



Press Release

OLIVETTI STRENGTHENS ITS COMMITMENT TO GENDER EQUALITY

TIM Group benefit company is awarded the UNI/PdR125:2022 certification by RINA

Rome, 10 January 2024

Olivetti, a TIM Group benefit company that operates within TIM Enterprise, has achieved the UNI/PdR 125:2022 certification for gender equality, confirming its commitment to eliminating the gender gap in the company.

The UNI/PdR 125:2022 certification, issued by the multinational RINA following an evaluation covering all the company's departments, is based on the management system guidelines for gender equality, which require the use of various performance indicators (KPI) intended to bridge the existing gaps and implement the new gender equality paradigm into the corporate identity and culture in a stable way, producing sustainable and long-lasting change over time.

In order to achieve this objective, it is essential to develop each person's potential, enhancing diversity and skills in order to generate a positive impact, consistently with Olivetti's human-centred model and a governance system that is increasingly attentive to these issues.

The company has in fact undertaken various training initiatives involving all its people, including top management, to promote greater awareness of gender issues. The commitment to affirming gender equality is also confirmed by the resource selection and development process and the constant and renewed attention to overcoming the gender pay gap.

The initiative marks a further step in the process started by TIM to affirm gender equality, which has led to a gradual renewal of the boards of directors of Group companies, raising the average presence of women above 40%, and to overcoming the management gender pay gap, in addition to training and female empowerment activities. The Group's commitment is also intended to develop a culture of equality and its dissemination outside the company and across the country, as evidenced by the ongoing "Equality can't wait" communication campaign.

Thanks to this work, carried out both in Italy and Brazil, in 2023 TIM confirmed itself as a leader in the main reference indices, including the 'Refinitiv Diversity&Inclusion Index', and achieved both the UNI/PdR 125:2022 and UNI ISO 30415 "Human Resource Management Diversity and Inclusion" certifications.

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