

### TIM Group Workforce Breakdown 2022: Nationality

Nationality	Share in total workforce (as%oftotal workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Italian	81	59
Brazilian	19	40
San Marinese	0.1	0.1

### TIM Group Workforce Breakdown 2022: Gender

Share of women in total workforce (as % of total workforce)	38
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	20
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	18
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	28
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	25
Share of women in STEM-related positions (as % of total STEM positions)	21