

### TIM Group Training & Development inputs 2022

TIM DOMESTIC	AVERAGE HOURS PER FTE 2022	AVERAGE AMOUNT SPENT PER FTE 2022 (€)
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TIM BRASIL	AVERAGE HOURS PER FTE 2022	AVERAGE AMOUNT SPENT PER FTE 2022 (€)
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AGE		
<30	1.3	4.0 €
>=30; <=50	17.0	53.7 €
>50	32.1	101.5 €

AGE		
<30	11.4	38.7 €
>=30; <=50	45.7	155.2 €
>50	4.6	15.6 €

GENDER		
FEMALE	56.1	180.5 €
MALE	47.4	147.9 €

GENDER		
FEMALE	69.4	209.9 €
MALE	53.8	209.2 €

MANAGEMENT LEVEL AND GENDER		
SENIOR MANAGERS		
OF WHOM WOMEN	9.5	39.3 €
OF WHOM MEN	6.0	23.7 €
MIDDLE MANAGERS		
OF WHOM WOMEN	58.0	192.1 €
OF WHOM MEN	48.4	167.0 €
OFFICE STAFF		
OF WHOM WOMEN	56.2	180.4 €
OF WHOM MEN	48.1	148.6 €
<b>Total</b>	<b>50.4</b>	<b>159.3 €</b>

MANAGEMENT LEVEL AND GENDER		
SENIOR MANAGERS		
OF WHOM WOMEN	10.9	188.9 €
OF WHOM MEN	11.3	189.2 €
MIDDLE MANAGERS		
OF WHOM WOMEN	17.5	187.9 €
OF WHOM MEN	27.0	190.7 €
OFFICE STAFF		
OF WHOM WOMEN	71.0	210.5 €
OF WHOM MEN	55.9	210.6 €
<b>Total</b>	<b>61.7</b>	<b>209.5 €</b>

TYPE OF TRAINING		
Anti-corruption Practices	4.0	14.0 €
Enviromental Issues	0.0	0.0 €
Health and Safety	2.9	9.1 €
Human Rights	0.0	0.0 €
Sustainability Training	3.9	13.9 €
Others	39.5	122.2 €

TYPE OF TRAINING		
Anti-corruption Practices	0.7	0.5 €
Enviromental Issues	0.4	0.0 €
Health and Safety	1.0	1.0 €
Human Rights	0.0	0.0 €
Sustainability Training	1.5	35.9 €
Others	57.8	171.7 €

NATIONALITY		
ITALIAN	0.1	0.2 €
BRAZILIAN	60.6	205.8 €