



## TIM LONG-TERM INCENTIVES FOR EMPLOYEES 2023

Type of long-term incentive program and of employees the program applies to	Average payment time	% of workforce below senior management level that this program applies to	Inclusion of targets related to sustainability performance in the long-term incentive plan of employees below senior management
<p>The 2022 Shareholders' Meeting, taking note of the changes in the scenario, approved to go beyond the 2020-22 Long Term Incentive Plan and to replace the third cycle of this plan with an instrument with a single 2022-24 cycle that allows management to participate in the creation of shareholder value in a strongly incentive based manner. The new plan is a Stock Option Plan. The Plan is addressed to the Chief Executive Officer, Top Management and a selected number of employees (below senior management) with key roles in achieving the objectives of the Strategic Plan (140 executives). The plan includes an ESG indicator (weight 30%), divided into two sub-objectives: % presence of women in positions of responsibility at the end of 2024 (weight 15%); % renewable energy out of energy consumed in 2024 (weight 15%). In addition, the three-year incentive cycle 2021-2023 regarding the 2020-2022 LTI Plan (see 2020 Report on Remuneration) is also active.</p>	3	26%	<p>The Stock Option Plan 2022-2024 approved by Shareholder's Meeting on April, 7 2022, includes an ESG indicator (weight 30%), divided into two sub-objectives: % presence of women in positions of responsibility at the end of 2024 (weight 15%); % renewable energy out of energy consumed in 2024 (weight 15%)</p>