



TIM GROUP HIRING DATA BREAKDOWN	2019	2020	2021	2022
Total number of new employee hires	2,972	2,275	3,552	3,559
Percentage of open positions filled by internal candidates (internal hires)	48.1	56.8	36.6	40.7
<b>New employee hires - GENDER</b>				
FEMALE	1,351	869	1,533	1,594
MALE	1,621	1,406	2,019	1,965
<b>New employee hires - AGE GROUP</b>				
<30	1,512	1,006	1,522	1,364
>=30; <=50	1,373	1,198	1,863	2,068
>50	87	71	167	127
<b>New employee hires - NATIONALITY</b>				
ITALIAN	407	1,047	1,399	1,271
BRAZILIAN	2,565	1,228	2,153	2,288