Our governance system safeguards the sustainability promise to our stakeholders through **organisational** and **process levers and tools** that ensure long-term ESG stewardship while minimising business risks and costs
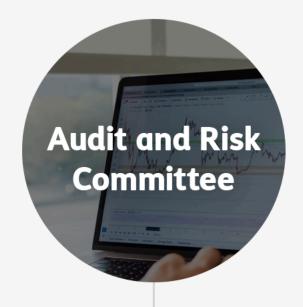
Our ESG Governance System

Group Governance Committees and Operational Integration

The committees are composed of 1 Chairman and 4 Non-Executive Directors, the majority of whom are independent. Among them, at least one belongs to a minority list submitted in accordance with the Articles of Association.

Sustainability Committee

It monitors the consistency of TIM's goals and management with environmental, social and corporate sustainability criteria.

It supports the activities of the Board of Directors and management with advisory, propositional and instructional tasks.

Audit and Risk Committee

It analyses ESG risks with the support of the Sustainability Committee.

It prepares financial and non-financial reporting for the period for consideration by the full board.

Appointments and Remuneration Committee

Assesses the remuneration policy and monitors the adoption and implementation of gender equality measures in the corporate organisation and ESG considerations in the remuneration policy.

Policy

For the environment and social issues

Environmental policy
Equal Opportunities Charter
Human Rights Policy
Gender Harassment Policy
Human Resources Policy

For business operations

Crisis Management Policy
Procurement policy for products and services
Code of Ethics

Sustainability-oriented business processes

For the purchase of goods and services

Introduction of control elements in the stages of the production chain to make purchasing increasingly sustainable

For participation in tenders

Adoption of environmental and social criteria to be in line with NRRP requirements

Tools to support sustainable development

Reporting and data management from an ESG perspective

OBIETTIVI PER LO SVILUPPO SOSTENIBILE

Alliances and collaborations to define principles and create shared ESG standards

Certifications for infrastructure and suppliers to enhance the sustainability of business processes and assets