



KEY ASPECTS ON OCCUPATIONAL HEALTH AND SAFETY

Insight

TIM Group

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1. Occupational Health and Safety Policy

We have adopted an **Occupational Health and Safety (OHS) Policy** that serves as the strategic framework for all TIM Group activities. It applies to all our employees, contractors, and anyone working under our responsibility. We operate in full compliance with current regulations regarding health, safety, and occupational diseases, as well as applicable national collective bargaining agreements, drawing inspiration from international standards such as those of the International Labor Organization (ILO), with the goal of preventing potential accidents and health hazards related to the performance of work duties.

This policy embodies the Group's commitments regarding Health and Safety; specifically:

- We adopt a participatory relationship model, supported by an extensive network of employee representatives throughout the country. This approach ensures a transparent and ongoing dialogue and consultation with employees, labor unions, authorities, and other stakeholders regarding health and safety activities, performance, and objectives;
- We are committed to the continuous improvement of our management system, with the goal of consistently enhancing workplace health and safety performance;
- The identification of quantitative targets—both annual and long-term—aimed at improving health and safety outcomes;
- The establishment and monitoring of health and safety priorities and related targeted action plans;
- We reaffirm our commitment to making health and safety a top priority, fully integrating them into our corporate culture and organizational strategies;
- We are committed to preventing all forms of work-related injuries or health hazards, in full compliance with applicable regulations and the highest international standards;



- We recognize that the active involvement of all members of the organization, ongoing training, transparent communication, the development of skills, and shared responsibility are fundamental elements for ensuring healthy and safe work environments, promoting responsible behavior, and supporting continuous improvement in our performance.

The Policy inspires and guides our ISO 45001-certified management model, which is based on the principles of risk prevention, assessment, and management; transparent governance; targeted action plans; responsible supplier selection criteria; and concrete actions to protect the well-being of our people. Finally, in this document, we emphasize our commitment to fostering dialogue with stakeholders and promoting a shared culture of safety—both within and outside the organization—through open communication and the ongoing sharing of objectives, activities, and results.

2. Our Occupational Health and Safety Management Model

As the TIM Group, we are committed to ensuring a healthy and safe work environment, considering the health and safety of our people a top priority in the conduct of our business.

Governance of the health and safety management model is entrusted to the Board of Directors, through the Control and Risk Committee, which oversees the implementation of policies.

To further strengthen our commitment, we have established a **Safety Steering Committee**, chaired by the Chief Executive Officer, tasked with guiding strategic decisions regarding health and safety, ensuring a high level of commitment and effective governance.

The Committee promotes integration among the various corporate functions, coordinates execution, and defines policies, strategic targets, and cross-functional and vertical action plans. Furthermore, it is responsible for monitoring performance and fostering a strong safety culture within the Group.

As a further guarantee of our commitment, **we have adopted an ISO 45001-certified management system**, audited by third-party organizations, which covers all processes related to real estate under the responsibility of the Real Estate function and includes:



- the identification and assessment of health and safety risks and hazards that could cause harm in the workplace through continuously updated internal procedures and with the support of in-house resources specialized in analysis and instrumental measurements (e.g., electromagnetic fields, noise, illuminance, radon, microclimate, manual handling of loads, etc.);
- the establishment of company priorities regarding health and safety, action plans with quantitative objectives to address identified risks, and emergency preparedness and response measures, such as those for fire hazards, seismic risks, natural disasters, and pandemic crises;
- the evaluation of progress made toward defined objectives to reduce or prevent issues and risks to people's health and safety;
- conducting of periodic internal inspections;
- the adoption of procedures for investigate work-related injuries, ill health, diseases and incidents;
- the planning and delivery of training and informational activities, aimed at both Group personnel and other stakeholders, to raise awareness and promote best practices in health and safety to reduce workplace accidents;
- establishing procedures to investigate workplace injuries, occupational diseases, and any work-related incidents;
- incorporating health and safety evaluation criteria into the qualification processes for suppliers and partners, with specific contractual clauses aimed at safeguarding health and safety aspects during business dealings with those suppliers and partners.