to reduce sedentary lifestyle, the fourth global risk factor for mortality.

There are 2,600 subscribers to the free programmes and over 3,400 active subscriptions.

Stress Reduction: Paths of Resilience

A psychological support desk for the individual with a package of 8 free online meetings and up to 20 optional meetings at a reduced rate; 4 webinars to raise energy levels, manage emotions, plan the future and 2 e-routeslearning for the well-being of mind and spirit.

In 2024, 89 psychological support courses were completed out of 250 training course participants.

On the Open Learning platform, mindfulness and autogenic training courses are also available

Training programme on wellbeing

Training course includes three different formats: webinars, video talks and decalogues, all designed to promote a culture of physical and psychological health. This initiative is made possible by the "Health Friendly Company" recognition of the Wave Project obtained by TIM also for 2025/2026. The HFC Sticker rewards the commitment to the health and well-being of people in the company.

Welfare for people

Financial education

In 2024, the "Personal Finance" training course was developed in collaboration with the start-up Starting Finance to promote awareness and development of skills in the financial, insurance and social security fields. Mastering these concepts can be crucial for more effective management of your resources and safer and more informed financial planning.

The course consisted of 4 webinars on personal finance, financial instruments, liquidity management and supplementary pension.

Welfare for family

In order to increase the well-being of individuals and families, the following activities were not carried out in 2024:

TIM Studio

In 2024, TIM collaborated with the start-up Futurely to implement the "TIM Orienta" project to support the school and university orientation of the sons and daughters of employees enrolled in primary and secondary schools. The aim of the project is to support students and families in making an informed choice for their future educational path, through innovative digital tools, structured pathways and personalised content.

In 2024, 484 students completed the orientation course.

TIM Childhood

The project provides for reimbursement of expenses incurred for childcare, maternity or babysitting services in order to support parenting and work-life balance of colleagues from TIM and the Group companies participating in the initiative.

Some 646 applications accepted.

Welfare for family

TIM Summer

To the children and grandchildren of employees between 6 and 18 years old, the company offers a 14-day summer holiday full of leisure, sport, art, nature and school guidance. The guiding thread of each stay was oriented to inclusion, with targeted educational and pedagogical initiatives.

In 2024 the initiative involved 1,194 children and young people with a choice between 12 stays in Italy, 3 stays abroad and 2 itinerant sailing trips, for a total of 27 shifts. Special attention is also given to 33 participants with special needs who are assisted by specialized staff throughout their stay.

20 Wallet

TIM Studio Estero provides financial support through a wallet to be used on the platform "Special Welfare", managed by partner Edenred, to cover the costs of participation in school programs abroad.

Twenty applications were accepted. For each month of stay abroad, in addition, TIM also grants a monthly wallet to the beneficiaries of the reimbursement, which fall within the parameters of ISEE indicated in the regulation of the initiative, to cover small expenses of the participant.

Welfare for family

Subsidies

The grants are a concrete gesture of closeness and support that TIM offers to its employees in the most delicate moments of life.

This is an exceptional financial aid, designed for those who are facing personal difficulties, family or hardship situations, such as serious diseases, deaths, unforeseen events or dangerous conditions. Benefits are provided for: serious illness, prolonged absence due to extraordinary family reasons, natural disasters or exceptional events, benefits for heirs, death of spouse, child or dependent family member, family violence or danger. In 2024, 8 economic grants were made.

TIM CARE

In 2024, the company launched the TIM Care initiative dedicated to caregivers, that is to those who care for frail family members, whether they are children, parents or close relatives. In particular, the people of TIM Group can use at no cost the LianeCare platform that provides a matching service and allows you to find specialists in the field of caring. This network of certified and qualified operators is available throughout the country and offers daily support to those who need it. The LianeCare plan is aimed at seeking assistance not only for elderly and adults who are not self-sufficient, but also for children and animals through an internal system of advertisements for caregivers, servants, babysitters and pet sitters.