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Automobili Lamborghini named “Top Employer Italy” for the thirteenth consecutive year

The Sant’Agata Bolognese-based company has demonstrated its commitment and ongoing focus on its people since 2014

Sant’Agata Bolognese, 15 January 2026 – Automobili Lamborghini has been awarded the Top Employer Italy certification for the thirteenth consecutive year, a distinction it has received continuously since 2014. This achievement demonstrates that the company’s commitment to fostering a positive working environment and widespread employee wellbeing represents a clear and well-defined mission for the Sant’Agata Bolognese-based brand.

The Top Employer Certification is granted to companies that meet and satisfy the high standards required by the HR Best Practices Survey. The survey covers six HR macro-areas and examines and analyses 20 different topics and their respective best practices in depth, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity and Inclusion, and Wellbeing.

Stephan Winkelmann, Chairman and CEO of Automobili Lamborghini, commented: *“We are truly proud to have received this prestigious certification once again. Top Employer Italy represents tangible recognition of the initiatives we develop and carry forward every day to make our workplace a positive and inclusive environment, where everyone can feel valued and respected. Attention to our employees is a philosophy that can never be separated from our business, as we firmly believe that the wellbeing of each and every person translates into the overall wellbeing of the company.”*

Wellbeing, inclusion and transformation: the pillars of the HR strategy

“Top Employer Italy” recognises a corporate vision that places people at the centre, combining inclusion, sustainability and transformation processes in which employees play an active and decisive role in the company’s journey. This vision is further strengthened by the measures introduced through the Supplementary and Participation Agreement signed with the Trade Unions and the company Works Council (RSU). These policies, starting with the reorganisation of working hours, are already delivering measurable results and supporting an improved work-life balance.

In the same vein is Feelosophy, the corporate wellbeing programme launched in 2021, built around the pillars of *body, mind and purpose*. The programme evolves every year thanks to employee feedback and now offers a comprehensive range of initiatives including fitness activities, meditation, prevention programmes, psychological support and social responsibility initiatives. Feelosophy represents the heart of Lamborghini’s wellbeing culture and an essential tool for supporting people in their everyday lives.

In November 2025, Automobili Lamborghini also confirmed its UNI/PdR 125:2022 certification, first obtained in 2022, for its policies on gender equality, inclusion and equity. This result highlights the company’s commitment to concrete initiatives for employees,



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including a dedicated parenthood programme; measures supporting work-life balance; projects on inclusive language; and other actions aimed at promoting a fairer and more participatory culture.

Learning and leadership: skills for a company in evolution

Alongside wellbeing, another key pillar of corporate growth is skills development, with the aim of supporting employees' professional and personal growth through continuous upskilling pathways. In this context, the company is also introducing peer-to-peer learning initiatives, organised through communities of practice that share experiences and knowledge on leadership, management and new technical methodologies. Alongside the ongoing expansion of the digital self-learning offering, coaching and mentoring remain well-established pillars of individual and organisational development within the company. This framework includes the managerial programme Coach and Care, designed to enhance the role of leaders in creating a healthy and motivating work environment. The programme combines the expertise of external coaches, who provide specialist skills and a neutral perspective, with the support of internal mentors, more experienced colleagues able to offer day-to-day, context-specific guidance.

Technical training and talent development

The past year also marked the tenth anniversary of the DESI – Dual Education System Italy project, a well-established initiative that demonstrates Automobili Lamborghini's commitment to technical training and the development of skills among new generations. Created through collaboration between the Sant'Agata Bolognese-based company and several local partners, DESI represents a pathway through which the company has long invested in nurturing talent, promoting technical culture and strengthening the link between business, education and the local area.

The project is part of a broader framework: the Motor Valley Academy, established to create synergies between the automotive industry, universities, training centres and ITS Maker, and of which Automobili Lamborghini is one of the main promoters. The aim is to train the professional profiles required today and in the coming years, supporting the technological evolution of the sector. The academy's offering is extensive and strongly focused on digital transformation. The most in-demand skills relate to electrification and batteries, software-defined vehicles and digitalisation, cybersecurity, mechatronics and systems engineering (electric motors, control units, radar and software). These are complemented by capabilities linked to digital manufacturing, such as collaborative robotics, predictive maintenance and advanced simulation of production processes.

Digitalisation and AI driving business transformation

These training pathways are integrated with the company's roadmap for digitalisation and Artificial Intelligence (AI). Training resources have been introduced to build understanding of the fundamentals of Artificial Intelligence, the importance of data management in ensuring decision quality and accurate scenario simulations, as well as courses in prompt engineering for advanced use of generative AI. At the same time, cross-functional innovation groups are experimenting with and developing proofs of concept related to processes, ways



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of working and products, demonstrating how the involvement of operational staff is crucial to the company's future evolution.

Automobili Lamborghini's growth journey extends beyond the product alone to embrace the entire corporate ecosystem, adopting a holistic approach in which people play a decisive role in the development and successes that the Sant'Agata Bolognese-based company continues to achieve year after year.

Photos and videos: media.lamborghini.com

Information on Automobili Lamborghini: www.lamborghini.com



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