



TIM GROUP EMPLOYEE TURNOVER RATE BREAKDOWN	2020	2021	2022	2023
Total employee turnover rate %	10.2%	8.0%	10.0%	12%
Voluntary employee turnover rate %	8.0%	8.0%	7.0%	8%
Total employee turnover rate- GENDER				
FEMALE	3.0%	3.0%	4.1%	5.5%
MALE	7.0%	5.0%	5.8%	6.6%
Total employee turnover rate - AGE GROUP				
<30	1.0%	2.0%	2.0%	1.6%
>=30; <=50	2.0%	3.0%	4.1%	3.8%
>50	6.0%	3.0%	3.8%	6.4%
Total employee turnover rate- NATIONALITY				
ITALIAN (OTHERS)	8.0%	5.0%	5.6%	7.7%
BRAZILIAN	2.2%	3.0%	4.3%	4.0%