Bocconi

#Sustainabilitythatmatters

2020

SUSTAINABILITY REPORT

INDEX

METHODOLOGY NOTE

This document, promoted and coordinated by the Sustainability Committee, is the second Sustainability Report published by Bocconi University. It continues the approach adopted last year, introducing several social and environmental sustainability initiatives as University policy and outlining the commitments to promoting more sustainable and responsible development models in advance of the orientations of the new 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 2020 calendar year or, alternatively, when stated, the 2020-2021 academic year. Given the particular nature of the report period characterized as it was by the Covid-19 pandemic, 2020 data are not immediately comparable with those of previous 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

Dear Readers,

The second edition of the Bocconi University Sustainability Report coincides with an unusual year, characterized by the challenges posed to the University, as to the entire world, by the Covid-19 pandemic. We started off the year by immediately putting in play all the University's resources to guarantee students, faculty, and staff the highest level of safety. We ordered significant new investments and drew on all we had learned in the past, especially in terms of technological infrastructure and the modernity of our campus.

We also looked forward, viewing what was happening as an opportunity to understand and experience something truly new, a driving force for an even more innovative Bocconi. A place where life on campus – still central to learning and the development of knowledge – is combined with novel forms of teaching and research, and technology is at the service of learning in new ways that are ever safer and more sustainable.

In this last year Bocconi never stopped, but rather laid the foundations for its future. In November 2020, the two strategic documents for the next decade were approved: VISION 2030 and the STRATEGIC PLAN 2021-2025. They reaffirm our University's orientation towards excellence and define the strategic objectives we will pursue according to guidelines that are increasingly innovative, inclusive and sustainable.

Please enjoy our report.

Gianmario Verona
RECTOR

Riccardo Taranto
MANAGING DIRECTOR

FACTS & FIGURES

Educational offer

(A.Y. 2019-2020 vs 2020-2021)

59

DEGREE PROGRAMS, INCLUDING:	2019	2020
BACHELOR OF SCIENCE PROGRAMS	9	**10**
MASTER OF SCIENCE PROGRAMS	14	**14**
SPECIALIZED MASTER PROGRAMS	9	**10**
PHD PROGRAMS	5	**5**
POST EXPERIENCE PROGRAMS	21	**20**
OPEN PROGRAMS	150	**150**
CUSTOM PROGRAMS	400	**400**
ONLINE ON-DEMAND PROGRAMS	20	**30**
EXECUTIVE CAREER DEVELOPMENT TRAINING	10	**10**

Students and mobility

(A.Y. 2019-2020 vs 2020-2021)

15,037

STUDENTS ENROLLED, INCLUDING:	2019	2020
STUDENTS ENROLLED	14,922	**15,037**
NUMBER OF INTERNATIONAL STUDENTS ENROLLED	2,900	**2,966**
NUMBER OF NATIONALITIES OF REPRESENTED	100+	**100+**
PARTNER UNIVERSITIES	282	**286**
% STUDENTS "IN CORSO"	94.6%	**95.1%**
BOCCONI STUDENTS WHO HAVE SPENT TIME ABROAD	4,039	**2,408**
INCOMING INTERNATIONAL STUDENTS FROM PARTNER UNIVERSITIES	2,133	**716**
NUMBER OF BOCCONI STUDENTS IN DOUBLE DEGREE PROGRAMS	210	**190**
SUMMER SCHOOL PARTICIPANTS	554	**646**

Breakdown of student population by gender: % women

(A.Y. 2019-2020 vs 2020-2021)

	2019	2020	
UNDERGRADUATE (BACHELOR OF SCIENCE)	38%	**38.3%**	
GRADUATE	43.7%	**42.9%**	
LAW	53.3%	**52.8%**	
PHD SCHOOL	43.1%	**44.4%**	
SDA BOCCONI (MASTER)	40.9%	**39.6%**	

Rankings

MASTERS IN MANAGEMENT		MASTERS IN FINANCE		MASTER IN SUSTAINABILITY	
2020		2020		2019	2020
9°	**9°**	7°	**7°**	1°	**1°**
IN EUROPE & WORLDWIDE		IN EUROPE & WORLDWIDE		IN EUROPE & WORLDWIDE	

MaGER Master in Green Management, Energy and CSR; **MaSEM** Master in Sustainability and Energy Management

WORLD UNIVERSITY RANKINGS BY SUBJECT

SOCIAL SCIENCES AND MANAGEMENT		ACCOUNTING AND FINANCE		BUSINESS AND MANAGEMENT		ECONOMICS AND ECONOMETRICS	
2019	2020	2019	2020	2019	2020	2019	2020
4°	**4°**	6°	**5°**	4°	**3°**	4°	**4°**
IN EUROPE		IN EUROPE		IN EUROPE		IN EUROPE	
16°	**16°**	18°	**17°**	8°	**7°**	16°	**16°**
WORLDWIDE		WORLDWIDE		WORLDWIDE		WORLDWIDE	

EUROPEAN BUSINESS SCHOOL RANKINGS		FINANCIAL TIMES GLOBAL MBA RANKINGS		FULL-TIME MBA RANKING		THE BEST INTERNATIONAL MBAS	
2019	2020	2019	2020	2019	2020	2019	2020
3°	**5°**	9°	**5°**	3°	**3°**	4°	**4°**
IN EUROPE		IN EUROPE		IN EUROPE		IN EUROPE	
		29°	**12°**				
		WORLDWIDE					

Studenti

STUDENTS AND EMPLOYMENT

	2019	2020
MSC GRADUATES EMPLOYED ON GRADUATION DAY (EMPLOYMENT RATE)	73.2%	**72.9%**

93,6%

MSC GRADUATES EMPLOYED ONE YEAR AFTER GRADUATION (EMPLOYMENT RATE) OF WHICH:

WORKING ABROAD **32.9%**

1 MONTHS AVERAGE FOR JOB PLACEMENT

STUDENTS AND SATISFACTION WITH PROGRAMS ATTENDED
(Most recent available survey of graduating students)

	2019	2020
"ARE YOU SATISFIED OVERALL WITH THE PROGRAM YOU ATTENDED?"	92.5%	**92.2%**

GRADUATES
(A.Y. 2019-20)

2,408 BACHELOR OF SCIENCE GRADUATES

2,042 MASTER OF SCIENCE GRADUATES

257 LAW GRADUATES

4 FOUR-YEAR PROGRAM GRADUATES

Faculty

	2019	2020
CORE FACULTY	363	**375**
AVERAGE AGE OF FACULTY	48.0	**48.6**

BY GENDER

	2019	2020
CORE FACULTY – MEN	248	**258**
CORE FACULTY – WOMEN	115	**117**

Staff

	2019	2020
STAFF MEMBERS	644	**640**
TOTAL MEN	164	**166**
TOTAL WOMEN	480	**474**
DIRECTORS	23	**21**
MEN	11	**11**
WOMEN	12	**10**
% PERMANENT EMPLOYMENT CONTRACTS	96.0%	**97.3%**

TRAINING

	2019	2020
AVERAGE TRAINING HOURS FOR EMPLOYEES (DIRECTORS AND STAFF) – TOTAL	9.7	**8.1**
TRAINING HOURS (TOTAL)	6,951	**5,185**

RATIO OF SALARY OF WOMEN TO MEN

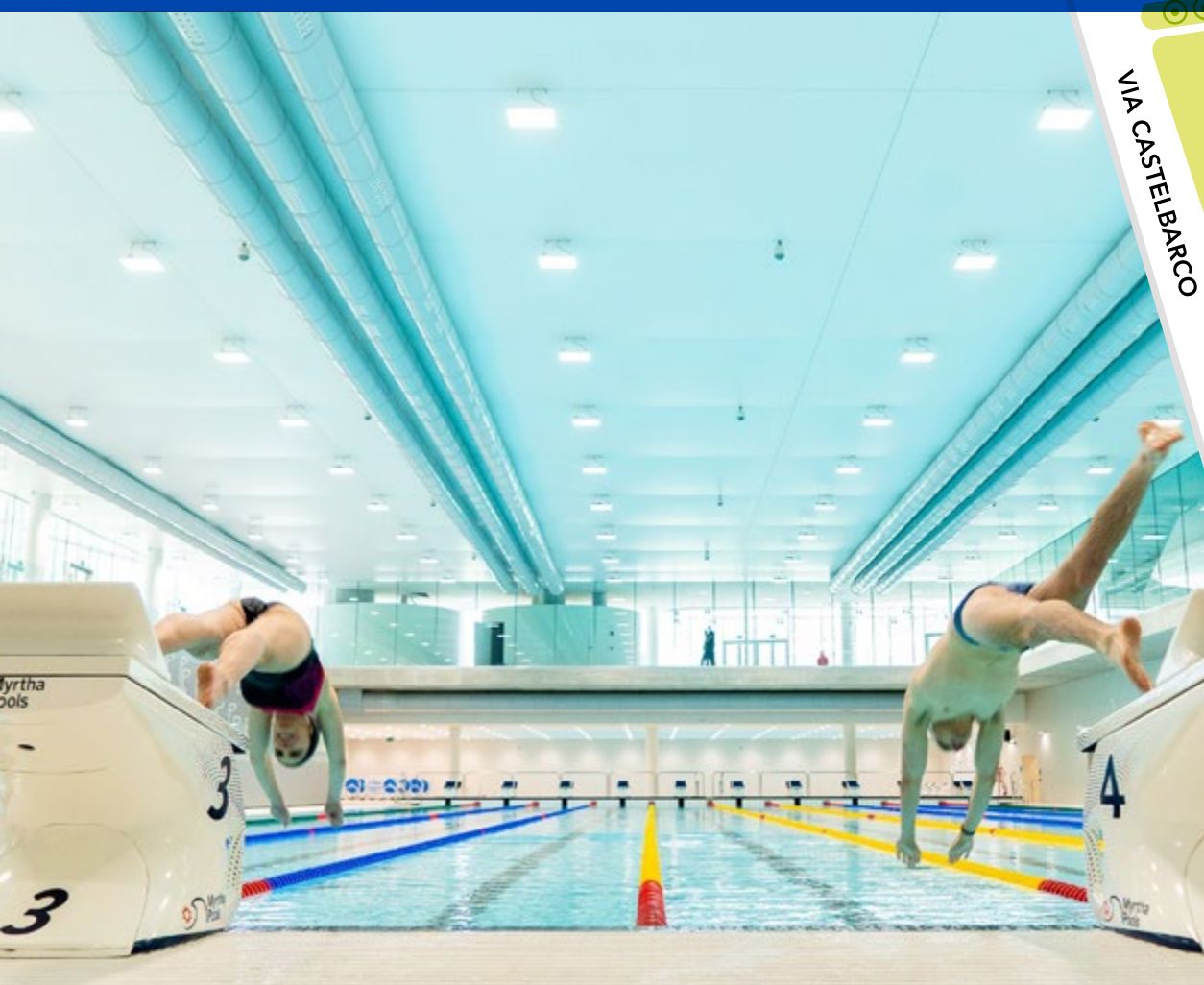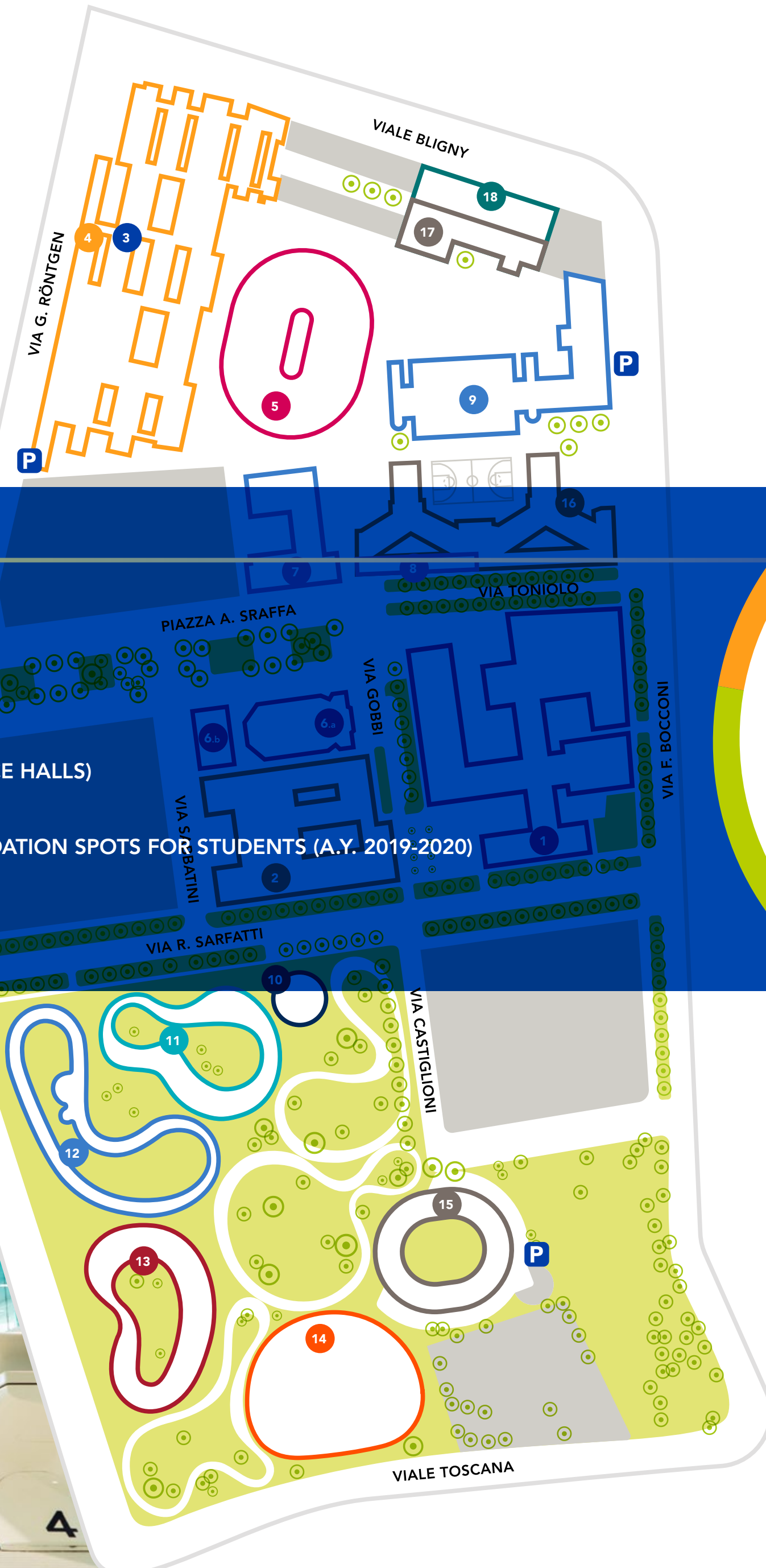|	2019	2020
REMUNERATION WOMEN TO MEN - DIRECTORS	96.17%	**86.88%**
REMUNERATION WOMEN TO MEN - STAFF	91.67%	**91.74%**
RATE OF RETURN FROM PARENTAL LEAVE	96%	**100%**

COMPLETED THE WORKS OF BOCCONI SPORT CENTER

Property (2021)

332,753 m²

(INCLUDING OWNED AND LEASED UNIVERSITY RESIDENCE HALLS)

8 HOUSING FACILITIES **2,060** ACCOMMODATION SPOTS FOR STUDENTS (A.Y. 2019-2020)

VIALE BLIGNY

VIA G. RÖNTGEN

PIAZZA A. SRAFFA

VIA GOBBI

VIA SARBATINI

VIA TONIOLO

VIA F. BOCCONI

VIA R. SARFATTI

VIA CASTELBARCO

VIA CASTIGLIONI

VIALE TOSCANA

Student financial aid provided directly by the University

	2019	2020
	€ 29.4 mln	€ 31.7 mln

Economic value (2020)
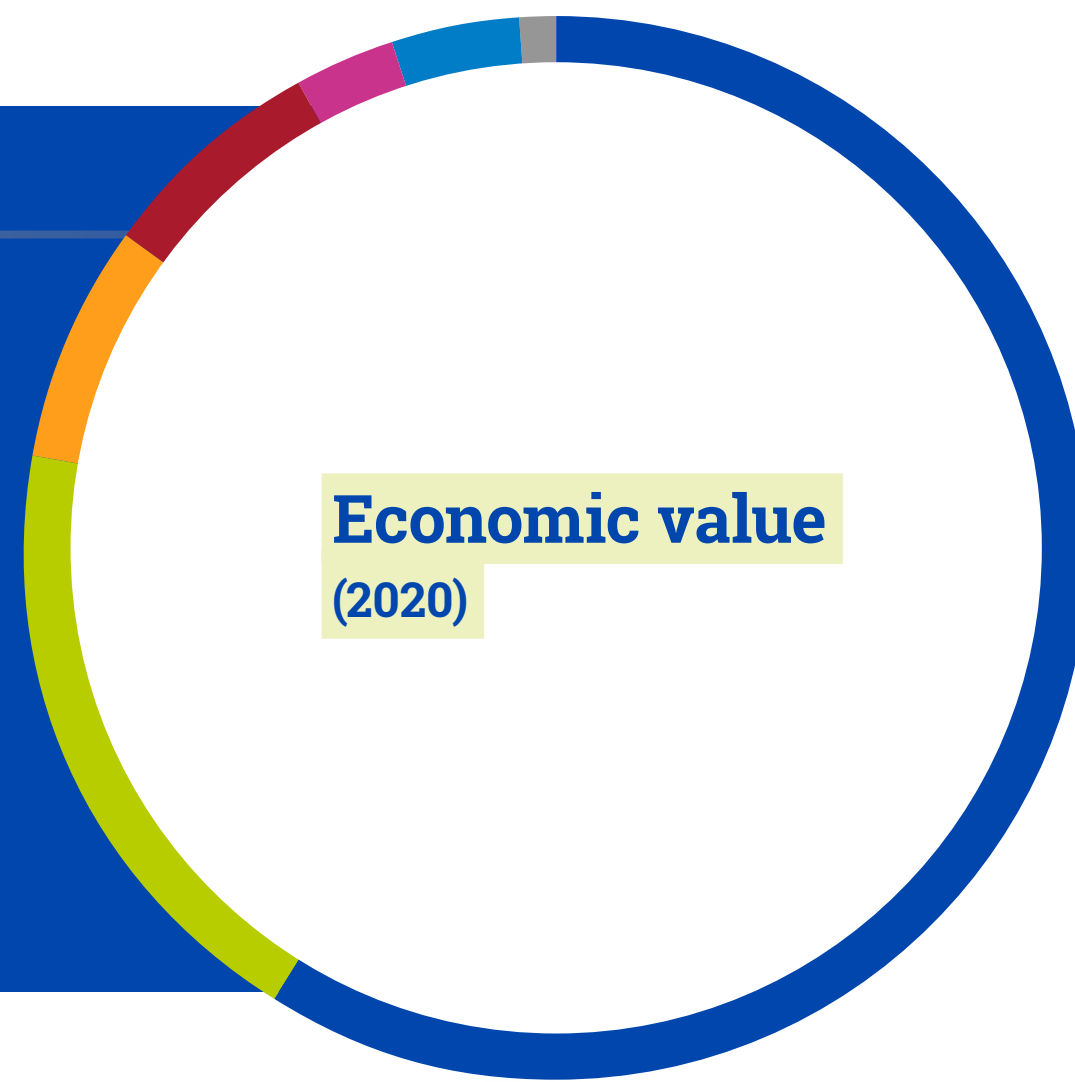
2019		2020
56%	REVENUE FROM BSC AND MSC PROGRAMS	59%
21%	REVENUE FROM POST-GRADUATE PROGRAMS	19%
7%	REVENUE FROM RESEARCH, CONFERENCES AND TRAINING	7%
6%	FEDERAL AND REGIONAL CONTRIBUTIONS	7%
3%	FUNDRAISING AND OTHER CONTRIBUTIONS	3%
5%	REVENUE FROM MANAGEMENT OF RIGHT TO UNIVERSITY EDUCATION	4%
2%	OTHER REVENUE	1%

OUR COMMITMENT TO SUSTAINABILITY

Vision 2030 and the Strategic Plan 2021-2025

In November 2020 Bocconi University approved its program documents for the next decade: Vision 2030 and the Strategic Plan 2021-2025.

The analysis conducted in drawing up the two documents, shared with the main stakeholders (including the University Board, the International Advisory Council, Faculty and Staff members, student representatives, the Bocconi Alumni Community Board and the Development Committee), focused on the global trends that most directly affect a modern university.

Six strategic objectives that guide the Bocconi Vision 2030 were thus identified and will define our University in the future, starting with the guidelines in the Strategic Plan 2021-2025 to be implemented in the coming years.

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

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 will continue 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 GLOBAL GOALS
For Sustainable Development

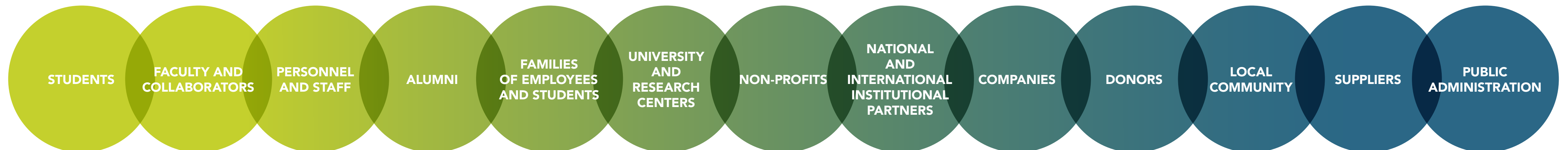## BOCCONI AND THE UN AGENDA 2030 FOR SUSTAINABLE DEVELOPMENT

Once again, 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 well-being (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).

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

COVID: A YEAR OF INNOVATION

RESPECT — STOP Covid-19 — Your safety matters

Jan — Feb — Mar — Apr — May — Jun — Jul — Aug — Sep — Oct — Nov-Dec

Feb
- All students involved in an internship, together with their respective hosts, are informed that the experience can continue in remote mode on a temporary basis.
- Adoption of extraordinary health and safety measures on campus
- Teaching moves entirely online in the space of a few days

Apr
- The Bocconi admissions test is offered online
- The 3rd installment of student accommodation fees is canceled (cancelation invoices amounting to €3.1m) and any installments already paid are refunded (€0.3m)

Jun
- Gradual resumption of SDA Bocconi activities on campus
- Students allowed to defer payment of the third installment of tuition and fees

Aug
- Bocconi hosts the Econometric Society conference, held online for the first time in its history, with an unprecedented number of participants from all over the world (about 4,500)

Oct
- First Digital Bocconi&Jobs abroad (UK & Ireland)
- Organization of the first PIM Annual Conference online (140 participants; 40 countries represented)

Jan
- Setting up of the Crisis Committee for monitoring the progress of the epidemic and assessing the impacts for Bocconi, especially regarding students abroad
- Dedicated support for students in China/Asia or who are about to leave for those parts of the world

Mar
- Exams and graduations are carried out solely online
- Start of monitoring and support activities for students who are abroad for study or internships through the creation of the "Students Abroad" team: approximately **1,000 students contacted** and, in the following 2 months, their return to Italy is monitored. This work is completed in mid-May, with the return of about 700 students
- Logistic support for more than **800 incoming exchange students** in the second semester. These activities continued until May, with 728 students returned to their countries and 242 students checked out early from residence halls (with shipment of luggage/effects left behind and return of library books)
- Fundraising for the Coronavirus Emergency Funds for the City of Milan and the Lombardy Region begins. It received contributions from over 1,000 donors (Alumni, Staff, Faculty, Students) for a total of €177,000. The University then donated €200,000

May
- Launch of **COVID CRISIS LAB** – Laboratory for Coronavirus Crisis Research

Jul
- Entrance and exit paths from classrooms are studied; organization of seating in classrooms at half capacity. Preparation of all internal and external signs, including totems and banners
- First edition of Bocconi&Jobs in online mode

Sep
- Agreement with Multimedica for molecular tests as part of occupational medicine services
- First edition of Virtual Investment Banking Week
- Publication of the first Sustainability Report
- Start of the "**Now more than ever**" campaign

Nov-Dec
- Bocconi obtains the prestigious **Biosafety Trust Certification** based on Rina Services standards
- Opening Ceremony of the Academic Year held online, with the participation of Ursula von der Leyen
- **Vision 2030** and **Strategic Plan 2025** documents are approved by the University Board

210,454 EXAMS COMPLETED ONLINE WITH THE ADOPTION OF NEW TECHNOLOGIES

181 ONLINE RECRUITMENT INITIATIVES IN THE PERIOD FEBRUARY-NOVEMBER 2020, INVOLVING **696** COMPANIES AND **16,507** STUDENTS

1,700 PARTICIPANTS (STUDENTS, FACULTY, STAFF) IN THE SEROLOGICAL TEST CAMPAIGN CARRIED OUT WITH HUMANITAS – FROM JUNE 2020
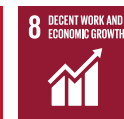
1,484 PARTICIPANTS (STUDENTS, FACULTY, STAFF) IN THE FLU VACCINATION CAMPAIGN CARRIED OUT WITH EUROMEDICA – NOVEMBER 2020

OUR SUSTAINABILITY CHALLENGES

Empower

**Inspiring 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

**Continuing 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

**Being key players
in sustainability challenges**

BEING A GLOBAL PARTNER

PROMOTING ENTREPRENEURSHIP AND EMPLOYMENT

FOSTERING INTEGRATION INTO THE LOCAL COMMUNITY

Empower

Inspiring 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 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.

Empower

BEING AN INTERNATIONAL EXCELLENCE IN ACADEMIC RESEARCH AND ECONOMIC AND SOCIAL INNOVATION

International excellence in academic research and economic and social innovation means liaising with the best universities, developing an understanding of the new global challenges – including those associated with sustainable development. In 2020, Bocconi continued to initiate a number of research projects through its dedicated structures, i.e. its departments, research centers and labs. They endeavor to carry out "groundbreaking" research, capable of producing internationally recognized original content as well as "on the field" research, planned on the basis of business needs. The publications connected with the research of Bocconi faculty and researchers, including those on sustainability issues, are a contribution to the advancement of knowledge in all the university's fields of activity.

Disclosures

	2019	2020
NO. OF RESEARCH PROJECTS LAUNCHED	41	**35**
› OF WHICH LINKED TO SUSTAINABILITY ISSUES	24	**19**
RESEARCH PROGRAMS FUNDED BY THE EUROPEAN RESEARCH COUNCIL (ERC)	35	**40**
PUBBLICATIONS	515	**610**
PUBLICATIONS LINKED TO SUSTAINABILITY ISSUES	113	**122**
EVENTS RELATED TO SUSTAINABILITY	100	**70**
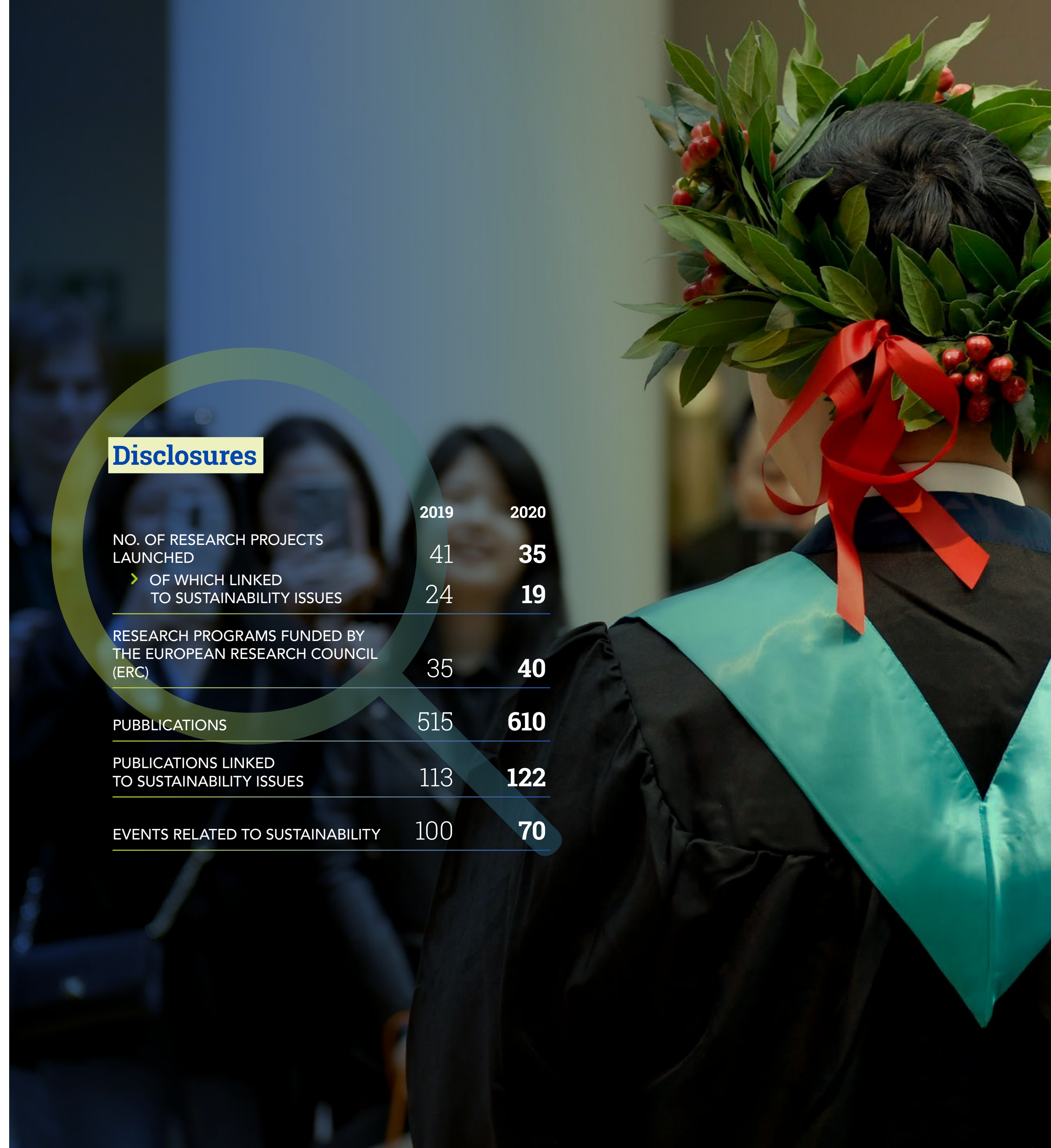
 A FEW INTERESTING INITIATIVES

COVID CRISIS LAB LABORATORY
FOR CORONAVIRUS CRISIS RESEARCH

The Covid Crisis Lab's mission is to understand the spread of Covid-19 and analyze its numerous implications on the health of populations, healthcare, society, the economy at large and its financial and legal consequences. This is done by using rigorous evaluation methodologies across many disciplines.

The research aims to help analyze and plan efficient policies in response to the Covid-19 crisis. We disseminate our findings and initiatives through several channels, including academic publications, the Lab's website, workshops and media releases.

In 2020 the COVID LAB actively contributed to the Italian and international public debates.

SDA BOCCONI eSG LAB
EXCELLENCE IN SUSTAINABILITY AND GOVERNANCE FOR SMEs

The main aim of SDA Bocconi School of Management's eSG Lab is to produce and disseminate managerial skills regarding sustainability and governance of SMEs. In particular, eSG Lab focuses on developing an innovative strategic-organizational model to support decision-making processes in a context where sustainability and governance are increasingly important for the long-lasting success of companies, especially non-listed ones.

eSG Lab aims to involve SMEs, as they are the backbone of our economic-industrial system and an essential player in social and community dynamics. They are fundamental operators in value chains, both at national and international levels, contributing towards defining the overall sustainability profile of their production and supply chains.

SDA BOCCONI SUSTAINABILITY LAB
BUSINESS FOR OCEAN SUSTAINABILITY

The SDA Bocconi School of Management Sustainability Lab has long been working on analyzing the relations between the economy and the protection of the oceans. Thanks to several years of collaboration with the One Ocean Foundation, in partnership with other operators and international research centers, the Lab has developed relationships for research investigating direct and indirect pressures placed on marine ecosystems by human activities, in particular those of companies.

On 8 June 2020 the research report "**Business for Ocean Sustainability - A Global Perspective**" was presented at the United Nations annual World Oceans Day conference, dedicated to "Innovation for a Sustainable Ocean."

GREEN
(HORIZON 2020 CORONADX)

The GREEN Center has launched new research within the framework of the Horizon 2020 project CORONADX - Three Rapid Diagnostic tests (Point-of-Care) for Covid-19, aiming to improve preparedness for the epidemic and to provide public health and socio-economic benefits. GREEN will operate as a third party supporting the Università San Raffaele Vita-Salute. The project, involving a consortium of eight international partners, aims to develop rapid SARS CoV-2 detection tools in order to support epidemiological, clinical and molecular studies.

BOCCONI ETHICS COMMITTEE
FOR RESEARCH

The Bocconi Ethics Committee for Research – instituted by Rectorial Decree in July 2013 – was created to ensure that research activity be conducted in accordance with fundamental ethical principles, including those contained in the "Charter of Fundamental Rights of the European Union." These principles include the need to guarantee freedom of research and to protect the physical and moral integrity of persons and the wellbeing of animals. Ethics are fundamental for integrity, honesty and scientific clarity, and are deemed essential in research work by the European Commission and by the Research Executive Agency (REA).

Empower

BEING A POINT OF REFERENCE ACROSS THE GLOBE IN TERMS OF EDUCATIONAL OFFER

Social and environmental sustainability are an overriding requirement dictated by global challenges. This is made even more evident by the Covid-19 pandemic, the growing expectations of society, the sensitivity and attention to these matters by the new generations, the demands of international markets, and an evolution of regulations towards increasingly stringent rules. Recent events have accelerated these tendencies and confirmed the need to provide paths of study that include basic issues such as the environment, sustainable growth, social and cultural inclusion, diversity and corporate social responsibility. Bocconi's educational offer aims to educate tomorrow's leaders not only by building skills and knowledge but also by teaching the ability to make decisions based on sound ethical principles that are aligned with the general interests of society.

Disclosures

	2019	2020
NUMBER OF COURSES ON SUSTAINABILITY ISSUES*	26	88
NUMBER OF TEACHING HOURS ON SUSTAINABILITY ISSUES*	1,390	3,770
STUDENTS ENROLLED IN COURSES ON SUSTAINABILITY ISSUES*	3,062	5,361
TOTAL THESES	4,585	4,711
THESES ON SUSTAINABILITY ISSUES	802	861

* 2019 data concern the courses in Bachelor of Science, Master of Science and Law programs.
   2020 data include courses in Specialized Master and PhD programs and SDA Bocconi programs.
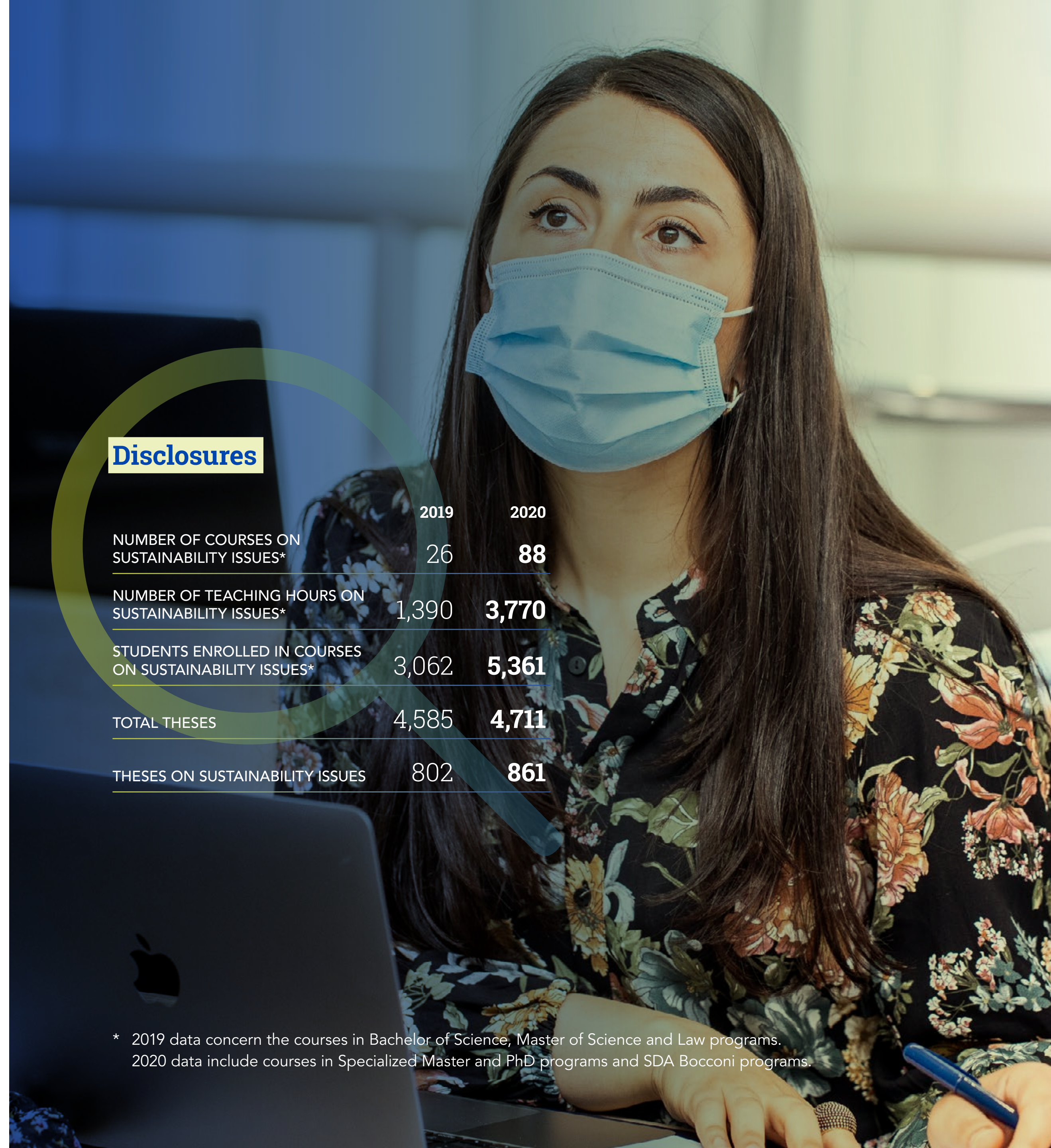
A FEW INTERESTING INITIATIVES

SUSTAINABLE TECHNOLOGY FOR THE FUTURE OF EDUCATION

Even during the Covid-19 emergency, the University's activities never faltered, as the migration of in-person teaching to remote mode was immediate. With the evolution of the pandemic, and the gradual resumption of activities on campus, in-person lessons have continued to be accompanied by remote teaching, often in hybrid mode involving both methods. This has allowed us to accumulate considerable experience in the use of digital technologies, which represent an essential element of future educational and organizational planning.

Bocconi is experimenting with new ways of learning and developing knowledge, in which campus life remains central, but technology plays a role in the service of learning, in increasingly safe and sustainable ways.

MASEM - MASTER IN SUSTAINABILITY AND ENERGY 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).

The results achieved over the years with MaGER, together with MaSEM's innovative content, 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.

TOP 2021
EDUNIVERSAL BEST MASTERS RANKING
Sustainable Development
and Environment Management

1st BOCCONI UNIVERSITY

2nd STANFORD UNIVERSITY

3rd YALE UNIVERSITY

4th AALTO UNIVERSITY

5th THE UNIVERSITY OF MELBOURNE

BE SAFE BE SUSTAINABLE BE RESPONSIBLE.

Our sustainability courses

(A.Y. 2020-2021)

Below is a breakdown of the courses focusing more specifically on sustainability, showing numbers of lesson hours and students enrolled in A.Y. 2020-2021, divided by program type.

PROGRAMS	COURSES	LESSON HOURS	STUDENTS ENROLLED
BACHELOR OF SCIENCE	18	1,040	2,406
MASTER OF SCIENCE	18	1,076	1,184
LAW	6	304	311
SPECIALIZED MASTER	14	420	493
PHD	8	192	44
SDA BOCCONI	24	738	923
OVERALL TOTAL	88	3,770	5,361

Empower

ATTRACTING AND KEEPING THE BEST FACULTY AND STAFF GLOBALLY

The University's development and its high-level research and teaching are assured by the quality, ambition and internationalization of the faculty. Bocconi professors stand out because of their significant experience acquired in leading international research and teaching institutions. In addition to the Permanent Faculty, Bocconi has steadily brought in faculty resources from top research institutions around the world, as well as Adjunct and Visiting Professors, Post Docs and Teaching Fellows. Similarly, the methodical process used to select administrative staff is structured in such a way as to recruit the brightest assets, in line with the University's values of merit, integrity and international reach, and to assure, first and foremost, the quality of the provision of services to students.

Catherine De Vries

FULL PROFESSOR IN THE DEPARTMENT OF SOCIAL AND POLITICAL SCIENCES, SHE WAS APPOINTED DEAN FOR DIVERSITY AND INCLUSION, A NEW ROLE ON THE RECTORAL COMMITTEE.

> In the past Bocconi University was very much focused on Italian students and professors, while in recent years it has radically changed its profile, increasing its international mindset and opening up to new points of view on campus. This made it necessary to consider the new needs which were introduced with these changes, such as the integration of international students and faculty.
>
> But the issue of diversity and inclusion goes much further. Indeed, it is not only a matter of nationality, but also of gender, ethnic background, religion and sexual orientation. It is also essential to make the campus more accessible to people with disabilities. Bocconi has addressed these issues over the years by establishing Equal Opportunities Committee, and with the creation of the role of Dean for Diversity and Inclusion, these activities now have a single point of reference and a figure responsible for their coordination.
>
> When I am asked, "Why are diversity and inclusion so important?", from a philosophical point of view, I say that we know that organizations should try to reduce inequality, especially systemic inequality. From a practical point of view, research tells us that diverse teams tend to work better and innovate more.

Disclosures

FACULTY	2019	2020
CORE FACULTY	363	**375**
› OF WHICH: WITH FOREIGN CITIZENSHIP	69	**74**
	19.0%	**19.7%**
› OF WHICH: WITH A PHD EARNED ABROAD	155	**161**
	42.8%	**42.9%**

STAFF	2019	2020
HIRED DURING THE YEAR	35	**37**
WITH AT LEAST 6 MONTHS' EXPERIENCE OF WORK/STUDY ABROAD	22	**25**
	62.9%	**67.6%**
› OF WHICH WOMEN WITH AT LEAST 6 MONTHS' EXPERIENCE OF WORK/STUDY ABROAD HIRED DURING THE YEAR	14	**14**
	63.6%	**56.0%**
OF FOREIGN NATIONALITY	6	**8**
	17.1%	**21.6%**

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.

Embrace

FACILITATING ACCESS TO EDUCATION

Bocconi recognizes social responsibility as an integral value of its institutional identity, using its activities and resources to achieve the ethical values of solidarity and social justice. It is a University open to everyone, able to optimally perform its role in knowledge development without forgetting that of "social elevator." In order to guarantee talented young people access to high-quality education, in 2020 Bocconi again allocated considerable resources to ensuring the right to study for bright, motivated students through scholarships, financial aid, exemptions and reduced tuition fees.

A FEW INTERESTING INITIATIVES

AN INCREASE IN THE NUMBER OF SCHOLARSHIPS

To address the challenge of social mobility, for many years Bocconi has pursued an increase in overall financial aid and scholarships for deserving students. One of the goals of the Strategic Plan 2025 is to increase the amount from the current €30m to €45m.

Special action will be taken to reach talented students from more disadvantaged backgrounds and students whose families have been particularly affected by the economic repercussions of the Covid-19 pandemic, allowing them to benefit from the best quality higher education.

Thanks to Bocconi I am the first person in my family to attend university. As the son of immigrants, I'm expanding my horizons more than I could ever have imagined. Thanks to you, I'm now ready to make a difference for others in the world.

Zakaria Bekkali
ALUMNUS AND RECIPIENT
OF A NAMED SCHOLARSHIP

Disclosures

	2015	2016-17	2019	2020
TOTAL AMOUNT EARMARKED FOR AID AND SCHOLARSHIPS (€ M)	25.3		29.4	**31.7**
% COVERED BY BOCCONI			76.4%	**77.0**%
FUNDING GRANTED THROUGH CREDIT INTUITIONS (€ M)			6.3	**8.6**
FINANCIAL AID AND SCHOLARSHIPS			4,500+	**4,473**
STUDENTS ELIGIBLE FOR AN ISU SCHOLARSHIP			809	**946**
ACCOMMODATION SPOTS IN RESIDENCE HALLS	1,600	2,060		**2,060**
GUESTS IN RESIDENCE HALLS AT REDUCED RATES			351	**353**

Embrace

FOSTERING DIVERSITY AND INCLUSION

The Bocconi community welcomes students and faculty from over 100 countries around the world, and here they encounter a variety of cultures and languages. The issue of diversity and inclusion is widely recognized throughout the University and is fundamental to its international status. Recent organizational developments, such as the establishment of the position of Dean for Diversity and Inclusion, have increased the focus on these matters, which in the past were handled by the Equal Opportunities Committee. Besides respecting equal opportunities, the initiatives promoted by the University will increasingly aim to develop more inclusive policies and a culture of integration, against any form of discrimination, with particular reference to disabilities and sexual orientation.

Disclosures

	2019	2020
NATIONALITIES OF BOCCONI STUDENTS	100+	**100+**
STUDENTS INVOLVED IN VOLUNTEER INITIATIVES PROMOTED BY THE UNIVERSITY*	425	**549**
INTERNATIONAL STUDENTS WELCOMED THROUGHOUT THE YEAR (ENROLLED AND INCOMING FROM PARTNER SCHOOLS)	5,033	**3,751**
STUDENTS WITH DISABILITIES	179	**197**
TYPES OF DISABILITIES	7	**8**

*   For 2020/21 data refer to the various channels of volunteering: "Volunteer Desk", "Making Sense of Profits", "Pane Quotidiano"

◈ **A FEW INTERESTING INITIATIVES**

B-ABLE,
DIVERSITY MANAGEMENT

After gathering the observations produced by a study on campus accessibility, the "B-able" project was presented to the Disabilities Committee in October 2020.

The study examined the issue of accessibility throughout the University campus and assessed both circulation and links between buildings and between buildings and outdoor and indoor public spaces, proposing guidelines for work to be done inside buildings to allow greater accessibility.

A number of parameters and indicators were drawn up, mapping out and identifying the main problems of accessibility and use on campus, thus developing a general summary framework.

More generally, Bocconi has long established a policy to guarantee the rights of differently-abled students and the Delegate Rector for Disability, Prof. Elio Borgonovi, is in charge to monitor the effective achievement of the objective of ensuring the right to university education and integration within the University, and to assess the efficiency and effectiveness of the services put in place by the University for that purpose. The Delegate adopts and supports initiatives aimed at integrating differently-abled students, and promotes all activities that may assist in this, both within and outside the University.

AXA RESEARCH LAB
ON GENDER
EQUALITY

L'AXA Research Lab on Gender Equality, diretto dalla Prof. Paola Profeta, promuove la ricerca nelle scienze sociali legate al genere. Svolge ricerche teoriche ed empiriche di alta qualità con un forte impatto sulla policy. La ricerca comprende tutte le aree dell'economia di genere, delle politiche e gestione della diversità. Il Laboratorio si propone di promuovere l'uguaglianza di genere in ambito economico e sociale attraverso rigorose metodologie scientifiche.

SPORT DONATION
TO THE OPERA PRISON

During the decommissioning of the Bocconi gym, which occurred when the new Sport Center was being built, the University donated the existing equipment to the Opera Prison. The initiative was inspired by a letter from some inmates who had heard that Bocconi University was renovating its student gym and was looking to donate the equipment, all in excellent condition.
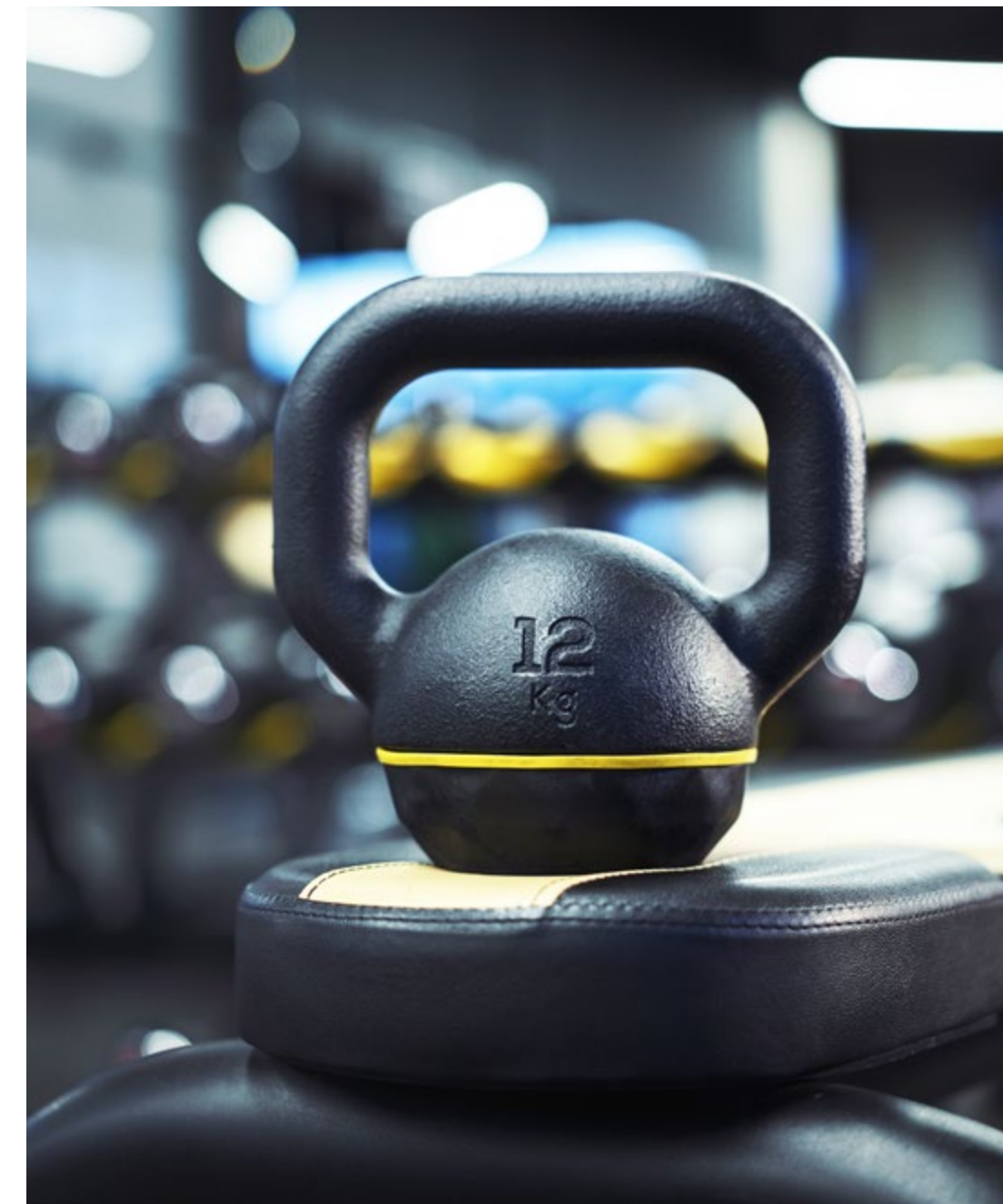
AN IT CLASSROOM
FOR ST. MARY'S MIDWIFERY SCHOOL (UGANDA)

In 2020 the University – together with the Ambrosoli Foundation – donated some recently decommissioned teaching and IT infrastructure material to a school in Kenya.

The classroom fitted out at St. Mary's School, linked to the Hospital in Kalongo (Uganda), will be used to train young African women who want to pursue specialized studies in nursing and midwifery at the school supported by the Ambrosoli Foundation.

In a country where many women and children die in childbirth and a region where this hospital is the only one in a radius of hundreds of kilometers, the donation's "leverage effect" goes well beyond its material or symbolic value.

Embrace

GROWING THE BOCCONI URBAN CAMPUS EXPERIENCE

2020 was also a special year for the Bocconi campus, normally the scene of numerous cultural, sports and social events that are occasions for students, faculty and staff at the university to socialize and interact with each other. Several initiatives were quickly adopted to ensure the utmost safety of the entire Bocconi community, while activities were rescheduled, often online, in accordance with national and local legislation and common sense rules. The interest in Campus Life activities and the large number of on site and online events organized in 2020, while lower than in the previous year, testify to the community's desire to take part in University life.

Disclosures

	2019	2020
STUDENT ASSOCIATIONS	90	**115**
PARTICIPANTS IN CAMPUS LIFE* COURSES	1,002	**2,781**
EVENTS AND CONFERENCES THROUGHOUT THE YEAR (ON SITE AND ONLINE)	1,900	**1,419**
ON-CAMPUS CAFETERIAS/BARS/ RESTAURANTS WITH MENUS FOR FOOD INTOLERANCES	5	**5**

* For 2020 all activities were carried out remotely; therefore, the number of students registered for an activity, rather than the number of participants, were considered. Individual counseling interviews were not included in the calculation. At 15 May 2021 there were a total of 1,032.

A FEW INTERESTING INITIATIVES

ON CAMPUS SECURITY
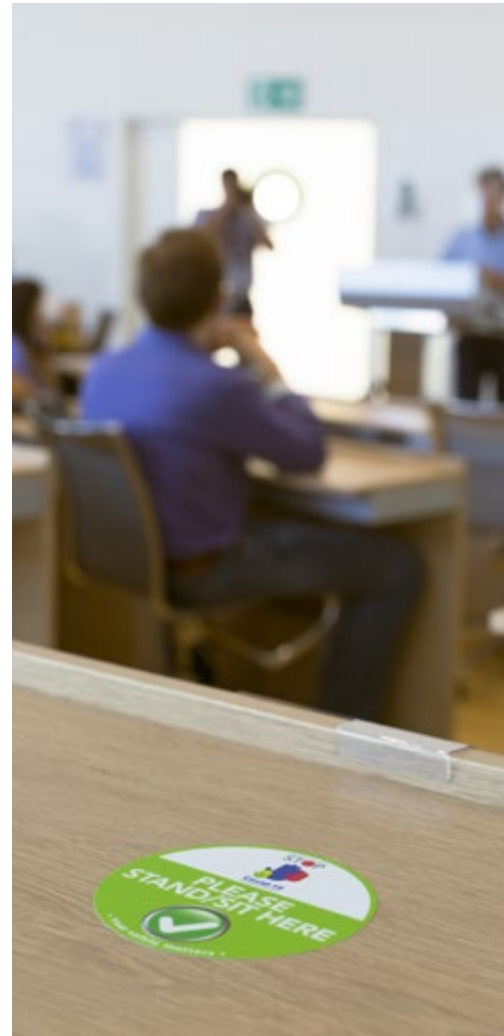
In February 2020 the company Control Risks carried out a security audit on the campus to evaluate existing measures, identifying several areas for improvement:

— creation of a central Control Room;

— use of a campus security service operating to deter and prevent problem situations;

— start of a technological update plan for existing infrastructures and systems (video-surveillance, intrusion alarms, fire alarms);

— design of a Security Plan to define security procedures and emergency response plans;

— design of a specific Security awareness program for the entire community.

BIOSAFETY TRUST CERTIFICATION

BIOSAFETY TRUST CERTIFICATION IS AMONG THE SHORT-LIST FINALISTS FOR THE "RISK RESILIENCE INITIATIVE OF THE YEAR" OF THE EUROPEAN RISK MANAGEMENT AWARD.

In November 2020 we obtained the Biosafety Trust Certification. It is the first certification scheme created to provide a set of best practices to help minimize the risk of spreading epidemics in public and private gathering places. Our University successfully completed the process that verifies compliance with the system of requirements put in place by the certifying body RINA.

SMOKE FREE CAMPUS

On 11/19/2020 the Municipality of Milan approved the "Air Quality Regulations" stating priorities and deadlines for a number of actions aimed at improving environmental quality in the city.
In particular, starting on 1st January 2021 smoking outdoors is banned except in isolated areas, and it will also be banned within 10 meters of other persons.

A number of actions have been launched on the Bocconi Campus:

— signage and posters;

— 5 outdoor "Smoke Areas" identified and set up;

— enforcement of the ban on smoking with a supervision service and itinerant checking.

INITIATIVES FOR SUSTAINABLE MOBILITY

In 2020 areas were prepared for the secure parking of bicycles, to encourage a more sustainable mobility among the Bocconi community.

In June 2021 there were nearly 400 bike parking spots on campus.

FOOD & HEALTHY LIFESTYLE

VENDING MACHINE: older vending machines, with high energy consumption, were replaced with **new low consumption models**.

DISPOSABLE PLASTIC: the process of eliminating **disposable plastic materials and products** continues both with vending machines and at catering points.

JUNK FOOD: an ongoing project to eliminate the presence of "junk food" in favor of healthy products.

SUSTAINABLE PRODUCTS: to pursue the 2025 strategic objectives, a project is being examined to offer food products that allow multicultural and religious inclusion, and to be mindful regarding both environmental sustainability and the exploitation of producers.

Embrace

PROMOTING A CULTURE OF ENVIRONMENTAL RESPONSIBILITY AND MANAGING DIRECT ENVIRONMENTAL IMPACTS

2020 was an unusual year also in terms of environmental aspects and the management of the Bocconi campus's direct environmental impact. The main disclosures were not comparable with those of previous years owing to the smaller presence of students, faculty and staff both in the University itself and in residence halls. Overall, Bocconi continued developing initiatives aimed at fostering a culture of environmental responsibility, reducing its impact through continuous efficiency improvement and the scheduled commissioning of additional electricity generation systems using renewable photovoltaic sources.

Green areas

17,000

(~50%) SQUARE METERS OF GREENERY IN THE NEW AREA OF THE BOCCONI URBAN CAMPUS
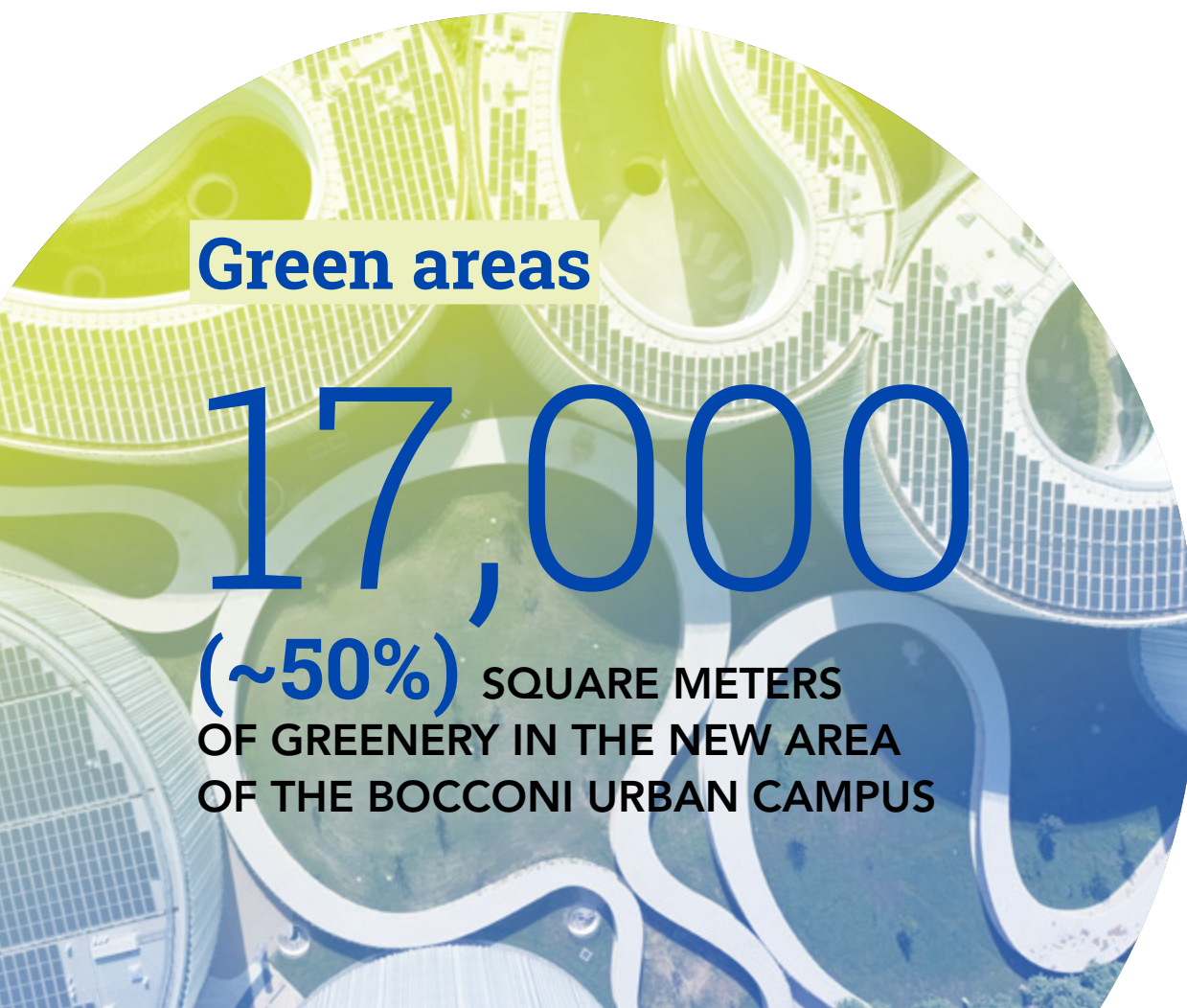
* The emission factor 1.885 kgCO$_2$e/m^3 was used to calculate Scope 1 emissions (Source: GHG Protocol tool for stationary combustion. Version 4.1). To calculate Scope 2, since January 2017 Bocconi has used electricity purchased from the 100% certified renewable grid, which means that Scope 2 emissions amount to zero, as do emissions determined by the use of geothermal energy.

** The 2020 figure, in contrast to the previous year, concerns "one-off" disposal operations of non-hazardous end-of-life equipment related to the planned modernization work on some Bocconi offices.

Disclosures

		2017	2018	2019	2020
ENERGY CONSUMPTION	ENERGY CONSUMPTION (GJ)				
	METHANE GAS	23,426	20,915	21,120	14,985
	ELECTRICITY	52,947	51,127	49,472	34,104
	GEOTHERMAL ENERGY	5,300	5,897	5,479	4,320
	TOTAL	**81,673**	**77,939**	**76,071**	**53,409**
EMISSIONS OF CO$_2$Eq	SCOPE 1* AND SCOPE 2 (tCO$_2$ Eq)				
	METHANE GAS	1,132	1,011	1,021	724
	ELECTRICITY	0	0	0	
	GEOTHERMAL ENERGY	0	0	0	
	TOTAL	**1,132**	**1,011**	**1,021**	**724**
WASTE PRODUCTION	HAZARDOUS AND NON-HAZARDOUS WASTE (t)				
	HAZARDOUS WASTE	2.1	0.9	1.3	1.1
	NON-HAZARDOUS WASTE	8.1	3.2	2.2	3.2**
	TOTAL	**10.2**	**4.1**	**3.5**	**4.3**
WATER USE	WATER USE (m^3)				
	WATER CONSUMPTION (AQUEDUCTS AND WATER UTILITIES)	144,679	125,013	130,572	86,620
REDUCING THE USE OF PAPER	SAVINGS IN PAPER USE				
	NUMBER OF SHEETS OF PAPER SAVED	895,000	967,000	976,000	1,842,000
	ANNUAL SAVINGS OF PAPER (KG)	4,466	4,825	4,870	9,210

 A FEW INTERESTING INITIATIVES

SUSTAINABILITY COMMITTEE

The Committee – established in 2013 – 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 represent the promotor of the sustainability at Bocconi, in its various dimensions, both environmental and social.

ISO 50001

January 2021: renewal of ISO 50001 Certification confirming the energy management improvement process in all Bocconi facilities.

In addition to guaranteeing lower energy costs, ISO 50001 Certification has several advantages:

— it is valid support of the organization and optimization of energy consumption;

— it identifies best practices in energy management;

— it is an instrument for improving energy management to reduce CO_2 emissions.

LEED PLATINUM CERTIFICATION

Confirming the results in the sustainability process initiated by Bocconi University, the new Urban Campus has achieved LEED Platinum certification (which covers the entire life cycle of the building, from design to construction) for the new SDA Bocconi headquarters.

ENERGY EFFICIENCY

2020

January	Commissioning of the photovoltaic system in the Castiglioni Residence (90kw)
August	Installation of the new heating control system in Sarfatti and Gobbi
	Installation of the new control system for managing air-conditioning units (refrigerator units and pumps) in Sarfatti
October	Replacement of windows in the Sarfatti 25 building for better energy efficiency

2021

commissioning planned for **August**	Photovoltaic system in the MEO building (800kw)
	Photovoltaic system in the REC building (400kw)

WATER DISPENSER COLUMNS

In 2020 628,867 liters of water were dispensed free of charge from 54 columns installed on campus, corresponding to about 1.2 million half-liter water bottles (33.6 tons of plastic saved).

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.

Engage

BEING A GLOBAL PARTNER

Thanks to its consolidated system of connections and exchanges with prestigious international schools and institutions, Bocconi University enables its students to benefit from international work and study experience and to acquire an appropriate education in line with developments in the global economy. By focusing on this issue and progressively developing this process over the years, Bocconi has been able to set up a consolidated system of connections and exchanges, including on specific sustainability issues, with highly prestigious academic institutions throughout the world. From the standpoint of teaching and work opportunities, 2020 saw a decline in activities involving stays abroad, especially for study programs, and, to a lesser extent, for work programs.

Disclosures

	2019	2020
PARTNER SCHOOLS	282	**286**
NO. OF COUNTRIES REPRESENTED BY PARTNER UNIVERSITIES	54	**55**
NUMBER OF BOCCONI STUDENTS ATTENDING DOUBLE DEGREE PROGRAMS	210	**190**
BOCCONI STUDENTS WHO SPENT TIME ABROAD	4,039	**2,408**
> (OF WHICH) FOR STUDY PROGRAMS	2,319	**941**
> (OF WHICH) FOR WORK PROGRAMS	1,720	**1,467**
NO. ALUMNI WORLDWIDE	-	**120,000+**
% ALUMNI ABROAD	19%	**19%**

A FEW INTERESTING INITIATIVES

BOCCONI IS A SCIENTIFIC PARTNER FOR B20

Bocconi is one of the five Universities that were chosen as partners for Business 20 (B20), the official G20 forum for dialogue with the global business community. Established in 2010, B20 is reserved for entrepreneurial companies and organizations. More than 1,000 delegates from G20 countries take part, including executives from leading multinationals, who represent an entrepreneurial community of over 6.5 million companies.

B20 ITALY 2021

RESHAPE THE FUTURE: INCLUDE, SHARE, ACT

Prof.
Francesco Perrini

FULL PROFESSOR
IN THE DEPARTMENT
OF MANAGEMENT
AND TECHNOLOGY,
PRESIDENT OF THE
BOCCONI SUSTAINABILITY
COMMITTEE AND MEMBER
OF THE ACTION COUNCIL
ON SUSTAINABILITY &
GLOBAL EMERGENCIES
OF B20

Prof.
Stefano Pogutz

ASSISTANT PROFESSOR
OF SUSTAINABILITY
AT SDA BOCCONI SCHOOL
OF MANAGEMENT

Prof.
Ferdinando Pennarola

ASSOCIATE PROFESSOR
OF ORGANIZATION
AND MANAGEMENT OF
INFORMATION SYSTEMS,
WORKS ON THE DIGITAL
TRANSFORMATION TASK
FORCE

CIVICA

The European University of Social Sciences – brings together eight leading higher education institutions specializing in the social sciences, humanities, corporate management and public policy, with a total of 50,000 students and 10,000 faculty.

CIVICA represents on an ever-stronger combination of education, research and innovation to mobilize and share knowledge as a public asset and to facilitate civic responsibility in Europe and beyond.

CIVICA embodies the European idea in its purest form: "United in diversity." To this end, the student and faculty communities connected through the CIVICA alliance are at the very heart of our identity and ethos. Together, we aim to build the European campus of the future: grounded in excellent teaching and learning, offering seamless mobility, promoting an interdisciplinary approach and connecting education and research in all European regions.

In 2019 CIVICA was selected by the European Commission as one of the pilot European Universities funded within the Erasmus+ program.

CIVICA member universities include:

— **Bocconi University**
Italy

— **Central European University**
Austria and Hungary

— **European University Institute**
Intergovernmental

— **Hertie School**
Germany

— **National University of Political Studies and Public Administration**
Romania

— **Sciences Po**
France

— **Stockholm School of Economics**
Sweden

— **The London School of Economics and Political Science**
United Kingdom

CIVICA
THE EUROPEAN UNIVERSITY OF SOCIAL SCIENCES

Engage

PROMOTING ENTREPRENEURSHIP AND EMPLOYMENT

Bocconi has always aimed to provide academic opportunities tailored to the needs of businesses, with the overriding goal of facilitating entry of its students into the world of work, and to offer opportunities for professional growth and development to post-graduate, master and executive students. In line with the general economic picture in 2020, the number of placement and internship opportunities and the participation of companies in recruitment events also saw a drop compared to the previous year. Contrary to this trend, the past year showed a strong increase in the number of startups participating in the pre-acceleration and acceleration tracks sponsored by Bocconi University.

Disclosures

	2019	2020
INTERNSHIPS AND JOB OPPORTUNITIES POSTED ON THE JOBGATE PORTAL	10,696	**7,048**
PROFESSIONAL ORIENTATION INITIATIVES	102	**84**
EMPLOYER PARTICIPANTS IN RECRUITING EVENTS	970	**775**
STARTUPS WELCOMED BY B4i IN THE PRE-ACCELERATION TRACK	5	**35**
STARTUPS WELCOMED BY B4i IN THE ACCELERATION TRACK		**11**

A FEW INTERESTING INITIATIVES

B4i BOCCONI FOR INNOVATION

ENDELEA

Endelea is a brand founded in Milan in 2018 with the idea of creating accessory and clothing collections in African wax fabrics with a made in Italy design. Having entered the acceleration program of B4i, Endelea (which in Swahili means "go ahead, continue without giving up") aims to combine entrepreneurship, Italian design, social entrepreneurship and ethical fashion. Endelea's collections are designed in Milan and handmade in Dar es Salaam, Tanzania, with fabrics purchased in local markets, and are designed to last a long time, with the aim of merging creativity, people and the environment. Endelea reinvests part of its revenues in on-site training activities and in the sponsorship of collaborations between Italian and Tanzanian universities. Thanks to the B4i acceleration program, Endelea has become a benefit corporation.

QUICK ALGORITHM

Quick Algorithm is a young deep-tech startup that aims to spread advanced analysis and artificial intelligence in the industrial sector. After entering the B4i acceleration program, Quick Algorithm has developed Scops, a SaaS (Service as a Service) platform that helps firms increase their productivity and reduce waste by collecting, sharing and analyzing data on their physical assets and company processes. In the manufacturing sector, 15% -40% of production costs come from maintenance and training. These costs could be greatly reduced if companies were able to free up information from advanced analytics.

B4i - Sustainability

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, namely: 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 smart cities, and clean technology.

Engage

FOSTERING INTEGRATION INTO THE LOCAL COMMUNITY

Despite its strong international orientation, Bocconi has always cultivated its connection with its host community. Above all, the new Bocconi Urban Campus, designed to provide students, faculty and staff with a comfortable, innovative, safe and sustainable environment, is also shared with local residents and, in a broader sense, Milan. In 2020 work continued on the sports and recreation center, in particular the two 50-meter and 25-meter swimming pools, now permanently operational for all Milan's residents to enjoy.

Sports and Recreation Center

COMPLETED NEW MULTIPURPOSE CENTER FOR STUDENTS AND THE LOCAL COMMUNITY:

AREA	**17,000 m³**
OLYMPIC POOL	**50 mt**
TRAINING POOL	**25 mt**
INDOOR RUNNING TRACK	
FITNESS/RECREATION AREA	
BASKETBALL AND VOLLEYBALL COURTS	

*   Fully operational from September 2021

◈ **A FEW INTERESTING INITIATIVES**

COVID DONATION

In March 2020 Bocconi began fundraising for the Coronavirus Emergency Funds for the City of Milan and the Lombardy Region.
This involved Alumni, Staff, Faculty and Students and saw more than **1,000 people** donate, with a total of **€ 177,000** raised.
The University then donated an additional **€ 200,000**, for a total amount of nearly **€ 400,000**.

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 8th edition, "The Faces of Sustainability," was held on 29-30 September 2020. Before the event, the CSR Tour of Italy made 14 stops and the Extra Fair was held, a series of initiatives for in-depth study held online from July to December. 206 organizations, including companies, non-profits, public bodies and startups, took part in the national edition.

The cultural program, featuring 375 speakers, included 80 events divided into 7 topics dedicated to various stakeholders: the environment, customers, industry-dependent communities, suppliers, investors and others. All the events were livestreamed by Bocconi and can be viewed again on the Fair's YouTube channel.

Disclosures

	2019	2020
CSR-IS FAIR - PARTICIPATING ORGANIZATIONS	216	**206**
CSR-IS FAIR - SPEAKERS	451	**375**
CSR-IS FAIR - EVENTS	100	**80**
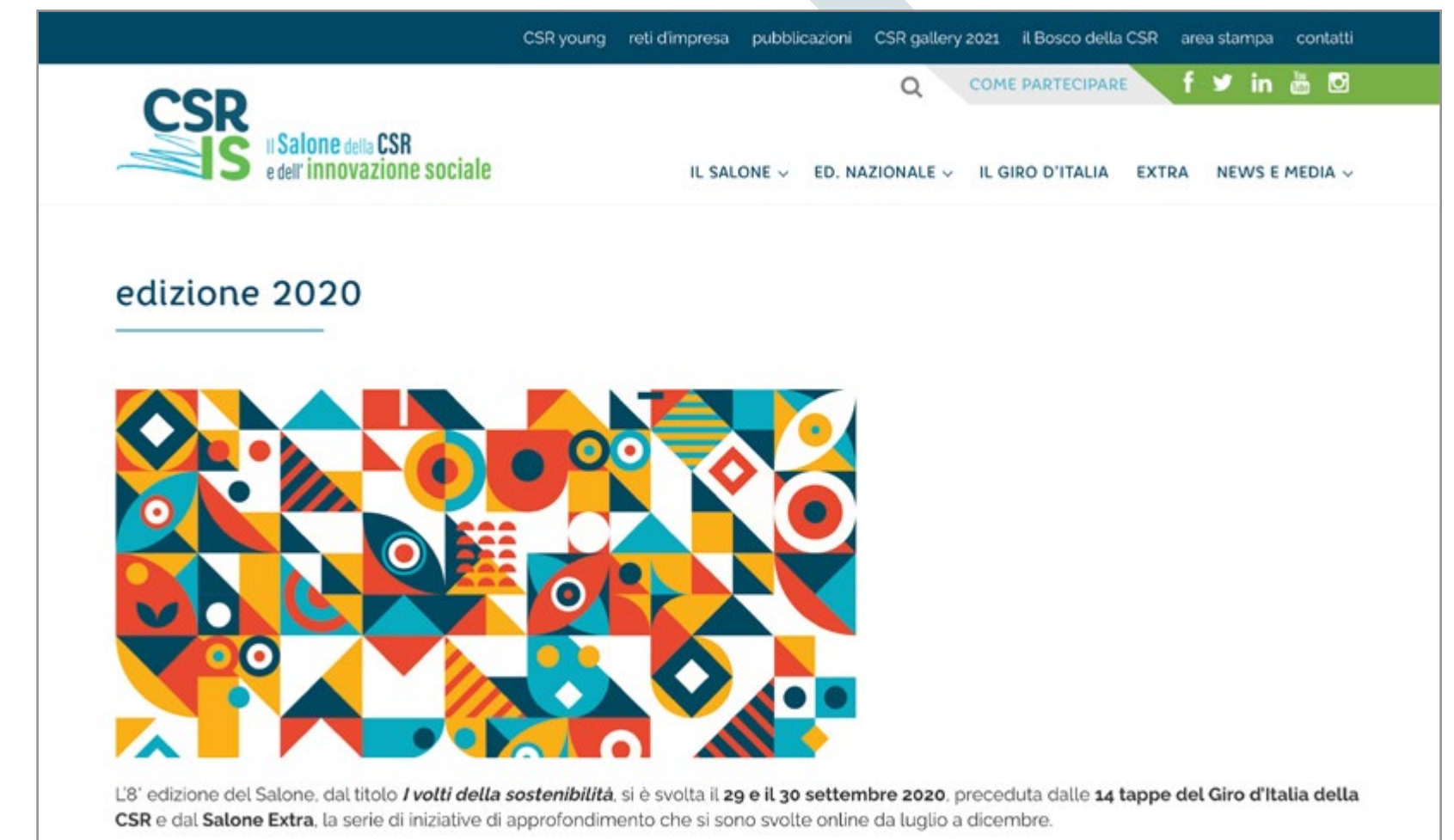
GRI CONTENT INDEX

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.

Disclosure		Page (s)
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Front cover
102-2	Activities, brands, products and services	4,5,6,7,8
102-3	Location of headquarters	30
102-4	Location of operations	30
102-5	Ownership and legal form	7
102-6	Markets served	4
102-7	Scale of the organization	4,5
102-8	Information on employees and other workers	5
102-12	External initiatives	26,27,30,31
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STRATEGY		
102-14	Statement from senior decision-maker	3
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	7,8,10

Disclosure		Page (s)
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102-18	Governance structure	7
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	8
102-42	Identifying and selecting stakeholders	8
102-44	Key topics and concerns raised	10
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2
102-46	Defining report content and topic boundaries	2
102-47	List of material topics	8,10
102-50	Reporting period	2
102-51	Date of most recent report	2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Back cover
102-55	GRI content index	32,33
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103-	Management approach disclosures	3,7,8,10
201-1	Direct economic value generated and distributed	6,18
203-1	Infrastructure investments and services supported	30,11
ENVIRONMENTAL PERFORMANCE		
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