

Bocconi

Sustainability Report 2023

#Sustainabilitythatmatters





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Methodology Note

Promoted and coordinated by the University’s Sustainability Committee, and continuing the approach adopted in recent years, this is the fifth Sustainability Report published by Bocconi University. The document introduces several social and environmental sustainability initiatives as University policy and outlines the commitments to promoting the more sustainable and responsible development models contained in the orientations of the Strategic Plan 2021-2025 and Bocconi Vision 2030 approved in November 2020.

From a methodological point of view, those initiatives are contained within the Bocconi University perimeter, thus all its teaching, research and operational areas, including the Bocconi urban campus. Data and information refer to the 2023 calendar year or, alternatively, when stated, the 2023-2024 academic year. Data for the recently concluded 2023-2024 academic year should be considered provisional and subject to adjustment and verification in future editions. Data from 2021 – a year that was still in part characterized by the Covid-19 pandemic – are not always immediately comparable with subsequent years. In the cases specified assessments and considerations for contextualizing the data are reported.

With regard to the main methodological references, the University’s main contributions to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda have been reported for each of the major sustainability challenges identified, along with a set of KPIs able to provide an accurate and analytical vision of the University’s commitment to these issues. In addition, the KPIs themselves are linked to the consolidated reporting practice of the Global Reporting Initiative (GRI) standards.

Message

from the Rector and the Managing Director

FRANCESCO
Billari
Rector

RICCARDO
Taranto
Managing Director



Dear Readers,

We are happy to present the fifth edition of Bocconi University's Sustainability Report. As it does every year, the document provides a compendium of our University's main achievements, initiatives and perspectives in the field of sustainability in its various forms – from environmental to related social, economic and institutional aspects.

With reference to environmental aspects and, in particular, efforts to curb climate change, during this past academic year our University achieved further recognition as a leading institution by obtaining **ISO 14064-1:2018 certification for the quantification of greenhouse gas emissions**, verified by an independent third party.

This milestone – in addition to the many initiatives already held, as well as those currently in progress – represents another step in the decarbonization journey of our University. Today our university campus is already considered among the most sustainable in the world when it comes to greenhouse gas emissions. This recognition serves as inspiration to always do better, although we are far from the finish line.

In terms of social aspects, Bocconi has always implemented a policy of supporting motivated and bright students, based on merit and financial background. Education is key to promoting a merit-based society, regardless of one's starting point. However, the economic hurdles and prejudices that slow down this process must be removed, which is why – again in 2023 – the University designated more than €42 million toward tuition waivers and scholarships for its students, which will increase year by year. This is the only way to contribute to change, ensuring equal opportunities for all.

In keeping with the theme of equal opportunities, the first edition of Bocconi's Gender Report was presented during the academic year. This extremely important document, in line with the Strategic Plan and the Inclusive Gender Equality Plan, helps give an idea of gender issues at our University. Bocconi is aware of not only the positive trends, but also of the areas for improvement, and intends on continuing its steadfast commitment to achieving all objectives of equality.

Once again we are grateful to all those who – with their hard work, passion and dedication – enable Bocconi to reach its goals.

We thank you for your collaboration and invite you to learn more about our initiatives.

Please enjoy our report.

Facts & Figures

EDUCATIONAL OFFER

(A.Y. 2023-2024 vs 2022-2023 and 2021-2022)

62 degree programs, including:

	2021	2022	2023
Bachelor of Science programs	10	10	11
Master of Science programs	14	15	16
Specialized Master programs	10	10	9
PhD programs	5	5	5
Post experience programs	21	20	21

	2021	2022	2023
Open Programs	137	103	108
Custom Programs	550	564	596
Online On-Demand Programs	31	42	48

STUDENTS AND MOBILITY

(A.Y. 2023-2024 vs 2022-2023 and 2021-2022)

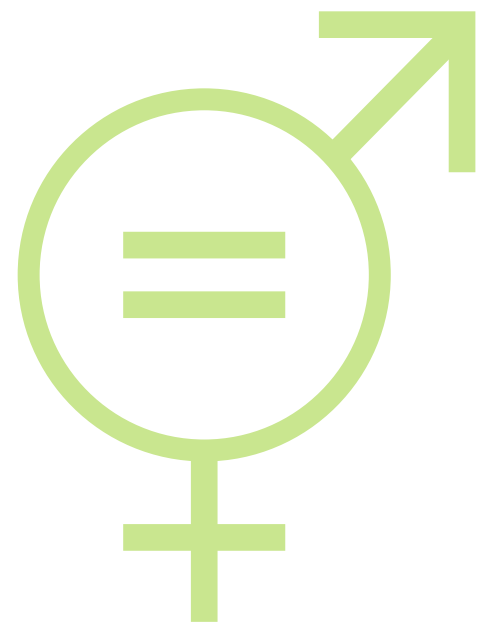
15,172 students enrolled, including:

	2021	2022	2023
Students enrolled	15,152	15,160	15,172
› including: number of women students enrolled	6,282	6,356	6,462
› including: number of international students enrolled	3,249	3,406	3,583
Number of nationalities represented	124	107	114
Partner Universities	287	286	288
% students "in corso"	95.2%	94.6%	94.3%
Bocconi students who have spent time abroad	3,739	3,867	4,234
Incoming international students from partner universities	1,396	1,761	1,926
Number of Bocconi students in double degree programs	229	250	211

BREAKDOWN OF STUDENT POPULATION BY GENDER: % WOMEN

(A.Y. 2023-2024 vs 2022-2023 and 2021-2022)

	2021	2022	2023
Undergraduate (Bachelor)	38.6%	40.0%	40.9%
Graduate	41.7%	40.5%	40.4%
Law	54.2%	55.3%	56.8%
PhD School	36.4%	35.8%	37.6%
SDA Bocconi (Master)	44.9%	45.4%	45.2%
Total women	41.5%	41.9%	42.6%



Rankings

Highly differentiated rankings in terms of quality, methodological robustness and relevance are emerging in the international landscape of undergraduate and postgraduate education. Consistent with the nature of Bocconi as being specialized in the area of economics and management and more generally in the social sciences, Bocconi University and the SDA Bocconi School of Management have always been placed in excellent positions in the major rankings.

Bocconi University Rankings



Marketing

QS World University
by Subject 2024



Business and
Management

QS World University
by Subject 2024



SDA Bocconi Rankings

SDA Bocconi's international excellence



European
B-School



European
B-School



Worldwide
Global MBA
Ranking



Triple Crown

SDA Bocconi is the first school in Italy to have earned a triple accreditation from the most prestigious school accreditation associations worldwide. This is awarded to only 0.5% of business schools around the world.



For more information and the latest updates [click here](#).

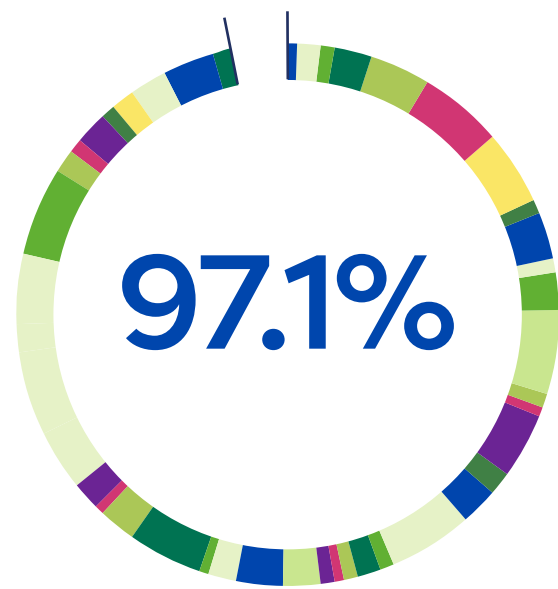


For more information and the latest updates [click here](#).

STUDENTS

Students and employment

	2021	2022	2023
MSc graduates employed on graduation day (employment rate)	75.1%	83.7%	80.6%

Students and satisfaction with programs attended
(Most recent available survey of graduating students)

	2021	2022	2023
Are you satisfied overall with the program you attended?	92.2%	90.0%	91.3%

Graduates

	2021	2022	2023
Bachelor of Science graduates	2,408	2,287	2,412
Master of Science graduates	2,042	2,067	2,046
Law graduates	257	263	213
Four-year program graduates	4	3	2

FACULTY

	2021	2022	2023
Core Faculty	398	414	424
By gender	2021	2022	2023
Core Faculty – Men	274	282	289
Core Faculty – Women	124	132	135

STAFF

	2021	2022	2023
Staff members	663	701	727
Total Men	178	192	196
Total Women	485	509	531
Directors	21	22	21
Directors – Men	11	11	11
Directors - Women	10	11	10
% permanent employment contracts	94.9%	94.3%	95.7%

TRAINING*

	2021	2022	2023
Average training hours for employees (directors and staff)	6.4	8.8	32.9
Employee training hours (total)	4,272	6,146	23,955

* Starting in 2023, the People & Culture office developed a project to collect all training initiatives for the Bocconi employees, including those implemented by other offices (e.g. courses on physical safety, IT security, legal liability under Legislative Decree 231, etc.), which were previously not reported.

STUDENT FINANCIAL AID PROVIDED DIRECTLY BY THE UNIVERSITY (mln €)

	2021	2022	2023
	€ 35.7 mln	€ 38.4 mln	€ 42.7 mln

ECONOMIC VALUE

	2021	2022	2023
Revenue from BSc and MSc programs	55%	53%	53%
Revenue from post-graduate programs	22%	23%	22%
Revenue from research, conferences and training	7%	8%	9%
Federal and regional contributions	8%	6%	6%
Fundraising and other contributions	3%	4%	4%
Revenue from management of right to university education	4%	4%	4%
Other revenue	2%	2%	2%





Our Commitment to Sustainability

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Vision 2030 and the Strategic Plan 2021-2025

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Sustainability That Matters

Bocconi and the UN Agenda 2030 for Sustainable Development

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A Commitment to the Climate and the University's Decarbonization Plan

Vision 2030 and the Strategic Plan 2021-2025

Bocconi University has identified **six strategic objectives** that guide the Bocconi Vision 2030 and will define our University in the future, starting with the guidelines in the Strategic Plan 2021-2025. The University is progressively pursuing these goals:



1. A leading **independent international** university in the social sciences
2. A university committed to the **advancement of knowledge** through rigorous and relevant research
3. A university offering a **life transforming learning experience** of the highest academic quality
4. A university promoting impact and **engagement of all its stakeholders**
5. An open university supporting **social mobility, inclusivity, diversity and sustainability**
6. A university promoting **innovation and entrepreneurship**



To find out more [click here](#).



Sustainability That Matters

Vision 2030 and the Strategic Plan 2021-2025 confirm the central role of sustainability in its many forms, as a global challenge facing us all.

In this sense Bocconi continues to be fully committed, devoting its best efforts to achieve more sustainable, inclusive development geared towards future generations. It will act as a catalyst for sustainable change both through research, aimed at building new knowledge for the benefit of society and through education, aimed at providing students with the necessary tools to become key players in this change.

At the same time, we want the Bocconi experience to grow so that it is increasingly a daily, concrete commitment to sustainability, that is within everyone's reach. Armed with the knowledge and experience we have gained we will continue to be a strong, clear and free voice in the sustainability debate, from the local community to the global context challenges, and we aim to take a leading role that can make a measurable impact on society now and into the future.

THE PERSPECTIVE OF OUR STAKEHOLDERS AND SUSTAINABILITY CHALLENGES

The formulation of our vision of sustainability, confirmed in **Vision 2030** and the **Strategic Plan 2021-2025**, took into consideration the perspectives, needs and expectations of our stakeholders.

- Students
- Faculty and Collaborators
- Personnel and Staff
- Alumni
- Families of Employees and Students
- University and Research Centers
- Non-Profits
- National and International Institutional Partners
- Companies
- Donors
- Local Community
- Suppliers
- Public Administration



Bocconi and the UN Agenda 2030 for Sustainable Development

Once again in 2023, Bocconi's most direct contribution to the United Nations 2030 Agenda for sustainable development is in research and teaching, and in particular Quality Education (SDG 4), Gender Equality (SDG 5), Decent Work and Economic Growth (SDG 8), Reduced Inequalities (SDG 10), Sustainable Cities and Communities (SDG 11) and Climate Action (SDG 13).

Bocconi University also contributes to the development of multiple fields of study that address, in a multidisciplinary manner, many other SDGs. These include health and wellbeing (SDG 3) – as can be seen in the research on the health, economic and social implications of the Covid-19 pandemic – as well as the fight against poverty and hunger around the world (SDG 1), access to and use of clean energy (SDG 7), sustainable innovation and infrastructure networks (SDG 9), the diffusion of more responsible production and consumption models (SDG 12), protection of the oceans (SDG 14), along with the conservation of natural resources and of life on earth (SDG 15) and the utilization of networks for specific projects that contribute to the pursuit of the 2030 Agenda's goals (SDG 17).


A Commitment to the Climate and ISO 14064-1:2018 Carbon Footprint Certification

The climate commitment at Bocconi University and the SDA Bocconi School of Management has deep roots, allowing Bocconi to steadily reduce its carbon footprint. As a result of the continuous modernization of plants and machinery, as well as energy optimization, the University has achieved excellent results that have also been certified by independent third parties.

Adopted initiatives include:




Continued energy saving and efficiency
including replacement of lighting fixtures with latest generation LEDs, systems remodeling and investment in high-efficiency machinery, continuous optimization of consumption, ISO 50001 Certification for energy management – the only university in Italy and among the few at the international level to have obtained this certification – awareness-raising initiatives for the entire Bocconi community.




Auto-production of energy from renewable sources including photovoltaic and geothermal. In particular, the Bocconi photovoltaic park has exceeded the threshold of 1.2 MW of installed power.



LEED Platinum Certification for the urban campus area, highest rating of LEED certification (Leadership in Energy and Environmental Design), the most widely used system for rating the “green” standards of building worldwide, and a seal of excellence for sustainable architecture.



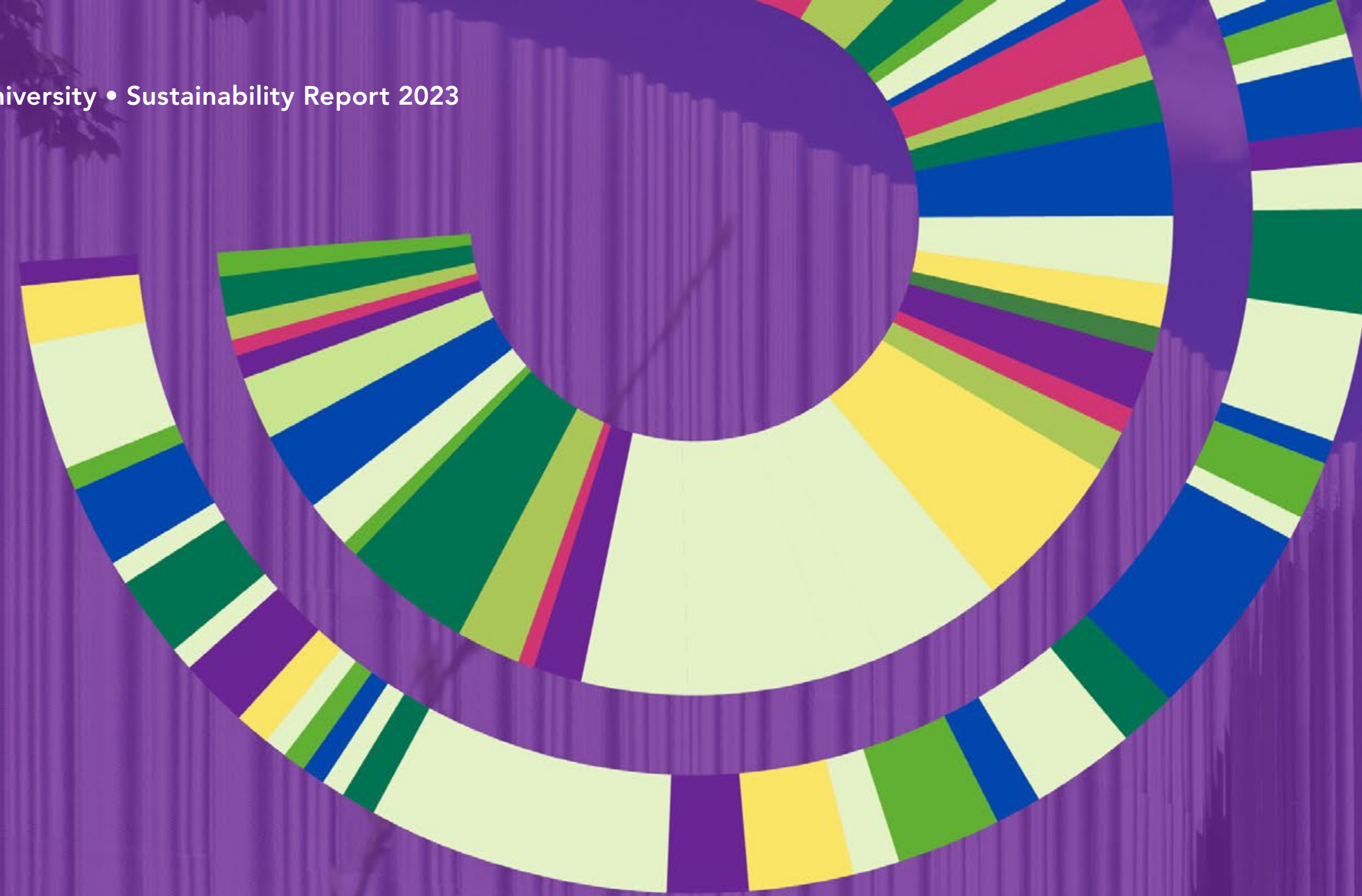
100% of electricity acquired from third parties procured from renewable sources since 2017 with guarantee of origin, eliminating indirect Scope 2 emissions.



In addition to the above initiatives, the ISO 14064-1:2018 certification regarding the quantification of greenhouse gas emissions was achieved in 2023, a key step in completing the University's decarbonization plan. Bocconi University's decarbonization pathway plans to achieve carbon neutrality (direct Scope 1 and indirect Scope 2 emissions) by 2025 and then focus on the Net Zero goal, including the main indirect emissions.

Ongoing Improvement and Environmental Management Systems

As evidence of the University's commitment to ongoing improvement, the process aimed at formalizing management systems in accordance with **ISO 14001 and ISO 20121** standards – relating to the implementation of an environmental management system and a sustainable management system for organizing events, respectively – was activated during the 2023-2024 academic year. These management systems complement the energy management system already certified under the ISO 50001 standard.



**Be Sustainable,
Be Responsabile,
Be Safe**

13 ■ Bocconi Governance

14 ■ Sustainability Committee

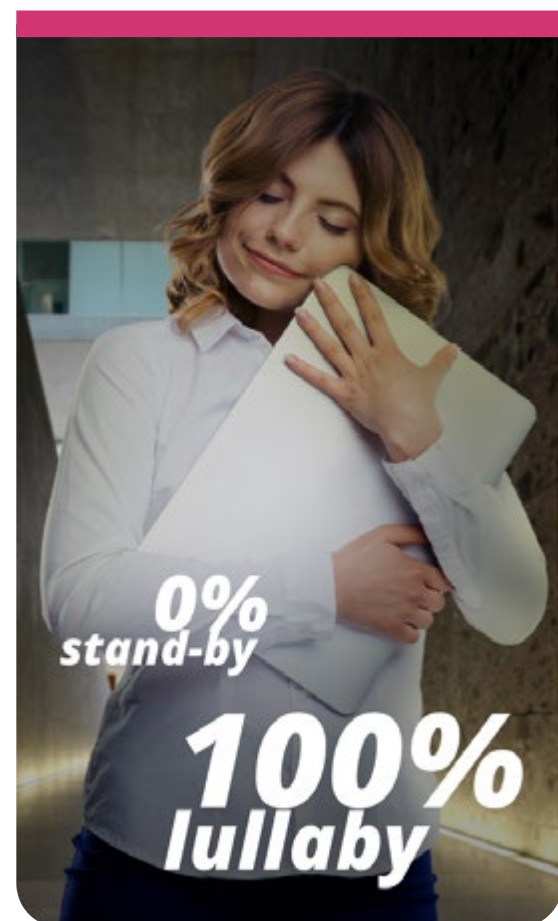
The New Number Theory

Sustainability Awareness Campaign

Throughout the 2023-2024 academic year, "The New Number Theory" campaign to raise awareness on sustainability issues continued.

The campaign aims to highlight the importance of small daily gestures, including turning off lights and electronic devices when not in use and adopting a more active lifestyle. It achieves its goals by quantifying the savings and benefits of these simple behaviors and is also available on totems around campus as well as as part of internal communications.

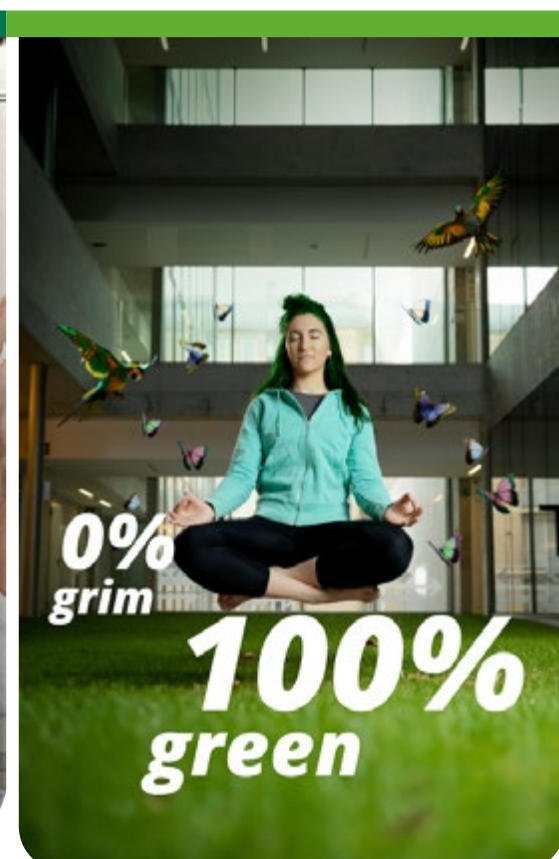
ENERGY



MOBILITY



CLIMATE CHANGE



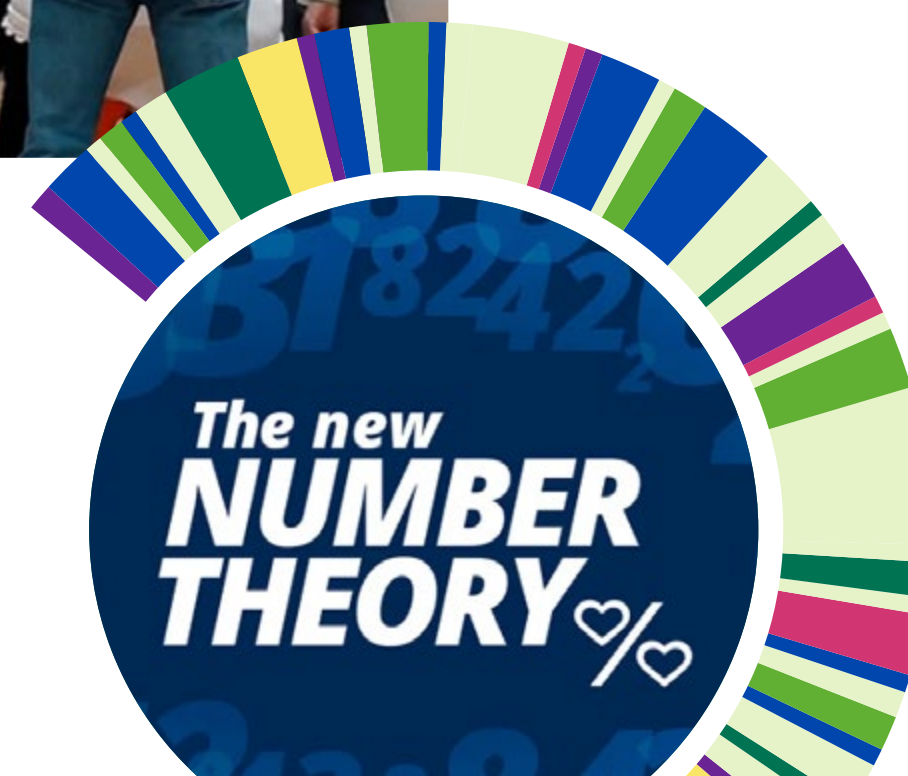
FOOD



WASTE



To find out more [click here](#).



To find out more [click here](#).

Earth Day at Bocconi

22 April was Earth Day, and Bocconi wanted to celebrate it with a series of activities dedicated to the environment and sustainability. Awareness-raising activities and environmental actions conveyed healthy habits to students, staff and faculty, bringing attention to best practices for recycling, thanks in part to the support of AMSA-A2A Group.

As a concrete action, and to raise awareness among all members of the university community, the day was an opportunity to lay the groundwork for the "I'm a Bench" project: more than 1,000 plastic wastebins were collected from all offices and locations on campus, ready to be recycled and transformed into a bench.



Bocconi Governance

Bocconi's values are expressed in the University's Governance structure, allowing the University's objectives to be implemented through a coordinated system of bodies responsible for carrying out specific functions to support a common development strategy.

The Governance system sees the University Board as the body in charge of the University's ordinary and extraordinary administration, including the definition of the general direction of the University's development. Bocconi University considers ethics, along with responsibility of behaviors and actions, fundamental for the training and professional life of people. In this regard, the University has provided for specific institutional assignments, and has a number of committees – composed of faculty, administrative staff members, and students – designed to preside over aspects related to ethics and responsible management of the University.

Governance for sustainability at Bocconi University and the SDA Bocconi School of Management

INSTITUTIONAL ROLES



Bocconi University
Dean for Diversity, Inclusion
and Sustainability

PROFESSOR PAOLA **Profeta**



SDA Bocconi School of Management
Associate Dean for Sustainability,
also with responsibilities for Diversity, Equity
and Inclusion at the School of Management

PROFESSOR FRANCESCO **Perrini**

COMMITTEES AND DELEGATES FOR SPECIFIC TOPICS

Sustainability Committee

Equal Opportunities Committee

Inclusion, Disability and Wellbeing Committee

Community and Social Engagement Committee

Committee for the Coordination of **Student and Group Activities – CASA**

Inclusion Service

Diversity Delegates in Each Department

SDA Bocconi Team for **Diversity, Equity** and **Inclusion**

To find out more [click here](#).

Sustainability Committee

Established in 2013, the Committee is responsible for determining the University's guidelines and orientations for reducing environmental impact, fostering a culture of social responsibility and coordinating University projects on the basis of sustainability goals. The Committee is Bocconi's driver of sustainability in its various iterations, both of an environmental and a social nature.

 **Sustainability Committee**
To find out more [click here](#).


FIND OUT MORE

Bocconi University and SDA Bocconi School of Management

 **Rectorate and Rector's Team**
To find out more [click here](#).

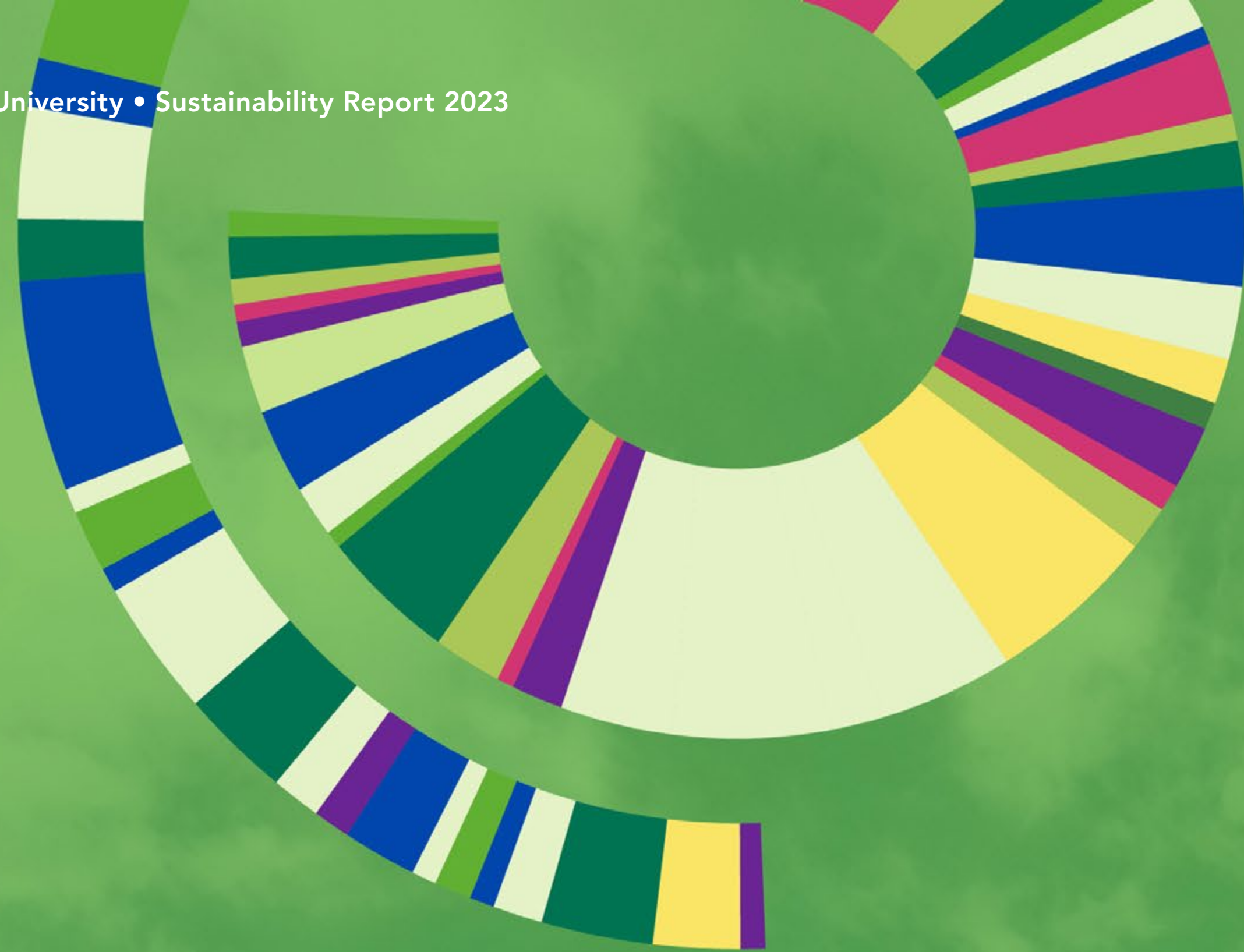
 **Organizational Unit Directors and Managers**
To find out more [click here](#).

 **SDA Bocconi School of Management – Management Board**
To find out more [click here](#).

 **Model 231**
To find out more [click here](#).

The University promotes the continuous improvement of quality in all areas of activity through which it implements and develops its Mission. To this end, the University has defined rules, mechanisms and procedures which – in the pursuit of institutional objectives – tend to direct the behaviors of all actors involved, at different levels of responsibility. The main pillars defining the functioning and expected behavior within the University are contained in Bocconi's system of rules laid out in its Statute, as well as in the Organizational, Management and Control Model and Code of Ethics.


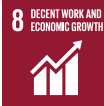







Our Sustainability Challenges









EMPOWER

We inspire future agents of sustainable change

-   Being an international excellence in academic research and economic and social innovation
-  Being a point of reference across the globe in terms of educational offer
-   Attracting and keeping the best faculty and staff globally




EMBRACE

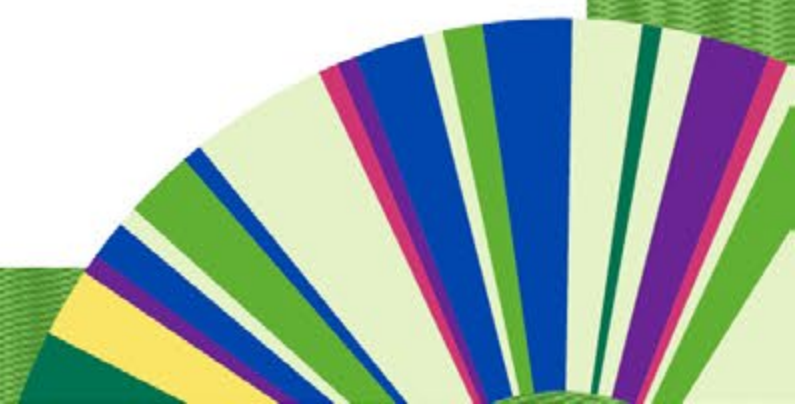
We continue to develop a sustainable Bocconi

-   Facilitating access to education
-   Fostering diversity and inclusion
-   Growing the Bocconi urban campus experience
-   Promoting a culture of environmental responsibility and managing direct environmental impacts

ENGAGE

We are key players in sustainability challenges


-  Being a global player
-  Promoting entrepreneurship and employment
-  Fostering integration into the local community





EMPOWER

We inspire future agents
of sustainable change



We strive to **create and disseminate knowledge** and critical thinking skills to help educate people, not just managers or entrepreneurs. We aim to prioritize **global challenges**, and share the tools needed to address them.

Through our **research**, we can certify and specify our response to these challenges, **developing ideas and solutions** that can have a solid, positive impact and contribute to the transformation of society.

Through our teaching, we share and **disseminate our knowledge** in order to give young generations the chance to help change the economic and social system.

We aim to **attract students** from all over the world, and teach them to take action that can have a positive impact on society, integrating technical skills in the social and economic sciences, with values such as ethics, inclusion, and the environment.

Being an international excellence in academic research and economic and social innovation

Bocconi University compares with the best universities in the world and is present in the top positions of the main international rankings. This is thanks to excellence in academic research and an ability to interpret new global challenges, including those of sustainable development. In this respect, research carried out during the 2023-2024 academic year confirm this trend and once again position our University as a benchmark in the fields of social sciences and management.



DISCLOSURES

	2021	2022	2023
Number of research projects launched throughout the year (Bocconi University and SDA Bocconi School of Management) ²	25	36	169
> of which linked to sustainability issues	16	18	62
Research programs funded by the European Research Council (ERC) ¹	17	24	27
Publications	597	554	575
Publications linked to sustainability issues	145	100	68
Events linked to sustainability	141	208	210

¹ ERC data are for projects active in the reporting year.
² Growth in the number of projects launched in 2023 is partly attributable to the awarding of calls that are not published annually, including for research projects of national interest.



Related Initiatives

GREEN Center for Research on Geography, Resources, Environment, Energy & Networks

GREEN is an independent research center, led by Professor Marco Percoco, that conducts research activities at the intersection of socioeconomic phenomena and climate change, transportation, environmental policies and energy markets. During 2023, the Center continued its work on innovative strands of study, including:

- **Economic geography and local governance:** analysis of socioeconomic phenomena (e.g. economic activities, local development, housing) and local public policies
- **Environment and climate change:** environmental analysis and policies at global, local and corporate levels
- **Economics and management in the fields of arts and culture:** cultural planning and management of cultural institutions
- **Circular green finance and ESG:** analysis of the relationship between sustainability, the circular economy and finance
- **Networks and public utilities:** economic analysis of specific sectors such as transportation, energy markets, telecommunications, water and sanitation, waste management, geopolitics of international networks.

To find out more [click here](#).



AXA Research Lab on Gender Equality

The AXA Research Lab on Gender Equality, led by Professor Paola Profeta, promotes research in social sciences related to gender. Research includes all areas of gender economics, policy and diversity management. The Lab aims to promote gender equality in the economic and social spheres through rigorous scientific methodologies, including through the organization of workshops and seminar series on the most relevant topics. Additionally, a conference is organized yearly to present the most interesting findings.

Research areas addressed include:

- Education
- Family, work and fertility
- Culture
- Women's empowerment
- Gender policies.

To find out more [click here](#).

To see the events calendar [click here](#).

LEAP Laboratory for Effective Anti-Poverty Policies

The mission of LEAP-Laboratory for Effective Anti-Poverty Policies is to understand and combat the causes of poverty using rigorous assessment methodologies. The lab helps design, analyze and disseminate anti-poverty programs through scientific research and original data collection in order to:

- Determine whether or not a program/intervention works in the desired direction
- Quantify the extent of benefits brought by the intervention
- Compare the benefits of such an intervention with its costs and choose the intervention with the highest returns
- Experiment with different implementation options to improve program design
- Contribute to capacity building in the partner organization and the recipient country.

To find out more [click here](#).



Related Initiatives

SDA BOCCONI AND SUSTAINABILITY RESEARCH

Research activity is the driving force behind SDA Bocconi School of Management. Its Labs and Observatories have the mission to identify innovative issues of strategic importance to businesses and institutions, analyze them employing rigorous tools and methodologies, and produce results that can increase knowledge of specific phenomena, as well as provide relevant and useful answers to meet the challenges of change.

Over the years, the projects developed within the Labs have shown multiple synergistic opportunities by offering areas of collaboration between different research groups that have observed the same phenomena through complementary analytical lenses. It is from this awareness that SDA Bocconi's Knowledge Platforms originated: crosscutting platforms that embrace the major topics in which the School intends to play an active role. There are currently six platforms, each of which is a place for laboratories to meet and discuss synergy development.

To find out more about the Knowledge Platforms [click here](#).

To download the 2023 SDA Research Report [click here](#).

SDA Bocconi ESG - Excellence in Sustainability & Governance Knowledge Platform

The Excellence in Sustainability and Governance - eSG Knowledge Platform and the Labs that are part of it focus on global challenges related to environmental, social and governance issues that lead businesses, organizations, public and government institutions to rethink their future.

To find out more [click here](#).

SDA BOCCONI SUSTAINABILITY LAB

The Sustainability Lab at SDA Bocconi School of Management, led by Professor Francesco Perrini, proposes innovative research solutions aimed at promoting the creation and dissemination of strategic skills in the field of sustainability.

SDA BOCCONI eSG LAB

The aim of the eSG-excellence in Sustainability and Governance Lab, co-directed by Professor Francesco Perrini and Professor Alessandro Minichilli, is to produce and disseminate managerial skills regarding sustainability and governance of SMEs. In particular, the eSG Lab has developed an innovative strategic-organizational model to support SME decision-making processes in a context where sustainability and governance are increasingly important for the long-lasting success of companies, especially non-listed ones.

SDA BOCCONI INVERNIZZI AGRI LAB

The Invernizzi AGRI Lab, led by Professor Vitaliano Fiorillo, carries out scientific research, training and dissemination activities aimed at strengthening the knowledge and skills of the agribusiness sector in the areas of business management, innovation, technology and sustainability.

SDA BOCCONI CORPORATE GOVERNANCE LAB

The Corporate Governance Lab, led by Professor Alessandro Minichilli, meets the internal needs of the business community to spread best company management practices. The goal is to ensure that the participating companies have the tools to strengthen their corporate assets and to guarantee their company's long-term success.



Being a point of reference across the globe in terms of educational offer

Bocconi University has played a pioneering role in integrating social and environmental issues into its educational offer, anticipating the expectations of society and new generations, the needs of markets and international and national regulations. The University provides curricula that cover topics such as the environment, sustainable growth, technological development, social and cultural inclusion, diversity and social responsibility, from a multidisciplinary and integrated perspective. True to this approach, Bocconi is working to complement its presence in frontier social sciences with new alliances and educational programs, supporting digital transformation and the use of artificial intelligence, including through collaborations and ties with other universities and companies.

DISCLOSURES

	2021	2022	2023
Number of courses on sustainability issues*	100	102	111
Number of teaching hours on sustainability issues*	3,854	4,320	5,168
Students enrolled in courses on sustainability issues*	6,157	5,886	6,005
Total theses	4,711	4,681	4,807
Theses on sustainability issues	861	890	922

* Data include courses in Specialized Master, PhD and SDA Bocconi programs



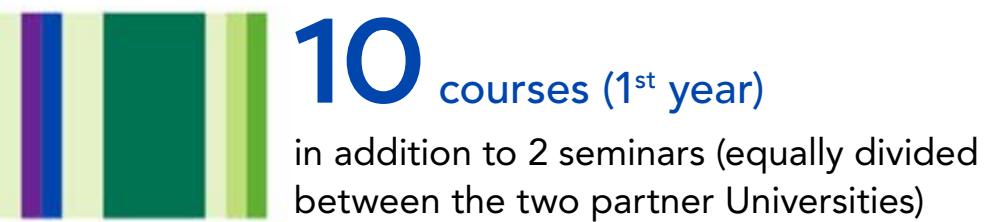
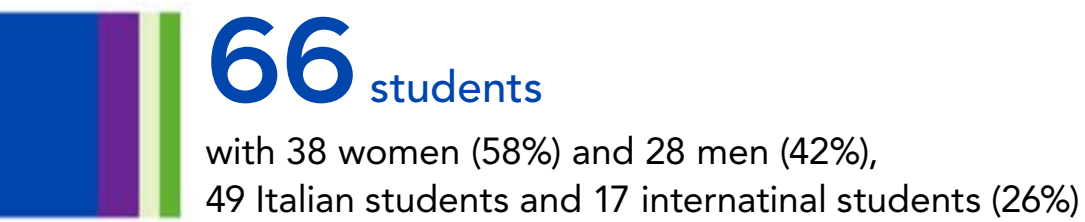
Related Initiatives

Bocconi - Politecnico Master of Science in Transformative Sustainability

At a time in which major environmental and social challenges have become central for any type of business, Bocconi University and Politecnico di Milano have each leveraged their own unique areas of expertise to design a joint degree with an integrated and innovative perspective on sustainability.

The program, offered starting in 2022 and directed by Professor Francesco Perrini, combines fields of a technical nature (technologies for the environment, energy, mobility and circularity) with the fields in the social sciences (management, economics and quantitative and legal disciplines) that are needed to manage sustainable transition within organizations.

Some numbers from the 2023-2024 academic year:



To find out more [click here](#).

MaSEM - Master in Sustainability and Energy Management

Since 2015, ranked first worldwide in the Eduniversal Best Masters Ranking in the category Sustainable Development and Environmental Management

Bocconi was one of the first universities in the world to dedicate a specialized program to sustainability, corporate social and environmental responsibility, climate change, renewable energy, energy efficiency and sustainable urban development. The MaSEM program is rooted in this tradition and inherits the experience of the previous Master in Green Management, Energy and Corporate Social Responsibility (MaGER). **Since 2015, the MaSEM program has continuously been placed first worldwide** in the Eduniversal Best Masters Ranking in the category Sustainable Development and Environmental Management.

The results achieved over the years guarantee a well-rounded, solid preparation aimed at building cutting-edge knowledge and skills that can easily be used on the job market. The MaSEM program, taught entirely in English, includes 500 hours of teaching, and a 400+- hour internship with leading organizations in energy and sustainability, supplemented by workshops, seminars and company presentations.

To find out more:
- [MaSEM click here](#).
- [Best Masters click here](#).



TOP 2024 EDUNIVERSAL BEST MASTERS RANKING

Sustainable Development and Environment Management

1st Bocconi University

MaSEM Master in Sustainability and Energy Management

2nd Aalto University

Master's degree Creative Sustainability

3rd HEC Paris

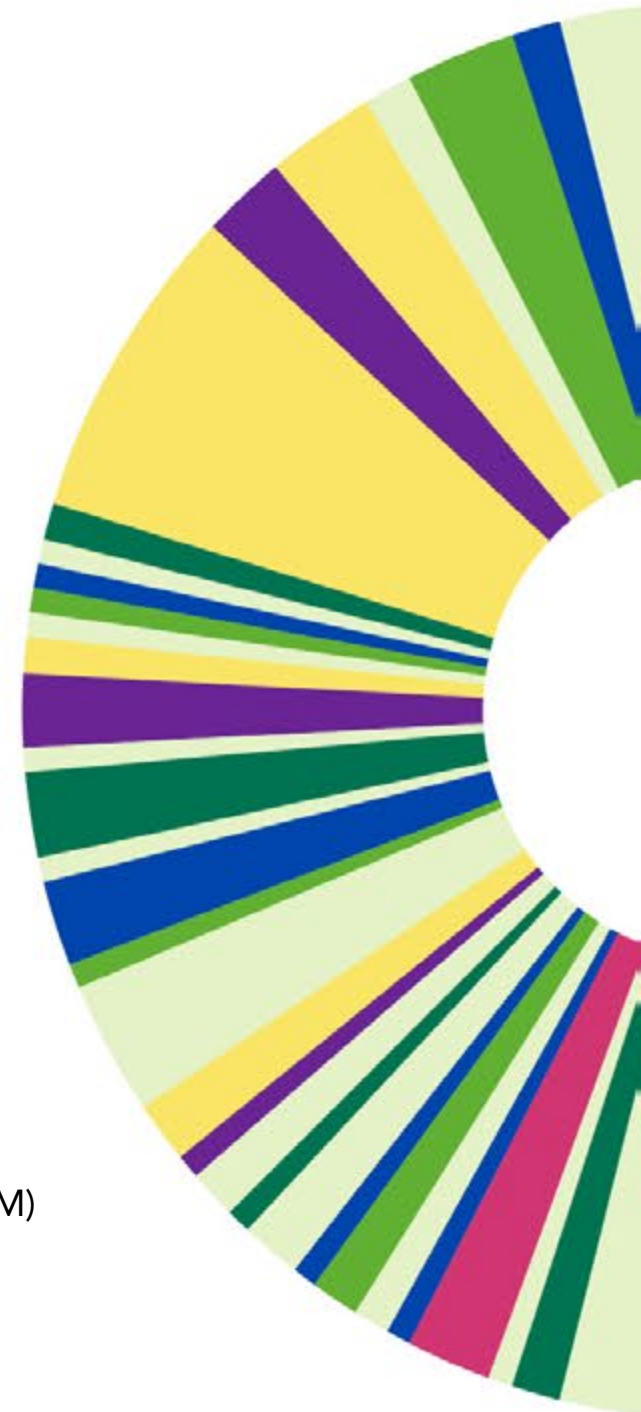
MSc Sustainability and Social Innovation

4th Stanford University

MS Environment & Resources/MBA

5th Yale University

Master of Environmental Management (MEM)



Related Initiatives

Our Sustainability Courses

Below is a breakdown of courses focusing on sustainability, showing numbers of lesson hours and students enrolled in in the various academic years. There is a steady growth in the number of courses, characterized by a substantial shift toward more specialized teaching delivered as part of Master of Science, Specialized Master and PhD programs, and particularly within SDA Bocconi, where enrollment in sustainability-focuses courses more than doubled over the three-year period.

10 Theses for Sustainability

Bocconi University joined the 10 Theses for Sustainability initiative, promoted by the Symbola Foundation, LUISS Guido Carli and Unioncamere, with the support of Deloitte. The goal was to reward the 10 best university theses from 10 disciplinary areas that have environmental and social sustainability as their subject. A total of 2,062 applications were received and evaluated by the initiative's Scientific Committee.

To find out more [click here](#).



Programs

Programs	COURSES			LESSON HOURS			STUDENTS ENROLLED		
	2021-22	2022-23	2023-24	2021-22	2022-23	2023-24	2021-22	2022-23	2023-24
Bachelor of Science	18	14	16	1,016	864	1,024	2,928	1,507	2,683
Master of Science	15	25	28	928	1,279	2,016	1,025	1,478	1,372
Law	4	2	2	198	96	96	199	149	217
Specialized Master	14	19	27	416	556	752	525	685	652
PhD	5	12	8	120	276	204	47	106	49
SDA Bocconi	44	30	30	1,176	1,249	1,076	1,433	1,961	1,032
Total	100	102	111	3,854	4,320	5,168	6,157	5,886	6,005

Diversity & Inclusion in Teaching Faculty Training

As of November 2023, the "Diversity & Inclusion in Teaching" training module has been made available online to all University Faculty (both Core and non). It focuses on four topics related to diversity and inclusion: gender inequality, multiculturalism, mental health, and disability and specific needs. Through many concrete examples reported directly by students, the main purpose of the module is to raise awareness of these issues and offer suggestions and best practices on how to act in the classroom from an inclusive perspective, such as supporting students with different disabilities or mental health issues, preparing accessible teaching materials, using gender-inclusive language, and interacting with a multicultural student environment.

Attracting and keeping the best faculty and staff globally

Bocconi Faculty are renowned for their academic excellence and cultural diversity. Composed of professors from around the world, it boasts experts in the fields of economics, management, social sciences and law. This international environment fosters an interdisciplinary approach and a global perspective in teaching and research. The trend of internationalization of the Bocconi Faculty has increased over the years, with faculty on campus from top research institutions around the world, as well as Adjunct and Visiting Professors, Post Docs and Teaching Fellows. A similar trend can be seen in the methodical process used to select administrative staff, structured in such a way as to recruit profiles with international experience, while also promoting merit and integrity.

DISCLOSURES

	2021	2022	2023
CORE FACULTY	398	414	424
> including: with non-Italian citizenship	94 23.6%	104 25.1%	108 25.5%
> including: with a PhD earned abroad	181 45.5%	192 46.4%	199 46.9%
STAFF	663	701	727
> including: with non-Italian citizenship	42 6.3%	50 7.1%	57 7.8%
> including: with at least 6 months' experience of work/study abroad	165 24.9%	210 30.0%	220 30.3%



Faculty

Bocconi University boasts international faculty of the highest quality, covering the entire spectrum of the social sciences. Our Faculty is indeed a reference point in the academic world, to the extent that today Bocconi is one of the most attractive Universities for young researchers who, after earning their doctorates at the world’s most prestigious schools, choose Bocconi to start their careers. Bocconi’s appeal extends to senior faculty as well: they also decide to come to Bocconi because they find a stimulating environment here, one that supports scholarly production at all levels.

Parental Leave for Core Faculty

With the aim of improving the faculty’s quality of life, and in particular for a better management of working time to safeguard the so-called “work-life balance,” additional benefits have been introduced for parental leave with greater protection also in favor of LGBTQI+ families.

Maternity leave for Core Faculty at Bocconi University comes with a teaching discount equal to 100% of the teaching load of an entire academic year, to be used at the request of the interested party during the academic year coinciding with the period of compulsory leave and possibly in the following academic year.

Bocconi University grants any father requesting compulsory paternity leave the opportunity to ask for a 20% discount on the teaching activity to be used in the academic year of childbirth or in the following year. The faculty member must make the request after the birth or at the time of entry into the family in the case of adoptions, or even from foster care or temporary placement.

CarDev “Research Support on Career Development”

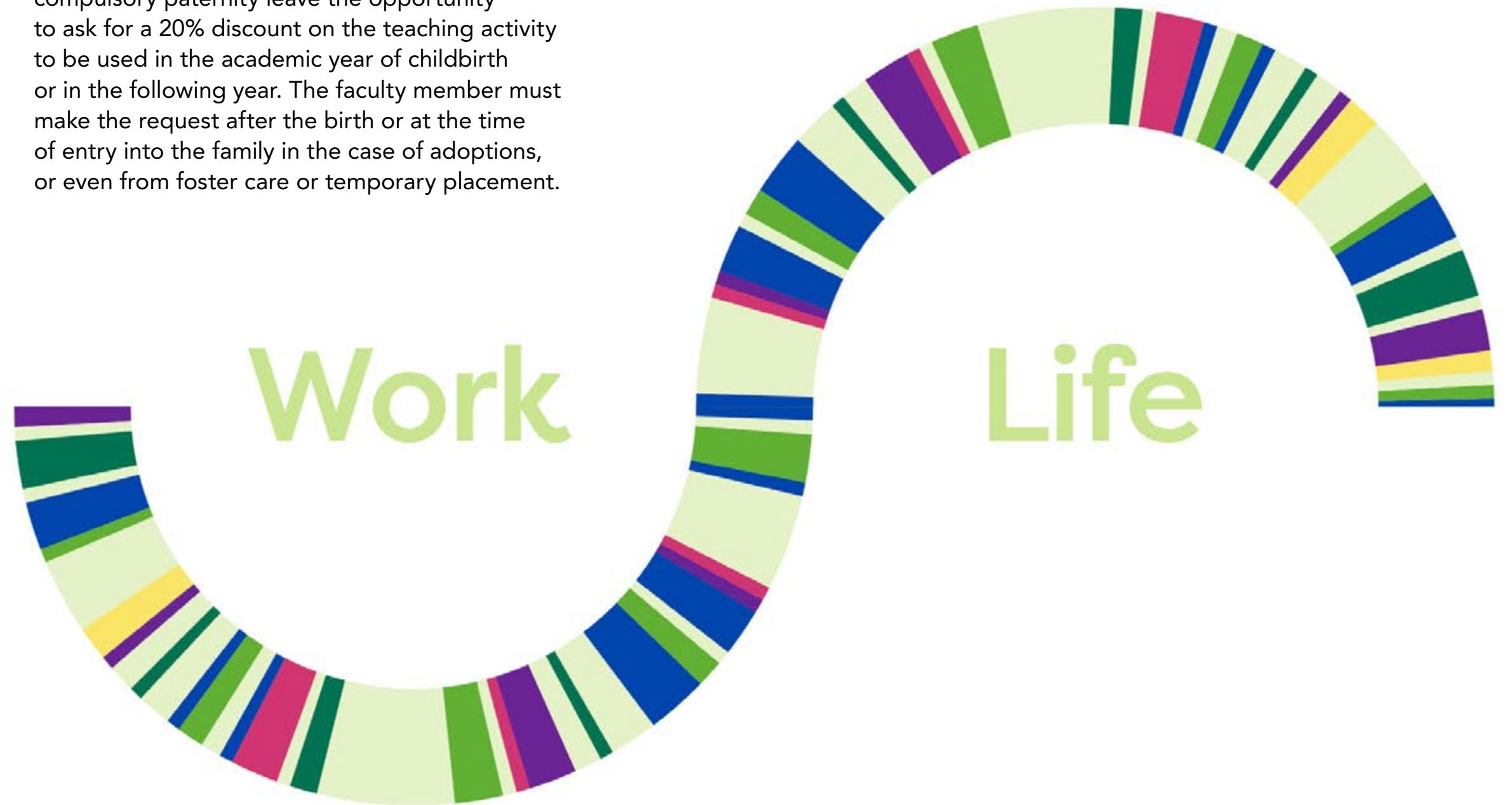
This initiative provides support for Associate Professors and Tenured University Researchers with significant experience of family care and assistance (for children, relatives, spouse and/or partner). CarDev awards a classroom discount of 50% in addition to the allocation of €5,000 as individual research funds. Candidates present a research plan aimed at finalizing publications in prestigious venues and/or developing new research topics. The call provides for the possibility of two allocations each year.



424 professors
25.5% have non-Italian citizenship and 46.9% earned a PhD abroad




31.8% are women
in line with leading social science universities worldwide.





EMBRACE

Continuing to develop
a sustainable Bocconi



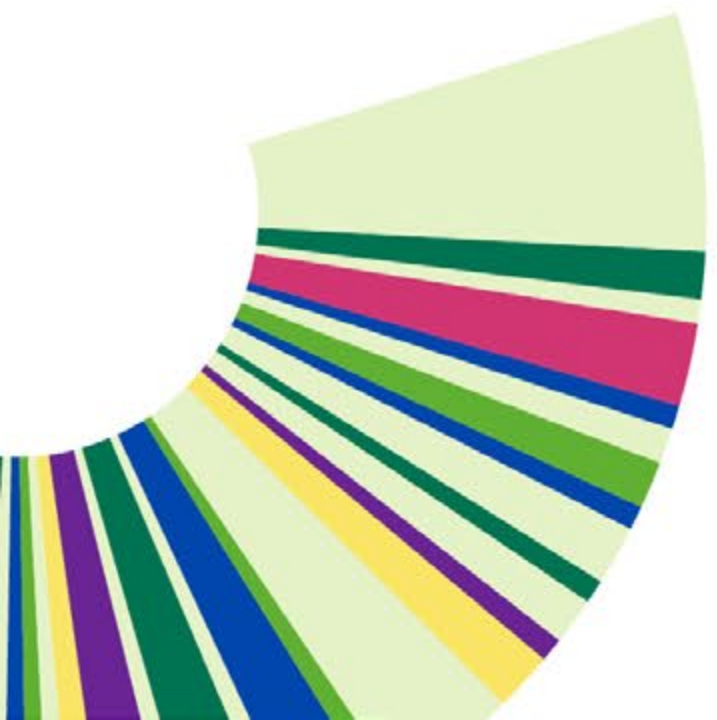
We want Bocconi to be not only a place of learning, but also a **complete experience** where sustainability plays a central role. We aim to experience sustainability, in addition to studying and teaching it.

We aim to be a place of debate, an inclusive, accessible community that rewards merit, listening to and understanding different needs, moving forward with the people within it.

We use this approach to **promote** issues such as a focus **on the environment**, the value of **diversity** and **inclusion** and **merit**, so that they become a part of everyday life experienced first-hand by every member of our community.

Facilitating access to education

Social responsibility and the ethical values of solidarity and social justice are integrated into Bocconi’s institutional mission. In order to guarantee young people have access to a high-quality education – regardless of their socioeconomic starting conditions – Bocconi has activated scholarships, tuition waivers and financial aid to support deserving students. This is made possible thanks to its donors, individuals, companies and foundations.



DISCLOSURES

CALENDAR YEAR	2021	2022	2023
Total amount earmarked for aid and scholarships (million €)	35.7	38.4	42.7
% covered by Bocconi	77.6%	78.8%	77.0%
Funding granted through credit institutions (million €)	5.0	4.6	5.4
ACADEMIC YEAR	2021-2022	2022-2023	2023-2024
Financial aid and scholarships	4,440	3,931	4,280
Students eligible for an ISU scholarship	878	913	1,005
Accommodation spots for students	2,062	2,057	2,057
Guests in residence halls at reduced rates	370	368	381



Related Initiatives

Scholarships

Making higher education accessible was the generous and disruptive idea that guided Ferdinando Bocconi when he founded the University. And Bocconi has included this goal in its Strategic Plan, which is increasingly implemented every year: more than €42.7 million was allocated to scholarships in 2023, up from €38.4 the previous year.

Funding Access to University

Bocconi has always undertaken a policy of investment in support of the most motivated and brightest students through a financial aid system, based on both merit and need. The "Bocconi4Access to Education" support scheme aims to promote access to a plural environment that is open and accessible. Each form of financial aid consists of full or partial tuition waivers, depending on the situation presented by the individual student and family needs.

Moreover, Bocconi supports students who, even with their family support, still require significant assistance in addition to their family's investment, allowing them to pursue their studies with peace of mind. There are also tuition waivers intended for students who have special characteristics, regardless of the family's financial situation.

To find out more [click here](#).

Forced Migrant Students Project - Ukraine

The political instability resulting from the conflict in Ukraine that began in 2022 generated the solidarity of the Bocconi community, which materialized with the creation of the Forced Migrants Students project starting in the 2022-2023 academic year. The program, which aimed to give Ukrainian students the opportunity to take courses or attend an exchange program at Bocconi, was renewed for the 2023-2024 academic year. Four of the students previously taking single courses were given the opportunity to enroll in a Bocconi Bachelor or Master of Science program with a dedicated scholarship and support. In addition, for the 2023-2024 academic year a total of 21 scholarships were allocated to exchange students from the three Ukrainian partner universities: 10 students from the National University of Kyiv-Mohyla Academy, 5 students from V.N. Karazin Kharkiv National University, and 6 students from the Kyiv School of Economics. These exchange students are guaranteed free on-campus housing, meals, as well as dedicated welcome and orientation activities.



Africa Initiative and Support for Refugee Students

INCLUSION PROGRAM: SUPPORT FOR STUDENTS FROM SUB-SAHARAN AFRICA AND REFUGEES ENROLLED IN DEGREE PROGRAMS

Since 2021, Bocconi has promoted an increasing number of activities to ensure access to higher education for refugees and high-potential students from extremely socioeconomically disadvantaged backgrounds, mainly from sub-Saharan Africa and/or with refugee status. Called "Inclusion Programs", they provide full scholarships with full tuition waivers, housing, meals and dedicated support services for the duration of studies. For most of these programs, Bocconi has partnerships with local NGOs and the support of some donors is crucial. For the 2023-2024 academic year, **10 students enrolled in Master of Science and Bachelor programs through this project**: 9 are from various sub-Saharan African countries (including Congo, Rwanda, Burundi and South Africa), while one student is from Afghanistan.

The first Inclusion Program was the UNICORE (University Corridors for Refugees) program sponsored by UNHCR with Caritas Ambrosiana, Diaconia Valdese, the Italian Ministry of Foreign Affairs and several Italian universities. The UNICORE corridor offers refugees residing in selected African countries the opportunity to continue their studies by attending a Master of Science program with full scholarships. Bocconi joined the project in 2021 and has

already participated in four editions, with 6 students enrolled in the 2023-2024 academic year, 85% of whom are women. In addition, starting from the 2023-2024 academic year, 3 students will attend a Bachelor program thanks to the Inclusion Programs: two students from South Africa supported by the partnership with Labia Foundation and one student from Rwanda, identified with the collaboration of the Bridge2Rwanda association.

AFRICA INITIATIVE: SCHOLARSHIPS FOR EXCHANGE STUDENTS

This initiative was launched in 2019 as part of a project to strengthen cooperation between Bocconi University and institutions in the African region. Its primary goal is to facilitate incoming mobility flows, with a focus on students from sub-Saharan African countries. The initiative is for deserving students selected from three partner universities located in the sub-Saharan region to spend a semester at Bocconi: Strathmore University (Kenya), Ghana Institute of Management and Public Administration (Ghana) and Lagos Business School (Nigeria). The project provides free campus housing and meals, as well as additional support activities. To date, 19 students (7 from Strathmore University, 6 from GIMPA and 6 from Lagos Business School) have benefited from this initiative.

Fostering diversity, equity and inclusion

Bocconi annually welcomes more than 5,000 international students representing over 100 different nationalities. Cultural and geographic diversity is one of the University’s assets, which continues to foster an inclusive environment full of intercultural exchange, preparing students to meet the challenges of an increasingly globalized world. Regarding the fostering of diversity, equity and inclusion, the establishment of a **Dean for Diversity, Inclusion and Sustainability** has increased the focus on these matters. During the 2023-2024 academic year, the first edition of the University's Gender Report was presented. It is a tool that aims to address gender inequality through context analysis. In continuity with the Inclusive Gender Equality Plan and based on the provisions of the Strategic Plan, through the Gender Report the University intends to continue its strong commitment to achieving gender equality goals.

DISCLOSURES

	2021	2022	2023
Nationalities of Bocconi students	124	107	114
International students welcomed throughout the year (enrolled and incoming from partner schools)	4,550	5,169	5,622
Number of types of disability	8	8	8
Students with disabilities and specific learning disorders (SLD)	280	368	410
<ul style="list-style-type: none"> > breakdown: Mobility impairment Neurological disability Mental disability Hearing impairment Visual impairment Temporary injury Illness Learning disorder Not reported 	<ul style="list-style-type: none"> 13 26 18 8 5 2 22 176 10 	<ul style="list-style-type: none"> 12 53 16 11 6 20 34 196 20 	<ul style="list-style-type: none"> 8 75 19 14 9 1 35 236 13
Volunteering (participants)*	557	844	1,190



* Data refer to the various channels of volunteering in the social engagement project: Volunteer Desk, Making Sense of Profits, AVIS, and – for the 2023-2024 academic year – the new “Social Impact Recognition” project.

Related Initiatives

Governance, People and Policies

Bocconi aims to ensure that our policies, research and teaching – as well as the lived experiences of students, faculty, staff and alumni – reflect our promise to uphold a transparent and coherent strategy in the area of diversity, equal opportunities and inclusion.

The governance that regulates such important issues is defined by the Deanship for Diversity, Inclusion and Sustainability currently led by Dean Professor Paola Profeta, who cooperates with the academic committees and diversity delegates in each Department.

To find out more [click here](#).

Two New Inclusion Services: Home-University Transfer and On-Campus Access of Service Animals

In order to promote Diversity & Inclusion policies, ensure equal opportunities and achieve an increasingly inclusive environment, the University activated two new initiatives in the 2023-2024 academic year for people in the community, i.e. students, faculty and staff, with disabilities:

HOME-UNIVERSITY TRANSFER FOR PEOPLE WITH MOTOR DISABILITIES

Thanks to an agreement between the university (which offers a grant) and a provider in the area, people with certified mobility impairments have the opportunity to reach their place of study/work with dedicated transportation. In the pilot project (February-June 2024) 4 initial beneficiaries used the service, which is provided using fully environmentally sustainable vehicles. Interested parties are provided with a certain number of vouchers that are used to book rides from their residence in the municipality of Milan to Bocconi University or vice versa, or – if the beneficiary is a resident outside Milan – from any public transportation station in Milan to the University or vice versa.

To find out more [click here](#).



ON-CAMPUS ACCESS OF SERVICE ANIMALS

To foster an inclusive and caring environment for individuals, a new procedure allows appropriately trained dogs to enter the University buildings, mainly in classrooms and work areas. The animals may provide assistance to people with motor or sensory disabilities, or anyone with psychiatric conditions or serious or chronic illnesses. The pilot project started in September 2023 with a dog brought by a student in the Global Law Bachelor program and was met with great openness and enthusiasm by the faculty and class group. Now the project has expanded to include people working in the University.

To find out more [click here](#).

Gender Report

The first edition of the University's Gender Report was published in the 2023-2024 academic year and covers the 2020-2022 three-year period. The Gender Report, prepared according to common guidelines for all Italian universities established by CRUI (Conference of Italian University Rectors), is a report that aims to promote gender equality within the university. On the one hand, it analyzes the gender distribution and disparities in different areas of the University (student body, staff, faculty and governance) while on the other hand, it monitors the activities implemented to ensure that these factors are overcome. Finally, the paper describes future initiatives to achieve increasing gender equality.

To download the Gender Report [click here](#).



Inclusion Week

Held on 10-17 November 2023, Inclusion Week was the first major initiative to raise awareness of inclusion issues at Bocconi University and was attended by about 1,200 participants. 7 academic seminars and 6 experiential activities aimed to strengthen a culture of inclusivity on campus amongst the Bocconi community (students, staff and faculty). The event featured 9 internationally-renowned speakers in the academic and business communities: Alà Alrababah (Bocconi University), Christopher Carpenter (Vanderbilt University), Vera Gheno (University of Florence), Benoît Hamon (CEO of SINGA Global, former member of the European Parliament), Milena Milani (Bocconi Counseling Service), Paola Profeta (Bocconi University), Theo Smith (activist on neurodiversity issues), Christiane Szerman (University College London), Marie-Anne Valfort (OECD). Experiential activities included the following: Coffee in the Dark, In Other's People Shoes Experiential Tour, Inclusion in Sports, Interfaith Moment, Meditation as a Tool for Nurturing Inclusivity and Walk-in Counseling. Topics covered during the week included gender, LGBTQIA+, multiculturalism, ethnic minority groups, religion, disability, neurodiversity, prejudice and inclusive language.

To find out more [click here](#).



Related Initiatives

CIVICA Inclusion Workshop

The two-day Workshop (12-13 November 2023) was organized by Bocconi University as part of Inclusion Week 2023 and was attended by 40 delegates, representatives of CIVICA member universities and representatives of 5 Ukrainian universities, who joined the workshop through the NAWA Grant obtained from SGH Warsaw School of Economics, Poland. The event focused on the topics of disability, neurodiversity, multiculturalism and prejudice and aimed to promote the improvement of inclusiveness, equity and diversity within the network of European universities, enabling the exchange of information and best practices.

To find out more [click here](#).



Inclusive Communication Guidelines

The Inclusive Communication Guidelines, which Corporate Marketing & Communication and the Inclusion Service contributed to writing, are a set of recommendations aimed at all members of the university community. They include practical advice and concrete examples that become shared heritage in a University where imparting academic knowledge is accompanied by recognizing the values of inclusivity and respect.

Applicable for both written and verbal communication, the guidelines are useful for adopting nondiscriminatory language that is capable of reflecting diversity while limiting unconscious prejudices. The document is available in English and Italian. Each version contains peculiarities attributable to the two languages, but both have been structured to reflect the main themes of inclusivity: disability, gender identity, ethnicity and race. A list of neutral terms and expressions can be found in both versions as well.

Workshops presenting the fundamentals of inclusive communication, including the basics of active listening and empathy, were organized to explore the issues of nondiscriminatory language. Practical tools for adopting inclusive communication in everyday situations were provided during the sessions, and real experiences and cases were discussed.

To find out more [click here](#).

Initiatives to Overcome Architectural Barriers

Throughout 2023, Bocconi University continued in the implementation of various initiatives aimed at overcoming architectural barriers, in addition to what has already been accomplished in previous years:

COMPLETION OF THE VIA SARFATTI 25 BUILDING'S ACCESSIBILITY WITH THE CONSTRUCTION OF A NEW RETRACTABLE PLATFORM LIFT NEAR THE NOTARI AND ZAPPA CLASSROOMS

This intervention completes the works carried out on the ground floor of the Via Sarfatti building (access portico and main hall) for the elimination of the remaining architectural barrier represented by the access staircase to the corridor connecting the classrooms located on the east side. The work made these classrooms accessible to people with disabilities not only from the outside courtyard, but also from the inside.

MODIFICATION OF CLASSROOM DESKS FOR PEOPLE WITH DISABILITIES

New integrated desks in two Velodromo classrooms and a classroom on the ground floor of Via Sarfatti 25.



FRANCESCHI CLASSROOM RENOVATION

The classroom redevelopment project intervened on the installations, technological and architectural aspects, including the elimination of existing barriers, to renew its functionality, increase its comfort and improve its acoustic and visual performance, as well as to diversify its use beyond the purely educational one (conferences, lectures, events). The redevelopment work was designed with a broader perspective of intervention, extended to include energy efficiency and safety aspects through the replacement of windows and doors, facade and roof renovation, as well as the installation of a photovoltaic system and fall protection systems.



BOCCONI SOCIAL IMPACT RECOGNITION

Bocconi University recognizes social engagement and responsibility as integral values of its identity and offers opportunities for reflection and inspiration, as well as concrete opportunities for personal engagement and volunteering. Starting from the 2023-2024 academic year, the **Bocconi Social Impact Recognition** project was launched to strengthen students' focus on social responsibility and enhance social engagement and volunteer activities. The project is an academic recognition offered to all students who have done significant social impact activities and volunteering during their studies. Students who meet the requirements and attest to the activity performed will receive a Social Impact Recognition Certificate (Digital Open Badge). In addition, a limited number of these students who demonstrate extraordinary commitment to carrying out social impact activities may be included on the Dean's List for Social Impact Recognition. The students included on the Dean's List for Social Impact Recognition will be mentioned in a website repository of awarded students and they may be invited to special events. In addition, their profiles will be shared with top employers, with a focus on social impact.

To find out more [click here](#).

Growing the Bocconi urban campus experience

The Bocconi campus is the architectural expression of the University's cultural vision, characterized by its innovative and avantgarde character, but also by an international vocation that the University shares with the city. At the same time, in addition to its architectural dimension, the campus represents a place for students, faculty and staff members to socialize and interact with each other. As a testament to the community's vitality and a desire to take part in University life, more than 2,000 events and conferences were organized throughout the year.



DISCLOSURES

	2021	2022	2023
Number of student associations	124	111	131
Student participants in Campus Life courses*	3,086	2,806	3,927
Number of events and conferences throughout the year (on site and online)	1,922	2,439	2,048
On-campus cafeterias/bars/restaurants with menus for food intolerances	5	5	5

* For 2021-2022 some activities were carried out remotely and therefore the number of students who registered for an activity, rather than the number of participants, was considered. Individual counseling interviews were not included in the calculation.



Related Initiatives

Evolution of the Bocconi Campus

With a view to developing an increasingly sustainable and inclusive campus, Bocconi is continuing demolition and reconstruction work on the buildings at Via Bocconi 6-8 and Piazza Sraffa 11 (totaling about 16,500 square meters). This important intervention, the design of which was finalized in 2023, will see full implementation by 2030.

The two buildings will contribute to the decarbonization of the entire Bocconi campus, minimizing its impact on the surrounding environment and ensuring a limited need for resources pertaining to maintenance. In addition, they will physically and culturally represent the context in which they are located, with innovative solutions able to guarantee continuity with not only Milan, but also with the Bocconi campus.

After carefully listening to the current needs of all stakeholders involved, the development of the new buildings will see the creation of new teaching spaces, new study spaces, a new "student center" reception area, new faculty and staff spaces, new support services, and other amenities such as multifunctional spaces and socialization areas.

Mobility management

VIA SARFATTI CROSSWALK

To improve safety when moving between campus buildings, a new pedestrian walkway has been constructed on Via Sarfatti, providing a safe connection between the old and new campus areas. The intervention also upgraded the entire area affected by the work, increasing the number of bicycle racks and completing the area with the installation of benches.

PEDESTRIANIZATION OF VIA RÖNTGEN AREA

In cooperation with the Municipality of Milan, a project was carried out that included the delimitation of the area by means of barriers authorized by the Municipality's Street Fixtures Department. This intervention quickly turned the square into a meeting place for people instead of an unauthorized parking lot for bicycles and motorcycles.

CHARGING STATIONS FOR ELECTRIC VEHICLES

To encourage the use of electric vehicles, an additional four electric charging stations have been installed in the Piazza Sraffa 11 parking lot, serving the cars of Bocconi personnel.



Student Associations

Bocconi University fosters and values student initiatives, supporting the organization of their activities and events with access to rooms, funds and means of communication. Student associations enrich university life both culturally and intellectually. The University promotes student associations through the Committee for the Coordination of Student and Group Activities - CASA, which defines the principles and methods according to which activities must be structured, supporting and evaluating student proposals. In addition to the intrinsic value of their activities, numerous student associations pursue goals related to the environment and/or social issues.

To find out more [click here](#).

Campus Tours – Guided Tours of the Bocconi Campus

Bocconi University organizes guided tours of its campus. The Bocconi campus covers an area of 90,000 square meters, and since the first building was erected on Via Sarfatti in 1941, it has grown from a peripheral location outside the city walls into one of Europe's largest urban campuses. The buildings have redeveloped an area originally occupied by two important facilities, the Milan Gas Plant and the Milk Bottling Plant. During the tour, guides lead guests to discover the history of the University's architecture, the people who built them, and the University's deep connection with the city's history, sharing interesting facts and anecdotes.

To explore the Bocconi Campus in panoramic mode [click here](#).

For more information [click here](#).

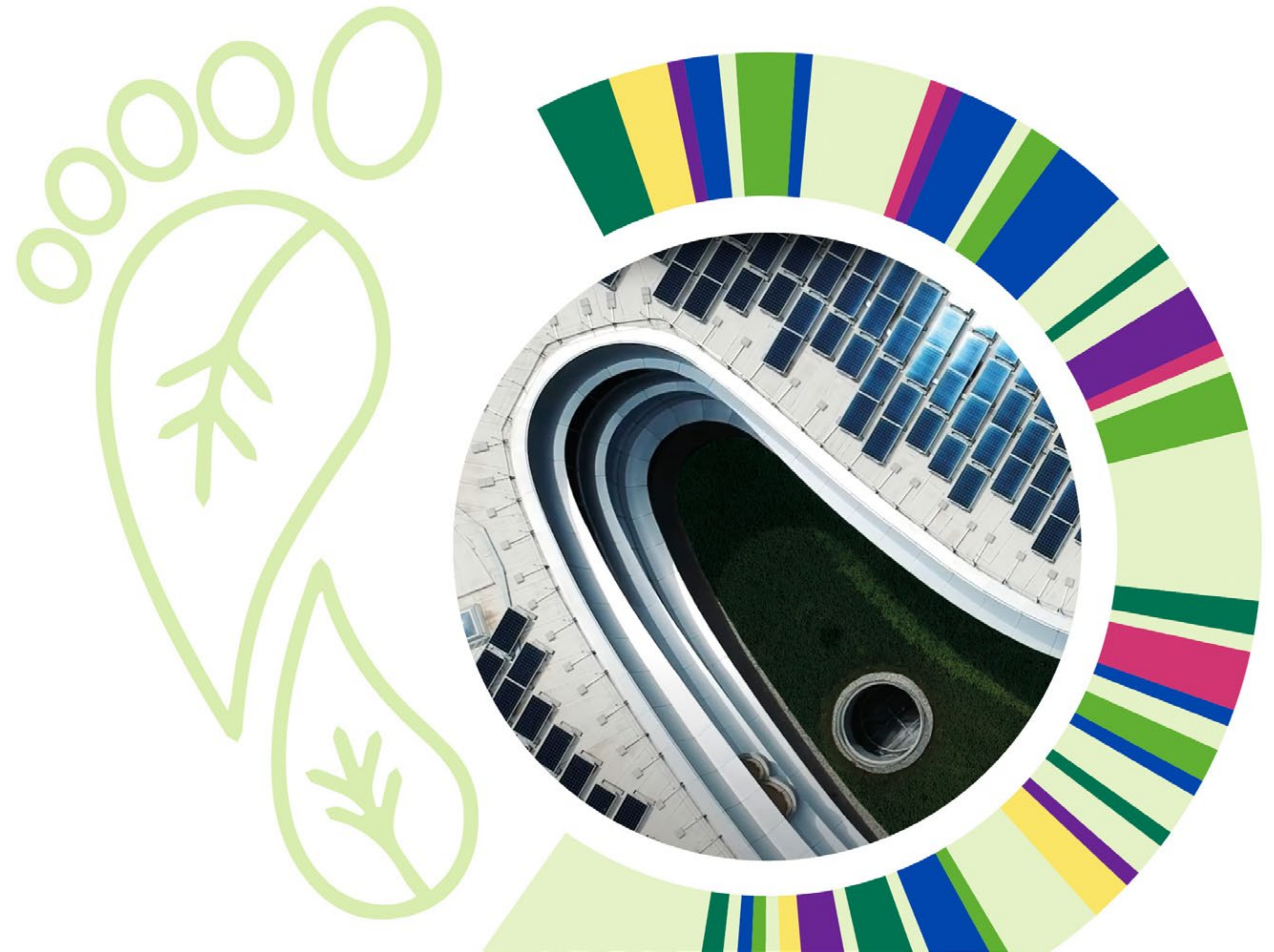
Bocconi Sport Center

The Bocconi Sport Center was inaugurated in September 2021, and includes a state-of-the-art indoor water sports facility – with a 50m Olympic swimming pool and 25m training pool – a fitness area, an elevated running track, and a large multifunctional facility for team sports including basketball, volleyball and five-a-side soccer. In 2023 about 4,000 student Bocconi Sport Team cardholders played sports on campus at the Center.

Promoting a culture of environmental responsibility and managing direct environmental impacts

Planned energy efficiency measures continued in 2023. This, together with the engagement and awareness campaigns conducted for the entire university community, has enabled further containment of energy consumption, which has seen a year-on-year decrease of almost 7%. In addition, the commissioning of additional photovoltaic renewable power plants has enabled the University's share of self-generated green electricity to increase.

2023 was also the year in which the certification of the University's carbon footprint by an independent body was completed, according to the ISO 14064-1:2018 standard, including direct (Scope 1) and indirect (Scope 2 and Scope 3) emissions. These initiatives will enable progress along a very ambitious decarbonization pathway, which includes substantially achieving carbon neutrality (direct Scope 1 and indirect Scope 2 emissions) by 2025, and then focusing on indirect Scope 3 emissions thereafter.





SDA Bocconi Campus Leads Financial Times Carbon Footprint Rank

The Financial Times has awarded our institution another recognition: first place in the Carbon Footprint Rank for the most sustainable campus in the world. This special classification assesses the environmental footprint and goals to reduce CO2 emissions of the university on a global level. The ranking recognizes the efforts being made to achieve carbon neutrality. This objective is possible because of the investment in technology for self-production of energy from solar sources, with installed power on campus above the 1.2 MW level. The university has also made a commitment to reduce indirect emissions and has been purchasing electricity exclusively from certified renewable sources since 2017.

To find out more [click here](#).

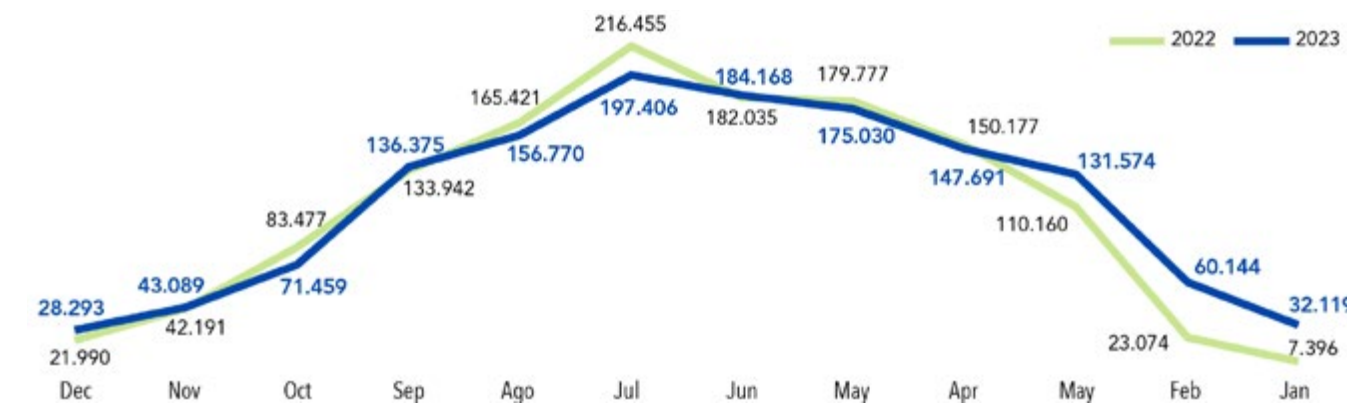


DISCLOSURES

PHOTOVOLTAIC ENERGY PRODUCTION

During 2023, the Bocconi photovoltaic park produced more than 1,364 MWh of clean electricity, an increase of 3.6% from the 1,316 MWh produced in 2022. By 2023, green power generation saved about 589 tons of CO_{2eq} compared to conventional thermoelectric generation.

PHOTOVOLTAIC PRODUCTION (KWH) - 2023 VS 2022



ENERGY CONSUMPTION (GJ)

	2021	2022	2023
Methane gas	25,245	17,454	15,696
Diesel fuel	n.a.	262	127
Gasoline	0	0	70
District heating energy	5,340	3,570	3,074
Purchased electricity	66,935	77,268	72,500
Electricity autogenerated by photovoltaic systems	-	4,648	4,825
Total	97,520	103,202	96,292

Note: Starting in 2022, the calculation follows the requirements of ISO 14064-1; where possible, consumption and related emissions were recalculated for the year 2021. 2021 data are still partially linked to the effects of the Covid-19 pandemic.

CO_{2EQ} EMISSIONS - MARKET BASED

Scope 1 and Scope 2 (tCO_{2eq})

	2021	2022	2023
Methane gas	1,220	980	904 Scope 1
Diesel fuel	n.a.	20	9 Scope 1
Gasoline	0	0	23 Scope 1
F-Gas emissions	n.a.	196	249 Scope 1
District heating	253	169	153 Scope 2
Electricity	0	0	0 Scope 2
Total	1,473	1,365	1,315

CO_{2EQ} EMISSIONS - LOCATION BASED

Scope 1 and Scope 2 (tCO_{2eq})

	2021	2022	2023
Methane gas	1,220	980	904 Scope 1
Diesel fuel	n.a.	20	9 Scope 1
Gasoline	0	0	23 Scope 1
F-Gas emissions	n.d.	196	249 Scope 1
District heating	253	169	153 Scope 2
Electricity	4,568	6,295	5,904 Scope 2
Total	6,041	7,660	7,219

Note: Emission factors reported by ISPRA (Efficiency and Decarbonization Indicators in Italy and in the Biggest European Countries, 2023 Edition) and DEFRA (UK Government GHG Conversion Factors for Company Reporting) were used to calculate emissions. For the calculation of Scope 2 market-based emissions Bocconi has been using certified 100% renewable electricity since January 2017.

CO_{2EQ} EMISSIONS

Scope 3 (tCO_{2eq})

	2022	% Scope 3
Emissions from purchased goods and services	8,887	44%
Emissions from purchase of capital goods	5,743	28%
Emissions from transportation of students and visitors	2,827	14%
Emissions from work-related travel	1,641	8%
Emissions from employee commuting	597	3%
Emissions from generation, transportation and distribution of fuel used in stationary sources; emissions from generation, distribution and transmission of electricity	318	2%
Emissions from solid and liquid waste disposal	245	1%
Emissions from upstream transportation and distribution of goods	131	1%
Emissions from generation, transportation and distribution of fuel used in mobile sources	4	0%
Total	20,392	100%

Note: Emission factors reported by ISPRA, DEFRA and Eurostat were used to calculate emissions. The calculation of Scope 3 emissions for 2023 is subject to independent verification in accordance with the ISO 14064 standard. Results will be reported upon completion of the verification process.

WASTE PRODUCTION

Hazardous and non-hazardous waste (t)

	2021	2022	2023
Hazardous waste	0.9	1.8	3.1
Non-hazardous waste	3.5	2.5	6.8
Total	4.4	4.3	9.9

Note: In contrast to previous years, the 2023 data regards production of non-hazardous waste include decommissioning of unused non-hazardous equipment due to planned modernization work at certain Bocconi sites and the replacement of lighting fixtures (e.g. fluorescent lamps) with LED devices as part of the campus's ongoing energy efficiency.

WATER USE (m³)

	2021	2022	2023
Water consumption (aqueducts and water utilities)	130,347	217,087	199,043

Note: Consumption at the Bocconi Sport Center and the water used for irrigation of the Bocconi Park have been included since the 2022 calculation.

LIMITING PAPER USAGE

The reduction in the use of paper is closely linked to the digitization of teaching processes (lessons, exams, graduations) and research over the years. Overall, the University introduced a series of innovations such as the elimination of printed theses, digital signature of exam reports, digitization of the faculty register, and other improvements that have enabled a steady reduction in printing and consumption of paper and ancillary materials (e.g. toner).

Related Initiatives

Energy management

INSTALLATION OF NEW PHOTOVOLTAIC SYSTEM AT VIA SARFATTI 25 LOCATION

The intervention is part of the energy efficiency and savings initiatives undertaken by the University, in line with the sustainability goals defined in the Strategic Plan 2021-2025. It is aimed at the production of energy from renewable sources, through the installation of an additional 49 photovoltaic panels with a capacity of 410 W each, for a total capacity of 20 KW.

RELAMPING BUILDINGS

Work continues on replacing fluorescent lamps with LED products that provide greater energy efficiency. More than 1,500 lamps were replaced in 2023.

START OF ENERGY EFFICIENCY WORKS AT VIA SPADOLINI 12/A RESIDENCE

In 2023, work began on energy efficiency upgrades at the Via Spadolini Residence, which include decreasing consumption by reducing heat loss, using more efficient lighting fixtures, and installing systems that enable the production of energy from renewable sources.


Facility management

WASTE PROJECT

Activities continued in 2023 to improve monitoring of the quantity and type of waste produced by conducting analyses of municipal waste commissioned from AMSA, the municipal waste collection organization. In the first half of 2024, on the occasion of Earth Day (22 April), a communication campaign was launched aimed at engaging and raising awareness among the university community and activating concrete actions, such as, for example, removing undifferentiated wastebins from offices, revising graphics and information content in all common recycling areas, and introducing organic waste collection.

ENGAGE

Being key players in sustainability challenges



In view of our role, we believe we have a **responsibility** to be a strong voice in the **local, national** and **international debate** on sustainability, providing our commitment and expertise, integrating the Bocconi model with the needs of the local community, the Italian development system, and international debate.

We intend to drive change by presenting a new idea of entrepreneurship, aligned with the real needs of society, and capable of delivering a tangible contribution to addressing global challenges.

Being a global partner

With a network of more than 280 partner schools in 55 countries, Bocconi students have the opportunity to engage in academic and personal growth on a global scale. Bocconi's system of connections and exchanges with prestigious academic institutions and international centers of excellence allows its students to benefit from international work and study experiences, which are essential for rounding out the skillset and knowledge needed to work in the global economy.



DISCLOSURES

	2021	2022	2023
Partner schools	287	286	288
Number of countries represented by partner Universities	55	55	55
Number of Bocconi students attending double degree programs	229	250	211
Bocconi students who spent time abroad	3,739	3,867	4,234
> (including) for study programs	1,994	2,419	2,560
> (including) for work programs	1,745	1,448	1,674
Number of Alumni	130,381	135,284	141,207
% Alumni abroad	16%	16%	16%



Related Initiatives

Alumni Community and Sustainability

Bocconi has more than 140,000 Alumni all over the globe, and the Community offers its members the opportunity to bond thanks to initiatives promoted with the support of Topic Leaders, Chapter Leaders and Class Leaders. These Alumni are in charge of coordinating and leading not only thematic interest groups, but also worldwide Alumni groups and MBA classes respectively. The Community organizes more than 350 events a year – in Italy and abroad – to encourage the sharing of knowledge, creating new networks, and ensuring guidance at every stage of Alumni's professional growth.

The two Topic Groups more specifically related to sustainability issues are:

- Sustainability
- Energy & utilities

Topic-based events organized in the 2023-2024 academic year included initiatives in the areas of biodiversity conservation and restoration, innovative startups for a zero-emission future, sustainability in agriculture, and seminars on the renewable energy market and energy market volatility.

To find out more [click here](#).

CIVICA

CIVICA MULTICAMPUS COURSE – THE FUTURE OF EUROPE

The third edition of the multicampus course “The Future of Europe” for Master of Science students across the CIVICA alliance was held during the first semester of the 2023-2024 academic year. The course, coordinated by Professor Carlo Altomonte, is one of the most distinctive initiatives of the CIVICA consortium – an alliance uniting 10 of Europe's leading higher education institutions in the social sciences, selected in 2019 by the European Commission and funded under the Erasmus+ program. With 12 online sessions divided into 4 modules, including a module dedicated to “Environment, Sustainability and EU Green Deal”, the course explores the main challenge areas for European policy-makers. A total of 123 students worked on a Capstone Project to develop policy solutions responding to 4 European challenges: globalization, democracy, environment and digitalization.

To find out more [click here](#).

CIVICA MULTICAMPUS COURSE - THE ROAD TO THE GREEN TRANSITION

A team of CIVICA alliance faculty, coordinated by Professor Alexandros Kentikelenis, has begun working on the syllabus for a new multicampus course entitled “The Road to the Green Transition”. The first edition of the course will be available to alliance Master of Science students starting in the second semester of the 2024-2025 academic year. It will critically explore key policy challenges to achieving “net zero” greenhouse gas emissions by 2050, as called for in the Paris Agreement. Special emphasis will be placed on the role of economic policy, the role of the private sector, and the multilevel policy behind the green transition. In addition to in-person classes, students will work on teams across different countries and subject areas, with the goal of completing a final project (a podcast) related to climate policy challenges.

CIVICA EUROPEAN WEEK 2023 – ECOLOGICAL TRANSITIONS: CITIES ON THE FRONTLINE

Some 80 CIVICA alliance Bachelor students – including 10 from Bocconi – got together at Sciences Po on 27-30 June 2023 for European Week 2023. In this edition, dedicated to “Ecological Transitions: Cities on the frontline”, students had the opportunity to explore existing and future pathways to urban sustainability, understanding the challenges and opportunities related to cities and governing climate change and ecological transitions. The initiative is part of the CIVICA Engage Track, which offers undergraduate students the chance to develop their civic engagement and explore issues such as responsibility and sustainability.

To find out more [click here](#).



Related Initiatives

FuturEU Competition - Climate Change and Societal Transformation

The FuturEU competition offers CIVICA alliance students a platform to encourage them to actively find and propose policy solutions for EU reform. The 2023 edition was dedicated to the theme "Climate Change and Societal Transformation: How Can EU Policy Advance Climate Protection and Sustainability in a Turbulent World?" Among the 104 participating teams, the first prize was awarded to a team of Bachelor students (Eman Atta Maan and François Praum) for their policy proposal on modifying the carbon border adjustment mechanism to make it more equitable and inclusive.

To find out more [click here](#).



Participation in Committees, Research Centers and Working Groups on Gender and Disability Issues

Bocconi University participates in committees, research centers and working groups on gender and disability issues, including:

- CRUI (Conference of Italian University Rectors) - Gender Issues Commission
- Cultures of Gender – Inter-University Research Center
- National Conference of the Equality Bodies of Italian Universities
- CRUI - CNUDD National University Conference of Disability Delegates
- CALD - Lombardy University Coordination for Disability.

Bocconi University and the Network of Universities for Sustainable Development (RUS)

Bocconi participates in the Network of Universities for Sustainable Development (RUS), promoted by CRUI (Conference of Italian University Rectors). The Network accepts Italian universities committed to issues of sustainability and social responsibility, with the aim of promoting the dissemination of sustainability culture and good practices, including through the coordination and sharing of experiences and initiatives of interest aimed at achieving the goals of the UN 2030 Agenda (Sustainable Development Goals).

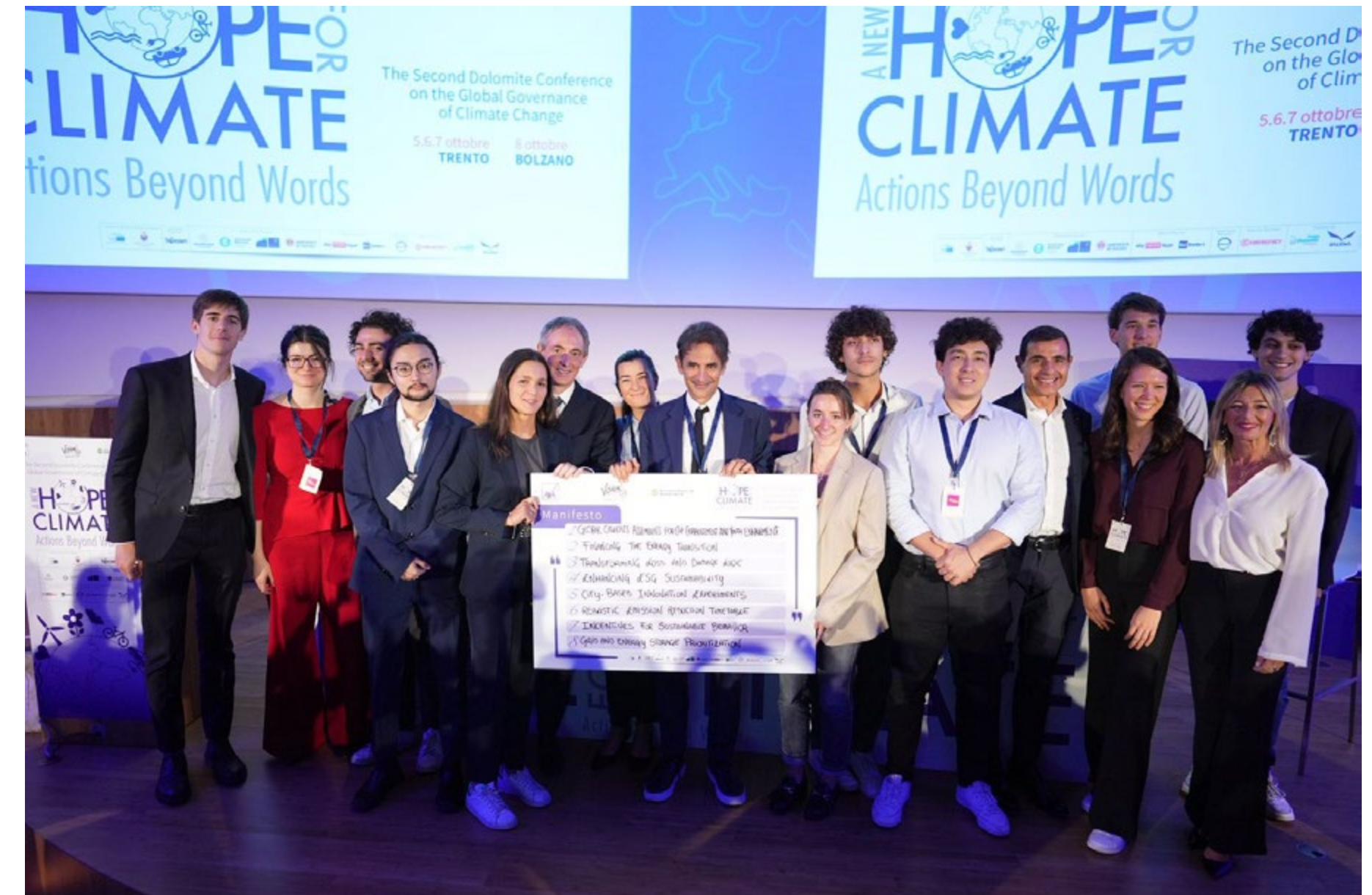
To find out more [click here](#).

Bocconi and the Dolomite Conference on Climate Change

Bocconi University participated as a scientific partner in the second Dolomite Conference on Climate Change, held in Trento and Bolzano on 5-8 October 2023. The goal of the Dolomite Conference was to act as a catalyst for new ideas for sustainability and to promote an ethical approach to climate change. Students from the joint Bocconi-Politecnico di Milano Master of Science in Transformative Sustainability, in particular, worked on the contents of the four Problem-Solving Groups. They were actively involved both before the conference, working on the Concept Note and participating in preparatory webinars, and in Trento, where they took part in the discussion and presented the final report of the four working groups, during the last day of the conference. The concluding session on Saturday 7 October presented the proposals that emerged from the conference, summarized in 8 key points that form the basis of the "Dolomite Manifesto," presented at COP 28 in Dubai (30 November-12 December 2023).

To find out more on the Conference [click here](#).

To find out more on the results [click here](#).



The Second Dolomite Conference on the Global Governance of Climate Change



Bocconi and Parma Greenweek Green Economy Festival

Bocconi University participated in the work of the Green Economy Festival held in Parma on 4-7 April 2024. The initiative, promoted by Fondazione Symbola, Corriere della Sera's L'Economia, the Municipality of Parma and the University of Parma, among others, aims to spark debate and promote concrete actions for global sustainability.

To find out more [click here](#).

Promoting entrepreneurship and employment

Bocconi accompanies students even as they enter the workforce, through internship and job opportunities posted on the Bocconi portal, along with career guidance initiatives and company matching and recruitment events. In terms of promoting entrepreneurship, for several years Bocconi has developed pre-acceleration and acceleration initiatives aimed at supporting innovative startups.

Startups welcomed by B4i



110+

Jobs created by startups



€18 MLN

Funds raised both acceleration and pre-acceleration

DISCLOSURES

JOB MARKET

	2021	2022	2023
Internship and job opportunities posted on the JobGate portal	11,316	13,197	11,752
Professional orientation initiatives	154	161	130
Employer participants in recruitment events	874	973	1,032
MSc graduates employed one year after graduation (employment rate)	93.6%	96.9%	97.1%

B4i

	2021	2022	2023
Startups accepted by B4i in the pre-acceleration track	31	30	32
including: with sustainability in their core business	9	8	13
Startups accepted by B4i in the acceleration track	12	13	13
including: with sustainability in their core business	1	4	7



Related Initiatives

B4i Bocconi for innovation

B4i - Bocconi for Innovation is a Bocconi University initiative that acts as a catalyst for the most innovative and high potential ideas and startups in the Italian entrepreneurial ecosystem. Building on the unique experience, knowhow and legacy of our business school, B4i aims to promote entrepreneurial culture, encouraging and supporting innovative startups and developing innovation within companies. Startups for the acceleration track are selected on the basis of the innovativeness of the business idea, the quality of the team of founders, the ability to respond to market demand and pertinence to the B4i's three areas of specialization: Digital Tech, Sustainability and Made in Italy. With the specialization in Sustainability, B4i's contribution extends to projects that address climate change, social entrepreneurship, the circular economy, smart communities and cities, and clean technology.

To find out more [click here](#).



Sustainability Clinics for Startup

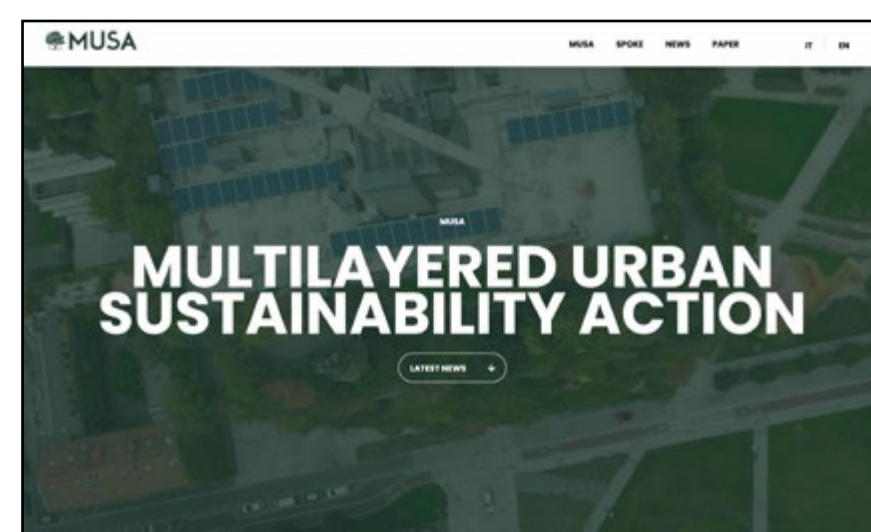
Sustainability Clinics for Startups is a new program launched by B4i - Bocconi for Innovation to provide an intensive course in collaboration with sustainability consulting firms. The aim is to improve the sustainability approach and performance of startups in advanced stages of growth.

The project was developed by defining a win-win-win model that combines three categories of stakeholders: a startup chosen after the accelerator program, a partner sustainability consulting firm, and a Master student who will have the opportunity to complete their thesis and/or internship within the program, under the supervision of a Bocconi professor.

The first edition was launched in March 2023 and ended in July 2024, with two startups involved:

- **Empathy**, a digital platform created in Italy to facilitate informed pet adoptions, paired with NATIVA
- **MineCrime**, a benefit corporation that can collect and systematize crime/degradation data by accessing numerous databases, paired with InVento Lab.

The Sustainability Clinics for Startups are part of MUSA - Multilayered Urban Sustainability Action, an innovation plan and recovery fund project aimed at supporting the sustainable transformation of Milan.



Bocconi University and B4i at School for Inclusion

Bocconi University, in collaboration with La Repubblica newspaper and Dynamo Academy, and with the support of **B4i - Bocconi for Innovation** and Affari Pubblici, has implemented the project A Scuola d'Inclusione ("at school for inclusion"). The project aims to inspire young people to think about and constructively address the challenges posed by disability, poverty, mental health, gender gaps and migration by developing projects that help mitigate or reverse the negative impact these factors have on social inclusion and equity. The project kicked off in Milan on 20 October 2023 with an event to present the five topics being worked on, which was followed by 10 events in as many cities. Participation in the project was open to all Italian schools. Interested teams had until 28 February to register and until 29 March 2024 to submit their project. Out of all the projects, the most effective and responsive to the territorial impact objective were selected and presented at a final hybrid event held on 14 May 2024.

To find out more [click here](#).

ICE Innovation and Corporate Entrepreneurship

Innovation and entrepreneurship pose complex challenges to large companies. The Innovation and Corporate Entrepreneurship Center (ICE) – jointly founded by B4i and SDA Bocconi – is a catalyst for research, training and business support. It aims to increase companies' entrepreneurial energy and support them in managing both internal and market-based sources of uncertainty, to reduce barriers to innovation.

To find out more [click here](#).



Best Performance Awards 2023-2024 Honors the Growth and Sustainability of Italian Excellence

The Awards Ceremony for the seventh edition of the Best Performance Award was held on 14 February 2024. This annual event is dedicated to Italian companies that stand out for growth – a key issue for our economy – and for excellence in creating economic, technological, human, social and environmental value. The award, sponsored by SDA Bocconi School of Management, is in partnership with PwC Italia, Banca Mediolanum, Fondazione Umberto Veronesi, Havas PR and Radio DeeJay.

There were five awards given by the panel in this edition as well, under one common thread: "Sustainability for Growth". In addition to Best Performer of the Year, i.e. the winning company whatever its size, three awards were given according to size (large, medium and small), while a special award was given to the company that stood out with respect to the "topic" of the year, i.e. the "love brand."

To find out more [click here](#).

Fostering integration into the local community

Despite its longstanding strong international orientation, Bocconi has always had a close connection with its host community. For several years, the University has been involved in organizing a wide range of events and initiatives, in the field of both social responsibility and innovation and civic engagement with underprivileged people or groups. In addition, several years ago the University began a path of important redevelopment and investment around the campus and in related urban areas. The Bocconi urban campus, designed to provide students, faculty and staff with a comfortable, innovative, safe and sustainable environment, was also conceived to be shared with local residents and the entire city of Milan.

DISCLOSURES

	2021	2022	2023
CSR-IS Fair - Participating Organizations	231	270	284
CSR-IS Fair - Speakers	370	421	549
CSR-IS Fair - Events	>100	>100	>100



Related Initiatives



CSR and Social Innovation Fair

The “CSR and Social Innovation Fair” is the most important event in Italy dedicated to the topic of sustainability. It is a unique occasion for hundreds of key organizations and thousands of visitors to learn, debate and network. Along with the other main organizations working in CSR in Italy, Bocconi University is a member of the Fair’s steering group.

The 11th edition, “Living with Change”, was held on 4-6 October 2023 at Bocconi University. Before the national edition, the CSR Tour of Italy made several stops and the Extra Fair was held, a series of initiatives for in-depth study held online from January to December.

284 organizations including companies, nonprofits, government agencies and startups, took part in the national edition – 5% more compared to the 270 during the previous year. The cultural program, which featured 549 speakers (+30% compared to 2022), included more than 100 events with more than 120 hours of livestreaming. All the events were livestreamed by Bocconi and can be viewed again on the Fair’s YouTube channel.

To find out more [click here](#).

Community and Social Engagement Committee

The University established the Community and Social Engagement Committee in 2008. The Committee operates under the direction of the Deanship for Academic Strategy and Institutional Affairs (Professor Myriam Mariani) and coordinates various programs, including:

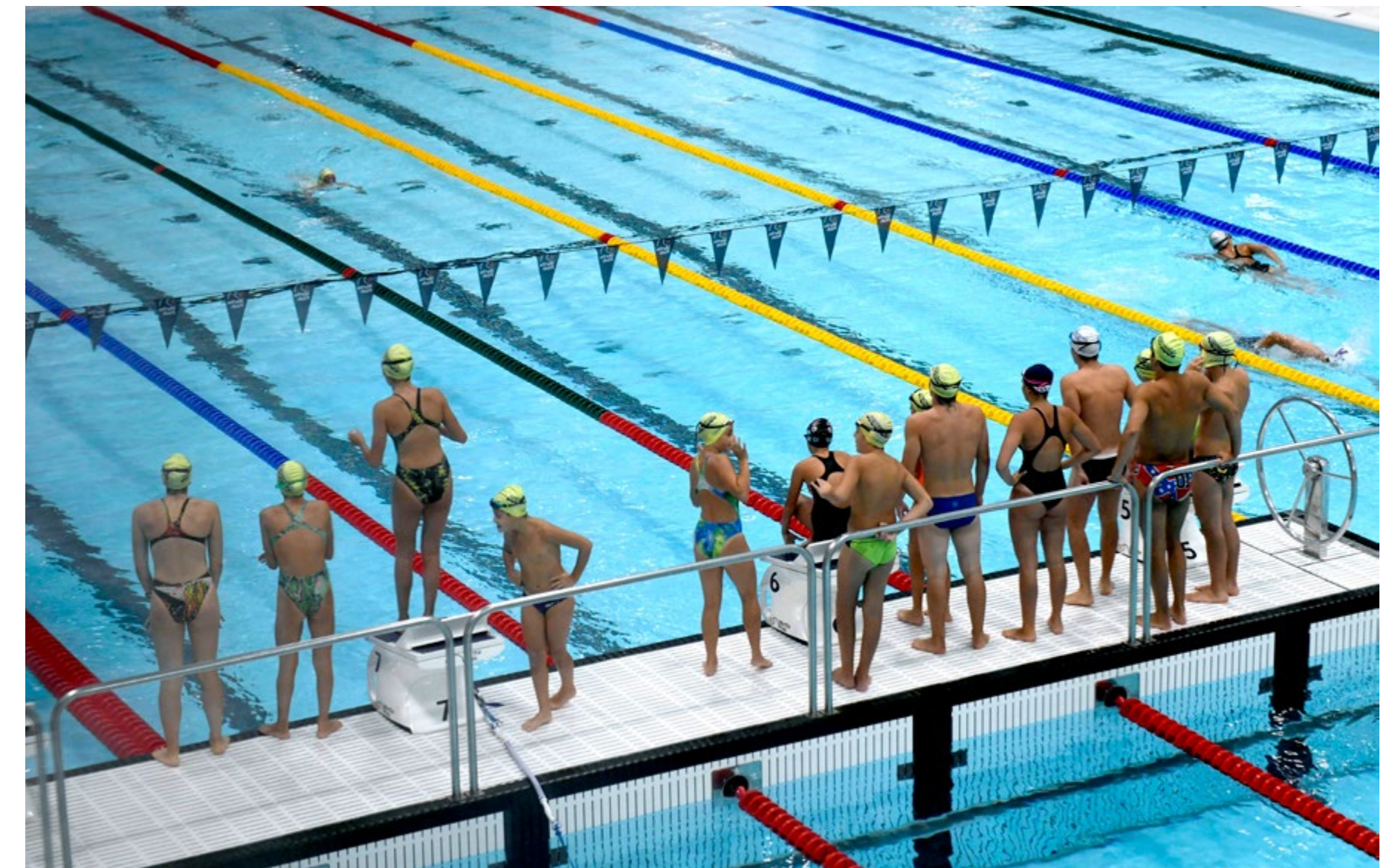
- **Civic and social commitment of Bocconi students:** among the various initiatives promoted is **support for Pane Quotidiano** – a secular and apolitical nonprofit organization with which Bocconi has developed a partnership since the 2015-2016 academic year. Pane Quotidiano supports the poorest segments of the population by providing food and clothing, free of charge. Bocconi University promotes this volunteer initiative, where volunteers donate their time by delivering meals near campus through this association
- **Bocconi in Prison project:** in 2016, Bocconi launched a project with the Opera Prison, where detainees – duly enrolled to the university – study video recordings of lessons and then meet professors to consolidate what they have studied. The goal of the project is to set in motion a positive process, based on the dignity that comes from a commitment to study.

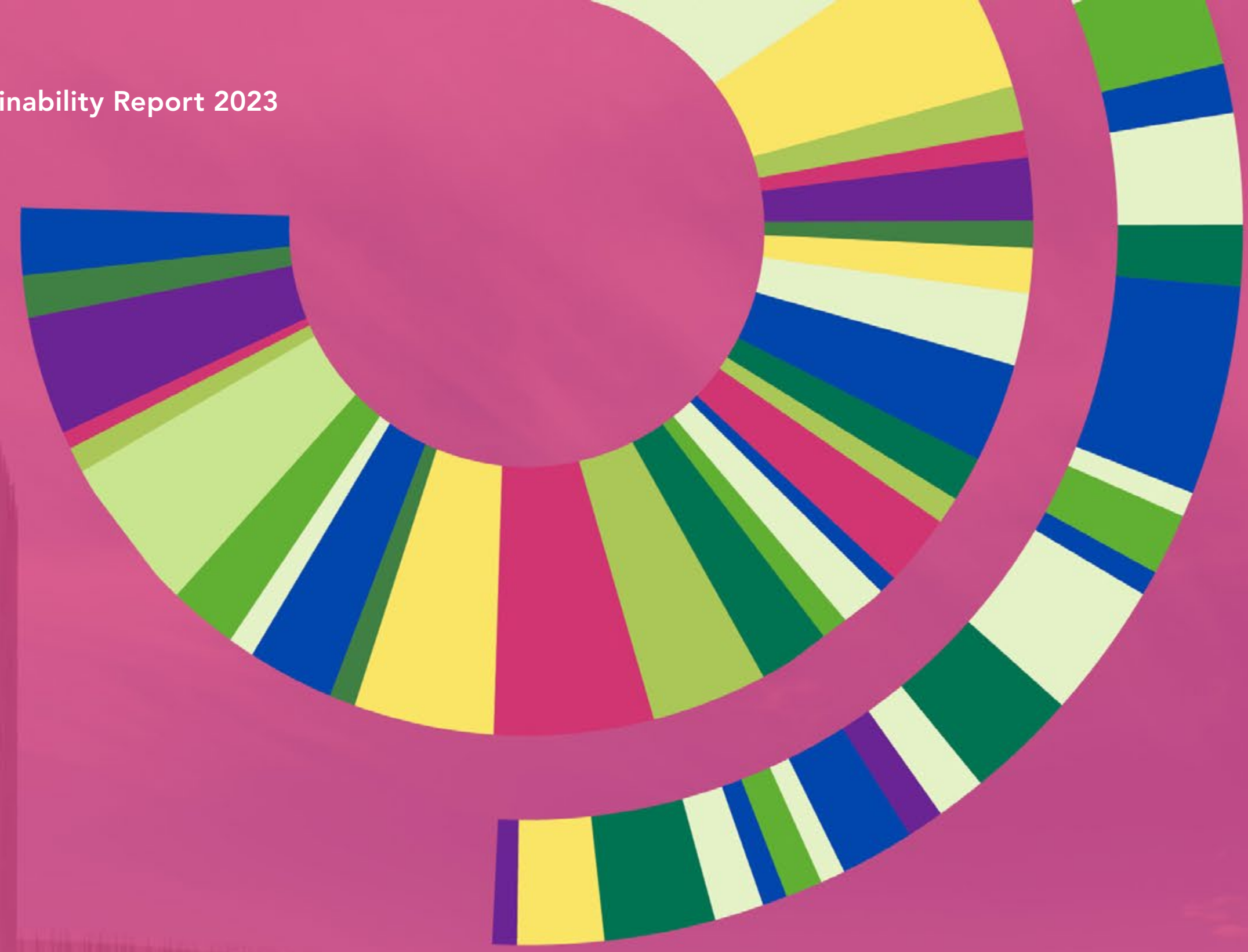
To find out more [click here](#).

Bocconi Sport Center and the Local Community

In 2023, the gym and swimming pool of the new Bocconi Sport Center, open to both the Bocconi community (students, faculty, staff) and Milan residents, registered over 9,000 users, of which about 70% from the local community.

In addition, across its more than 17,000 square meters and four main floors, the Center hosted two sports and social inclusion events held by local organizations (Special Olympics and Tavecchio Online Foundation).





GRI Content Index

Below are the indicators adopted to cover the most relevant economic, environmental and social aspects with reference to ensuring that this document is in line with Global Reporting Initiative standards (GRI standards) representing global best practice for sustainability reporting. We have provided the page numbers containing the information considered most significant.



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