



Main Training Initiatives

Over the years, **the d'Amico Corporate Academy has launched numerous training initiatives**, involving most of the Group's employees and strengthening professional relationships. In 2024, several **e-learning training programs were offered**, which were accompanied by a growing **adoption of micro-learning**, an approach that promotes learning through short and targeted content over time, improving memorization and performance.

The Ambrosetti AP Business Community

In 2024 d'Amico renewed its participation in the Ambrosetti AP Business Community, ***"a learning environment dedicated to managers"***. Through this important initiative, the Group intended **to start a path of inspiration and reflection for its management, including the ownership members**, to consolidate its mission, strengthen its competitiveness and rethink new managerial skills, adapting the capabilities of the organisation. In particular, the focus of the initiative has been on **managing change processes** in a context in which the transformation due to innovation, digitalisation, energy transition, sustainability, and socio-economic evolution strongly influences business models, organisational models, processes, and necessary skills.

Foreign Languages Training Program

In 2024 d'Amico re-launched the on-rolling foreign language training course, which offers employees the possibility to build a **personalised language course** based on their training needs. The training is delivered through an online platform, so that people can plan their training sessions in the date and time most convenient for them.