

	ESG Indicators			
Pillar	Indicator   unit	2020	2021	2022
Environmental	Scope 1 GHG emissions (tCO <sub>2</sub> e)	5,473	4,395	7,022
	Scope 2 GHG emissions (tCO <sub>2</sub> e)	38,717	51,355	15,346
	Scope 3 GHG emissions (tCO <sub>2</sub> e)	9,668	8,199	4,354
	Gasoline consumption (GJ)	5,989	5,945	6,168
	Hydrated ethanol consumption (GJ)	349	582	740
	Diesel – Vehicles consumption (GJ)	525	353	193
	Diesel – Generators, machines, and other equipment (GJ)	12,263	13,226	15,192
	Electricity consumption (GJ)	2,259,822	2,339,113	2,402,260
	Energy consumption by renewable sources (%)	64	100	100
	Network Eco-efficiency (bit/Joule)	16,146	19,271	22,323
	Hazardous waste sent for recycling (t)	485	560	576
	Non-hazardous waste sent for recycling (t)	1,546	1,035	1,014
	Waste sent to landfill (t)	74	27	631
	Volume of water captured in all areas by source (thousand m <sup>3</sup> )	74	40	49
Social	Employees (n <sup>0</sup> )	9,723	9,681	9,784
	Employees by gender (%)	Men: 50 Women: 50	Men: 49 Women: 51	Men: 49 Women: 51
	Average hours of training, per employee (hours)	37	49	61
	Women in directors positions (%)	19	18	24
	TIM's social investments (R\$ thousand)	12.5	10.7	24.7
Governance	Employees trained in anti-corruption policies (%)	99	99	98
	Independent members on the Board of Directors (CdA) (%)	40	40	40
	Women on the Board of Directors (%)	30	33	30
	Municipalities covered by TIM's 4G (%)	70	85	96
	National Mobile Satisfaction Survey (individual customer)	7.35	7.46	8.02