

INTERCOS AND ALI LAVORO TRAIN THE NEXT GENERATION OF COSMETICS TALENT: 100% EMPLOYMENT RATE FOR THE 8 YOUNG PEOPLE FROM THE ACADEMY

The second edition of the Level I IFTS apprenticeship program for Cosmetic Colorists has concluded. All 8 participants have been permanently hired by the company, with an outstanding final exam average of 95/100.

The cosmetics industry is one of the most dynamic manufacturing sectors of “Made in Italy,” with a strong focus on innovation and a growing demand for specialized technical expertise. In this environment, the ability to attract, train, and develop new talent has become a strategic driver of business competitiveness. It is within this context that the Academy, promoted by Ali Lavoro and Intercos, operates—a program that combines training and work and which, even in its second edition, has achieved a significant result: 100% of the participants have been permanently hired by the company.

Milan, June 30, 2026 – In a job market where the skills mismatch represents one of the main challenges for businesses, the second edition of the Academy—sponsored by Ali Lavoro and Intercos Europe Spa, a global leader in cosmetic formulation and manufacturing, in collaboration with ITS Academy Cremona—has concluded with a tangible result: **100% employment for the eight young participants**, all of whom have been hired by the company as Cosmetic Colorists, and a **final exam average of 95/100**.

The initiative confirms the effectiveness of a model that integrates specialized training, hands-on experience, and immediate entry into the workforce, fostering skills that are in high demand in one of the most dynamic manufacturing sectors of “Made in Italy.” The cosmetics industry, in fact, continues to show strong demand for specialized technical professionals, who are often difficult to find on the market.

The one-year program, which began in April 2025 and concluded in April 2026, involved eight young apprentices who earned a higher technical specialization degree in **Product and Process Industrialization Techniques**, with a specialization in the role of **Cosmetics Colorist**—a highly skilled profession that plays a central role in the beauty industry’s production processes.

A Model of Excellence in Education That Bridges the Classroom and the Workplace

The Academy was implemented through an IFTS (Higher Technical Education and Training) Level I apprenticeship program (under the National Collective Bargaining Agreement for the Chemical-Pharmaceutical Sector), which alternated **800 hours of training** between classroom instruction and on-the-job activities, allowing participants to acquire scientific, technical, and operational skills directly at Intercos’ facilities in Agrate Brianza (MB) and Dovera (CR).

The training program included 120 hours of classroom instruction focused on scientific and technical subjects—including the chemistry and molecular biology of the skin, optics and color theory, the formulation of powders, emulsions, and anhydrous products, as well as cosmetic regulations and claims—supplemented by soft skills and digital competencies, such as Excel, technical English, and teamwork. In

addition, there were 680 hours of on-the-job training, during which participants worked closely with dedicated company mentors.

Beyond the training activities, the apprentices had the opportunity to put their newly acquired skills into practice by working as Cosmetic Colorists and overseeing product quality control from the early stages of production through to packaging.

A key role was also played by the **15 internal Intercos mentors—Subject Matter Experts (SMEs)**: highly qualified professionals who contributed to the training through mentoring and instruction, ensuring that the learning process was closely aligned with the Group’s production processes and quality standards.

The Results: Educational Excellence and 100% Employment

The results confirm the value of the project and the effectiveness of the training model. The eight participants completed the program with a **final average score of 95/100**, excelling in both the technical-practical tests and the oral interviews.

But the most significant finding concerns the impact on employment: all **eight young people have been hired by Intercos** and are now continuing their professional careers as Cosmetic Colorists at the Group’s facilities.

This result demonstrates how collaboration between companies, employment agencies, and educational institutions can provide a concrete response to the growing demand for specialized skills within the manufacturing sector.

Anna Scuotto, Head of Business Unit at Ali Lavoro Academy, stated:

“This project demonstrates how synergy between employment agencies, educational institutions, and major industrial companies is the key to bridging the skills gap. Seeing young people complete such a challenging program with excellent grades and secure immediate employment is proof that the Level I apprenticeship is a winning tool both for the manufacturing sector and for the future of the younger generations.”

Maria D’Agata, Group Chief HRO, Legal, Regulatory & CSR Officer at Intercos, commented:

“At Intercos, this initiative is part of a broader strategy for skills development, employee empowerment, and the sharing of know-how within the Organization, all of which are brought together in our ‘Intercos Job Skills Hub.’ Through initiatives like this, we are making a tangible contribution to creating new opportunities for professional growth and bridging the gap between available skills and those demanded by the market. The results achieved confirm the effectiveness of a model that generates value for people, the company, and the local community—a model we intend to further develop on an international level as well.”

INTERCOS GROUP

Intercos is one of the leading global business-to-business operators in the creation, manufacturing and marketing of colour cosmetics (Make-up), skincare (Skincare) and hair and body care products (Hair&Body), serving the world's leading national and international brands, emerging brands and beauty retailers. Founded in 1972 by Dario Ferrari, Intercos counts the major names in the cosmetics industry among its key clients, and employs more than 6,000 people across 12 research centres, 15 production facilities and 16 commercial offices spanning three continents. For over 50 years, Intercos has interpreted beauty by creating cosmetic products and establishing itself as a trendsetter capable of anticipating and shaping the latest developments in the world of cosmetics, serving clients of every type with products at every price point.

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