



Press Release

Rome, 16/7/2025

TIM: NEW AGREEMENT WITH TRADE UNIONS ON AGILE WORKING AND SOLIDARITY CONTRACT SIGNED

TIM announces that, as part of the company's path of deep transformation, it has reached a new agreement with the trade unions - Slc Cgil, Fistel-Cisl, Uilcom-UIL and UGL Telecomunicazioni - on labour management. The agreement, which was ratified with an adhesion rate of more than 75%, is divided into three areas: solidarity contract, agile work and result bonus, and represents a concrete step in the transformation process started by the Group, which is following the path traced by the industrial plan to create the conditions for growth.

The deal represents a further step in the strategy undertaken to make TIM a more sustainable, modern company capable of generating lasting value for all stakeholders, combining industrial rigor and the centrality of people, and confirms the value of bargaining and labor relations.

“The agreement reached once again highlights the ability of trade unions to work alongside strategic companies in the Tlc sector, such as ours, in the process of transforming traditional working models, in the absence of suitable tools to manage phases of change”, said Paolo Chiriotti, TIM's Chief Human Resources and Organization Officer.

In detail, the deal includes the confirmation of the agile working model until 30 November 2026, based on two formulas: a daily scheme with three days remotely and two in the office; a weekly scheme, which alternates - depending on the work units - two weeks in smart working and two in the office, or three weeks remotely and one in the office. Specific exceptions are made for maternity, paternity and specialist roles.

Moreover, it was agreed for a renewal of the solidarity contract, valid from July 2025 to December 2026, which introduces a vertical reduction in working hours of 15.64%, alongside a pay integration, provided by the sector's bilateral fund, supporting employment in a phase of structural change. The agreement includes an increase in the performance bonus for employees for both the 2025 and 2026 financial years, as well as an optimized shift schedule in Customer Care, which particularly affects evening and weekend shifts, benefiting the quality of work and service.

This agreement, in a market context that calls for quick decisions and bold choices, is part of the broader project to relaunch TIM, which today presents itself as a more solid and focused Group, ready to find new opportunities to generate value.

TIM Press Office

timpressoffice@telecomitalia.it
 www.gruppotim.it

TIM Investor Relations

investor_relations@telecomitalia.it
https://www.gruppotim.it/investor_relations