FY 2023

PRELIMINARY RESULTS

1INFO DIGITAL SIGN

Disclaimer

This presentation contains statements that constitute forward looking statements regarding the intent, belief or current expectations of future growth in the different business lines and the global business, financial results and other aspects of the activities and situation relating to the TIM Group. Such forward looking statements are not guarantees of future performance and involve risks and uncertainties, and actual results may differ materially from those projected or implied in the forward-looking statements as a result of various factors. Consequently, TIM makes no representation, whether expressed or implied, as to the conformity of the actual results with those projected in the forward-looking statements. Forward looking information is based on certain key assumptions which we believe to be reasonable as of the date hereof, but forward-looking information by its nature involves risks and uncertainties, which are outside our control, and could significantly affect expected results.

Analysts and investors are cautioned not to place undue reliance on those forward-looking statements, which speak only as of the date of this presentation.

The **2023 preliminary financial results** of the TIM Group were drafted in accordance with International Financial Reporting Standards issued by the International Accounting Standards Board and endorsed by the EU (designated as “**IFRS**”).

The accounting policies and consolidation principles adopted in the preparation of the **2023 preliminary financial results** of the TIM Group are the same as those adopted in the TIM Group Annual Audited Consolidated Financial Statements as of 31 December 2022, to which reference can be made, except for the amendments to the standards issued by IASB and adopted starting from 1 January, 2023.

Please note that the **2023 preliminary financial results** of the TIM Group **are unaudited**.

Alternative Performance Measures

The TIM Group, in addition to the conventional financial performance measures established by IFRS, uses certain alternative performance measures for the purposes of enabling a better understanding of the performance of operations and the financial position of the TIM Group. In particular, such alternative performance measures include: EBITDA, EBIT, Organic change and impact of non-recurring items on revenue, EBITDA and EBIT; EBITDA margin and EBIT margin; net financial debt (carrying and adjusted amount), Equity Free Cash Flow, Operating Free Cash Flow (OFCF) and Operating Free Cash Flow (net of licences). Moreover, following the adoption of IFRS 16, the TIM Group uses the following additional alternative performance indicators: EBITDA After Lease ("**EBITDA-AL**"), Adjusted Net Financial Debt After Lease and Equity Free Cash Flow After Lease.

Such alternative performance measures are unaudited.

#1 Operations update

#2 Financial and operating results

#3 Closing remarks

2 years of achievements driven by solid execution

	Q1 '22	Q2	Q3	Q4	Q1 '23	Q2	Q3	Q4	Jan-Feb. '24
DELIVERING	**2022-'24 Plan** approved	**New management team** **Oi mobile** acquisition **OF commercial agreement** **'Italia 1 Giga'** 7 lots awarded **'5G Backhauling'** all lots awarded	**2022 guidance upgrade** **Inwit stake** disposal **NSH** awarded **2022- '24 labour agreement** signed	**Public consultation** on 2023 wholesale tariffs	**2023 price-ups campaign** kick-off			**>€ 0.7bn NRRP anticipation** cashed-in **DAZN agreement** renewed	**ESG - Carbon Disclosure Project** "A" rating received
DELAYERING		**MoU** on single network			**Initial NBO** on NetCo (€ 15.8bn EV)	**Revised NBO** (€ 17.0bn EV) **Final NBO** (€ 17.9bn EV)		**NetCo BO** (€18.8bn EV) **+ Signing** **Sparkle NBO**	**Golden Power authorization** received **Sparkle offer** CEO mandated to negotiate further
REFINANCING			**€ 2bn SACE loan** cashed-in		**€ 0.85bn 5y bond** placed	**€ 0.40bn tap** **€ 0.36bn EIB financing** cashed-in	**€ 0.75bn 5y bond** placed **€ 0.75bn tap** **€ 0.95bn Braz. Debenture**		

Delivered 2 consecutive years of guidance for the 1st time since 2010-‘11

Organic YoY performance (1)

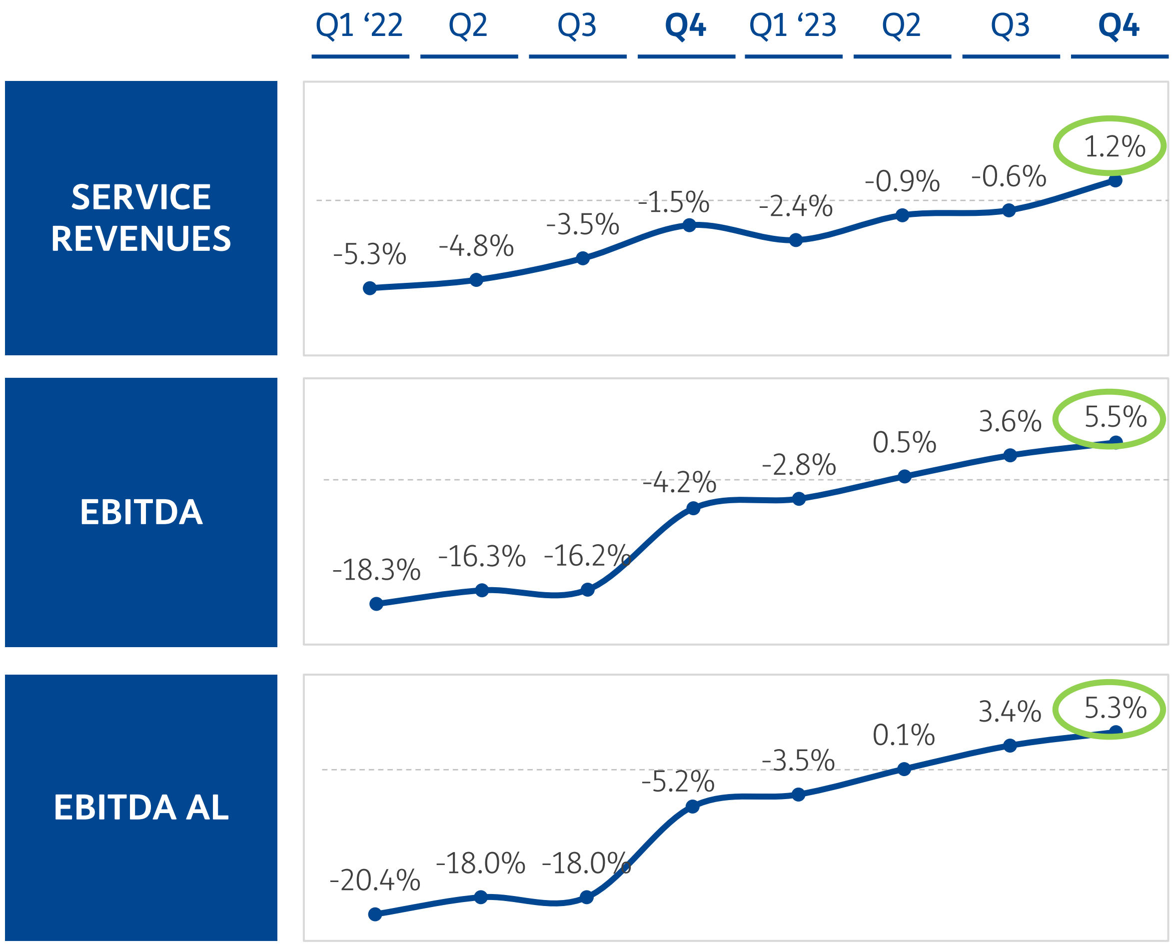
	2022		2023	
SERVICE REVENUES	**LSD decrease**	ACHIEVED ✓	**LSD growth**	ACHIEVED ✓
o/w Domestic			Broadly stable	
EBITDA	**HSD decrease** (2)	ACHIEVED ✓	**MSD growth**	ACHIEVED ✓
o/w Domestic			Flat to LSD growth	
EBITDA AL	**Low teens decrease** (2)	ACHIEVED ✓	**LMSD growth**	ACHIEVED ✓
CAPEX	**€ 4.1bn**	ACHIEVED ✓	**€ 4.0bn**	ACHIEVED ✓
o/w Domestic	€ 3.2bn		€ 3.1bn	

2022-‘23 GUIDANCE ACHIEVED ON ALL METRICS

LSD = Low-Single Digit; **MSD** = Mid-Single Digit; **LMSD** = Low-to-Mid Single Digit
(1) Group figures @ average exchange-rate 5.44 R$/€ in ‘22 and 5.40 R$/€ in ‘23 **(2)** Upgraded in Aug. ‘22

Clear growth trajectory of Domestic trends

Organic YoY performance (1)



DOMESTIC SERVICE REVENUES BACK TO POSITIVE
after 22 quarters

DOMESTIC EBITDA GROWTH
for the 3rd consecutive quarter

(1) Excluding exchange rate fluctuations, non-recurring items and change in consolidation

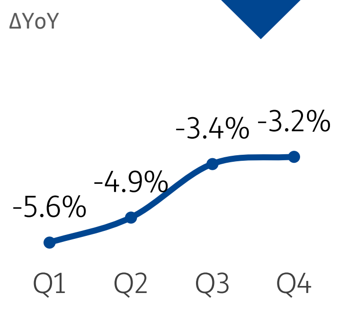
TIM Entities delivered results (1/2)

FY '23, organic YoY performance, TIM Consumer and TIM Enterprise revenues and service revenues consistent with July 2022 disclosure

TIM CONSUMER (CO+SMB)

REVENUES -4.7%

SERVICES -4.2%



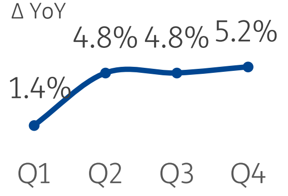
✓ **IMPROVED SERVICE REVENUE TREND AND ARPU**
successful repricing campaign both on fixed and mobile, limited impact on churn

✓ **CONFIRMED FTTH LEADERSHIP**
highest market share for the 6th consecutive quarter (1)

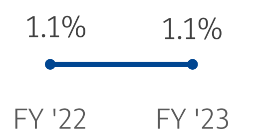
✓ **NRRP: 5G COVERAGE TARGET OVER-ACHIEVED**
152 areas covered (109% of YE target achieved)

CONSUMER FIXED

ARPU
net of activation fees
Δ YoY

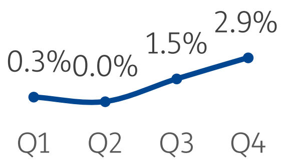


CHURN
monthly average

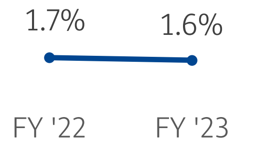


CONSUMER MOBILE

ARPU
human calling, net of MTR
Δ YoY



CHURN
monthly average



TIM ENTERPRISE

REVENUES +4.6%

SERVICES +5.1%

ΔYoY

Connectivity	-2%
Cloud (2)	+31%
Other IT	+13%
Security	+11%
IoT	+24%

✓ **SERVICE REVENUES GROWTH ABOVE MARKET AVERAGE FOR THE 2nd CONSECUTIVE YEAR**

✓ **CONSOLIDATED CLOUD LEADERSHIP**
~€ 1bn revenues from Cloud products and services, hyper performing DCs, >2k certifications

✓ **>40K DEALS CLOSED IN 2023**
12-month value of contracts signed +33% YoY

✓ **STRONG PIPELINE**
up to ~€ 1.5bn from ongoing negotiations

CHANGE IN REVENUE MIX

	2023	2022	2021
	38.9%	41.7%	47.8%
	31.0%	30.5%	21.6%
	23.6%	21.9%	25.8%
	4.0%	3.8%	2.7%
	2.5%	2.2%	2.1%

% weight on serv. rev.

(1) FTTH market share TIM 25.9% vs Op.2 18.5%, Op.3 18.5%, Op.4 17.4% and Others 19.6% (Source: AGCOM, data as of Sep. '23)
(2) Net of SPC Cloud; +7% YoY reported

TIM Entities delivered results

(2/2)

FY '23, organic YoY performance, NetCo revenues and service revenues consistent with July 2022 disclosure

TIM BRASIL

REVENUES +10.7%	**SERVICES** +10.8%
EBITDA (1) +14.7%	**CAPEX** 18.9% on revenues
EBITDA MARGIN (1) 48.7%	**EBITDA AL – CAPEX** (1) +62.1%

✓ **STRONG OPERATIONAL PERFORMANCE**

✓ **2023 GUIDANCE OVER-DELIVERED**

REVENUES	HSD growth	✓
EBITDA (1)	LDD growth	✓
CAPEX	<20% on revenues	✓
EBITDA AL-CAPEX (1)	DD growth	✓
SHAREHOLDERS REMUNERATION	>2.9bn R$	✓

HIGHEST EVER OPERATING FCF (2)
4.2bn R$
17.5%
of net revenues

MOBILE

61.2m lines

ARPU
+13.1% YoY ↑

MSR
+11.2% YoY ↑

NETCO

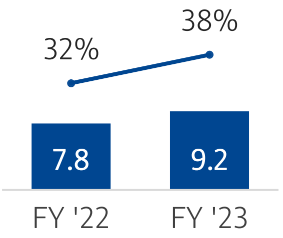
REVENUES +3.7%	**SERVICES** -0.2%

✓ **FTTH ROLL-OUT ON TRACK**
fiber migration and technology upgrade ongoing

✓ **DELIVERED ON NRRP ROLL-OUT MILESTONES**

Italia 1 Giga	5G Backhauling
~76% of YE target achieved ~255k HHs connected	**~106% of YE target achieved** ~3.6k sites connected ~1.2k sites passed
Delay mainly due to lack of specialized workforce in Sardinia, no risk of penalties	Further acceleration of execution expected

FTTH COVERAGE
(technical units, million) (3)



FTTX COVERAGE
>95% of active lines
~63% >100Mbps

MARKET SHARE
77% on TIM network

ACCESSES
15.5m, >70% FTTx

HSD = High Single Digit; **LDD** = Low Double Digit; **DD** = Double Digit
(1) Net non-recurring items **(2)** EBITDA AL net non-recurring items - CAPEX **(3)** Overall FTTH coverage, including NRRP and *"Eurosud"*

Transformation plan execution on track, ~€ 0.8bn additional savings achieved in '23

	2022	2023	2024
TARGET SAVINGS (€bn) (1)	**0.3** ✓	**1.1** ✓	**1.5**
o/w OPEX savings (2)	0.3	0.7	1.0
o/w cash cost / CAPEX extra-savings	-	0.4	0.5

~€ 0.8bn additional savings in 2023

106% of incremental FY target achieved

Highlights

Customer care	▪ **Customer Care spend reduced** 6% YoY thanks to lower human volumes (-18% YoY), increased productivity, make vs buy mix review, near-shoring and digital features upgrade
IT	▪ **Licensing cost optimized** through contracts revision (>90 contracts terminated or renegotiated YTD) ▪ **IT spending governance strengthened** through the set-up of a dedicated committee, ITC spend optimization and systematic review of >120 business plans
HR & Corporate	▪ **Insourcing**, completed 2nd wave and involved during the year ~1.1k employees across >100 different roles ▪ **Travel expenses contained** at same level of '22 despite COVID restriction (~27% below the 2023 initial budget) ▪ **SMS fraudulent traffic prevention** through new detection tools, SMS cap and reduction of off-net grey routes (-31pp YoY)

2023 key contributors

Decommissioning	▪ **Energy savings** from 3G switch-off and dismantling of obsolete network elements (e.g. exchanges equipment) ▪ **Public Payphones**, ~14k dismantled
Real Estate & Energy	▪ **Optimized management** of 200k sqm premises by leveraging home working & Friday closure by contractual agreement
Labour	▪ **Hourly reduction**, >70% of HCs involved, achieving >4k FTEs reduction ▪ **Voluntary exits**, ~0.6k HCs (~115% of FY target) ▪ **Early retirements**, >2.5k HCs (~109% of FY target) ▪ **Skill Remix**, ~0.5 HCs recruited (~113% of FY target)

(1) Cumulated savings vs. inertial plan **(2)** On 2021 restated cost baseline (€ 4.8bn)

Key financials

Organic data [1], IFRS 16 and After Lease (AL), €m and YoY trend

	FY '23		vs. FY '22	Q4 '23	vs. Q3 '23
REVENUES	**16,296**	**+3.1%**	+3.4pp ↑	**+1.9%**	-1.8pp ↓
o/w Domestic	11,922	+0.6%	+6.1pp ↑	-0.1%	-2.3pp ↓
SERVICE REVENUES	**14,953**	**+2.3%**	+1.0pp ↑	**+3.0%**	+1.4pp ↑
o/w Domestic	10,721	-0.7%	+3.1pp ↑	+1.2%	+1.7pp ↑
EBITDA	**6,383**	**+5.7%**	+12.4pp ↑	**+6.8%**	+0.3pp ↑
o/w Domestic	4,242	+1.7%	+16.0pp ↑	+5.5%	+1.9pp ↑
EBITDA AL	**5,304**	**+6.1%**	+16.7pp ↑	**9.4%**	+0.8pp ↑

FY GROUP REVENUES BACK TO GROWTH
improvement on Domestic, continued growth in Brazil

DOMESTIC SERVICE REVENUES BACK TO POSITIVE IN Q4
broadly stable in FY

GROUP EBITDA GROWTH IN FY
driven by Domestic back to positive

3rd CONSECUTIVE QUARTER OF DOMESTIC EBITDA GROWTH

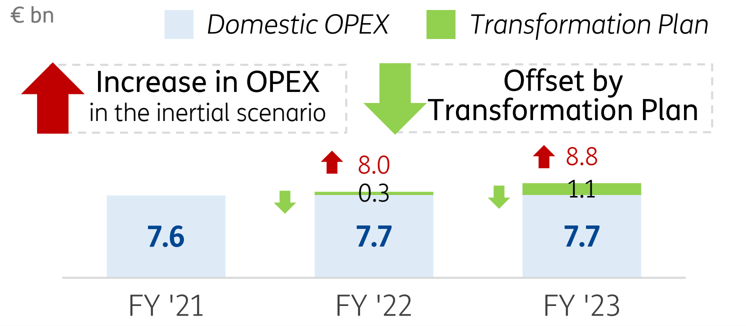
(1) Excluding exchange rate fluctuations, non-recurring items and change in consolidation area. Group figures @ average exchange-rate 5.40 R$/€

OPEX – Flat in FY thanks to Transformation Plan execution, higher revenue-driven costs offset by increased efficiencies. Q4 down YoY thanks to lower labour and G&A

Organic data, IFRS 16, €m

	FY '23	YoY trend	**Weight** on OPEX trend	Q4 '23	YoY trend
DOMESTIC OPEX	**7,680**	**+2 (+0.0%)**		**2,165**	**-57 (-2.6%)**
(CASH VIEW)		-39 (-0.5%)			-59 (-2.5%)
INTERCONNECTION	1,007	-6.8%	-1.0pp ↓	256	-6.0%
EQUIPMENT	739	-12.3%	-1.3pp ↓	244	-13.4%
OTHER COGS	1,236	+23.2%	+3.0pp ↑	413	+17.3%
COMMERCIAL	1,294	+5.4%	+0.9pp ↑	359	+0.9%
INDUSTRIAL	1,180	+3.8%	+0.6pp ↑	319	+8.3%
G&A AND IT	414	-6.7%	-0.4pp ↓	110	-9.4%
LABOUR (1)	1,776	-5.8%	-1.4pp ↓	447	-13.5%
OTHER (2)	34	-42.0%	-0.3pp ↓	18	-35.4%

TRANSFORMATION PLAN KEY TO KEEP OPEX OVERALL STABLE



VARIABLE COSTS
up for higher CoGS related to ICT revenues dynamic despite lower interconnection and equipment

COMMERCIAL COSTS
up for higher Content & Vas (higher multimedia revenues) and Commissioning (down in cash terms)

INDUSTRIAL COSTS
up for higher energy, industrial spaces and provisioning despite lower network maintenance costs

G&A & IT
down for lower professional services, utilities and fleet management

LABOUR
benefitting from solidarity and FTEs reduction

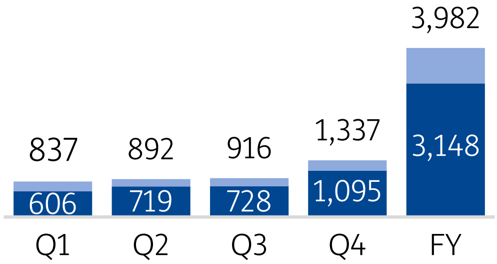
(1) Net of capitalized costs **(2)** Includes other costs/provision and other income

CAPEX in line with plan. **Net Debt** lower QoQ thanks to positive EFCF organic performance and NRRP anticipation

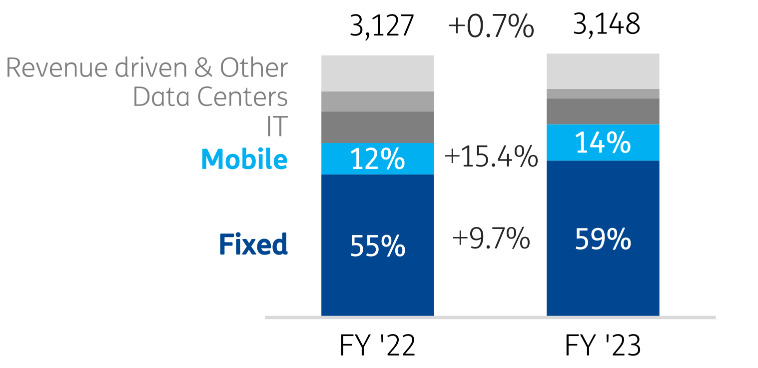
Organic figures[(1)], IFRS 16 and After Lease, €m

CAPEX ON TRACK

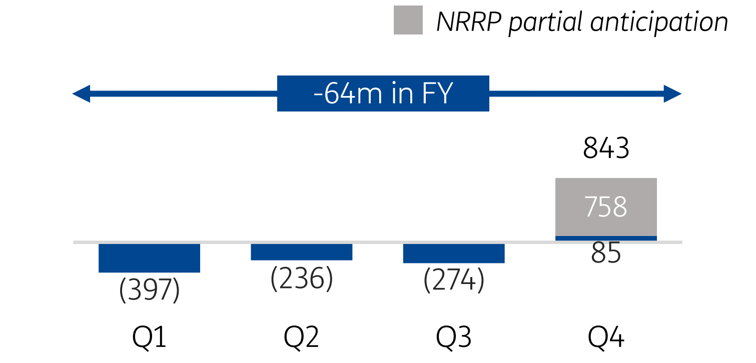
Δ YoY	Q1	Q2	Q3	Q4	FY
GROUP	(107)	(6)	72	38	(3)
DOMESTIC	(100)	17	68	36	21



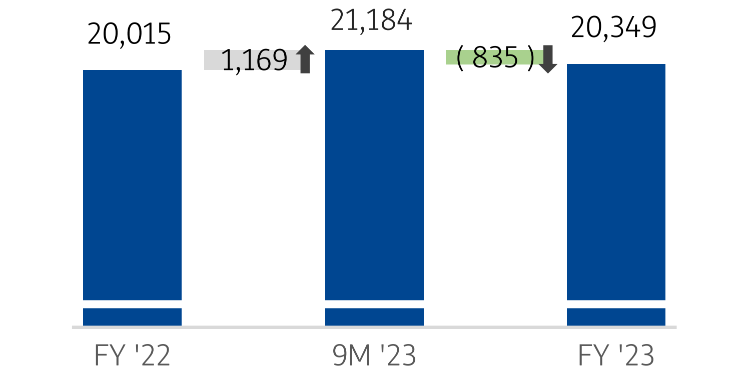
FY DOMESTIC CAPEX BREAKDOWN



EFCF AL BROADLY NEUTRAL IN FY



NET DEBT AL REDUCED QoQ



(1) Group CAPEX net of exchange rate fluctuations (average exchange-rate 5.40 R$/€)

Closing remarks

DELIVERING & DELAYERING

2 CONSECUTIVE YEARS OF RESULTS IN LINE OR ABOVE GUIDANCE	
DOMESTIC GROWTH TRAJECTORY CONFIRMED	**3 consecutive quarters of positive EBITDA**
TRANSFORMATION PLAN ON TRACK	**>€ 0.8bn incremental savings** vs inertial plan
2023 NRRP MILESTONES ACHIEVED	**>€ 0.7bn NRRP anticipation** cashed-in
FY EQUITY FCF AL TARGET ACHIEVED	**EFCF AL broadly neutral in FY** including NRRP anticipation
DELAYERING PLAN ON TRACK	**Golden Power authorization received** for NetCo transaction
	Separation activities execution in line with plan

TIM 2024-'26 PLAN TO BE PRESENTED AT THE CMD ON 7 MARCH

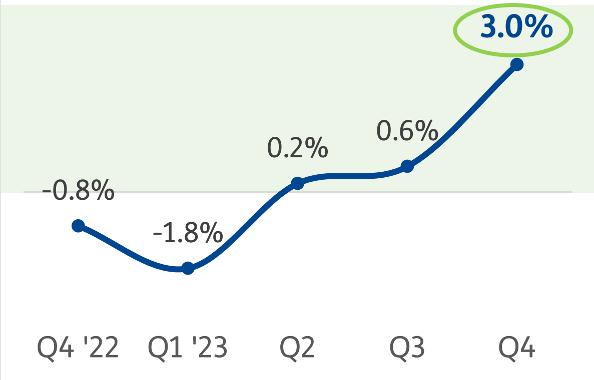
Q&A

Annex

Fixed – 3rd consecutive quarter of FSR growth YoY, higher ARPU, churn slightly higher in Q4 but contained in FY

Fixed Service Revenues

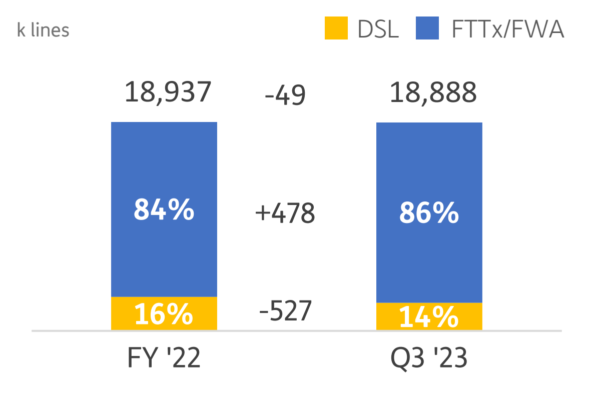
Organic figures, YoY trend



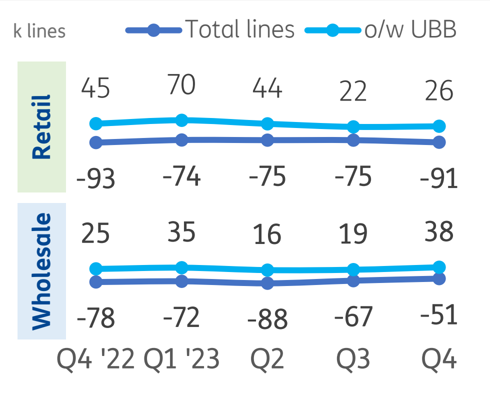
Organic figures

	Q4 '23	YoY trend	vs. Q3 '23	Highlights
Fixed revenues	**2,460**	**+3.1%**	**-2.3pp** ↓	
Equipment	219	+5.1%	n.m. (1)	mainly higher consumer volumes sold YoY
Services	**2,241**	**3.0%**	**+2.4pp** ↑	activation fees drag -0.7pp YoY
o/w retail (2)	1,496	4.7%	+5.7pp ↑	lower CB, higher ARPU
o/w Nat. wholesale (3)	499	1.8%	-0.6pp ↓	change in regulated prices more than offsetting lower customer volumes
o/w Int. wholesale	241	-5.9%	-9.3pp ↓	decrease in traditional low-margin voice revenues

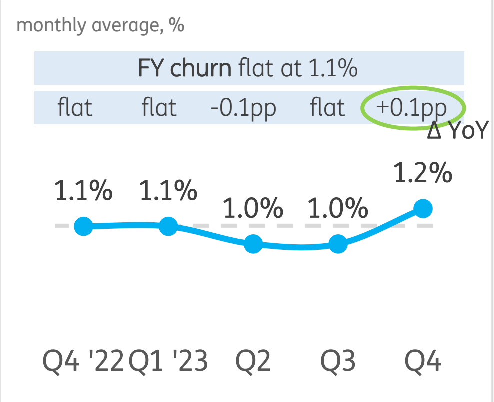
Broadband market (4)



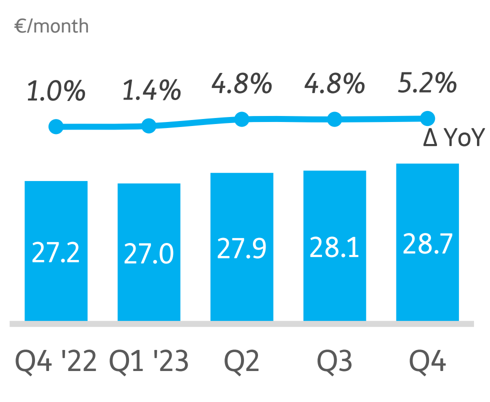
Net adds



Churn



ARPU Consumer net of activation fees discontinuity



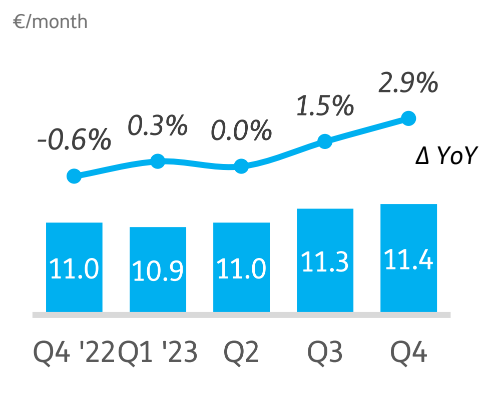
(1) Wholesale deal with OF in Q3 '23 (2) Including ICT revenues generated by TIM Digital Companies (3) Including FiberCop revenues (4) Source: AGCOM

Mobile - MSR trend still affected by MTR reduction and lower CB YoY. MNPs under control, higher ARPU, churn contained

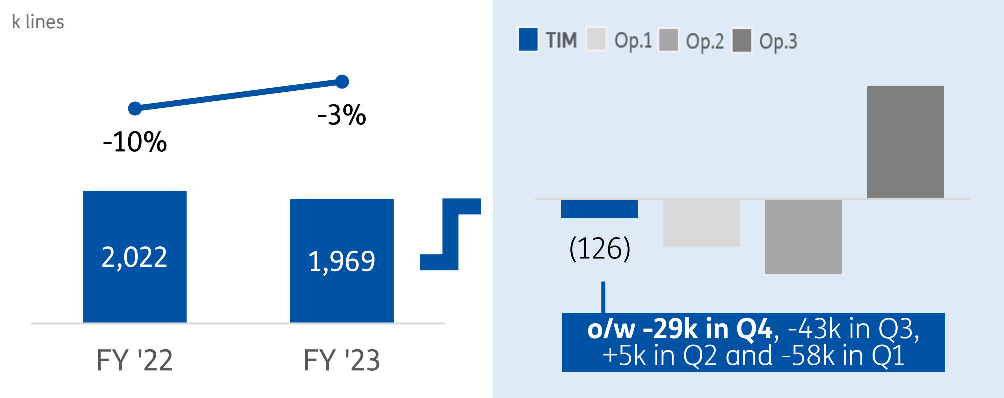
Organic figures

	Q4 '23	YoY trend	vs. Q3 '23	Highlights
Mobile revenues	**850**	**-9.0%**	**-4.5pp ↓**	
Equipment	109	-29.5%	-11.6pp ↓	mainly lower consumer volumes YoY
Services	**741**	**-4.9%**	**-2.3pp ↓**	MTR drag ~1pp YoY
o/w retail	638	-1.7%	+0.6pp ↑	lower CB, ARPU affected by MTR drag
o/w wholesale & other	103	-21.2%	-17.0pp ↓	lower VISE and wholesale & other (incl. MVNO)

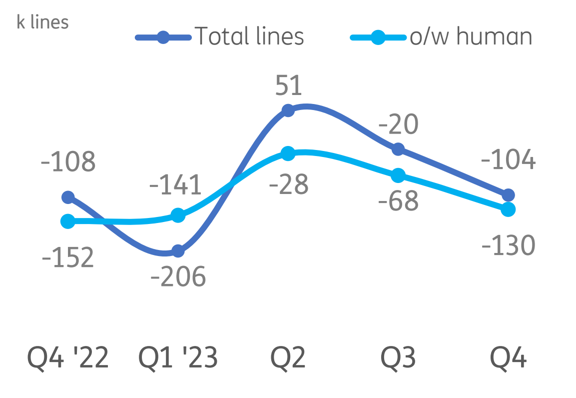
ARPU Consumer - Human Calling net of MTR discontinuity



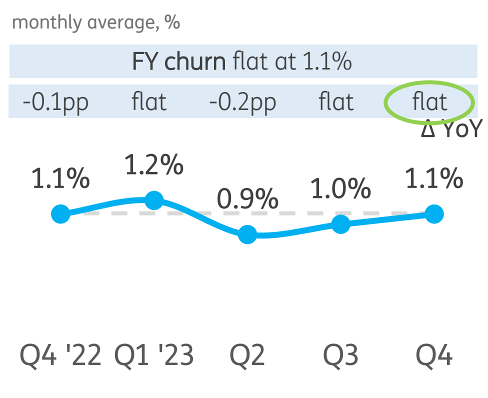
Market MNP reduced, TIM best performer among MNOs



Net adds



Churn

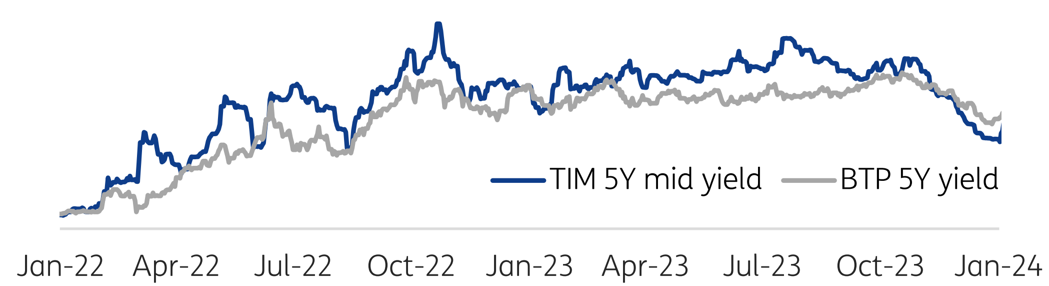


Liquidity margin - Debt maturities covered until ‘25

€ 4.1bn refinanced in 2023

Jan. ‘23	**€0.85**bn	**Bond**
Apr.	**€0.40**bn	**Tap**
May	**€0.36**bn	**EIB financing**
Jul.	**€0.75**bn	**Bond**
	€0.95bn	**Braz. Debenture**
Sep.	**€0.75**bn	**Tap**

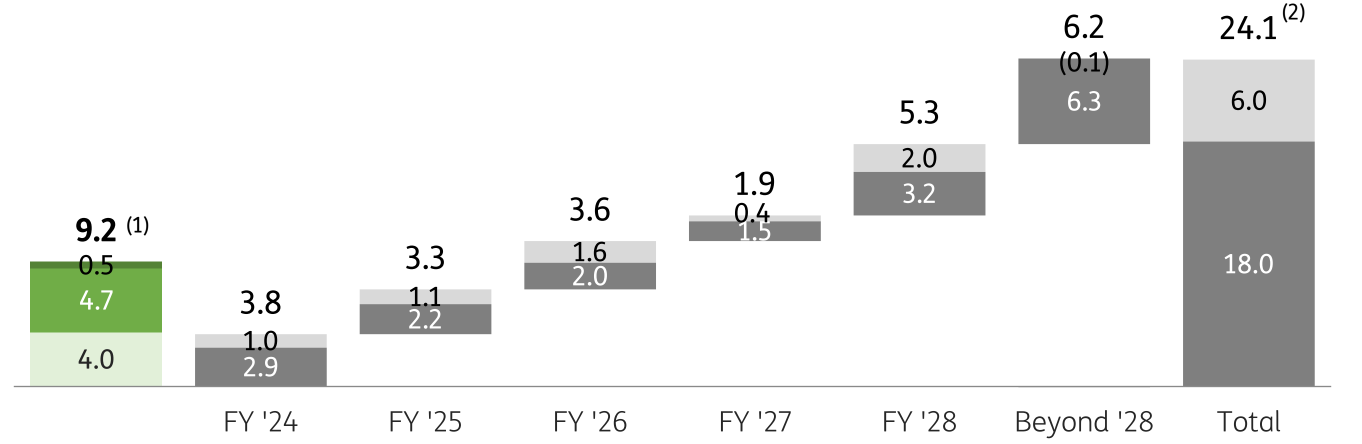
Increase in TIM yield broadly aligned to Italy’s BTP



Liquidity margin covering debt maturities until ‘25

Liquidity Margin | Debt maturities (M/L term)

€ bn, AL view



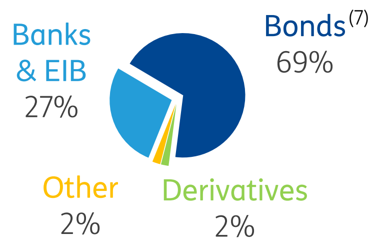
Cash & cash equivalent | *Undrawn portions of committed bank lines* | *NRRP financial receivables [3]* | *Bonds* | *Loans*

Cost of debt ~4.9% [4]

+0.3pp QoQ, +1.0pp YoY

~70% M/L term debt at fixed rate [5]

Gross debt [6]

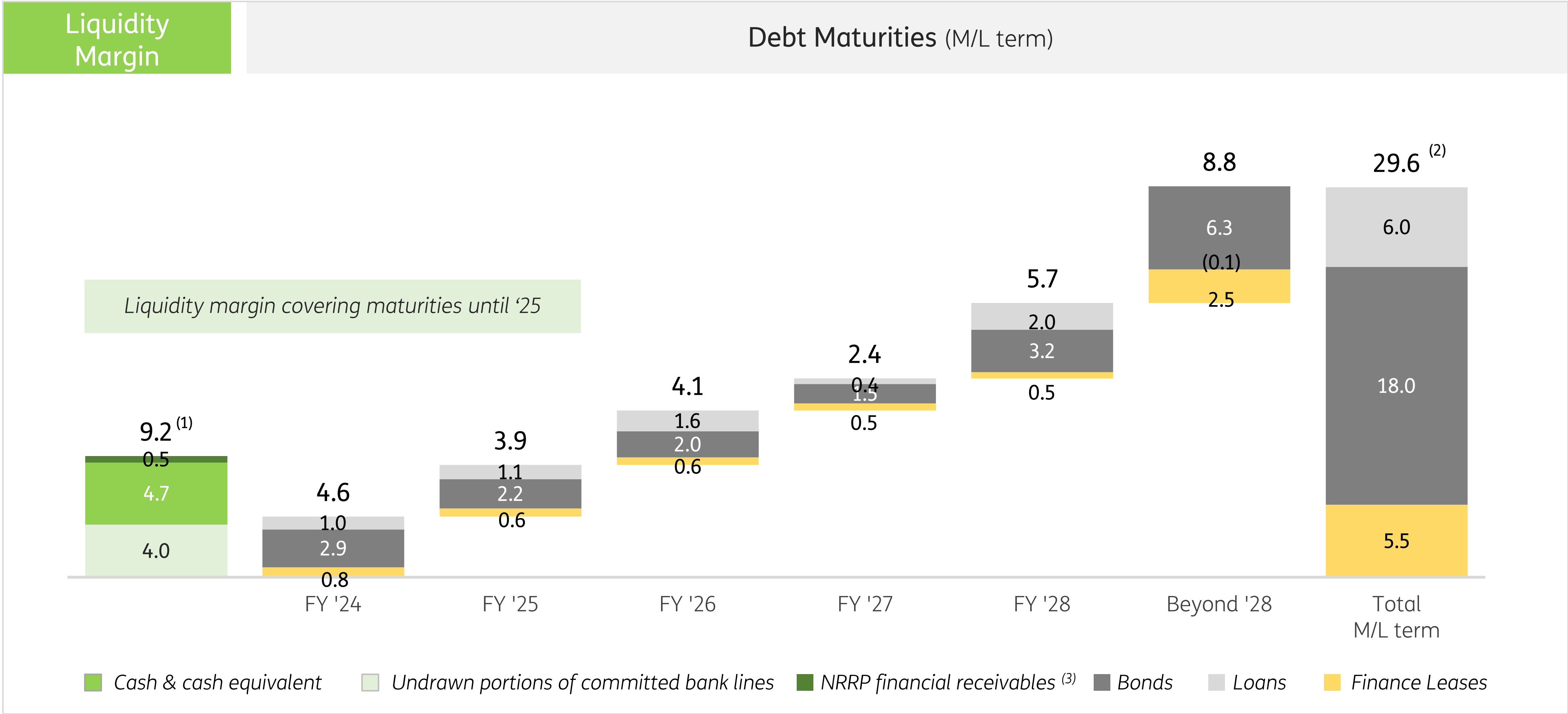


(1) Includes repurchase agreements (€ 0.8bn nominal amount) due in the following 6 months and does not consider € 0.1bn securities pledged against a bank guarantee **(2)** € 24.1bn is the nominal amount of outstanding M/L term debt. By adding the balance of IAS adjustments and reverse fair value valuations (€ 1.0bn) and current financial liabilities (€ 1.4bn), gross debt figure of € 26.4bn is reconciled with reported number **(3)** Cash-in on Jan. 2nd, 2024 **(4)** After Lease view **(5)** Avg. M-L term maturity 5.2y (bonds 6.0y) **(6)** Gross debt adjusted **(7)** ~28% of outstanding bonds (nominal amount) denominated in USD and ~7% in BRL, fully hedged vs accounting currencies

Liquidity margin - IFRS 16 view

Cost of debt ~5.4%*, +0.3pp QoQ and +1.0pp YoY

** Including cost of all leases*



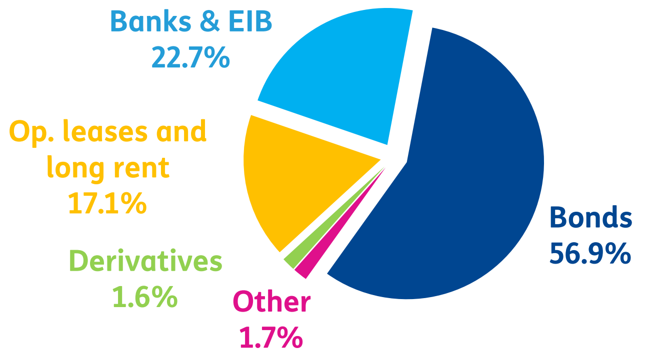
(1) Includes repurchase agreements (€ 0.8bn nominal amount) due in the following 6 months and does not consider € 0.1bn securities pledged against a bank guarantee **(2)** € 29.6bn is the nominal amount of outstanding medium-long term debt. By adding the balance of IAS adjustments and reverse fair value valuations (€ 1.0bn) and current financial liabilities (€ 1.4bn), gross debt figure of € 32.0bn is reconciled with reported number **(3)** Cash-in on Jan. 2nd, 2024

Gross Debt - IFRS 16 view

Well diversified and hedged debt

€ m	NFP adjusted	Fair value	NFP accounting
GROSS DEBT			
Bonds	18,423	140	18,563
Banks & EIB	7,407	-	7,407
Derivatives	34	495	529
Leases and long rent	5,581	-	5,581
Other (1)	556	-	556
TOTAL	**32,001**	**635**	**32,636**
FINANCIAL ASSETS			
Liquidity position	4,794	-	4,794
Other	1,551	515	2,066
o/w derivatives	*721*	*515*	*1,236*
o/w active leases	*274*	-	*274*
o/w other Credit (2)	*556*	-	*556*
TOTAL	**6,345**	**515**	**6,860**
NET FINANCIAL DEBT	**25,656**	**120**	**25,776**

Gross Debt (3)



Average m/l term maturity: 6.7 years (bonds 6.0 years)

Fixed rate portion on M/L term debt **~75%**

~28% of outstanding bonds (nominal amount) denominated in **USD** and **~7%** in **BRL**, **fully hedged** vs accounting currencies

(1) Includes debts due to other lenders related to: Factor (€ 222m), Aflac (€ 128m), Brazil 5G (€ 178m) and other (€ 28m) **(2)** Includes € 488m NRRP financial receivables (cash-in on Jan. 2nd, 2024) **(3)** Gross debt adjusted

TIM Group

ESG – Q4 findings

E — Environment

- More **green energy** (540 GWh/h) through Purchase Power Agreements and photovoltaic plants
- **Lower consumption** thanks to the switch-off of obsolete fixed and mobile assets
- >16k modem regenerated, >19k smartphones returned with trade-in services

S — Social

- **Digital Signature** over-performance (+47% certificates)
- Acquisition of **TS-Way** for the prevention and analysis of cyber attacks
- ***"Italia 1 Giga"***: ~255k HHs connected with FTTH in 463 municipalities
- **Gender pay gap**: 53% of women managers received a ~10% average increase in earnings
- **Certification for Gender Equality** achieved (UNI/pdr 125)
- Launch of the **#Equality can't wait** communication campaign and of **"Women Plus"** app to help women in job search that also offers training and mentoring

G — Governance

- **New Code of Ethics** with sustainability as a reference point of TIM's long-term strategy
- **ESG platform** to track sustainability data related to targets, projects and non-financial reporting

2023- '25 Plan

Group targets

E Net Zero (Scope 1+2+3)	2040	
E Carbon Neutrality (Scope 1+2)	2030	
E Scope 3 Reduction (1)	-47%	2030
E Renewable energy on total energy	100%	2025
G Women in leadership position (2)	≥29%	2025

Scope 1: emissions from production (heating, cogeneration, company fleet)
Scope 2: electricity purchase emissions
Scope 3: emissions from upstream and downstream activities of the production chain (cat.1-purchase of goods; cat.2; capital goods; cat 11-use of goods sold)

Domestic targets

E Green Products & Smartphones (3)	≥70%	2025
E Circular Economy ratio (4)	2€/kg	2025
S Cloud, IoT & Security service revenues	+21% CAGR 23-25	2025
S Digital Identity Services (5)	+30% CAGR 23-25	2025
S People trained on ESG skills	≥90%	2025
S Young Employees Engagement	≥ 78%	2025
S FTTH Coverage (% of technical units)	48%	2025

- CDP A LIST 2023 CLIMATE — Leader in corporate transparency and climate change performance
- ecovadis Platinum 2023 — Platinum Medal as part of the top 1% of the best Companies for ESG performance
- REFINITIV TOP 100 COMPANY 2023 Diversity and Inclusion Index — World's leading telco Company for diversity and inclusion policies
- Dow Jones Sustainability Indexes — Included in the "S&P's Sustainability Yearbook 2024", top 10% score
- Top 10 Diversity Brand Index — In the "Top 10 of the Diversity Brand Index" among the best Companies for commitment to D&I

(1) Scope 3 cat.1, 2 and 11, 2019 baseline for '23-'25) (2) Women managers, weighted average between Domestic and Brazil targets (≥27% and ≥35% respectively (3) Baseline 2021 (4) Average revenues from the resale of used materials and assets plus waste recycling per kg of waste produced (5) PEC, SPID, Digital Signature (active services)

Further questions

please contact the IR team

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UPCOMING EVENT

7 March **2024**

Capital Market Day 2024

Website
Gruppotim.it