



On World Parents' Day, Automobili Lamborghini highlights its commitment to supporting parenthood

From flexibility to coaching, Automobili Lamborghini delivers policies to support those raising children while working

Sant'Agata Bolognese, 1 June 2026 – Established by the United Nations in 2012, World Parents' Day is celebrated every year on 1 June to recognize the importance of parental figures in children's development and society. On this occasion, Automobili Lamborghini shares its commitment to supporting parenthood and people balancing family and professional life every day within the Sant'Agata Bolognese company. As of 30 April 2026, the company counts 736 employee parents with children aged between zero and 12, including 588 men and 148 women.

For years, the company has promoted policies focused on protecting parenthood and gender equality, with the aim of ensuring equal rights for mothers and fathers and encouraging shared participation in childcare. This approach views parenthood not as an individual responsibility to be managed separately from work, but as a dimension of people's lives that the organization can support through concrete tools.

“Supporting parenthood means recognizing the complexity of people's lives and creating the conditions for everyone to continue growing, inside and outside the company,” says Douglas Arrighi Pereira, Chief People Culture and Organization Officer. *“At Lamborghini, we work to build an environment in which mothers and fathers feel supported during moments of change, with tools that promote balance, shared responsibility and equal opportunities. It is a journey that requires listening and continuity and is part of our vision of organizational wellbeing.”*

Through constructive dialogue with trade union representatives, Automobili Lamborghini has introduced specific measures to support parenthood, including company financial integration for optional parental leave—in addition to the 30% allowance provided by INPS—ensuring a minimum overall salary of 70%. To encourage balanced sharing of caregiving responsibilities, this rises to 80% when the other parent has also taken at least 15 days of parental leave. Full protection is guaranteed for particularly vulnerable situations, such as single parents or parents of children with disabilities, for whom the company provides full salary coverage during compensated leave periods.

Additional support includes eight hours of paid leave for the start of nursery or kindergarten for each child, doubled to 16 hours for single parents or parents caring for children with disabilities. Lamborghini also supports employees pursuing adoption or foster care, granting ten days of paid company leave for preparatory and preliminary stages.

To help manage childcare needs, when a child is ill both parents are entitled to time off work, including two days of paid leave in addition to unpaid leave: up to age three full pay is given for the duration of illness, and from ages three to 12 six days of unpaid leave. Company



Media Information

services and benefits are further enriched by a booklet of childcare-related agreements and supplementary health insurance, which includes a maternity package.

The company has also established partnerships with local summer camps and offers benefits to support access to local nursery services.

After years of development, the company's Dad Coaching and Mum Coaching programs are now firmly established, with strong participation. These initiatives support new parents through training sessions and discussions with qualified professionals, helping them manage the new balance between personal and professional life.

Throughout the year, numerous events open to all employees are organized to explore topics related to parenthood, including caregiving, parent-child conflict management, and relationships with new technologies and social media.

The Sant'Agata Bolognese company maintains a constant focus on work-life balance. The latest supplementary labor agreement introduced an innovative reshaping of working hours and increased flexibility, redefining the balance between production needs and employee wellbeing. This is complemented by the option of smart working, designed to better respond to diverse individual and family needs.

These initiatives are part of the path through which Automobili Lamborghini supports the balance between personal and professional life. Support for parenthood remains a central focus, to be pursued with continuity, listening and tools capable of addressing people's real needs.

Photos and videos: media.lamborghini.com

Information on Automobili Lamborghini: www.lamborghini.com



Automobili Lamborghini S.p.A.

Headquarters

Director of Communication
Tim Bravo
T +39 051 9597611
tim.bravo@lamborghini.com

Brand & Corporate Communication
Camilla Manzotti
T +39 360 1077907
camilla.manzotti@lamborghini.com

Product & Motorsport Communication
Francesco Colla
T +39 348 8629861
francesco.colla@lamborghini.com

Social Media & Digital Communication
Chiara Busolo
T +39 340 0791871
chiara.busolo@lamborghini.com

Motorsport Communication
Giovanni Zini
T +39 342 1318474
giovanni.zini@lamborghini.com

Heritage Communication
Enrico Pavesi
T +39 345 6749362
extern.enrico.pavesi@lamborghini.com

Regional Offices



Media Information

North & South America
Jory Wood Syed
T +1 332 220 5217
jory.syed@lamborghini.us

Europe, Middle East & Africa
Liliya Dovbenchuk
T +39 349 756 2077
liliya.dovbenchuk@lamborghini.com

Asia Pacific
Tricia Tan
T +65 9073 3031
tricia.tan@lamborghini.com