

## Gender Pay Indicators 2023

### TIM SpA

Indicator	Difference between men and women employees (%)
Mean gender pay gap	-4.7
Median gender pay gap	-2.4
Mean bonus gap	-9.8
Median bonus gap	-3.7

## Ratio of basic salary and remuneration of women to men 2023

### TIM Domestic

Indicator	Ratio of annual basic salary (RAL) of women than men by occupational category (%)
Senior managers	99
Middle managers	96
Staff office	95

### TIM Brazil

Indicator	Ratio of annual basic salary (RAL) of women than men by occupational category (%)
Senior managers	89
Middle managers	98
Staff office	69

As part of its Remuneration Policy, TIM Group has adopted management incentive goals that promote, for example, equal pay and opportunity, particularly related to the gender pay gap and the percentage of women in senior positions.

With reference to BU Domestic, targets have been set related to the short and long-term variable incentive system intended for a part of the company management, such as the MBO 2023 and specifically the decrease in Gender Pay Gap in the Managerial Cadre segment.

In 2023, the pay gap targets set with the variable remuneration system were achieved: zeroed in management and reduction of the gap in middle management.