Bocconi

Sustainability Report



Knowledge that matters.

2025

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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 seventh 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 2026–2030 and Bocconi Vision 2035.

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 2025 calendar year or, alternatively, when stated, the 2025–2026 academic year.

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, these same disclosures are linked to the consolidated reporting practice of the Global Reporting Initiative (GRI) standards.

This Report has not been subject to external assurance.

Greenhouse gas emissions data have been subject to third-party verification in accordance with the ISO 14064-1 standard.

Message

FROM THE RECTOR AND THE MANAGING DIRECTOR



Francesco Billari
RECTOR

Riccardo Taranto
MANAGING DIRECTOR

Dear Readers,

We are proud to present the 7th edition of Bocconi University's Sustainability Report, which comes at a particularly significant moment for our University: the approval of the new Strategic Plan 2026–2030 and the adoption of Bocconi Vision 2035. These documents subscribe to the values of independence, integrity, openness, pluralism, inclusion, merit and responsibility that have always guided our community. They also chart the course for the coming years, by putting sustainability, in all its dimensions, at the core of our identity and strategy.

Vision 2035 propels us toward a clear goal: be a world leading independent and free University focused on data-driven social sciences and embracing other sciences, where interdisciplinary research and learning are empowered by human-centered technology to foster ethical leadership, inclusion and societal impact. The new Strategic Plan 2026–2030 articulates this vision into three pillars — global reach, social mobility and diversification of academic fields — that will guide every aspect of university life, including our commitment to sustainability.

On the environmental side, in 2025 the Environmental Management System obtained ISO 14001 certification, the Campus 2030 project progressed and the electrification of our buildings continued, with a 41% reduction in direct emissions (Scope 1) compared to 2023. The next step will be to define a decarbonization strategy, extending also to indirect emissions.

With regard to social mobility, a key pillar of Vision 2035, the year of 2025 saw the University significantly strengthen its historic commitment to ensuring access to academic excellence regardless of socioeconomic background: we allocated €56.2 million in financial aid and scholarships, a 15% increase compared to the previous year.

Research remains a key driver of our contribution to global challenges and international presence. Numerous sustainability-related research projects were launched in 2025, giving rise to solid scientific output on the subject and a rich calendar of outreach initiatives and events, highlighting the vitality of scientific debate on these topics.

The academic offering also reflects the diversification of study subjects in line with the Strategic Plan. In 2025, the high number and vast range of courses dedicated to sustainability engaged a significant portion of the student population, while nearly one in five graduation theses focused on sustainability topics, confirming a widespread interest in the subject among the younger generations.

All these achievements are possible thanks to the daily work and dedication of our entire community. It is collective engagement that enables us to be catalysts for a more sustainable and inclusive future.

Thank you for your attention, and please enjoy our report.

Facts & Figures

Educational Offer

(A.Y. 2025–2026 vs 2024–2025 and 2023–2024)

66 degree programs, including:

	2023	2024	2025
Bachelor programs	11	10	**10**
Master of Science programs	16	16	**15**
Specialized Master programs	9	5	**5**
PhD programs	5	5	**5**
Post experience programs	21	22	**22**

	2023	2024	2025
Open Programs	108	107	**107**
Custom Programs	596	611	**590**
Online On-Demand Programs	48	56	**66**

Students and Mobility

(A.Y. 2025–2026 vs 2024–2025 and 2023–2024)

15,509 students enrolled, including:

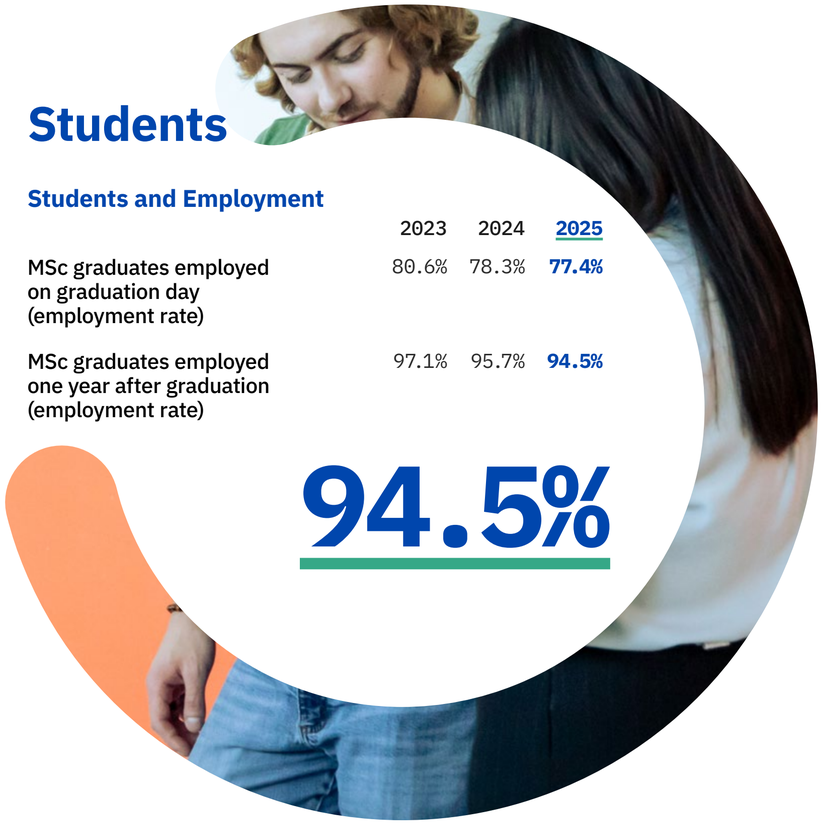
	2023	2024	2025
Students enrolled	15,174	15,453	**15,509**
› number of women students enrolled	6,476	6,724	**6,706**
› number of international students enrolled	3,571	4,469	**5,116**
Number of nationalities represented	114	105	**114**
Partner Universities	288	290	**293**
% students “on track”	94.3%	94.9%	**95.1%**
Bocconi students who have spent time abroad	4,234	4,335	**4,664**
Incoming international students from partner universities	1,926	2,026	**2,052**
Number of Bocconi students in double degree programs	211	213	**301**

Breakdown of Student Population by Gender: 43.2% women

(A.Y. 2025–2026 vs 2024–2025 and 2023–2024)

	2023	2024	2025
Undergraduate (Bachelor)	40.9%	41.3%	**40.6%**
Graduate	40.4%	41.2%	**40.0%**
Law	56.8%	63.2%	**60.1%**
PhD School	37.6%	41.0%	**41.1%**
SDA Bocconi (Master)	45.2%	45.8%	**47.1%**
Total	42.6%	43.8%	**43.2%**





Students

Students and Employment

	2023	2024	2025
MSc graduates employed on graduation day (employment rate)	80.6%	78.3%	**77.4%**
MSc graduates employed one year after graduation (employment rate)	97.1%	95.7%	**94.5%**

94.5%

Students and Satisfaction with Programs Attended

(Most recent available survey of graduating students)

	2023	2024	2025
"Are you satisfied overall with the program you attended?"	91.3%	90.8%	**90.3%**

Graduates

	2023	2024	2025
Bachelor graduates	2,412	2,474	**2,393**
Master of Science graduates	2,046	2,170	**2,149**
5-year MA in **Law** graduates	213	273	**254**

Faculty

	2023	2024	2025
Core Faculty	424	437	**440**

By gender

	2023	2024	2025
Core Faculty – Men	290	295	**298**
Core Faculty – Women	134	142	**142**

Staff

	2023	2024	2025
Staff	727	740	**762**
Total Men	196	199	**207**
Total Women	531	541	**556**
Directors	21	24	**22**
Directors - Men	11	13	**12**
Directors - Women	10	11	**10**
% permanent employment contracts	95.7%	95.0%	**94.9%**

Training

	2023	2024	2025
Average training hours for employees (directors and staff)	32.9	29.5	**30.4**
Employee training hours (total)	23,955	21,814	**23,149**

Student Financial Aid Provided Directly by the University (€M)

2023	2024	2025
€ 42.7 M	€ 48.6 M	**€ 56.2 M**



Economic Value

	2023	2024	2025
Revenue from Bachelor, MSc and MA programs	53%	52%	**52%**
Revenue from post-graduate programs	22%	21%	**22%**
Revenue from research, conferences and training	9%	10%	**12%**
Federal and regional contributions	6%	6%	**6%**
Fundraising and other contributions	4%	4%	**3%**
Revenue from management of right to university education	4%	4%	**4%**
Other revenue	2%	2%	**2%**

Rankings

In the international landscape of undergraduate and postgraduate education, rankings vary widely in terms of quality, methodological robustness and relevance. 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

QS World University by Subject 2026:

9th
WORLDWIDE
Marketing

QS World University by Subject 2026:

10th
WORLDWIDE
Business and Management

Find out more and see the latest updates on rankings

SDA Bocconi Rankings

Bloomberg Businessweek

1st
European B-School
2025-2026

FT FINANCIAL TIMES

1st
Worldwide Custom Education FT Ranking
2026

FT FINANCIAL TIMES

4th
Worldwide Global MBA Ranking
2025

Find out more and see the latest updates on rankings

Our Commitment to Sustainability

- Strategic Plan 2026–2030 and Vision 2035
- Sustainability That Matters
- Bocconi and the UN Agenda 2030 for Sustainable Development
- Environmental Policy and Management System, ISO 14001 Certification and Other Management System Certifications



Strategic Plan 2026–2030 and Vision 2035

With the approval of the new 2026–2030 Strategic Plan and Vision 2035, Bocconi has renewed its strategic direction, guided by its enduring values of independence, integrity, openness, pluralism, inclusion, merit and responsibility. It is shaped by **three long-standing pillars**:



GLOBAL REACH.

Maintaining and strengthening Bocconi's global reputation through excellence in research, internationalization of faculty, staff and students, and enhancement of networks of Alumni, employers and academic partners.

SOCIAL MOBILITY.

Expanding scholarships and financial aid to attract talented students regardless of background, reinforcing Bocconi's commitment to merit and inclusion.

DIVERSIFICATION OF ACADEMIC FIELDS.

Extending interdisciplinarity beyond economics and management to encompass legal, social and political sciences, applied mathematics and data science, computing sciences and now, cognitive sciences, addressing the challenges posed by new knowledge revolutions and their impact on teaching, research and social engagement.

Our 2035 Vision

Together, these aspects form the foundation for the Bocconi Vision 2035: Be a world leading independent and free University focused on data-driven social sciences and embracing other sciences, where interdisciplinary research and learning are empowered by human-centered technology to foster ethical leadership, inclusion and societal impact.

Find out more



Sustainability That Matters

Vision 2035 and the Strategic Plan 2026–2030 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.

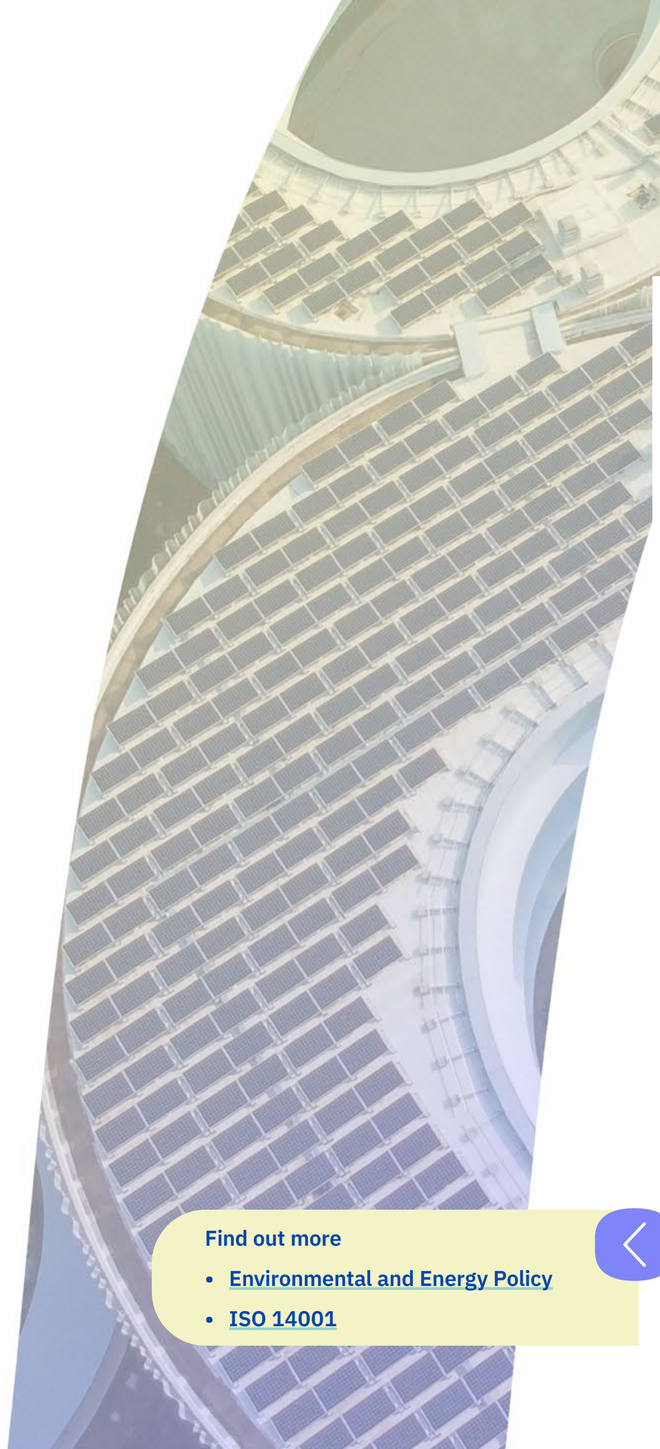
At the same time, we want the Bocconi experience to grow so that it is increasingly a daily, concrete commitment to sustainability, that is within everyone's reach. Armed with the knowledge and experience we have gained we will continue to be a strong, clear and free voice in the sustainability debate, 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.



Bocconi and the UN Agenda 2030 for Sustainable Development

Once again in 2025, 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).



Find out more

- Environmental and Energy Policy
- ISO 14001

ENVIRONMENTAL POLICY AND MANAGEMENT SYSTEM, ISO 14001 CERTIFICATION AND OTHER MANAGEMENT SYSTEM CERTIFICATIONS

As evidence of Bocconi University's longstanding focus on the sustainable use of the resources needed to carry out its activities, the University has adopted a specific Environmental and Energy Policy. It is a document aimed at guiding the University's efforts and initiatives for environmental protection and sustainable energy management.

The Environmental and Energy Policy provides the foundation for the Integrated Environmental Management System, which the University has developed as a single framework for managing internal processes and improving its performances by bringing together the main aspects of its environmental and energy management systems. The System is based on the identification of the main impacts produced directly or indirectly on the environment and on the definition and pursuit of objectives aimed at preventing or mitigating them.

The strength of this approach is confirmed by the portfolio of certifications obtained by the University over time. In 2025 the University's Environmental Management System earned ISO 14001:2015 certification. This is a historic milestone that makes Bocconi University is the first Italian university specializing in the social sciences to have achieved this certification across all University facilities. This is complemented by ISO 50001 certification for the Energy Management System, first obtained in 2017 and now brought under the same governance framework through the new unified Policy. The picture is completed by third-party verification of the greenhouse gas emissions inventory in accordance with ISO 14064-1:2018, carried out annually starting with 2022 data.

The University's portfolio of certifications includes the Well Health-Safety Rating for SDA locations in Milan and Rome and the Biosafety Trust Certification. On the infrastructure side, it should be noted that the new Bocconi campus area has earned LEED Platinum certification, the highest level of the leading global standard for sustainable buildings.

Be Sustainable,
Be Responsible,
Be Safe

- The New Number Theory
- Bocconi Governance
- Governance for Sustainability

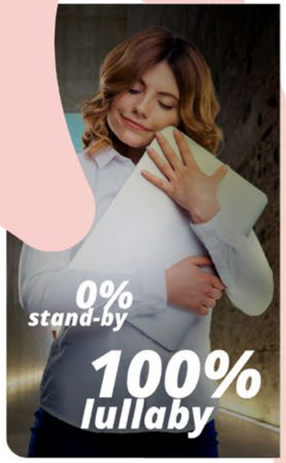


The New Number Theory

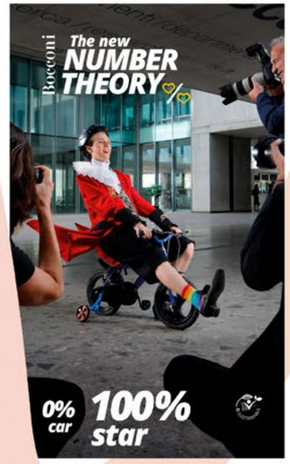
SUSTAINABILITY AWARENESS CAMPAIGN

The **sustainability awareness campaign** launched in 2023 **focusing on the "New Number Theory"** was planned again for 2025, progressively supplemented with new and original content.

The campaign, also featured on totems around campus and within internal communications, aims to highlight the importance of small daily gestures — including turning off lights as well as electronic devices when not in use and adopting a more active lifestyle — by quantifying the personal and collective savings and benefits generated by these behaviors. From words to numbers and from numbers to action, simple actions can make a difference and help make our environment more livable and sustainable. The topics of the campaign included:



ENERGY



MOBILITY



CLIMATE CHANGE



FOOD



WASTE

Learn more about "The New Number Theory"

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 and Dean's Delegate for Diversity, Equity & Inclusion (DEI) and Innovation & Corporate Entrepreneurship (ICE)

Professor
Francesco Perrini



COMMITTEES AND DELEGATES FOR SPECIFIC TOPICS

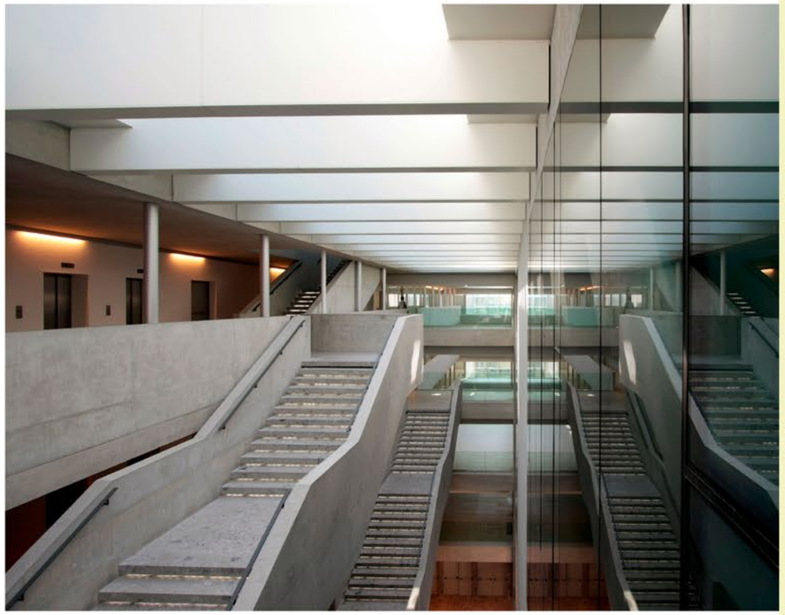
- Sustainability Committee
- Equal Opportunities Committee
- Inclusion, Disability and Wellbeing Committee
- Community and Social Engagement Committee
- Committee for the Coordination of Student and Group Activities – CASA
- Inclusion service
- Diversity Delegates in Each Department
- SDA Bocconi Team for Diversity, Equity and Inclusion

Find out more

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.

Learn about Committee



BOCCONI UNIVERSITY AND SDA BOCCONI SCHOOL OF MANAGEMENT

Rectorate and Rector's Team
Find out more

Organizational Unit Directors and Managers
Find out more

SDA Bocconi School of Management – Executive Committee
Find out more

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.

Model 231
Find out more



The Perspective of Our Stakeholders and Sustainability Challenges

The formulation of our vision of sustainability, confirmed in Vision 2035 and the Strategic Plan 2026–2030, took into consideration the perspectives, needs and expectations of our stakeholders.

The definition of sustainability challenges originated from a materiality analysis that was conducted when setting up the reporting process and was a key moment of listening to and involving internal and external stakeholders. This analysis involved an inclusive methodological approach, articulated through qualitative interviews with representatives of the University's main governance bodies — including the Executive Committee, the Rectoral Committee and the Sustainability Committee, as well as the managers and heads of all organizational units — complemented by specific surveys of students and alumni to gather their perspectives and expectations.

The outcome of this participatory process outlined the backbone of the Sustainability Report itself, in its three strategic macro-challenges — **Empower** (inspiring future agents of sustainable change), **Embrace** (continuing to develop a sustainable Bocconi) and **Engage** (being key players in sustainability challenges) — and its 10 specific components ranging from international excellence in academic research, facilitating access to education and fostering diversity and inclusion to managing direct environmental impacts.

This architecture represents the **synthesis between stakeholder expectations and the commitments Bocconi makes to meet them**, configuring itself as a true sustainability pact that guides the University's evolution toward an increasingly responsible and transformative development model.

Given the evolution of the context, the next reporting cycle will include an update of the analysis, following an impact materiality approach, with stakeholder engagement and validation by the governance bodies.



Our Sustainability Challeges

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 player



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 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.

EMPOWER

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 2025–2026 academic year confirm this trend and once again position our University as a benchmark in the fields of social sciences and management.

In 2025, 116 research projects were activated at Bocconi University and SDA Bocconi School of Management. 43 of these were specifically related to sustainability issues. There were 502 scientific publications, with 116 dedicated to sustainability issues.

The University's commitment to promoting the culture of sustainability also took the form of organizing 242 events related to these issues, maintaining a high rate of outreach activities and scientific discussion.



DISCLOSURES

	2023	2024	2025
Number of research projects launched throughout the year (Bocconi University and SDA Bocconi School of Management)[1]	169	98	**116**
› research projects related to sustainability issues	62	39	**43**
Research programs funded by the European Research Council (ERC)[2]	27	8	**8**
Publications	575	671	**502**
Publications related to sustainability issues	68	150	**116**
Events related to sustainability	210	209	**242**

1 Growth in the number of projects launched in 2023 is partly attributable to the awarding of calls that are not published annually, many of which include research projects of national interest.

2 ERC data are for projects active in the reporting year.

EMPOWER

Related Initiatives

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

GREEN is an independent research center that conducts research activities at the intersection of socioeconomic phenomena and climate change, transportation, environmental policies and energy markets.

Again in 2025, the Center continued its work on innovative lines of research, including:
- Economics and environmental policies
- Climate change
- Transport policies and transport economics
- E-mobility and mobility as a service
- Logistics
- Energy markets and other network industries
- Economic geography
- Infrastructure planning.

Find out more

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.

Find out more

See the events calendar

LEAP Laboratory for Effective Anti-Poverty Policies

The mission of the Laboratory for Effective Anti-Poverty Policies (LEAP) is to understand and combat the causes of poverty using rigorous assessment methodologies. The lab helps design, analyze and disseminate antipoverty 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.

Find out more

SDA BOCCONI AND SUSTAINABILITY RESEARCH

SDA Bocconi's research stems from ongoing dialogue with the real world and is fueled by the meeting of advanced, rigorous research methods and the concrete needs of companies and institutions.
SDA Bocconi's Knowledge Platforms address strategic, cross-cutting issues that are relevant to businesses and institutions. Within them, models, tools and approaches are developed to help interpret and manage the major changes now under way, from sustainability to technological transformation.
The Knowledge Platforms bring together Labs and Monitors that address strategic themes cutting across all organizations. Labs and Monitors are dynamic environments where research projects on specific topics are developed.

Learn more about Knowledge Platform

SDA Bocconi Sustainability & Governance Platform

The Sustainability & Governance Platform focuses on global challenges related to environmental, social and governance issues that lead businesses, organizations, public and government institutions to rethink their future.

Find out more

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 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.

SDA Bocconi Nature Lab

Directed by Professor Sylvie Goulard, SDA Bocconi's Nature Lab studies the relationship between organizations and the natural world, aiming to develop knowledge and operational guidelines for companies, institutions and investors seeking to understand their role in broader social-ecological systems.

Family Strategy Lab

The Family Strategy Lab is a SDA Bocconi initiative developed in partnership with Diamond Tower Family Strategy by BNP Paribas, dedicated to the study of the dynamics that shape the continuity, governance and development of family businesses.

EMPOWER

Related Initiatives

BOCCONI UNIVERSITY PARTNER IN THE MUSA PROJECT

Bocconi University is a partner in the Multilayered Urban Sustainability Action (MUSA) project, an innovation ecosystem funded by the Ministry of Universities and Research under the National Recovery and Resilience Plan (PNRR, Mission 4, Component 2, Investment 1.5).

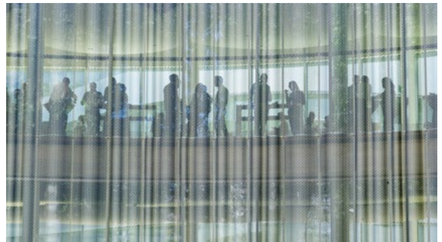
The project involves four universities in Milan: Università di Milano-Bicocca as the proposing institution, Bocconi University, Politecnico di Milano and Università Statale di Milano, along with several public and private partners. The initiative aims to develop solutions for urban sustainability through collaboration between academic institutions, public agencies and the private sector, using National Recovery and Resilience Plan resources earmarked for strengthening the research and innovation system.

Specifically, Bocconi University participates in the following areas of research, called **SPOKES**:



– **SPOKE 1**: **As the reference scientific unit for MUSA Spoke 1 at Bocconi University, the SUR Lab** continued in 2025 to conduct research into the impacts of regeneration processes, analyzing how the development of university campuses can generate impacts and spillovers at the neighborhood and urban scales. An analysis was also conducted among members of the public and university communities to assess willingness to pay for regeneration initiatives linked to universities and the urban areas hosting them. Lastly, as part of the impact assessment, ESG Urban Track was developed, a tool for ESG-based assessment of urban regeneration projects. At the same time, research was completed to explore innovative policies and economic instruments for the mitigation of climate change and protection of biodiversity, including local carbon credit schemes and biodiversity credits.

– **SPOKE 2**: **The Bocconi University research group has addressed the issue of sustainability with a specific focus on the environmental dimension in the context of digital transformation in healthcare.** In particular, several research areas (Tasks) are analyzing the implications related to the progressive adoption of artificial intelligence (AI) in clinical practice. Task 5.3 mapped the AI applications already adopted in clinical practice, along with the strategies put in place to support their implementation.



– **SPOKE 3**: **Through SPOKE 3, the University aims to strengthen entrepreneurship and the creation and growth of high-tech initiatives**, generating new growth paths for its broad network of students, researchers and startups. Its impact was achieved mainly through activities offered by B4i-Bocconi for Innovation open to everyone and through scientific contributions. A key activity was The Startup Clinics, recognized as one of the winning projects among the more than 150 presented at the Poster Session during the MUSA closing event, Paths of Sustainable Innovation, and specifically as the best project in the Growth & Innovation category. The project offered startups a structured support model organized into two complementary tracks: Legal Clinics and Sustainability Clinics, created to respond to emerging market needs and described in detail later in the section dedicated to B4i.

– **SPOKE 4**: **Research has focused on completing the creation of an innovative platform for sustainable financial education** (Financial Education Lab - FEL), integrating the principles of traditional finance with the skills needed to understand and promote sustainable development in economic and business decisions. In this area, advanced educational methodologies have been explored to transfer financial knowledge to different target audiences, from secondary school teachers to SMEs, developing multimedia training tools and practical resources for sustainability reporting. These initiatives were disseminated among the relevant communities, especially high schools, through a toolkit made available to faculty members to strengthen their ability to teach students about economics and finance.

– **SPOKE 5**: **Research has focused on developing innovative strategies for integrating sustainability into the fashion, luxury and design sectors,** promoting circular economy models and urban regeneration through the transformation of waste materials into valuable products. Activities have explored new approaches to responsible production and consumption, implementing pilot projects ranging from the recovery of textile waste to the promotion of sharing and repair practices. Advanced scientific tools, such as LCA analysis and innovative materials databases, as well as urban circularity measurement frameworks have been developed that can support the transition to more sustainable and inclusive production ecosystems in Milan's creative sectors.

– **SPOKE 6**: **The project has focused on developing innovative policies to combat inequality and strengthen social inclusion** by implementing experimental projects ranging from school guidance to re-employment strategies to combat long-term unemployment. Research activities have explored mechanisms for promoting social sustainability through diversity climate surveys in educational and business settings, developing targeted interventions to improve service accessibility and employability. Innovative local welfare tools and collaborative platforms with territorial health agencies have been developed to respond to contemporary demographic and family transformations through an interdisciplinary approach that integrates scientific research and artistic languages.



Find out more:

Sustainable Urban Regeneration Lab

Sustainability Reporting Benchmarking Lab

EMPOWER

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.

In 2025, this commitment took the form of offering 118 courses on sustainability topics, totaling 4,518 hours of specialized teaching, which involved almost 6,400 enrolled students. This figure is in line with the trend over the three-year period, although down from the 2024 peak of more than 7,300 students enrolled. The growing interest of students in these issues is also evidenced by the 912 theses dedicated to sustainability issues out of a total of 4,799 theses discussed during the year. 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

	2023	2024	2025
Number of courses on sustainability issues[1]	111	117	**118**
Number of teaching hours on sustainability issues[1]	5,168	4,548	**4,518**
Students enrolled in courses on sustainability issues[1]	6,005	7,383	**6,397**
Total theses	4,807	5,053	**4,799**
Theses on sustainability issues	922	983	**912**

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

EMPOWER

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 — which began in 2022 led by Professor Francesco Perrini and is currently directed by Professor Miriam Allena — 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.

Find out more

Master in Sustainability Management (MSM) - The Evolution of Excellence in Sustainability Education

The Master in Sustainability Management (MSM) has picked up the legacy of the prestigious MaSEM (Master in Sustainability and Energy Management), consolidating and renewing the tradition of excellence that has made Bocconi a pioneer in specialized education on sustainability. The program is offered by the SDA Bocconi School of Management, under the academic direction of Professor Francesco Perrini (MSM Academic Director) and the program direction of Professor Matteo Di Castelnuovo (Program Director).

This transition represents the evolution of a path rooted in the longstanding tradition of MaGER (Master in Green Management, Energy and Corporate Social Responsibility, MaSEM's previous name) and one that has distinguished itself internationally for the quality and innovation of its teaching approach. In fact, Bocconi was among the first universities in the world to dedicate a specialized program to the topics of sustainability, corporate, social and environmental responsibility, climate change, renewable energy, energy efficiency and sustainable urban development.

The new MSM maintaines the intensive program structure entirely in English. The one-year Master program offers 70 ECTS credits and trains managers and specialized professionals, preparing them for industrial and service companies, international agencies, nonprofit organizations and public authorities.

Find out more



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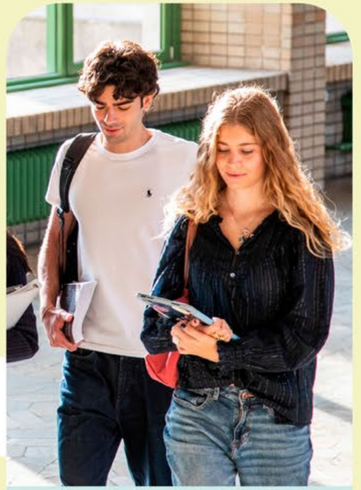
Related Initiatives

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. The total number of courses has remained largely stable, while reflecting different internal dynamics. Growth over the three-year period is driven primarily by SDA Bocconi, whose courses have more than doubled, increasing from 30 to 69. Although down from their 2024–2025 peak, the number of students enrolled remain above the 2023–2024 figure, while teaching hours have remained broadly stable over the last two years.







Program[1]	COURSES			LESSON HOURS			STUDENT ENROLLED		
	2023-24	2024-25	2025-26	2023-24	2024-25	2025-26	2023-24	2024-25	2025-26
Bachelor	16	14	**15**	1,024	816	**896**	2,683	2,529	**1,821**
Master of Science	28	29	**24**	1,728	1,364	**1,284**	1,372	1,776	**1,249**
5-year MA in Law	2	4	**2**	336	208	**96**	217	444	**93**
Specialized Master	27	1	**1**	752	40	**40**	652	13	**10**
PhD	8	10	**7**	204	240	**168**	49	60	**46**
SDA Bocconi	30	59	**69**	1,076	1,880	**2,034**	1,032	2,561	**3,178**
Total	111	117	**118**	5,168	4,548	**4,518**	6,005	7,383	**6,397**

1 Starting in the 2024–2025 academic year, one-year Specialized Master programs, including MaSEM that was renamed MSM, are part of the SDA Bocconi School of Management educational offer.

Diversity & Inclusion in Teaching – Faculty Training

University faculty (core and extended) have access to the online training module "Diversity & Inclusion in Teaching," structured around four topic areas: gender inequality, multiculturalism, mental health, disabilities and special educational needs. The main objective of the module is to raise awareness of these issues and provide practical tools for inclusive teaching approaches, using concrete examples provided directly by students. The program offers guidance on how to support students with different forms of disabilities or mental health difficulties, prepare accessible teaching materials, adopt gender-inclusive language and effectively manage the dynamics of a multicultural environment. Through operational suggestions and best practices, the module aims to develop concrete skills to create an equitable and inclusive learning environment for all students.

EMPOWER

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. Bocconi Faculty includes professors from top research institutions around the world, as well as Adjunct and Visiting Professors, Post Docs and Teaching Fellows. A similar internationalization 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

	2023	2024	2025
CORE FACULTY	424	437	**440**
› with non-Italian citizenship	108 25.5%	107 24.5%	**104** **23.7%**
› with a PhD earned abroad	199 46.9%	205 46.9%	**206** **46.8%**

	2023	2024	2025
STAFF	727	740	**762**
› with non-Italian citizenship	57 7.8%	65 8.8%	**71** **9.3%**
› with at least 6 months' experience of work/study abroad	220 30.3%	241 32.6%	**259** **34.0%**

EMPOWER



Faculty

440

professors

23.7% have non-Italian citizenship and 46.8% earned a PhD abroad

Bocconi University boasts a high-profile international faculty 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 PhD at the world's most prestigious schools, choose Bocconi to start their careers. This ability to attract talent also extends to faculty members already holding senior positions, who decide to come to Bocconi drawn by a stimulating environment capable of supporting scholarly production at all levels.

Research Excellence and International Impact

The Bocconi faculty is distinguished not only by the quality of its teaching, but also by its high-level scientific output that contributes to international academic debate. Faculty members regularly publish in the most prestigious scientific journals in their fields and actively participate in global research conferences and networks. This outstanding scientific production directly feeds into educational quality, ensuring that students have access to the most up-to-date and cutting-edge knowledge. The university also promotes interdisciplinary research collaborations that enable it to address contemporary challenges with an integrated approach, involving diverse expertise, including economics, law and the social sciences.

Development and Promotion of Academic Talent

Bocconi's commitment to nurturing academic talent is manifested through structured professional development and mentorship programs for young researchers. The University offers opportunities for growth that includes pedagogical training and support in obtaining research funding, creating a clear and challenging career path. This approach has helped position Bocconi as a benchmark institution for those aspiring to a high-profile academic career in economics and the social sciences.



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

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	2023	2024	2025
Total amount earmarked for aid and scholarships (million €)	42.7	48.6	**56.2**
% covered by Bocconi	77.0%	77.1%	**78.9%**
Funding granted through credit institutions (million €)	5.4	3.5	**5.4**

ACADEMIC YEAR	2022-2023	2023-2024	2024-2025
Financial aid and scholarships	4,932	5,335	**5,612**
Students eligible for an ISU scholarship	914	935	**914**
Accommodation spots for students	2,057	2,057	**2,057**
Guests in residence halls at reduced rates	369	381	**353**

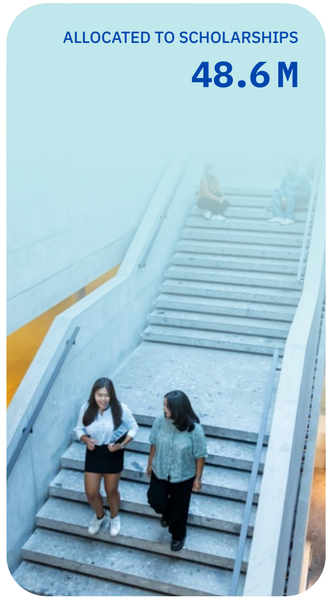


EMBRACE

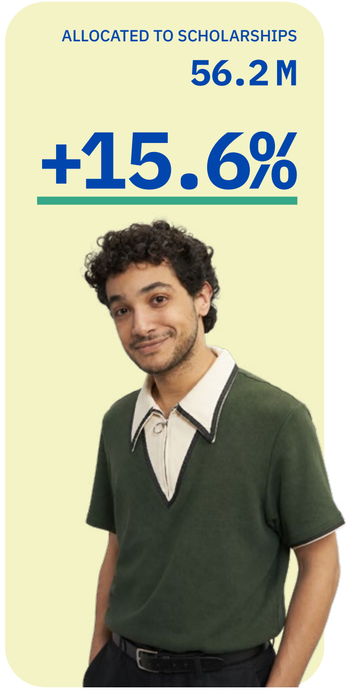
Related Initiatives

Scholarships

Making higher education accessible was the generous and disruptive idea that guided Ferdinando Bocconi when he founded the University. Bocconi has included this goal in its Strategic Plan, to which it aims to contribute every year. More than €56.2 million was allocated to scholarships in 2025, up from €48.6 million in the previous year — equivalent to an increase of 15.6% — confirming the steady growth in investments in financial aid and scholarships.



2024



2025

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. In particular, students receiving a 100% tuition waiver reached nearly 2,000 in 2025, accounting for around 13% of current students.

Moreover, Bocconi supports students who, even with their family support, still require 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.

Find out more

Africa Initiative and Support for Refugee Students

Inclusion Programs: Support for Students from Sub-Saharan Africa and Refugees Enrolled in Degree Programs

Since 2021, Bocconi has promoted Inclusion Programs. These initiatives are designed to facilitate access to university education for highly talented students and refugees from severely disadvantaged socioeconomic backgrounds, especially sub-Saharan Africa, conflict areas and/or in situations of forced migration. The programs provide full scholarships and dedicated support services for the duration of students' studies. Partner NGOs operating in the areas concerned play a vital role by working with the University to identify the most deserving students. Various donors and institutional partners also provide financial support for these initiatives.

In the 2025–2026 academic year, **32 students enrolled in Bachelor and Master degree programs through the Inclusion Programs**, an increase of 14 students compared with the previous academic year. The students come from 11 sub-Saharan African countries, Afghanistan and Palestine, with 5 students involved in the new project supporting deserving young Palestinians who have fled Gaza or remained in the Strip under particularly difficult conditions.

The first Inclusion Program that Bocconi joined was UNICORE (University Corridors for Refugees), promoted by UNHCR together with Caritas Ambrosiana, Diaconia Valdese, the Italian Ministry of Foreign Affairs and numerous Italian universities. The project gives refugees living in certain African countries the opportunity to continue their studies in Italy by attending a Master of Science program with a full scholarship. Bocconi has participated in the initiative since 2021, and in the 2025–2026 academic year enrolled 11 UNICORE students, making it the Italian university with the largest number of scholarship recipients.



At the undergraduate level, over the years the University has expanded the opportunities offered to African students by strengthening partnerships with local partners. Alongside its longstanding collaboration with the Labia Foundation in South Africa, Bocconi has developed new partnerships with the HALI (High Achieving Low Income Students) network, active in several African countries, the Nuovo Fiore in Africa Foundation in Ethiopia and the Palestine project implemented together with the Gazan Students Support Network and Horizon Academy.

EMBRACE

Fostering diversity, equity and inclusion

Each year, Bocconi welcomes international students representing over 100 different nationalities. In 2025, there were 6,908 international students, confirming the steady growth trend that testifies to the University's global attractiveness (+22.9% over the past three years). 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. Commitment to inclusion is also reflected in the attention given to students with disabilities and SLDs, who numbered 593 in 2025, up from 488 in 2024.

DISCLOSURES

	2023	2024	2025
International students welcomed throughout the year (enrolled and incoming from partner schools)	5,622	6,328	**6,908**
Number of types of disability	8	8	**8**
Students with disabilities and specific learning disorders (SLDs)	410	488	**593**
Volunteering (participants)[1]	1,190	1,159	**1,426**

1 Data refer to the various channels of volunteering in the social engagement project (Volunteer Desk, Making Sense of Profits, Social Impact Recognition, AVIS - Italian Blood Donors Association, ADMO - Bone Marrow Donors Association, Social Impact Recognition and tutors in the Peer to Peer project. For 2025–2026, the figure also includes Milano-Cortina Olympics student volunteers.



EMBRACE

Related Initiatives

Governance, People and Policies

Bocconi University promotes a culture founded on diversity, equal opportunity and inclusion, aiming to make these values an integral part of University policies, research and teaching, and the everyday experience of students, faculty, staff, alumnae and alumni.
These initiatives are coordinated by the Deanship for Diversity, Inclusion and Sustainability, led by Professor Paola Profeta. The Deanship works with various dedicated bodies and services, including the Inclusion, Disability and Wellbeing Committee, the Equal Opportunities Committee, the Inclusion Service, and the Delegates for Diversity, Inclusion and Sustainability in each Department.

Inclusion, Disability & Wellbeing Committee

With the aim of promoting a welcoming study and work environment accessible to all, the committee addresses issues related to:
- Accessibility (removal of architectural and digital barriers)
- Awareness initiatives
- Anti-discrimination measures
- Support for students with learning disabilities and specific needs
- Counseling activities
- Mental health and wellbeing
- Workplace climate
- Cultural and religious diversity.

Find out more

Equal Opportunities Committee

With the aim of promoting equal opportunities, the committee:
- Protects the dignity and rights of people in the context of work, study and research
- Prevents discrimination and harassment, both direct and indirect
- Monitors and analyzes the University climate in terms of diversity and inclusion through surveys and reports to improve collective and individual wellbeing in the community
- Contributes to the drafting of the Inclusive Gender Equality Plan (IGEP), Gender Report and other university policies on equity, diversity and inclusion
- Acts as a Steering Committee for obtaining and maintaining Gender Equality Certification (as per UNI/PdR 125:2022).

Find out more

Inclusion Service

Through the development of projects, initiatives and dedicated services, the Inclusion Service works with the University's various units to put the University's commitment into practice by promoting diversity, inclusion, accessibility, equal treatment and multiculturalism.

Delegates for Diversity in the Departments

Within each Department, Delegates facilitate the exchange of information on policies, projects and awareness-raising initiatives. They also facilitate interdepartmental cooperation on diversity issues.

Inclusive Gender Equality Plan 2025-2027 (IGEP)

In November 2024, Bocconi University's Academic Council approved the second edition of the Inclusive Gender Equality Plan 2025–2027 (IGEP). IGEP is a policy document that is both a reflection on the present situation and a strategic vision for the 2025–2027 three-year period. The Plan is in line with Vision 2030 and the Strategic Plan 2021–2025, reinforcing the University's commitment to diversity, equity and inclusion.

Objectives

1. Raise awareness of Diversity & Inclusion topics among the academic community
2. Plan and promote equal opportunity policies within the University and the wider academic context
3. Meet the requirements for access to European funding, which is increasingly geared towards compliance with the principles of equality and inclusion.



Focus Areas

The plan is divided into seven strategic areas with a total of 21 goals and 47 actions:
- **AREA 1.** Diversity and Inclusion in Leadership Strategies
- **AREA 2.** Communication of Organizational Culture
- **AREA 3.** Prevention and Management of Discrimination, Violence and Harassment
- **AREA 4.** Integration of Diversity and Inclusion into Research and Teaching Programs
- **AREA 5.** Work-Life Balance
- **AREA 6.** Gender Balance in Leadership Positions and Decision-Making Bodies
- **AREA 7.** Gender Equality in Recruitment and Career Advancement.

Find out more

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Related Initiatives

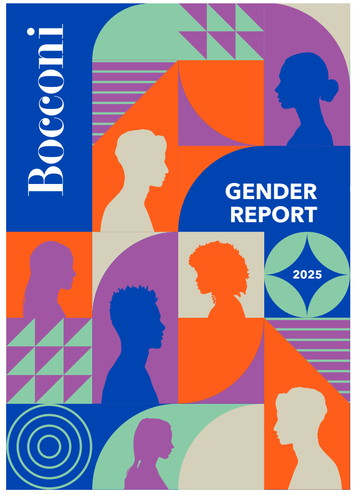
2025 Gender Report

In line with the 2025–2027 Inclusive Gender Equality Plan and the University's Strategic Plan 2026–2030, the second edition of the University's Gender Report was published in the 2025–2026 academic year. Prepared in accordance with common guidelines for all Italian universities issued by CRUI (Conference of Italian University Rectors), the document strengthens the University's commitment to creating an equitable, inclusive environment based on the values of diversity and social sustainability.

The Report is a key tool for analyzing gender equality at our University, both by examining gender distribution across the University's different constituencies (students, faculty, staff and governance) and by monitoring progress toward equality and assessing the effectiveness and sustainability of the initiatives implemented and policies introduced.

Find out more: Inclusive Gender Equality Plan 2025-2027 (IGEP)

Find out more: Gender Report 2025



Gender Equality Certification

In the 2025–2026 academic year, Bocconi University earned Gender Equality Certification in accordance with the requirements set out in UNI/PdR 125:2022.

This recognition confirms the University's tangible, ongoing commitment to promoting equal opportunity and reducing the gender gap. This certification represents a significant milestone in a journey the University began some time ago, based both on developing organizational policies and practices geared toward inclusion and equal opportunity and on conducting research and producing knowledge on gender equality issues. This commitment reflects the University's intention to contribute actively to cultural, social and economic change.

Find out more


Dasa-Rägister

Dasa-Rägister S.p.A.

Università Commerciale Luigi Bocconi

ITALIA - 20136 - MILANO (MI) - VIA ROBERTO SARFATTI, 25 – SEDE LEGALE

UNI/PdR 125:2022

IPDR-0326-13

2026-03-24

2026-03-24

2029-03-23

CERTIFICATE

Digital Accessibility and Accessibility Statement

In 2025 Bocconi continued to develop digital accessibility initiatives, with the aim of increasing inclusion across the entire University community. Designing according to accessibility criteria means making content, services and platforms increasingly accessible, ensuring they can be used by for everyone, including people with sensory or motor disabilities or other specific needs, as well as neurodivergent people.
Key initiatives include: accessibility remediation, i.e. corrective action to bring the public unibocconi.it website and the yoU@B app in line with accessibility standards; activation of an online help desk dedicated to the topic; digital accessibility training modules for staff and faculty; assessment of assistive technologies for teaching and study; and creation of a group of Ambassadors, i.e. internal contacts with certified expertise delegated with disseminating best practices in this area.

See the website to find out more: Accessibility Statement

Orange the World 2025

Once again in 2025, Bocconi University joined the UN Women Orange the World awareness campaign on 25 November, International Day for the Elimination of Violence against Women.

On that day, some of the buildings and spaces on campus were lit up in orange, a color symbolizing optimism and commitment to a future free from violence against women. This initiative is one more example of the many already undertaken by our University to prevent and combat all forms of discrimination and promote gender equality and inclusion.

Find out more

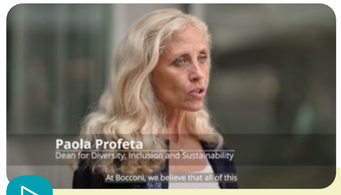


EMBRACE

Related Initiatives

Respect and Wellbeing: A Community Responsibility Video

In 2025, one year after the publication of "Everybody In, Nobody Out," which highlighted the University's commitment to diversity and inclusion, the University produced and released a new video on respect for the entire academic community. Respect and Wellbeing: A Community Responsibility emphasizes the value of respect as the foundation of University life and of building an inclusive community. Its message encourages conduct based on listening, kindness and appreciation of differences to promote individual and collective wellbeing, prevent discrimination and create a safe, welcoming environment that respects everyone's dignity.



Respect and Wellbeing: A Community Responsibility Video



Everybody In, Nobody Out Video

Physical Accessibility and Removal of Architectural Barriers

Work to remove architectural barriers continued in 2025, including installation of an external elevator at Sarfatti25, automatic doors in the Gobbi5 buildings and at the Bocconi Sport Center, and renovation of the restrooms in the Leonardo Del Vecchio Building.
With regard to ergonomics, classrooms in Sarfatti25 were upgraded with integrated workstations and movable furnishings. To make spaces more accessible for blind or visually impaired people, the installation of braille signs and speech synthesis systems in elevators continued in numerous buildings, along with the placement of high-contrast signage. The companion service for people with reduced mobility also remains active and provided assistance 245 times in 2025.



Bocconi University and the "A Scuola di Inclusione" Project

In collaboration with Dynamo Academy and Intesa Sanpaolo, with the media partnership of La Repubblica newspaper and the support of Affari Pubblici, Bocconi University completed the second year of the "A Scuola di Inclusione" project. The project aims to encourage young people to think about a cause of social exclusion and, after understanding the context and impact, develop concrete project solutions in various focus areas such as poverty, mental health and disabilities. The second edition kicked off on 19 November 2024, with a hybrid presentation event, followed by five online training sessions between November 2024 and February 2025. Interested teams had until 28 February 2025 to register and until 28 March 2025 to submit their projects. Among all the projects, the most effective ones were selected and presented during a final hybrid event held on 21 May 2025 in Brescia.

Find out more



Counseling

Bocconi University recognizes the importance of psychological wellbeing as an integral part of university life and promotes initiatives aimed at supporting students in their personal and academic journey. The Counseling Service offers a safe and confidential space for listening and discussion with qualified professionals, with the aim of helping to manage personal, emotional, relational and study issues. The service operates by appointment with individual sessions. There is also a walk-in service, without appointment, every day remotely and in person three afternoons a week. This service provides access to informal counseling, which is useful for initial guidance and a better understanding of what to expect from a possible counseling session. In addition to individual support, small group workshops on specific focus areas and psychoeducational activities on wellbeing and general health are offered, led by psychologists and experts. The University is thus committed to promoting a culture of care and awareness, fostering an inclusive, caring and responsible environment.

Find out more



Learning Needs Help Desk

The Learning Needs Help Desk is a service Bocconi University offers to students with specific learning disorders (SLDs). It aims to promote an increasingly inclusive, accessible study experience that is attentive to individual needs. Through personalized sessions with a learning processes expert, the service provides support in identifying effective study strategies, recognizing and making the most of students' cognitive resources, and developing a tailored learning method. Available in Italian or English, either in person or online, the Learning Needs Help Desk represents a further commitment by the University to supporting the wellbeing, growth and full academic success of every student.

Find out more

Peer to Peer Tutoring Project

The Peer to Peer Tutoring Project is an initiative that promotes inclusion, collaboration and mutual support within the Bocconi community. Designed for students with specific learning disorders (SLDs), the project offers a peer tutoring program delivered by specially trained Bocconi student volunteers, both Italian and international, who support participants in studying and preparing for exams. Coordinated by a professional expert in learning processes, the program fosters the development of effective study strategies and highlights the contribution of the student community in creating an increasingly accessible and inclusive learning environment that is attentive to different needs.

Find out more

EMBRACE

Related Initiatives

Social Engagement

Bocconi University recognizes social responsibility and engagement as core values of its institutional identity in many ways:

– **Actively promoting participation in volunteer activities among students**, both in Milan and in national and international contexts. To support this, the Bocconi **Volunteer Desk** is available, created in collaboration with the Volunteering Service Center (CSV). It provides information, personalized guidance and access to a network of hundreds of associations operating in the area.

Find out more

– **To facilitate the match between students and associations, the University organizes the Bocconi Community Volunteer Fair**, an event held three times a year, in October, February and April, during which CSV channel volunteer associations are invited on campus to present their activities and directly engage the student community and beyond.

Find out more

– **The Bocconi Social Impact Recognition project was launched in the 2023–2024** academic year 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 (at least 50 hours of volunteering) 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 are mentioned on a website repository and they may be invited to special events. Their profiles are also shared with top employers with a focus on social impact.

Find out more









Inclusion Weeks 2025

Inclusion Weeks 2025 provided an important opportunity for discussion, participation and awareness-raising on diversity and inclusion. On 3–14 November 20258, the initiative's second edition involved around 1,800 participants through 28 events designed to promote an increasingly open, aware University culture that is attentive to the wellbeing of the Bocconi community.

Over the two weeks, meetings, experiential initiatives and dialogue sessions were held for students, faculty and staff. Among the key initiatives, the Insightful Seminars explored issues such as "superdiversity," respectful communication, gender inequality, disability awareness and Diversity & Inclusion policies, with contributions from international academics and sector experts.

Particular emphasis was also placed on educational and participatory activities. Masterclasses grouped under the title "Thought, Word, Action: Overcoming Prejudice and Promoting Wellbeing" offered practical tools for reflecting on inclusive behavior in everyday life. Engagement Activities involved participants in hands-on experiences, such as Coffee in the Dark, Inclusion in Sport, an Interfaith Moment and a Campus Tour dedicated to physical accessibility in University spaces.

This initiative was rounded out by the Inclusion Hall and Inclusion Corners, the latter being spaces dedicated to services the University offers on digital accessibility, antidiscrimination and counseling for the entire University community.

Find out more

Watch the event video: Inclusion, Respect and Wellbeing at the Heart of Our Community

Inclusion Hall: A Forum of Voices, Research and Art

The Inclusion Hall was inaugurated during the Inclusion Weeks event. The space was dedicated to three new initiatives:

– The work "**Imagine**" by artist **Andrea Roggi**, a bronze sculpture depicting intertwined yet distinct figures that come together to form a world: a vibrant, harmonious community.

– **Wall of Inclusion**, a space for sharing personal thoughts and perspectives on respect and building an inclusive community.

– A **Poster Session** on the latest papers by our researchers on Diversity & Inclusion issues.





EMBRACE

Related Initiatives

Proud to Be In Antidiscrimination Campaign

In 2025 the University launched an awareness campaign on diversity and inclusion from an antidiscrimination perspective called “Proud to Be In: Proud to Be Inclusive, Innvolved, Inspired.”

It encourages reflection on unconscious biases through 10 messages displayed across campus, addressing issues such as religion, culture, disability, wellbeing, age, gender, sexual orientation, socioeconomic status and learning disorders.

Find out more









A New Multifaith Space

The University’s new **Multifaith Space** was established at the end of 2025.
It is a place designed to welcome, respect and value the diversity of experiences and sensibilities within the University community.
It is open to everyone, regardless of faith or personal journey. It is not only a place for prayer, but also for silence, reflection and inner life where everyone can find time for themselves, with respect for differences. In an increasingly international and multicultural University environment, offering equal opportunity also means recognizing the value of the spiritual dimension as an integral part of individual wellbeing.

Find out more



EMBRACE

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 2,500 events and conferences were organized throughout the year.

DISCLOSURES

	2023	2024	2025
Number of student associations	131	108	**119**
Student participants in Campus Life courses[1]	3,927	2,773	**3,312**
Number of events and conferences throughout the year (on site and online)	2,048	2,227	**2,541**
On-campus cafeterias/bars/ restaurants with menus for food intolerances	5	5	**5**

1 The figure refers to students enrolled in courses and activities, including courses worth 2 credit points, offered as part of the activities enhancing the educational experience. The number does not include: individual counseling sessions, participants in cultural events (e.g. musical performances), music room users and students involved in the peer mentoring project.



EMBRACE

Related Initiatives

Evolution of the Bocconi Campus

In 2025 procedures were initiated to advance the implementation plan for the Campus 2030 project. The project plans for the demolition and reconstruction of two buildings (the former SDA location at Via Bocconi 6/8 and the Piazza Sraffa 11 building), with urban and functional benefits: new classrooms and study spaces, expanded office space, reconfigured green areas and a more open campus. The project for the two new buildings is part of the Bocconi campus electrification process and includes design and plant engineering solutions aimed at reducing energy consumption and the resources required for operation and maintenance. Results will be measured and reported based on the buildings' actual performance.

After carefully listening to the 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. There is also a plan to build a daycare center accessible to both the Bocconi and local communities.



Mobility Management

In 2025 the University once again prepared and submitted the 2025 Commuting Plan to Milan's AMAT (Agenzia Mobilità Ambiente e Territorio), confirming its commitment to sustainable mobility. To encourage sustainable mobility, the University entered into an agreement with Unicorn Mobility that makes 29 e-bikes available to the Bocconi community at discounted rates. The e-bikes are located at certain residences and on the campus between Roentgen1 and the Leonardo Del Vecchio Building. These initiatives complement the University's previous work on bicycle infrastructure. In 2024 the number of bicycle parking spaces managed by the University (or otherwise available in the areas near campus) had already reached 600, corresponding to a density indicator of about 33 spaces per 1,000 users, including students, faculty and staff. Bocconi also became a member of Euromobility, the national association of Mobility Managers that promotes sustainable mobility in Italy, strengthening the network of collaborations in the sector. In addition, the Travel Policy was updated with the introduction of the requirement to travel to Rome by train, optimizing the University's travel policies in terms of sustainability and efficiency.





Campus Security

During the year an On-Campus Crisis Management Policy was formalized, and training courses for security managers on critical infrastructure and terrorist threats were organized, supported by unannounced drills and an operational simulation of system resilience. Relations with law enforcement were strengthened, radio equipment for emergency management was upgraded and access-control turnstiles were installed in all student residences alongside a broader strengthening of video surveillance systems. These initiatives build on previous work, such as modernization of the CCTV system, which comprises more than 770 cameras across the campus and provides widespread coverage of areas.

Health and Safety

Healthcare prevention initiatives included the seasonal influenza vaccination campaign for faculty and staff, conducted in collaboration with ASST Santi Paolo e Carlo and with more than 500 people vaccinated, the HPV campaign for students (237 students vaccinated), and the campaign against diphtheria, tetanus and pertussis. For World Safety Day, an evacuation drill involving 3,400 people was conducted across the entire campus. The campus infirmary and medical unit remain in place, with 1,187 medical consultations provided in 2025, together with daily coverage by Croce Bianca.

EMBRACE

Related Initiatives

WELLBEING

Wellbeing Initiatives

Through its Wellbeing initiatives, Campus Life promotes physical and mental wellbeing as an essential part of the university experience, offering students opportunities to develop greater awareness of the connection between body and mind and to adopt healthy, balanced lifestyles. The various initiatives, including yoga and meditation sessions and the **Healthy Habits** project, foster prevention, self-care and the acquisition of good practices in areas such as nutrition, sleep, relationships and personal health. The aim is to support students in achieving lasting wellbeing, encouraging the harmonious development of the whole person.

Find out more

National PROBEN Project (UNIBEN-PRO)

Through its participation in the national **PROBEN (UNIBEN–PRO)** project, funded by the Italian Ministry of University and Research, Bocconi University has strengthened its commitment to promoting students' physical and mental wellbeing and preventing psychological and emotional distress. Carried out in collaboration with other universities in Lombardy, the project supports initiatives dedicated to wellbeing in all its dimensions — psychological, physical, relational and social. Thanks to PROBEN, the University has developed and enhanced services and activities supporting the student community, helping to create a university environment that is increasingly attentive to students' health and quality of life.

Find out more

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.

Find out more

SDA Bocconi Student Clubs

SDA Bocconi Student Clubs offer students the opportunity to meet people with similar interests, gain professional experience and take part in social impact activities. They provide a space where students can express their creativity and put what they have learned in class into practice through events and projects in real-life contexts. Clubs are organized into three categories — Professional, Social Impact and Sport & Leisure — and organize events throughout the year featuring leaders and managers from major companies. They are managed by Full-Time MBA candidates, but every member has the opportunity to propose initiatives and contribute to their success.

Find out more

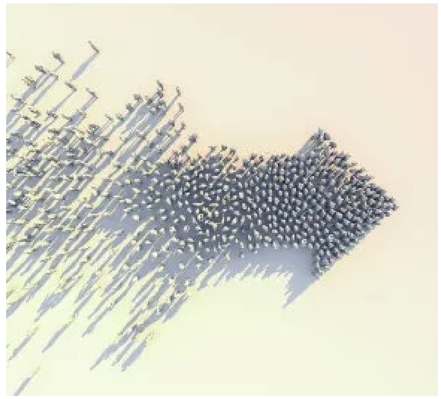
Campus Tours – Guided Tours of the Bocconi Campus

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.

Explore the Bocconi Campus in panoramic mode

Read more







EMBRACE

Promoting a culture of environmental responsibility and managing direct environmental impacts

Planned energy efficiency upgrades continued in 2025. This, together with the awareness and engagement campaigns conducted for the benefit of everyone at the university, has resulted in a further containment of overall energy consumption, which has been reduced by 3.5% since 2024. The reduction in natural gas consumption was particularly significant, falling by almost 40% from the previous year and by more than 50% from 2023, reflecting the progressive replacement of traditional gas boilers with high-efficiency heat pumps.

The increase in purchased electricity largely reflects the electrification of heating and cooling systems, with a gradual shift from fossil fuels to electricity. There was also a positive trend in self-generation: energy generated from photovoltaic systems increased to 4,546GJ, recovering from the decline recorded in 2024. Over the 2023–2025 three-year period, total energy consumption showed an overall decline of about 6%, highlighting the effectiveness of the energy sustainability policies adopted.

Starting with 2022 data, the University's greenhouse gas emissions inventory has been subject annually to third-party verification in accordance with the ISO 14064-1:2018 standard. The 2024 inventory is the third to have been verified, while verification of the 2025 data is ongoing as of the date of publication. The calculation of 2025 emissions further refined the methodology in order to ensure greater accuracy.

-6%

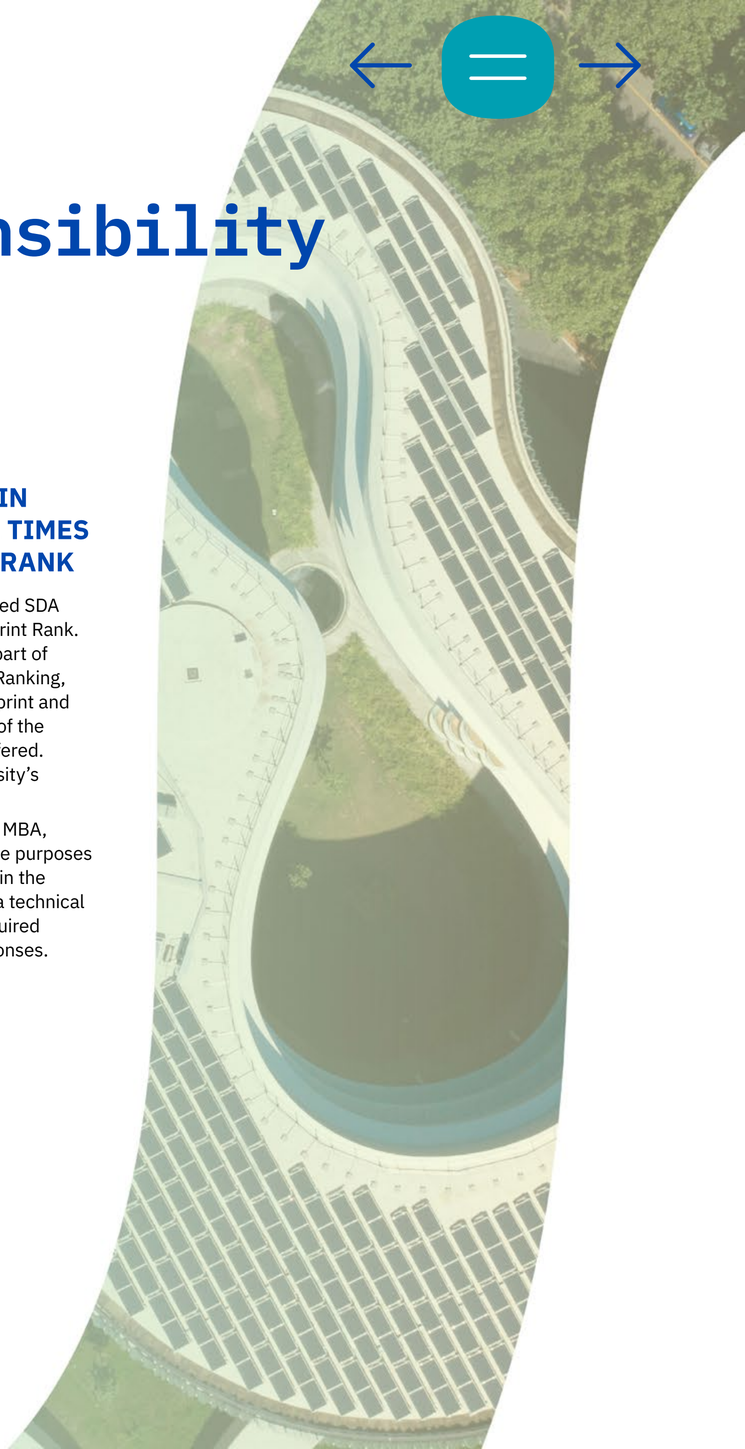
ENERGY CONSUMPTION

SDA BOCCONI FIRST IN THE 2025 FINANCIAL TIMES CARBON FOOTPRINT RANK

In 2025 the Financial Times ranked SDA Bocconi first in the Carbon Footprint Rank. This special ranking, an integral part of the Financial Times Global MBA Ranking, assesses the environmental footprint and CO_2 emissions reduction targets of the campus where the program is offered. This result recognizes the University's efforts toward decarbonization.

In 2026 SDA Bocconi's Full-Time MBA, whose campus is assessed for the purposes of this ranking, was not included in the Global MBA Ranking because of a technical issue related to the ranking's required threshold for alumni survey responses.

Find out more



EMBRACE

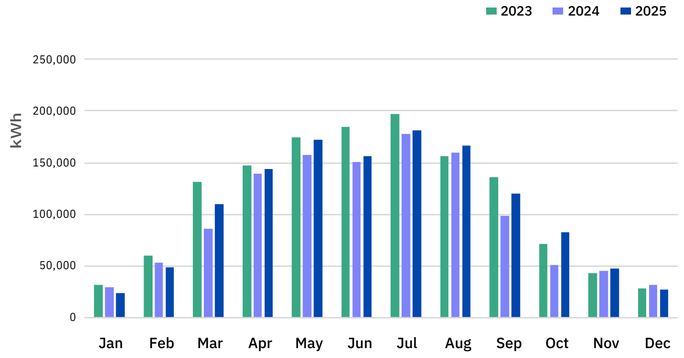
Related Initiatives

Photovoltaic Energy Production

During 2025, the Bocconi photovoltaic park produced more than 1,280MWh of solar energy, compared to 1,183MWh in the previous year, with the increase due mainly to better solar irradiation related to more favorable weather conditions. Applying the average emission factor of the national electricity grid, the energy produced and consumed onsite made it possible to **avoid the emission of approximately 254 tons of CO_{2eq} into the atmosphere in 2025**, compared to an equivalent supply from the average national electricity mix.[1]

Note 1: The figure is calculated using a location-based approach. As the University has purchased 100% certified renewable electricity since 2017, Scope 2 emissions related to purchased electricity are already equal to zero under the market-based method. Photovoltaic self-generation therefore does not produce an additional reduction in the University's market-based Scope 2 figure, but represents a contribution to the decarbonization of the national electricity mix as a whole.

PHOTOVOLTAIC PRODUCTION (KWH) - YEARS 2023-2025



Energy Consumption (GJ)

	2023	2024	2025
Methane gas	15,696	12,487	**7,607**
Diesel fuel + generators	127	85	**78**
Gasoline	70	78	**62**
District heating energy	3,074	2,947	**1,875**
Purchased electricity	72,500	74,304	**76,676**
Electricity autogenerated by photovoltaic systems	4,825	4,194	**4,546**
Total	**96,292**	**94,095**	**90,844**

Note: The calculation follows the requirements of ISO 14064-1:2018.

The University's Decarbonization Path

In 2025, the University's direct Scope 1 emissions decreased by 41% compared to 2023, a decrease of 13% compared to 2024. This was mainly a result of the progressive replacement of gas boilers with heat pumps. Following the decommissioning completed in early 2026, residual Scope 1 emissions derive from two heating plants still in operation — the Javotte residence and the Rozzano book storage facility — and from fluorinated gases (F-gases) used in air conditioning systems, for which no applicable technological alternatives are yet available. The increase in F-gases in 2025 compared to the previous year was due to refrigerant leaks and subsequent refills, including one intervention required after a weather event damaged several circuits at the Rome site, which were fully restored soon after.
Scope 2 market-based emissions related to electricity are zero, due to the purchase, since 2017, of electricity from renewable sources covered by Guarantees of Origin, while a share of Scope 2 remains linked to district heating (91tCO_{2eq} in 2025).
The emissions inventory, including Scope 3, has been subject to third-party verification in accordance with the ISO 14064-1 standard starting with 2022 data: among the years reported in this Report, 2023 and 2024 data have been verified, while verification of 2025 data is ongoing as of the date of publication.
The University is developing a decarbonization strategy that will define targets and actions to reduce overall emissions, including Scope 3. Targets, timelines and verification methods will be communicated after they have been approved.

CO_{2eq} Emissions
Scope 1 and Scope 2 (tCO_{2eq}) – Market based

	2023	2024	2025	
Methane gas	888	720	**448**	Scope 1
Diesel fuel	9	6	**4**	Scope 1
Gasoline	23	3	**3**	Scope 1
F-gas emissions	273	86	**252**	Scope 1
District heating	153	147	**91**	Scope 2
Electricity	0	0	**0**	Scope 2
Total	**1,345**	**962**	**798**	

Note on the calculation of Scope 2 market-based emissions: To calculate Scope 2 market-based emissions, since January 2017 Bocconi has used purchased electricity fully covered by Guarantees of Origin from renewable sources.

CO_{2eq} Emissions
Scope 1 and Scope 2 (tCO_{2eq}) – Location based

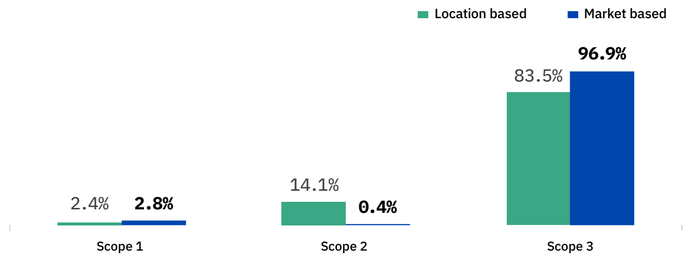
	2023	2024	2025	
Methane gas	888	720	**448**	Scope 1
Diesel fuel	9	6	**4**	Scope 1
Gasoline	23	3	**3**	Scope 1
F-gas emissions	273	86	**252**	Scope 1
District heating	153	147	**91**	Scope 2
Electricity	4,742	3,930	**4,098**	Scope 2
Total	**6,087**	**4,893**	**4,896**	

CO_{2eq} Emissions
Scope 3 (tCO_{2eq})

	2023	2024	2025
Emissions from purchased goods and services	9,866	12,732	11,671
Emissions from purchase of capital goods	4,556	5,341	4,462
Emissions from transportation of students and visitors	3,488	2,598	2,512
Emissions from work-related travel	2,813	1,954	2,462
Emissions from employee commuting	623	1,651	1,377
Emissions from generation, transportation and distribution of fuel used in stationary sources; emissions from generation, distribution and transmission of electricity	289	1,026	968
Emissions from solid and liquid waste disposal	237	642	205
Emissions from upstream transportation and distribution of goods	728	469	511
Emissions from generation, transportation and distribution of fuel used in mobile sources	3	2	2
Emissions from downstream leased assets	-	556	530
Use of assets (Marked Based)	11	12	13
Total	**22,614**	**26,983**	**24,713**

Note on the calculation and independent verification of Scope 1, Scope 2 and Scope 3 emissions: Emissions have been subject to third-party verification in accordance with the ISO 14064-1 standard starting with 2022 data, which are not reported in the charts. The 2023 and 2024 data have been verified; as of the Report's publication date, the 2025 data have not yet been verified.

PERCENTAGE SHARE OF THE DIFFERENT EMISSIONS CATEGORIES IN THE 2025 TOTAL



Waste Production

Hazardous and non-hazardous waste (t)

	2023	2024	2025
Hazardous waste	3.1	1.4	**7.1**
Non-hazardous waste	6.8	12.9	**16.9**
Total	**9.9**	**14.3**	**24.0**

Note: The increase in the 2025 figure compared to previous years is attributable to the disposal of furniture and equipment — such as household appliances, ovens, hoods, cabinets, tables and chairs — related to planned modernization work at certain University sites, including the bar and restaurant at the main Sarfatti25 location. It is also due to the continued replacement of lighting fixtures, such as fluorescent lamps, with LED devices as part of the ongoing energy efficiency improvements across the campus.

Water Use (m^3)

	2023	2024	2025
Water consumption (aqueducts and water utilities)	199,043	205,877	**194,409**

Note: This includes consumption by the Bocconi Sport Center, with its Olympic-size and training swimming pools, and the water used for irrigation of the Bocconi Park.

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).

EMBRACE

Related Initiatives

ENERGY AND CLIMATE TRANSITION

Installation of New Photovoltaic Panels

In 2025 the energy efficiency and environmental impact reduction program continued on several fronts. Rooftop photovoltaic installations at the Bocconi12 residence and Sarfatti25 building were completed, bringing the total to more than 4,000 panels (4,011), with 1.486MW of installed nominal capacity and 1,280,545kWh generated in 2025, equivalent to 5.1% of total energy consumption.

Light Fixture Replacement (Relamping)

Relamping work also continued across campus buildings, with 6,384 older-generation light fixtures replaced with LED lights from 2021 to 2025.

Replacement of Traditional Gas Boilers with High-Efficiency Heat Pumps

The program to progressively phase out gas boilers in favor of high-efficiency heat pumps is nearing completion. In 2025 the heating plants at the Isonzo, Spadolini and Bocconi12 student residences were decommissioned, followed by the one at the Dubini residence at the beginning of 2026. The only two heating plants still active are the previously mentioned one at the Rozzano book storage facility and the one at the Javotte student residence at Via Giovenale 4. For the latter, decommissioning has been suspended pending a decision on the future of the building, whether demolition and subsequent reconstruction or general renovation. This initiative is part of the Bocconi campus electrification process undertaken in previous years and also implements the action defined by Bocconi as a commitment under the Climate City Contract promoted by the Municipality of Milano, which the University has joined.



FACILITY MANAGEMENT

Waste Management and Circular Economy

The Waste Management project to reorganize separate waste collection won the 2025 Blue Green Economy Award, presented by the Comunicazione Italiana association in the environmental sustainability category for large companies/organizations. The project is based on NANDO technology, one of the first artificial intelligence applications capable of measuring the quantity, type and quality of separately collected waste. Developed by the startup ReLearn, which was one of the participants in the B4i Bocconi for Innovation acceleration programs, this technology uses sensors and cameras to monitor deposited waste in real time. The number of collection points equipped with this system increased from 18 in 2024 to 35 in 2025, covering more than 25% of the collection points on campus.
A total of 12 Re-Cig smoker points have been installed to recover cigarette butts (3.6kg were recovered in 2025, equivalent to more than 12,000 cigarettes), and the University joined the **Plastic Free Universities network**. The aim is to raise awareness across the Bocconi community, beginning with students, of increasingly conscious plastic use, including by promoting targeted initiatives on and off campus, such as clean-ups of nearby parks and other public areas.

Library of Things

This initiative was launched in 2025 as a pilot project under the broader MUSA Spoke 5 program. It consists of a set of equipped smart lockers located on the lower basement floor of the Sarfatti25 building, allowing the Bocconi community, especially students, to borrow everyday items free of charge. Around 40 items of various types and sizes are available, ranging from small appliances and tools to recreational or sports equipment.

The initiative has a **twofold aim**:

- **Environmental**, as it aims to discourage unnecessary purchases, promoting a more sustainable and circular model of consumption
- **Social**, because it meets the needs of those who have just come to Milan or stay just for a short time (e.g. out-of-town and exchange students) and have limited budgets and space, while simultaneously promoting a sense of community through the responsible sharing of resources.

A total of **389 loans** were recorded in the service's **first six months**, corresponding to nearly €11,000 in "avoided" purchases.

The Library of Things project also includes a research component, as it intends to measure the reduction in environmental impact resulting from the shared use of objects compared to an individual purchase through a Life Cycle Assessment (LCA) study.

Find out more

Clothing Swap Event

On the occasion of Earth Day, Bocconi hosted an afternoon dedicated to raising awareness about reuse, recycling and responsible waste management, actively engaging the university community. The highlight of the event was the Clothing Swap, organized in collaboration with the student association Green Light for Business. The initiative invited participants to bring clothes and accessories they no longer use and exchange them with others. The goal was to reduce waste and promote more responsible consumption habits.

Alongside the swap, there were a series of informational booths hosted by organizations and companies that collaborate with Bocconi on sustainability and the circular economy (AMSA, Plastic Free, Re-Cig and Pirelli Unicorn).
More than 50 people, mostly students, brought clothes to swap (up to five items per person). At the end of the event, the remaining items (around 20kg of clothing and shoes) were collected by AMSA for disposal or donation to charitable organizations.

Find out more





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

With a network of almost 300 partner schools in 56 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 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.

In 2025 more than 4,660 students spent time abroad, including more than 2,700 for study programs and almost 1,940 for work programs. This confirms a growing inclination toward an international educational experience that enriches Bocconi students' academic and professional careers.

Participation in double degree programs also grew, involving 301 students in 2025, an increase from the 213 in the previous year (+41%). The alumni network also continues to expand, surpassing 150,000 graduates worldwide, 18% of whom live abroad, further confirming the international reach of the Bocconi community.



DISCLOSURES

	2023	2024	2025
Partner schools	288	290	**293**
Number of countries represented by partner Universities	55	55	**56**
Number of Bocconi students attending double degree programs	211	213	**301**
Bocconi students who spent time abroad	4,234	4,335	**4,664**
› for study programs	2,560	2,608	**2,729**
› for work programs	1,674	1,727	**1,935**
Number of Alumni	141,207	146,901	**150,008**
% Alumni abroad	16%	16%	**18%**

ENGAGE

Related Initiatives

Alumni Community and Sustainability

Bocconi has more than 150,000 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 held in the 2025–2026 academic year ranged from biodiversity conservation to the dynamics of energy markets, with a focus on the interconnections between environmental sustainability and economic development. The calendar included seminars looking at the future of sustainable packaging, exploring regulatory developments and technological innovations in the industry. Significant time was also devoted to the future of the agri-food system as it confronts the challenges of climate change, as well as to sustainability reporting in light of the latest EU and national legislation.

Find out more

Egea Publishing Company and Sustainability

Egea, a publishing company controlled by Bocconi University, was founded in 1988 to disseminate university economic-managerial culture and over time has become a point of reference for professional training and lifelong learning. Through the Bocconi University Press brand, it publishes contributions with widespread distribution on the social sciences in Italian and English, targeting students, professionals and businesses with a national and international perspective.

On the sustainability front, Egea's commitment takes the form of constant research, publication and promotion of texts dedicated to sustainability issues, contributing to the dissemination of a culture attentive to contemporary environmental, social and economic challenges. These volumes are an important awareness and educational tool for professionals, students and citizens interested in understanding the prospects for sustainable development.

As an integral part of the Bocconi system, Egea shares the University's commitment through several concrete initiatives. Environmentally, for several years it has been using only Forest Stewardship Council (FSC) Mix certified paper to print its volumes. The FSC Mix label certifies that paper has been produced using a combination of fibers from FSC-certified forests, recycled material and controlled sources.

Special attention is paid to the movement of goods, both from suppliers and to customers. For local Milan shipments, the company has adopted a delivery service by bicycle or cargo bike: in 2025, more than 70% of the deliveries made by the publishing house and bookstore in Milan were made by bicycle.

Find out more

CIVICA

CIVICA Multicampus Course – The Future of Europe

The fifth edition of the multicampus course "The Future of Europe" for MSc students across the CIVICA alliance was held during the first semester of the 2025–2026 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 four 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 164 students worked on a Capstone Project to develop policy solutions responding to four European challenges: globalization, democracy, environment and digitalization.

Find out more

CIVICA Multicampus Course – The Road to the Green Transition

The second edition of the multicampus course "The Road to the Green Transition," available to MSc students across CIVICA alliance, took place during the second semester of the 2025–2026 academic year. The course, developed by a team of professors of the alliance coordinated by Prof. Alexandros Kentikelenis, critically explores the main policy challenges in achieving "net zero" greenhouse gas emissions by 2050, as called for in the Paris Agreement. Special emphasis is placed on the role of economic policy, the role of the private sector and the multilevel politics behind the green transition. A total of 101 students worked on 21 teams across countries and disciplines on the final Capstone Project assignment: a 45-minute podcast related to climate policy challenges.

Find out more

CIVICA European Week 2025 – Empowering Youth for an Inclusive Future

A total of 80 Bachelor students from the CIVICA alliance, including 10 Bocconi students, gathered at SNSPA in Bucharest on 23–27 June 2025 for the European Week 2025. In this edition, dedicated to "Empowering Youth for an Inclusive Future," students had the opportunity to explore the role of youth in addressing key policy, technology and sustainability challenges facing Europe today.
A dedicated session on "Building Sustainability Awareness" examined how satellite data and digital technologies can support environmental monitoring and evidence-based decision-making in the context of contemporary sustainability challenges. The program also featured a collaborative hackathon, encouraging participants to develop innovative solutions to social, environmental and economic issues while reflecting on their role in building more sustainable and inclusive societies.

Find out more

CIVICA Honor Seminar – Green industrial Policy in a Global Perspective

Launched in the 2023–2024 academic year, CIVICA Honor Seminars offer an immersive and intensive learning experience to MSc students across the CIVICA alliance. Led by distinguished professors and experts from the alliance, these biannual seminars give MSc students a chance to engage deeply in complex topics, collaborate with peers from different countries and disciplines, and develop practical skills through group projects and cultural experiences. In January 2026, Prof. Alexandros Kentikelenis led a four-day Honor Seminar at Bocconi on the topic "Green Industrial Policy in a Global Perspective," providing 29 students from Bocconi, Hertie School, IE University, SGH Warsaw School of Economics and LSE with the tools needed to understand and evaluate the green transition.

Find out more

CIVICA at the European Student Assembly 2025

From February to May 2025, Bocconi student Elisabetta Chiuminatto participated in the European Student Assembly (ESA), as a representative of the CIVICA Alliance. Bringing together more than 230 students from the European Universities Alliances, ESA provides a platform for young Europeans to collaborate on policy recommendations, addressing some of the most pressing challenges facing Europe.
As a member of the panel "Unveiling Inequalities," Elisabetta worked with students from across Europe to examine issues related to gender equality and social inclusion, contributing to policy recommendations on topics such as gender representation, access to contraception and the "pink tax." The collaborative work carried out online over several months culminated in the final Assembly hosted at the European Parliament in Strasbourg on 26–28 May 2025, where participants discussed, refined and finalized their proposals. Students also engaged in the recommendations developed by other thematic panels, before debating and voting on the complete set of policy proposals during a plenary session.

Find out more

ENGAGE

Related Initiatives

CIVICA Project Arctic – Exploring Climate and Geopolitical Challenges in the Arctic Region



On 30 November 2025, four Bocconi MSc students participated in Project Arctic, a CIVICA simulation developed in collaboration with the IPLI Foundation and PolSim. The initiative brought together students from across the CIVICA alliance to explore the complex relationship between climate change, geopolitics and conflict in the Arctic region. Through an interactive policy simulation, participants assumed the roles of key stakeholders and engaged in negotiations, crisis-management exercises and policy discussions on the future of the Arctic. Working on international teams, students developed and presented policy recommendations while strengthening their understanding of climate-related challenges, international cooperation and evidence-based policymaking in a rapidly changing global context.

Find out more

CIVICA High School Activity – Promoting Access to Higher Education

On 12 November 2025, Bocconi hosted a CIVICA High School Activity involving 49 students from three secondary schools in the Milan area. The initiative aimed to raise awareness of inclusion, equal opportunities and access to higher education through a series of interactive learning activities. The program featured a lecture by Professor Massimo Anelli, titled “I Can Be a Surgeon Too" on barriers to educational attainment for students with migrant backgrounds and the role of targeted interventions in promoting social mobility and equal opportunities. Students also took part in experiential activities focused on disability awareness and digital accessibility, including a “Coffee in the Dark” experience organized in collaboration with the Milan Institute for the Blind. A key component of the initiative was the involvement of Bocconi CIVICA Ambassadors and representatives of the CIVICA Student Board, who shared their personal experiences of university life and international engagement, acting as role models and encouraging participants to consider higher education as an accessible pathway for their future.

Find out more:

Unibocconi.it
Civica.eu

CIVICA'S Environmental Sustainability Board (ESB)

CIVICA's Environmental Sustainability Board (ESB), composed of Senior Sustainability Officers from each partner institution and coordinated by the CIVICA Secretariat, continued its activities in 2025. Its objectives include exchanging best practices, conducting assessments of the alliance's carbon footprint and producing a sustainable strategy report.

Find out more

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:

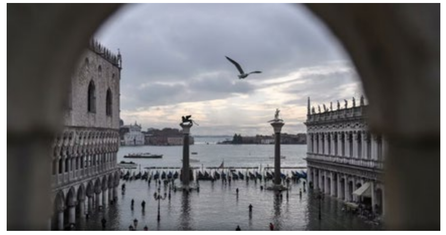
- CRUI (Conference of Italian University Rectors) - Gender Issues Commission
- Cultures of Gender - InterUniversity Research Center
- National Conference of the Equality Bodies of Italian Universities
- CRUI - CNUDD National University Conference of Disability Delegates
- CALD - Lombardy University Coordination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

Find out more

Bocconi and the Dolomite Conference on Climate Change



Bocconi University participated as an academic partner in the fourth Dolomite Conference on Global Governance of Climate Change and Sustainability, held in Venice on 16–18 October 2025. As in previous editions, the conference aimed to act as a catalyst for new ideas on sustainability and promote an innovative, practical approach to climate governance, with a clear focus on international negotiations in the lead-up to COP30 in Belém. The fourth edition adopted the theme “Sustainability as a Strategic Lever,” highlighting that climate action is not only an ethical imperative but also an economic necessity and a driver of competitiveness. The outcomes were brought together in the Dolomite Manifesto, a policy document intended for international negotiators ahead of COP30.

Find out more

Bocconi and the Siena Conference on the Future of Europe

SDA Bocconi participated as a scientific partner in the seventh Siena Conference on the Future of Europe, held at the Certosa di Pontignano on 11–13 June 2026. Against a backdrop of geopolitical instability, economic fragmentation and environmental pressures, the conference adopted the theme “A Third Way for Europe,” promoting “pragmatic federalism” as a method for strengthening the European Union and making it a leading player in shaping a new world order. The conference brought together around 100 participants from all EU countries and the most relevant neighboring countries, with particular attention to younger generations. Alongside SDA Bocconi, the scientific partners included the European University Institute, the University of Siena, LUISS University and Ludovika University of Public Service.

Find out more

Bocconi and Parma Greenweek Green Economy Festival

Bocconi University participated in the work of the Green Economy Festival held in Parma on 25–30 March 2025. 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.

Find out more

ENGAGE

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. A total of 9,369 internship and job opportunities were posted in 2025, and there were 145 career guidance initiatives, with more than 1,000 companies participating in recruitment events. The effectiveness of this support system is reflected in the high employment rate of Master of Science graduates, which reached 94.5% one year after graduation, despite a slight decrease compared to previous years. In terms of promoting entrepreneurship, for several years Bocconi has developed pre-acceleration and acceleration initiatives aimed at supporting innovative startups.



DISCLOSURES

Job Market	2023	2024	**2025**
Internship and job opportunities posted on the **JobGate portal**	11,752	10,812	**9,369**
Professional orientation initiatives	130	132	**145**
Employer participants in recruitment events	1,032	1,069	**1,096**
MSc graduates employed one year after graduation (employment rate)	97.1%	95.7%	**94.5%**

B4i	2023	2024	**2025**
Startups accepted by B4i in the pre-acceleration track	32	26	**48**
with sustainability in their core business	13	16	**23**
Startups accepted by B4i in the acceleration track	13	12	**18**
with sustainability in their core business	7	6	**9**
Startups accepted by B4i as part of ideation programs	-	-	**29**
with sustainability in their core business	-	-	**21**

ENGAGE

Related Initiatives

B4i – Bocconi for Innovation Evolves and Integrates with Tech Europe Foundation (TEF)

B4i was established by Bocconi University to support innovative, high-potential startups. Building on the unique experience and knowhow of our business school, B4i promoted an entrepreneurial culture, encouraging and supporting innovative startups and developing innovation within companies.

Over the course of its activities, **B4i** supported **832 entrepreneurs** and **307 startups**, including **80** that received direct investment, joined the **B4i Fund startup portfolio** and participated in the acceleration program. B4i startups created **more than 500 jobs** and raised **nearly €100 million** overall.

More recently, ideation programs were introduced, including **Future Founders**, funded by MUSA, and **Pitch the Science**, funded through EIT Digital's SPIN:rise programs. Unlike other initiatives, these programs are also open to participants who had not yet formed a team.

Under the new Strategic Plan 2026–2030, **B4i's experience is being integrated into Tech Europe Foundation (TEF)**, a foundation promoted by Bocconi University, Fondazione Politecnico di Milano, the ION Foundation, Fondo Strategico Italiano (FSI) and Fondazione Ennio Doris to strengthen the innovation ecosystem in Europe.

Through this integration, the University continues to support high-potential startups, expand innovation-focused PhD and postdoctoral positions in STEM fields, and create new pathways for students, researchers and alumni to launch and develop entrepreneurial ventures.

Find out more:

- B4i website
- TEF website

B4i: A Leader Among University and Non-University Investors in Southern Europe

B4i ranked **1st among university investors** and **13th among all investors in Southern Europe**, according to Sifted — the leading media brand for the European startup community, backed by the Financial Times — in the Sifted 100 Southern Europe: The Fastest-Growing Startups in 2026 ranking.

Among its portfolio companies, four B4i ventures stand out in the ranking: Hotiday, which ranked 1st overall with revenue growth of 1,330% (two-year CAGR), rethinking hospitality through a decentralized hotel chain model; Doctorsa, which is transforming medical care for travelers across Europe; MineCrime, which is building Europe's largest AI-powered geolocated crime database; and Terraviva, which is redesigning sustainable architecture through a global community of architects and designers.

1st
UNIVERSITY INVESTORS

13th
SOUTHERN EUROPE INVESTORS

- Find out more: Sifted 100 Southern Europe: The Fastest-Growing Startups in 2026



TECH EUROPE FOUNDATION (TEF)

Tech Europe Foundation (TEF) is a nonprofit foundation established in February 2025 to bridge the structural gap between Europe's scientific excellence and the creation of new deep tech companies, supporting researchers and founders from the lab to the market. Promoted by Bocconi University and Politecnico di Milano, together with the ION Foundation, Fondo Strategico Italiano (FSI), the Milan Monza Brianza Lodi Chamber of Commerce and Fondazione Ennio Doris, TEF brings together the innovation hubs of the two Milan universities, PoliHub and B4i-Bocconi for Innovation, within a single ecosystem.

TEF is based on four pillars:

1. **Research**: Strategic support for PhD students, postdocs and researchers through scholarships to fund research ideas.
2. **Culture**: Promotion of an entrepreneurial culture among students and researchers through programs such as TEF Ignition.
3. **Engine**: Creation of a steady flow of high-quality startups by merging the innovation hubs at Bocconi and Politecnico di Milano into a single operational hub, with a target of 1,000 startups per year.
4. **International**: A global outlook from the outset, connecting the Milan district with international partners such as Creative Destruction Lab in Canada, UnternehmerTUM in Germany, RISE Europe and ISSNAF in the US.

The areas of interest range from aerospace, semiconductors and quantum technologies to life sciences and med-tech, new energy and materials, manufacturing and robotics, applied artificial intelligence and physics. With initial funding of more than €100 million and a fundraising target of €1 billion by 2030, TEF is based at Parco dei Gasometri in Milano Bovisa, a 30,000-square-meter campus designed by Renzo Piano.

Tech Europe Foundation

ENGAGE

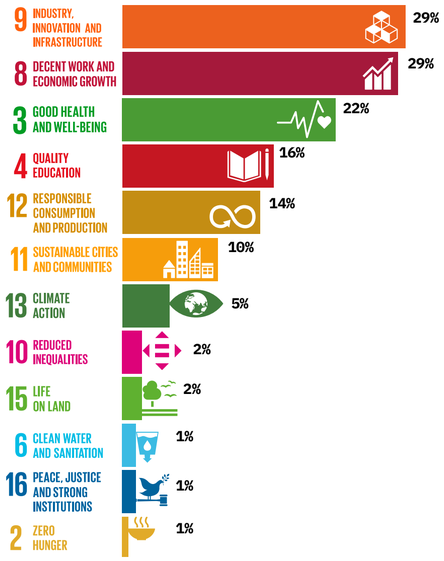
Related Initiatives

B4i Rated “Outstanding” in the 2020–2024 VQR

The B4i case study was recognized as a knowledge valorization initiative as part of the 2020–2024 VQR (Research Quality Assessment), a national evaluation exercise conducted by ANVUR (the Italian National Agency for the Evaluation of Universities and Research Institutes), receiving the highest rating of “A-Outstanding.” The assessment highlighted in particular the alignment of the pre-acceleration and acceleration model with international best practices, its ability to connect startups, investors and faculty, and the introduction of investment tickets of up to €80,000 for the acceleration phase — an element that lays the foundations for the project’s long-term sustainability.

Contribution of B4i-Supported Startups to the Achievement of UN 2030 Agenda SDGS

The contribution of B4i-supported startups to the achievement of the United Nations 2030 Agenda for Sustainable Development SDGs focuses mainly on several strategic areas: industry, innovation and infrastructure (29%); decent work and economic growth (29%); and good health and wellbeing (22%).



Note: Each startup is assigned 1 point for the SDG addressed as its primary objective and 0.5 points for each SDG addressed as a secondary objective. Since a startup may contribute to more than one SDG, the percentages — calculated as points obtained out of the total of 70 startups considered — do not add up to 100%.

Sustainability Clinics

Sustainability Clinics are the sustainability-focused component of the B4i Startup Clinics, a project selected as one of the six winning projects in the Poster Session held as part of the final MUSA event, Paths of Sustainable Innovation (see the section on SPOKE 3). Developed by B4i according to a win-win-win model, the initiative brings together three categories of stakeholders: a startup chosen after the acceleration program, a leading sustainability organization and a Master student who develops their thesis and/or internship under the supervision of a Bocconi faculty member.

The first edition ended in 2024 with the involvement of two startups: **Empethy**, a digital platform created to facilitate informed pet adoptions, and **MineCrime**, a benefit corporation dedicated to collecting and systematizing crime and urban degradation data.

The second edition involved **Rilemo**, a company specializing in the development of medical devices for diagnostics and monitoring based on non-ionizing electromagnetic imaging, that collaborated with **InVento Innovation Lab**, and **Math Legacy**, an app that turns math exercises into a tiered video game, that worked with **Save the Children**.

Sustainability Clinics are part of MUSA (Multilayered Urban Sustainability Action).

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.

Find out more

SDA Bocconi SCHOOL OF MANAGEMENT
ICE
INNOVATION AND CORPORATE ENTREPRENEURSHIP CENTER

Best Performance Award 2025–2026 Honors the Growth and Sustainability of Italian Excellence

The Best Performance Award is a SDA Bocconi initiative to reward the best companies that create economic, technological, human, social and environmental value while operating in an overall sustainable manner. The Best Performance Award is the annual award dedicated to Italian companies, which stand out for excellence in sustainable development understood in a broad sense, that is, as the ability to do business while ensuring business continuity (a necessary condition) in compliance with:

- Human and Environmental Dimensions (Green & Social)
- Innovation (Innovation & Technology)
- Economic Management (Value Added).

There were five awards given by the panel in the ninth 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 — the Best Performer Hot Topic — was given to the company that stood out with respect to the topic of the year, i.e. “Global Macroeconomic Scenarios and Resilience.”

Find out more

2025-2026 edition



ENGAGE

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

	2023	2024	2025
CSR-IS Fair - Participating organizations	284	270	**260**
CSR-IS Fair - Speakers	549	530	**>500**
CSR-IS Fair - Events	>100	>100	**>100**

ENGAGE

Related Initiatives

CSR and Social Innovation Fair

The “CSR and Social Innovation Fair” is an 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 13th edition, “**Creating Valuable Futures**,” was held on 8–10 October 2025 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.

The national edition was attended by 260 organizations including companies, nonprofits, government agencies and startups. The cultural program, which featured 500 speakers, included more than 120 events over three days. All the events were livestreamed and can be viewed again on the Fair’s YouTube channel.

Find out more





Community and Social Engagement

Bocconi University was created, founded and developed on the basis of a solid system of values, including pluralism of cultures and ideas, adherence to the principles of open society, social responsibility, moral integrity, culture of legality, solidarity, balance and social mobility.

Out of this strong commitment comes the **Community and Social Engagement** project, which aims to enhance issues of social responsibility within the Bocconi community, and to make more explicit what is already present in this area.

Professor Marta Cartabia, Dean for Social Engagement and Institutional Affairs, coordinates Third Mission initiatives, promoting open dialogue with the community and third sector, and chairs the Community and Social Engagement Committee. She also represents the University in institutional relations with the Ministry of Universities and Research, the Region, the Municipality of Milan and other local authorities, supporting orientation activities and interaction with high schools.

Community engagement initiatives include:

- **Support to 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 an donate their time by delivering meals near campus through this association.

Find out more

- **Bocconi in Prison project**: In 2016, Bocconi launched a project with the Opera Prison, where detainees — duly enrolled in 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.

Find out more

Learn more about Third Mission and Social Impact activities



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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