

Creating value through developing employee skills and well-being



We developed a new **skills model**, designed **training courses** to address new market and business scenarios and provided tools for **personal development**.

Our Actions

Great Place to Work
2022 certification



Support for individuals and families

- Psychological and stress reduction services
- Physical activity and healthy lifestyles
- Health prevention and check-ups for over 45s
- Agreements and discounts
- Corporate loans
- Reimbursements for childcare and baby sitting facilities
- Summer camps and Scholarships for children of employees
- Support for vulnerable parents and family members

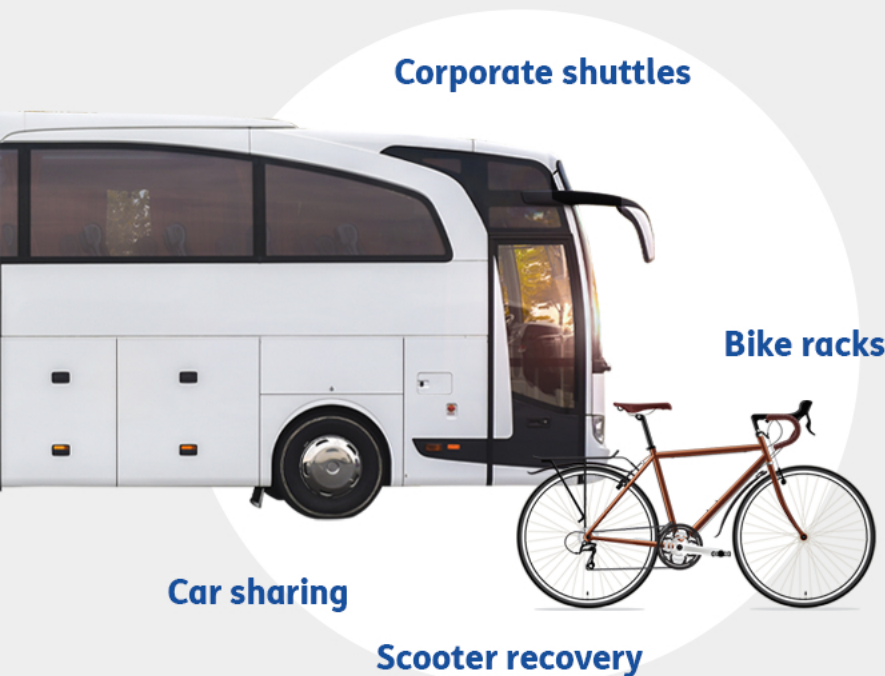
Family Audit
Certification
from 2017 to 2021



Workforce Disclosure Initiative
2021 for the most transparent company



Tools for balancing work-life needs while respecting the environment



Agile working
Organisational model that alternates the ability to work in the office and from home

Developing skills to give value to the organisation

- Training on sustainability issues
- Specialised training
- Training on new TIM core skills
- Training courses for young recruits
- Onboarding and mentoring
- Coaching services

5,000 hours of
sustainability training

TIM Talks
on 5G, Cloud and AI

130 tutors
and dedicated courses
for young people



7 training courses
on digital skills available

Engaging and developing people in their uniqueness

3,960 participants
in female
Lead-HER-ship
role modelling
meetings

Resetting
the Gender Pay Gap
for Managers



224 women under 35
registered with Young Women Network

307 women
in individual development
programmes

- Disability Management
- Pay Gap Program
- 4weeks4inclusion
- Longevity Program
- LGBTQ+ Management

TAD Talks 4 Inclusion
dedicated to the
gender gap
for 1,000 managers



17,000 participants
in the Harvard Implicit Test on
the unconscious association
'Woman = Family and
Man = Career'



Over 36,000
people trained on
Inclusive Language and
Gender BIAS

1,000 participants
in parenting courses.
258 fathers took advantage of the
doubled paternity leave

Dyslexia Friendly
Company
Certification
from 2021

TOP20 on the
Diversity
Brand Index
from 2018

Bloomberg Gender
Equality Index (GEI)
from 2021

Refinitiv's Diversity
and Inclusion
Index from 2020