



OCCUPATIONAL HEALTH & SAFETY POLICY

December 2022



TIM Group has developed an OHS Policy which is applicable to the company's entire operations/ employees as well as contractors or individuals under the company's supervision.

TIM Group acts upon the following principles with the intent to guide the Company and guarantee the effectiveness of its actions regarding the Health and Safety topics, integrating them fully in the Company's global strategies

TIM Group ensures full compliance with legislative provisions on occupational health and safety in the workplace aimed at preventing possible accidents and damage to health in any way linked to job performance.

Awareness-raising and involvement with regard to health and safety policies and objectives, and relating to internal control systems, as well as training and information about the risks and the control measures adopted, are considered essential tools to achieve the expected results.

In order to integrate and further strengthen internal control and management methodologies, as well as to promote initiatives aimed at raising the quality of work environments with the aim of improving their livability and the well-being of employees, a new management system that complies with recognized standards (ISO 45001) has been implemented to cover all processes relating to office and mixed-use property assets under the responsibility of the Real Estate department.

In order to orient and make effective the company's action on the issues of Safety and Health at Work, with a view to full integration with the most comprehensive business strategies, the TIM Group is inspired by the following principles:

1. Promote the reduction of accident occurrence, of occupational illnesses, and of other incidents by enforcing appropriate prevention measures and by verifying their adequacy and effectiveness
2. Assess all risks for workers' health and safety in order to progressively eliminate or reduce them as much as possible, by adopting the principles, the standards and solutions that are known as best practices and assuming that compliance with existing legislation is a basic requirement.
3. Develop knowhow, promote technical-scientific research and collaborate with business associations, authorities and competent institutions, encouraging application of Information Technology and new digital technologies in Health & Safety themes in order to manage processes more efficiently
4. Promote initiatives aimed at raising the quality of workplaces, with the objective to improve their live ability and workers' well-being
5. Encourage involvement of the Company's Management in order to develop a solid health and safety organizational culture in the workplace
6. Acknowledge the central role each worker has in improvement initiatives by actively participating and individually setting a good example
7. Make the whole Company's organization responsible, according to each Area's powers and skills, for managing health and safety on the workplace, and in implementing risk control measures



8. Consider awareness and involvement in health and safety policies and objectives and their respective internal control systems, together with training and information on risks and the adopted control measures, as essential tools for obtaining the expected results
9. Carry out a careful selection, management and control of contractors and suppliers, also in terms of adopting the best standards in health and safety issues, by promoting exchange and dissemination of best practices for the reduction of accidents
10. Periodically inform workers, syndicates, authorities and other parties on activities, performance and goals on health and safety issues, in order to guarantee a transparent dialogue, aimed at promoting the principles of health and safety within and outside the organization