



TIM GROUP HIRING DATA BREAKDOWN	2020	2021	2022	2023
Total number of new employee hires	2,275	3,552	3,559	2,784
Percentage of open positions filled by internal candidates (internal hires)	56.8%	36.6%	40.7%	59.3%
Average hiring cost/FTE (€)	697	1,032	1,205	628
New employee hires - GENDER				
<i>FEMALE</i>	869	1,533	1,594	1,230
<i>MALE</i>	1,406	2,019	1,965	1,554
New employee hires - AGE GROUP				
<30	1,006	1,522	1,364	1,056
>=30; <=50	1,198	1,863	2,068	1,552
>50	71	167	127	176
New employee hires - NATIONALITY				
<i>ITALIAN</i>	1,047	1,399	1,271	922
<i>BRAZILIAN</i>	1,228	2,153	2,288	1,862

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Percentage of open positions filled by internal candidates (internal hires)				
GROUP	56.8%	36.6%	40.7%	59.3%
<i>Domestic</i>	73.0%	55.3%	61.7%	76.7%
<i>Brazil</i>	11.3%	12.4%	14.7%	35.2%

Total number of new employee hires (External)				
GROUP	2,275	3,551	3,557	2,784
<i>Domestic</i>	1,047	1,409	1,269	922
<i>Brazil</i>	1,228	2,142	2,288	1,862

Total Internal Hires				
GROUP	2,986	2,048	2,440	4,049
<i>Domestic</i>	2,830	1,745	2,046	3,039
<i>Brazil</i>	156	303	394	1,010

Total Hires (External+Internal)				
GROUP	5,261	5,599	5,997	6,833
<i>Domestic</i>	3,877	3,154	3,315	3,961
<i>Brazil</i>	1,384	2,445	2,682	2,872