



SUSTAINABILITY AND SOCIAL IMPACT REPORT 2025



SPECIAL THANKS

The Sustainability team is proud to publish its first Sustainability and Social Impact Report for the year of 2025. This report presents ESCP's goals regarding sustainability and social impact and showcases examples of success. A special thanks goes to all our teams and partners who made it possible to achieve such results.

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🌐 visit our [Website](#).



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EDITORIAL

2025 marks a definitive turning point for ESCP. For the first time, we have unified the full scope of our commitments to sustainability and social impact into a single, comprehensive report. More than a mere snapshot, this document reflects a deep, systemic transformation: one that is reshaping how we teach, how we research, how we operate and ultimately how we contribute to society.

At ESCP, sustainability and social impact are not peripheral concerns; they are structuring principles. They are embedded in our School's European roots and shaped by humanistic values: tolerance, open-mindedness and respect.

These values serve as the compass for our 2026-2030 strategy, «Bold and United.» With 11,100 students from 140 countries across six European campuses, ESCP is positioning itself as a global leader in business education. This evolution includes the ambitious launch of two new institutions alongside our historic Business School: the ESCP School of Technology (2027) and the ESCP School of Governance (2029). Our goal is clear: to build a unique European University of Management by 2030.

As the world undergoes profound societal, environmental and technological shifts, we must reaffirm our mission: to inspire and serve society by educating accountable, bold and creative leaders. We must ensure that every potential leader has the opportunity to thrive within our ecosystem, regardless of social background, gender, or physical condition. We summarize this vision through the acronym **IDEM**, meaning **Inclusion - Diversity - Excellence - Merit**.

To turn this vision into reality, the School is dedicating more than €14 million to scholarships and equal-opportunity initiatives, supported by a landmark €100 million fundraising campaign led by the ESCP Foundation.

But humanism is not only about putting people at the center; it is about recognizing that human flourishing is inseparable from the health of our planet. From the creation of our Sustainability Advisory Council in October 2025 to the deep environmental renovation of our campuses and the growth of the ESCP Sustainability Institute, we are acting on the vital realization that «trees do not grow to the sky».

Furthermore, we are committed to giving our students the intellectual rigor they need to navigate tomorrow's world. Our support for the «Stand up for Science» initiative and our collaboration with the French Academy of Sciences reflect our conviction: we must educate leaders to think critically and act ethically.

To conclude, environmental and social sustainability should not be viewed as a constraint, but as a driver of impact. These are opportunities to reinvent sustainable business models and build a fairer world. Our goal is to foster a generation of leaders who can create immense value without compromising their own values.

This bold ambition is only possible through the collective commitment of the entire ESCP community - our professors, students, staff, alumni, governance and partners.

Through this shared effort, ESCP will continue to «walk the talk», reaffirming its position as a world leader in management education dedicated to the common good.



Léon LAULUSA
Executive President
and Dean

INTRODUCTION

“ As a leading global institution in business and management education, ESCP takes responsibility for shaping future ethical and environmentally conscious leaders able to navigate the complex challenges of a changing world. We integrate environmental and social sustainability across all our programmes, recognising that one cannot exist without the other. By bridging research, education and real-world impact, we strive to create a viable, carbon-neutral and fairer economy and society. **This report is highly significant for us, as it is the first of its kind: federal, all-encompassing and a window into our strategy and philosophy for sustainability.** ”

Prof. Gorgi KRLEV
Associate Dean of
Sustainability

“ At ESCP, we believe that diversity cannot exist without inclusion. We strive in all aspects of the ESCP experience to ensure a safe and inclusive learning environment for our students, faculty and staff. ”

Prof. Cécile KHAROUBI
Deputy General Director
and Executive Vice
President of Student
Experience, Inclusion,
Diversity, and Equal
Opportunities

ESCP,
THE SCHOOL IN FIGURES

 **11,100**
STUDENTS
(December 2025)

 **140**
NATIONALITIES

 **50**
PROGRAMMES
leading to a degree

 **90,000**
ALUMNI
in 193 countries

 **220**
PERMANENT
PROFESSORS
+ 45 nationalities

 **5**
CAMPUS
in Europe

 **150**
ALLIANCES
in 50 countries



ESCP IN THE RANKINGS

#2

Among French schools engaged in
environmental and social transition

ChangeNOW/Les Echos

changeNOW

LesEchos
Start

#4 **EUROPEAN
BUSINESS SCHOOL**

Financial Times

#2

Among French business
schools by leading French
media outlets in higher
education

Challenges, Le Figaro, Le Parisien, Le point, Etudiant

#6

WORLDWIDE
Custom programme providers
Executive Education

Financial Times

#1

WORLDWIDE
MSc IN FINANCE

Financial Times

#3

WORLDWIDE
EMBA

Financial Times

PURPOSE, STRATEGY & GOVERNANCE

GOVERNANCE
SUSTAINABILITY
ADVISORY COUNCIL

SUSTAINABLE
STRATEGY
ACKNOWLEDGMENTS
& RECOGNITIONS

MEMBERSHIPS &
PARTNERSHIPS
RESPONSIBLE AI

A MULTI-LEVEL SUSTAINABILITY GOVERNANCE

Including all stakeholders

ESCP FEDERAL GOVERNANCE

Defines the strategy

- Board of directors
- General Management Committee (GMC)
- Executive Committee (EXCOM)
- Committee Management

INCLUDING REPRESENTATIVES OF:

- Paris Ile de France Chamber of Commerce (CCIR)
- ESCP Alumni association
- ESCP Foundation
- Students
- Faculty
- Staff

EUROPEAN EXECUTIVE TEAM

Implements the strategy



SPEARHEADED BY

Prof. GORGI KRLEV
*Associate Dean of Sustainability
Member of the Executive Committee*

THE DEAN'S SUSTAINABILITY TEAM

Internal & external transformations to sustainability

- Carbon reduction
- Curriculum revolution
- External partnerships

ESCP SUSTAINABILITY INSTITUTE

Science-practice transfer

- Fostering innovative research & transfer formats
- Shaping responsible leaders
- Bridging academia & industry

ESCP RESET (Research Centre on Environmental & Societal Transitions)

Impact-driven interdisciplinary research

- Creating new research agendas & communities
- Redefining corporate sustainability
- Moving beyond disciplines

ESCP SUSTAINABILITY DEPARTMENT

Pedagogical philosophy & strategy

- Developing innovative & immersive education
- Embedding sustainability across subject areas
- Driving sustainability transformation

THE SUSTAINABILITY LEADERS ALLIANCE IN THE MAKING

A coalition of top-tier international institutions in higher education working together to drive innovation and impact in and beyond business research and education.

International
collaboration &
collective
transformation

THE ADVISORY COUNCIL ON SUSTAINABILITY

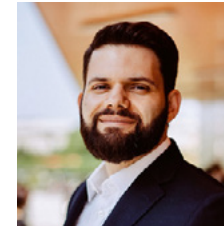
A group of leaders from key fields working with ESCP to accelerate the transition to a carbon-neutral and equitable economy.

SUSTAINABILITY ADVISORY COUNCIL

At ESCP Business School, sustainability is embedded in our institutional responsibility as a leading global institution in management education.

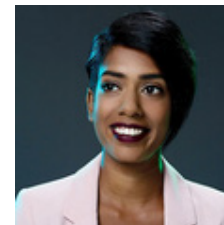
Through our Sustainability Advisory Council, the School strengthens the governance of its sustainability strategy and ensures **transparency, accountability** and **long-term impact**. The Council acts as a strategic platform, bringing together expertise, perspectives and initiatives to support **innovation** and **collective action**, while contributing to shaping the future of business and society.

PRESIDENT



Prof. Gorgi KRLEV
Associate Dean of Sustainability

DIVERSITY



Sheree ATCHESON
Vide President
Diversity & Inclusion,
Valtech Group

PUBLIC POLICY



Gunther BEGER
Managing Director of
the Directorate for SDG
Innovation and Economic
Transformation, UN Industrial
Development Organization
(UNIDO)

CORPORATIONS



Emmanuel NORMANT
Vice President Sustainable
Development

GLOBAL NETWORKS



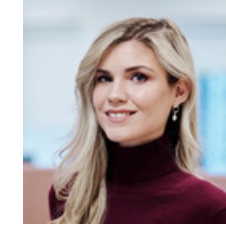
Daniel NOWACK
Head of Social Innovation,
World Economic Forum

CLIMATE AND PEACE ACTIVISM



Nisreen ELSAİM
Former Chair of the UN
Secretary-General's Youth
Advisory Group on Climate
Change

TECHNOLOGY AND AI



Sophie GRAHAM
IFS Chief Sustainability
Officer

CIVIL SOCIETY



Tatjana KIEL
CEO, Klitschko Ventures &
We Are All Ukrainians

BUSINESS ALLIANCES



Romain MOUTON
Founder and President,
Le Cercle de Giverny

ECONOMICS AND FINANCE



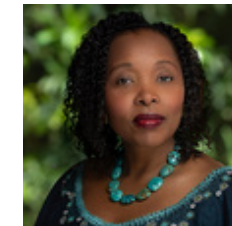
Hans STEGEMAN
Chief Economist,
Triodos Bank

HIGHER EDUCATION



Alison TAYLOR
Professor, NYU Stern
School of Business

INTERNATIONAL ORGANISATIONS



Eliane UBALIJORO
CEO, Centre for Intern,
Forestry Research
(CIFOR-ICRAF)

CLIMATE SCIENCE



**Diana URGE-
VORSATZ**
Vice Chair, IPCC

ESCP SUSTAINABLE STRATEGY

In June 2025, ESCP launched its new 2026-2030 strategic plan “**Bold & United**”. By integrating **sustainability and social responsibility** into **six of the seven pillars** of its new strategy, ESCP reaffirms their central place in the **School’s values and long-term vision**.

BOLD

Transforming **ideas** into **impact**

Technology with integrity

- AI for good
- Sustainability Custom GPTs

Research with purpose

- ESCP Sustainability Institute
- ESCP Research Centre on Environmental and Societal Transitions (RESET)

Sustainability at the core

- Innovation in education with the integration of sustainability into the core curriculum of all programmes
- Entrepreneurship in sustainability with the Blue Factory
- Impact measurement with carbon footprint tracking, a transition plan and ESG reporting
- Global leadership with a Sustainability Advisory Council and a Sustainability Leaders Alliance
- In-residence programme
- Social programme and study projects
- Leadership in key sustainability events

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

4 QUALITY EDUCATION

13 CLIMATE ACTION

14 LIFE BELOW WATER

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

UNITED

Expanding with **purpose** & **inclusion**

Opening doors to excellence and equal opportunity

- Increase in scholarship funds
- Development of equal opportunities

Reinventing the campus experience

- Renovation of ESCP's campuses
- ESCP Housing platform for affordable accommodation
- Mental health and well-being services
- Pan-European events to foster identity, connection and care

Empowering the ESCP community

- Alumni engagement, including mentoring
- A lifelong learning platform
- A €100M fundraising campaign, empowering the School to expand its mission and impact
- Student engagement in sustainability initiatives

10 REDUCED INEQUALITIES

5 GENDER EQUALITY

11 SUSTAINABLE CITIES AND COMMUNITIES

15 LIFE ON LAND

3 GOOD HEALTH AND WELL-BEING

7 AFFORDABLE AND CLEAN ENERGY

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ESCP Sustainable Strategy takes part in the achievement of the 2030 UN Agenda, with 14 of the 17 goals to eradicate poverty and realise a sustainable world. [See the glossary for more information.](#)

ACKNOWLEDGMENTS AND RECOGNITIONS



DD&RS LABEL

ESCP Paris campus has the **DD&RS** (*Sustainable Development & Social Responsibility/ Développement Durable & Responsabilité Sociétale*) **label** from CIRSES since 2022. The certification has been **renewed for four years** in January 2026.

This rigorous process included over **200 documents and indicators**, a full document review and a **4-hour on-site audit** with multiple stakeholders. The DD&RS label is the French national sustainability certification for higher education institutions. Based on a **comprehensive audit** across **governance, education, research, operations and social impact**, it reflects a whole-institution, long-term approach **comparable to international frameworks** such as AASHE STARS. It represents the **highest level of recognition** for a French higher education institution.



POETS&QUANTS

ESCP Business School has been named **2025 Business School of the Year** by Poets & Quants. This recognition celebrates the School's distinctive European multi-campus model, its **emphasis on innovation and sustainability** and the transformative vision driving its **new strategic plan, “Bold & United”**.

ACCREDITATIONS



EQUIS is the European Business School Accreditation from EFMD: an accreditation from EFMD is a rigorous way to certify the overall quality of a business school. Beyond academic rigour, it emphasises an international perspective, corporate relevance and **ethical leadership**.



Earning AACSB accreditation signifies a business school's commitment to strategic management, learner success, thought leadership and **societal impact**.

MEMBERSHIPS AND PARTNERSHIPS

STRENGTHENING SUSTAINABILITY LEADERSHIP & COLLABORATION

At ESCP, we believe that driving sustainable, ethical and responsible change starts with a strong and **engaged community**.



ESCP Business School has launched a **strategic partnership with AXA Climate** with the aim of addressing the pressing need for climate adaptation. While many businesses focus on reducing emissions, adaptation remains underdeveloped. To bridge this gap, the **Adaptation(s) Programme** was created to support both businesses and public institutions in navigating climate risks.

The programme is built around **three key initiatives**:

1. **A research component:** ESCP's Sustainability Institute, led by Professor Aurélien Acquier, conducts research and publishes scientific studies with high practical relevance and releases an Adaptation Barometer to analyse how organisations approach climate adaptation and showcase best practices.
2. **A series of public conferences:** These will bring together professionals and students to discuss crucial topics, such as regional adaptation strategies, the intersection of adaptation and mitigation and communication challenges in climate transformation.
3. **An exploration programme:** Around 20 pioneering organisations (CAC40 firms, SMEs and local authorities) will participate in collaborative workshops, expert meetings and study trips to foster innovation and co-develop adaptation strategies.



ESCP is a member of the Schwab Foundation's Global Alliance for Social Entrepreneurship, the **largest multi-stakeholder coalition**, working with the World Economic Forum (WEF), to support the **social innovation** sector. Through this partnership, ESCP connects with a global ecosystem of changemakers and reinforces its commitment to **shaping a new generation of leaders** for the stakeholder economy.



ESCP is a member of Club Circul'R, a network of **more than 40 organisations** dedicated to the **circular economy**. For several years, we have collaborated on custom training programmes in **Executive Education**.



ESCP has been a member of the global Principles for Responsible Management Education (PRME) network for many years. The initiative promotes the **integration of social responsibility, ethical behaviour and good governance into management education**.



In 2025, ESCP became an **official Academic Partner** of the ChangeNOW Summit, marking a milestone in its sustainability commitment. This partnership reflects a shared ambition to **connect academic insight with real-world impact**. During the event, ESCP led high-level panels, showcased student initiatives and engaged a global audience on education's role in environmental transformation.



The connection with She Changes Climate France, organiser of the **"Mariannes du Climat"**, was officially established at ChangeNOW. This partnership led to the School **hosting their awards ceremony**, celebrates 15 women whose actions are transforming their local communities and inspiring a bold ecological transition.

Accord de
Grenoble



ESCP is a signatory to the Grenoble Agreement. The Agreement aims to serve as a **guiding document for higher education and research** (HER) on the challenges of the socio-ecological transition. It features **11 objectives**, covering everything from the training of students and staff to exemplary campus management and appropriate human and social policies.



In 2024, ESCP joined two CEC (Convention des Entreprises pour le Climat).

The **CEC are accelerators** bringing together more than 150 organisations from a specific sector to **challenge the impact of their activities** on climate and the living systems (humans and others). Over the course of two to three days every two months, high-level lectures and coached sessions in smaller groups support this reflection. This nine-month programme enables participants to engage with key stakeholders while reflecting on the place and responsibility of organisations within natural ecosystems.

Because of its transversal nature, ESCP was invited to join two different tracks: **"Financial World"** as well as the CEC **"New Imaginaries"**. The latter is specifically focused on the storytelling surrounding the sustainability transition and the need to make it attractive.

SELECTION OF OUR NATIONAL AND GLOBAL PARTNERSHIPS



R2D2

RESPONSIBLE AI

AI FOR GOOD

Global Position on Generative AI

ESCP embraces Generative AI (GenAI) as a **transformative force in education**, operations and institutional development. **Used responsibly**, it can enhance learning, support innovation and strengthen our academic community. We aim to build AI literacy across all roles - faculty, students and staff - while upholding integrity, ethics and human-centred values.

At the same time, we recognise GenAI's **environmental and social impact**. ESCP is committed to embedding sustainability into its approach by promoting mindful, frugal and purpose-driven use of digital technologies.

ESCP promotes a **conscious and sustainable use of GenAI**, in line with its environmental commitments, by encouraging the selection of AI tools and practices that **minimise energy consumption** where possible, while also **understanding the environmental impact** of cloud computing and digital interactions.

ESCP is also investing in AI **tools that support its sustainability goals**, aiming to align innovation with environmental responsibility and lead by example in building a resilient, equitable digital future.

The first step was in 2025, to create a **mandatory course on AI use and best practices for students** before they could use ChatGPT Edu. This course includes a **section dedicated to sustainability and ethical issues**, in order to raise students' awareness of the environmental, societal and regulatory impacts associated with the use of artificial intelligence.

In 2025, **ESCP trained 100% students** in AI. This is now one of ESCP's main 'AI for Good' levers.

ESCP also shared **guidelines** for using AI across ESCP, intended for students, professors and staff. These guidelines provide a **framework for the responsible, transparent and ethical use of generative AI tools**. To facilitate their adoption, an internal GPT was created, based on all of these guidelines as a knowledge base.

In 2026, ESCP is planning to create Custom GPTs for sustainability uses:

- **Sustainable Pathways Finder:** a student-facing tool providing a structured overview of ESCP's sustainability curriculum
- **Sustainability Curriculum Companion:** a faculty-support tool that assists professors in integrating sustainability concepts into existing courses



KEY FIGURES

1

Sustainability Advisory Council



6 of 7 axes of the Bold & United strategy linked to ESG topics

16

At least 16 memberships and partnerships linked to sustainability

EDUCATION & TRAINING

ESCP SUSTAINABILITY FINGERPRINT

FACULTY

CURRICULUM REVOLUTION

EXECUTIVE EDUCATION

ESCP SUSTAINABILITY FINGERPRINT

From the Bachelor to the Executive MBA, every ESCP student begins their journey with a shared foundation in sustainability. Supported by a dedicated Sustainability Department, sustainability is integrated into all academic programmes, research and learning experiences across ESCP's campuses.

Every ESCP educational programme, module, or certificate that relates to sustainability adheres to the ESCP Sustainability Fingerprint. It is characterised by four key features:

SYSTEMS THINKING

Sustainability requires multi-layered perspectives. We equip students with a **systems approach**, helping them understand the interconnections between businesses, society and ecosystems.

NAVIGATING COMPLEXITY

Sustainability education offers lessons on how to **master complexity**. Students learn to assess risks, anticipate change and develop resilient strategies.



SCIENCE-BASED EDUCATION

We align business education with the **natural sciences**, exploring how planetary boundaries and the Anthropocene reshape organisations and strategies.

BEYOND CONVENTIONAL BUSINESS THINKING

Our teaching **challenges conventional economic thinking**, encouraging debate around the circular economy, regenerative models, or degrowth.

Building on this common foundation, students can choose to further deepen their knowledge in sustainability through dedicated specialisations and courses. On the following pages, you will find out how ESCP trains and supports leaders of the transition.

FACULTY

OUR SUSTAINABILITY DEPARTMENT

Leading Pedagogical Philosophy & Strategy

Led by Prof. Julien Schmitt, this dedicated team of 20+ professors integrates sustainability across all programmes and research, spanning topics from sustainable business models and circular economy to international business, CSR and the sharing economy.

Sustainability is also represented across all faculty with **10 ambassadors, called "connectors"**, in each department.

Driving sustainability transformation, etc

Developing innovative sustainability formats



SUSTAINABILITY ACADEMIC DEPARTMENT

Integrating sustainability across disciplines

and more...



FACULTY TRAINING

A **"Campus de la Transition"** workshop to equip ESCP professors with the tools to embed sustainability into their teaching, fostering a **collective transformation in education**.

Initially launched with the Sustainability Department, the workshop has since involved professors from various departments, with the **aim** of extending participation to **all faculty members**.

CURRICULUM REVOLUTION

A **mandatory core course on sustainability challenges** in all programmes (Bachelor, Master, MBA) across all campuses.

The existence of a skills framework and competency goals to develop ethical, thoughtful, socially and environmentally responsible management practices.

Flexible pathways to go further:

- **More than 21 Master in Management specialisations** dedicated to sustainability-related topics
- A rich portfolio of transversal electives on **sustainability**



TURIN: COLLECTIVE PROJECTS

What happens when international business students collaborate with cross-sector organisations under the guidance of one of Europe's leading business schools?

The result is **Collective Projects**, a transformative ESCP initiative rooted in the Turin campus, which reached its ninth edition in 2025.

This **hands-on consultancy programme** brings together 417 second-year Bachelor in Management (BIM) students and **48 start-ups, SMEs, non-profit organisations and public institutions** - primarily from Piedmont, as well as other Italian regions - to **address real-world business and societal challenges**.

DESIGNING TOMORROW

A **3-day seminar** launching the **Pre-Master year**, with conferences led by high-level experts, concluding with a **student-led in-depth study**.

Over the years, the format has evolved, but the programme ensures students begin their studies with both a **solid grounding in climate science** and an understanding of its implications for business.

Each year, Designing Tomorrow combines interactive **workshops**, exposure to the latest **research and knowledge** and first-hand **testimonies from professionals**. This year, students once again took part in the **Climate Fresk interactive workshop**, which teaches the fundamental science behind climate change and empowers participants to take action. They also tackled a **case study**, simulating corporate responses to sustainability crises.

INFRANITY CORPORATE INITIATIVE

As part of the **finance specialisation** offered to Master in Management students, Infranity contributes its expertise through **corporate case studies** and applied **workshops focused on investment projects**. Students are guided by industry experts in assessing strategic issues, opportunities and risks through a structured analytical framework.

SULITEST TASK

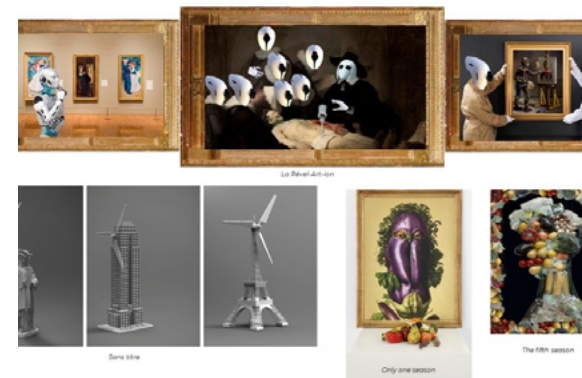
Sulitest TASK™ is integrated into a **mandatory 30-hour sustainability course** delivered to over **1,200 MSc students** across multiple disciplines - from finance to marketing, auditing and data analytics. To address this diversity in students' background and knowledge, ESCP administers TASK™ as a diagnostic at the beginning of the course. This allows students to assess their baseline sustainability literacy.

During the academic year **2024-2025**, all **Master In Management 1, Masters of Science students and EMBA learners** took the test as a mandatory component of the course (around **3,180 learners**).

GREEN HACKATHON

ESCP launched its first Green Hackathon in 2021. By fostering collaboration between students, academics and businesses, **the hackathon creates a platform for innovation** that not only addresses **sustainability challenges** but also prepares participants for **impactful careers**.

The ESCP Green Hackathon in **Turin** brought together **students, industry experts and leading companies** to foster innovation and address sustainability challenges. This inspiring event underscored the importance of collaboration between academia and the business world, with participants working on real-world challenges to develop solutions aligned with the United Nations' Sustainable Development Goals (SDGs).



ART THINKING & IMPROBABLE SEMINAR

Art Thinking invites participants to **adopt an artist's mindset to spark innovation**. Rather than refining what already exists, it focuses on generating new forms of value, even in unlikely or ambiguous places.

Art Thinking comes to life in the Improbable Seminar, where participants are invited to **create and exhibit their own artwork**. The goal is not technical skill, but critical reflection.

The Improbable Seminar is integrated into the ESCP curriculum, including the **entrepreneurship track of the Master In Management Programme, the EMBA Programme and several others**. In 2024, MSc in Digital Transformation students at ESCP's London campus **participated in their first Improbable Seminar**.

AXA CLIMATE SCHOOL

ESCP is partnering with AXA Climate to provide its students from various programmes with essential knowledge from AXA Climate School's online training sessions, an experience composed of 150+ microlearning chapters, aiming to engage and upskill (future) professionals for the sustainable transition.



PIVOTS

In 2025 and for the 3rd year in a row, **PIVOTS gathered 120 students** from ESCP, ESSEC and HEC Paris. This year students were tasked with exploring how **climate disinformation** undermines public trust and delays sustainability action. Through interdisciplinary teamwork, expert-led sessions and creative problem-solving, participants analysed misinformation across sectors including media, governments, corporations and civil society.

The programme **highlighted the challenges of combating fake news**, while emphasizing the importance of critical thinking, media literacy and collective responsibility. PIVOTS also demonstrated how collaborative and innovative educational approaches can empower future leaders to **challenge biased narratives and support more informed and sustainable decision-making**.

LONDON: THE SOCIAL IMPACT FESTIVAL

Each year, the ESCP London Campus hosts the **Social Impact Festival**, a flagship event that reflects the campus's commitment to **inclusive leadership and social change**. The Festival offers students a dynamic platform for **cross-sector collaboration, innovation and action**.

Keynotes, panel discussions and workshops bring together a **wide range of changemakers** from business, civil society and academia to explore **bold thinking** and practical tools for creating social value.

EXECUTIVE EDUCATION

EXECUTIVE EDUCATION AND LIFELONG LEARNING OPPORTUNITIES

ESCP offers a wide range of programmes with different formats (including online, certificates and short programmes, microlearning) on the subject of Corporate Social Responsibility and Diversity & Inclusion.

The EMBA has core and elective courses dedicated to Corporate Social Responsibility and Diversity & Inclusion.

Few examples:

● **“RSE: Comprendre pour Agir” - Online**

In partnership with Lefebvre Dalloz Compétences, ESCP Business School offers this innovative online certificate programme designed to help professionals strengthen their leadership skills and understand CSR challenges and evolving regulations, including the new European CSRD Directive.

● **“Certified Human Rights & Risk Monitoring Officer” - Berlin**

This certificate course provides professionals with the skills and knowledge to implement EU ESG and human rights due diligence regulations - including the CS3D, CSRD, EUDR and related national laws - and leads to certification as a Human Rights & ESG Risk Monitoring Officer.

● **Executive Master - Future of Energy - Blended**

This programme equips participants with strategic and cross-functional expertise in energy technologies, industries and markets, while strengthening their international network, multicultural skills and ability to address major energy challenges across sectors.



EXTENSION SCHOOL

In April 2025, ESCP launched its **Extension School**. ESCP Extension School offers an innovative educational approach, **combining distance learning with collective field projects**. All this is accompanied by ongoing, hands-on support.

One of the two programmes launched in 2025 was **“Mastering the Tools of the Ecological Transition”**. This programme provides participants with the essential skills to assess the environmental and social impacts of activities, develop an operational action plan and mobilise the key levers of ecological transition.

KEY FIGURES

100% of our students are literate in climate issues and planetary limits

4,300 students completed the AXA Climate training sessions in 2025

More than **500** students participated in sustainable workshops such as the Climate Fresk, the Climate Pitch, the Sustainability Strategy workshop and the Ruptures workshop

RESEARCH & INNOVATION

RESEARCH INSTITUTES

RESEARCH CENTERS

STAND-UP FOR SCIENCE

CHAIRS & PROFESSORSHIPS

RESEARCH FOR IMPACT

RESEARCH INSTITUTES

LIGHTS RESEARCH INSTITUTES

Research institutes serve as **interfaces between academia, industry and public policy**, ensuring that scholarly inquiry remains engaged with the pressing transformations shaping contemporary society. Rather than operating in isolation, the institutes are conceived as **platforms for interdisciplinary collaboration, fostering exchanges between researchers, business leaders, policymakers and civil society actors**. By addressing five pivotal themes:

Leadership & Inclusive Management, Innovation & Entrepreneurship, Geopolitics & Business, Technology & Deep Tech and Sustainability - the **LIGHTS** framework positions ESCP at the forefront of applied research, contributing both to theoretical advancements and to the formulation of practical responses to global challenges.

ESCP LEADERSHIP AND INCLUSIVE MANAGEMENT INSTITUTE

Science-practice transfer

Our Mission

The ESCP Leadership and Inclusive Management Institute **envision a future where inclusive leadership drives organisational success and social progress**. Through cutting-edge research, innovative education and deep industry partnerships, we equip leaders with the knowledge and tools to create workplaces where all talents can flourish. Our international community of scholars and practitioners works at the **intersection of leadership, diversity and organisational transformation** to shape the future of management practices.

Research in action



RELIGIOUS DIVERSITY STUDY

Understanding religious expression in the workplace and developing inclusive practices

Our DNA

- **CREATE**
Generating cutting-edge knowledge at the intersection of leadership, diversity and organisational transformation.
- **TRANSFORM**
Equipping leaders with innovative tools and insights to build truly inclusive organisations.
- **IMPACT**
Driving measurable change in how organisations approach leadership and inclusion.



WORKPLACE WELL-BEING INITIATIVE

Building frameworks for organisational mental health

ESCP SUSTAINABILITY INSTITUTE

Science-practice transfer

Our Mission

The ESCP Sustainability Institute **equips leaders to navigate the complexities of climate change, planetary boundaries and societal grand challenges**. By fostering collaboration and innovation, we strive for a liveable and just future for organisations and communities worldwide. To do this, the institute **fosters innovative research and education in sustainability management**, developed at the nexus of management, natural sciences and social sciences, with implications for policymakers and practitioners.

Our DNA

- **ENGAGE**
Facilitate partnerships between academia and industry for actionable insights.
- **LEAD**
Build capacities for resilience in public and private sectors.
- **ADAPT**
Develop cutting-edge strategies for adaptation to climate change and environmental risk.

Research in action



THE ADAPTATION(S) PROGRAMME

It is a collaboration between AXA Climate School and ESCP Business School. It is structured around **three objectives**:

- An observatory studying adaptation practices and strategies
- A cycle of public conferences and events
- A support programme for managers to understand the imperatives and opportunities related to adaptation



LES RENCONTRES DU SENS DE L'ARGENT

On November 4, ESCP hosted an evening dedicated to **exploring the relationship between money, sustainability and meaning**, bringing together a wide audience of practitioners, students and experts.



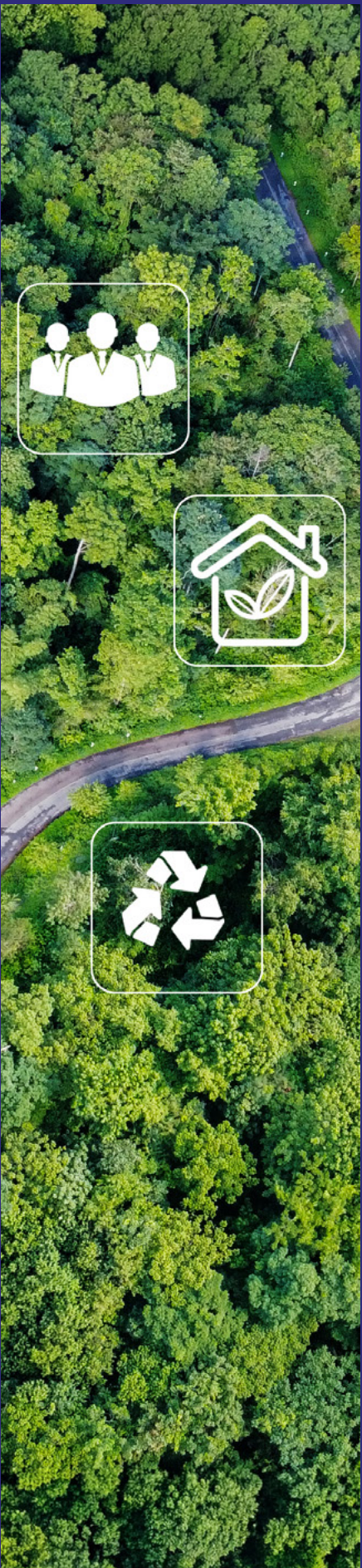
ORGANOCENE

On April 3, 2025, our top researchers explored **how organisations shape global ecological and social challenges**. The concept of "Organocene" links planetary boundaries with organisational studies to rethink organisations for a sustainable future.

STAR BERLIN



STAR is an independent centre based on the Berlin Campus, which aims to create an environment in which organisations and individuals are inspired, learn and exchange about sustainable business model transformations.



SUSTAINABILITY AND SOCIAL IMPACT IN OTHER INSTITUTES

All ESCP institutes embed sustainability and social

ESCP Geopolitics Institute

The ESCP Geopolitics Institute critically examines the **dynamics between geopolitics, economics** and business, including questions of resource scarcity and access.

ESCPTech Institute

ESCPTech **decodes technological frontiers to drive business innovation**. We bridge the gap between emerging technologies, including on green technologies, and their practical application, empowering organisations to lead in a tech-driven world.

Research in action

PAPER HIGHLIGHTS - GENAI AND SUSTAINABILITY: WHICH WAVE SHOULD WE RIDE?

In this **essay**, the authors draw **inspiration from surfers to find new ways to approach the recent progress in artificial intelligence**. The authors explore the parallels between surfing and the rise of generative AI (GenAI), highlighting the environmental and societal costs.



TURNING POINTS CHAIR

The aim of this Chair is to share a research culture and help to **tackle current and future turning points in our business practices and societal impact**. It is co-created by ESCP and HEC Paris.

ESCP Innovation and Entrepreneurial Transformation Institute - Say Institute

At ESCP's Say Institute, we foster Innovation and Entrepreneurial Transformation. We are dedicated to creating the **foundation for desirable futures** by facilitating the development of entrepreneurial mindsets and uncertainty competencies in current and future leaders.



PROFESSORSHIP RIU HOTELS & RESORTS CSR

After several years of mutual collaboration, ESCP Business School (Madrid campus) and RIU Hotels & Resorts have established a **professorship agreement**. The aim is to design and develop **joint projects and activities of applied research**, knowledge transfer, dissemination, teaching and innovation **in the field of CSR**.

EVENT HIGHLIGHT - IS EUROPE ON TRACK TO DELIVER ENERGY THAT IS AFFORDABLE, RELIABLE AND SUSTAINABLE?

A **webinar** that examines Europe's ability to build an **energy** future that is **sustainable, secure and affordable**.

RESEARCH CENTRES

ESCP RESET: RESEARCH CENTRE ON ENVIRONMENTAL & SOCIETAL TRANSITIONS

Impact-driven interdisciplinary research

Mission and ambition of the Research Centre

The ESCP Research Centre on Environmental and Societal Transitions (RESET) advances research on some of the most pressing challenges of our time.

RESET aims to **integrate various disciplines** including, for example, organisational studies, marketing, entrepreneurship, machine learning, international management, design science and economics.

The centre deals with essential sustainability topics, which range from: new models and paradigms in corporate sustainability, to sustainability transitions, to the future of growth within planetary boundaries. RESET works closely with ESCP's Sustainability Institute.

The RESET Centre's faculty, based across our European campuses and research themes are clustered into three sub-groups.



[For more information, click here](#)

Our RESET Research Activities

FRONTIERS

Pushing the Frontiers of Corporate Sustainability Through New Models and Paradigms

The FRONTIERS group aims to act as a '**research catalyser**', that is, a vehicle to identify, incubate and accelerate boundary-pushing research projects. These seed projects shall lead to acceleration effects and larger-scale collaborative research networks as well as impact on business and society through partnerships with external partners and funders.

REBOOT

Changing Mindsets Towards Sustainable Transitions

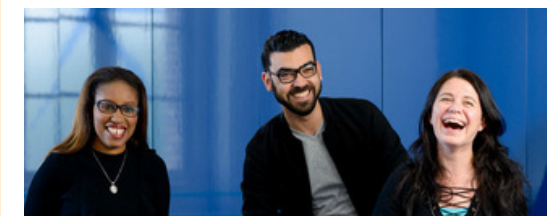
The REBOOT group focuses on three interconnected research axes:

- **Axis 1** - Exploring sobriety and voluntary simplicity lifestyles for sustainability transitions
- **Axis 2** - Educating organisational leadership based on the ethics of care
- **Axis 3** - Empowering consultants to promote sustainability transitions

GROWEN

Growth and the Environment

The GROWEN group focuses on questions of **growth** at the macro-level, but also links them to the micro-level (for example, businesses, employees, consumers).



RESEARCH CENTRE ON WELL-BEING

The **WISE** (Well-being for Individuals, Society & Enterprises) Research Centre advances knowledge on **well-being in management**, supporting educators, managers and policymakers. Its mission is to help organisations achieve a better balance between profitability and responsibility.

The WISE Research Centre addresses **three key well-being challenges** at work, in consumption and for societies:

- Inclusivity & Care
- Mental & Social Health
- Sustainable & Technological Well-being

STAND-UP FOR SCIENCE

AWARENESS DAY

In April 2025, ESCP joined the **Stand Up for Science initiative** to defend knowledge, academic freedom and the core values that shape open, inclusive and democratic societies. ESCP organised an **awareness day with booths** at the entrance of the School to raise awareness of this subject among students. A **conference** also took place with the title **“Management Sciences must (also) Stand Up for Science”**.



PARTNERSHIP WITH ACADEMY OF SCIENCES

In the autumn 2025, ESCP reinforced its commitment to **bridging scientific literacy and business leadership** in addressing today's planetary challenges.

ESCP Business School partnered with the French Academy of Sciences to co-organise a cycle of **three interdisciplinary conferences** hosted at the Champerret campus.

Focusing on the themes of **geo-engineering, water and biodiversity**, this series aims to foster dialogue between the natural sciences and management sciences to **rethink how biophysical processes are conceptualised within managerial and economic frameworks**.

Beyond academic exchange, the conference cycle played a key pedagogical role within the **“Designing Tomorrow” seminar**, engaging **450 students** from the Pre-Master Grande École programme. Drawing on insights from these conferences, students worked on a **consulting-style assignment exploring how organisations can better integrate scientific understanding into strategic and operational decision-making**.

CHAIRS AND PROFESSORSHIPS

A Chair or Professorship is a privileged **space for reflection and sharing**, allowing a company to pass on its expertise and to support research and teaching activities in **specific fields of activity or professions**. It is also a means of strongly developing a company's corporate and employer brand.

CHAIR FOR RESPONSIBLE INNOVATION IN AFRICA



ESCP creates the 'Chair for Responsible Innovation in Africa', with support from the Groupe AXIAN and Attijariwafa Bank.

Objectives

- Create a specialised option to educate young Africans talents and Master in Management students on ethical innovation in Africa
- Give businesses and students the opportunity to build successful careers in Africa
- Support African students to join this programme via a system of grants and scholarships
- Drive advances in research and collate a body of expertise on ethical innovation in Africa



Responsible Innovation in Africa specialisation

January marked the launch of the **new cohort of the Responsible Innovation in Africa specialisation** within the Master in Management 2 programme. The specialisation aims to **encourage ESCP students to place Africa at the heart of their career reflections**, while fostering academic exchanges with leading partner institutions across the continent. At the end of the academic curriculum, students enrolled in the specialisation take part in an **immersive study trip to Senegal**, designed as a key highlight of the programme.

WOMEN IN FINANCE CHAIR

Based on the fact that **women are under-represented in the finance industry**, this Chair aims to **identify the reasons** behind this state of affairs, as well as the best practices and pitfalls.

Objectives

Interest in creating work environments where diverse individuals feel included has grown exponentially in the last decades.

In this context, the “Women in Finance” Chair seeks to **create knowledge on the reasons for the underrepresentation of women in finance** and develop insights to increase diversity and inclusion in this industry.

Our research explores the experiences and professional trajectories of women working in finance, with the aim to of **identifying best practices for attraction, development and retention**.

We also aspire to make the role of women in this industry more visible to students and to spark the desire for a career in this industry among young female graduates.

FUTURE OF MOBILITY CHAIR



The Future of Mobility Chair advances thinking on **next-generation mobility** through applied research and practice-oriented education.

Its objective is to develop knowledge on technology-first and sustainable mobility solutions, **foster collaboration between academia and a global mobility leader** and prepare future leaders to navigate the evolving global mobility ecosystem.

This Chair was created in partnership with SIXT.



Objectives

- Educate and inspire the next generation of mobility experts and business leaders through immersive, practice-oriented learning experiences
- Foster collaboration between SIXT professionals, ESCP faculty and students to generate cutting-edge insights on mobility trends, business models and strategic challenges
- Develop thought leadership on topics including sustainable mobility, platform strategies, multimodal transportation and customer experience in the mobility ecosystem
- Create a vibrant community of mobility enthusiasts, connecting students with industry practitioners and creating pathways for future talent

CHAIR DIGITAL TRANSFORMATION FOR SUSTAINABLE IMPACT

The Digital Transformation for Sustainable Impact Chair examines **how digital tools can support companies in their transition toward more sustainable business models**.

Launched in 2016 by ESCP with the support of Schneider Electric, Société Générale Assurances and Valeo, the Chair initially focused on the Internet of Things (IoT) and value creation.

Today, in partnership with Schneider Electric, it broadens its scope to examine how digital tools can drive both economic performance and positive impact, through research, education and close collaboration with businesses.



Chair's Mission for 2025-2029

In its third edition, the Chair is

addressing a crucial topic: **the sustainable transition**. It now focuses on exploring **how digital transformation can concretely support companies in this shift**. Building on the success of its earlier initiatives, the Chair aims to expand inter-programme and inter-campus formats, with a strong emphasis on learning by concepts, learning by doing and immersive approaches.



RESEARCH FOR **IMPACT**

IMPACT PAPERS

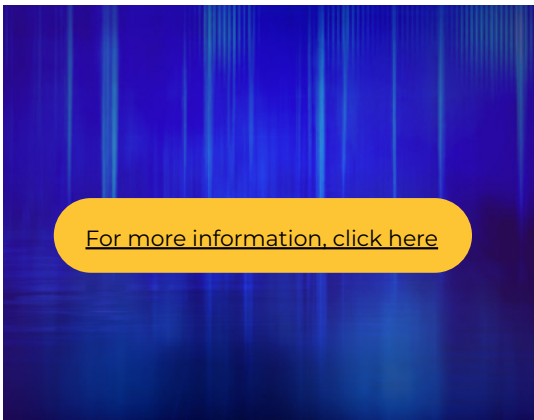
Research at ESCP Business School envisions a unique and dynamic environment. Launched in 2020 after the pandemic, the “**ESCP Impact Papers**” research initiative aims at providing insights into management knowledge that are applicable not only to practising managers but also to other stakeholders, namely the European community, students and society.

After five editions tackling disruption, innovation and societal change, ESCP’s Impact Papers turn to one of the most transformative forces of our time: Artificial Intelligence.



The sixth volume of the Impact Papers, **Artificial Intelligence for Impact: Creativity, Ethics and the Future of Business**, brings together **48 contributions from ESCP faculty and guest authors** across disciplines and campuses. Collectively, they examine how AI is reshaping leadership, entrepreneurship, sustainability and the human dimensions of work and decision-making, while challenging organisations to align technological progress with creativity, ethics and responsibility.

This collection embodies **how AI can become a force for positive impact** when guided by creativity, responsibility, sustainability and inclusion.



COMMONS FOR FUTURE

ESCP Business School and the ESCP Transition Network - ETN launched the “**Commons For Future**” platform in partnership with Carbone 4 to provide an **open source access to pedagogical materials on business, energy and climate**.

These issues are of common interest and, in the context of the climate emergency, **ESCP’s responsibility** is also to take an active stance to accelerate their dissemination in higher education and society.

KEY FIGURES

More than a third

of all research articles published deal with ESG subjects

5

research institutes working on ESG topics and 2 specialised in this area

9

research centres working on ESG topics and 2 specialised in this area

COMMUNITY

STUDENT SOCIETIES

ESCP FOUNDATION

ALUMNI

ESCP BLUE FACTORY & ALUMNI SUSTAINABLE FOUNDERS

CAREERS CENTRE

STUDENTS SOCIETIES

STUDENT SUSTAINABILITY BOARD

For many years, six major associations - **Oikos**, **NOISE ESCP**, **Lighthouse**, **GEA**, **180 Degrees Consulting** and the **sustainability group within AGORA** (the official student body at ESCP) - have been part of the **Student Sustainability Board** to collaborate and engage with the Associate Dean of Sustainability, the ESCP Sustainability Team, as well as the wider administration on institutional changes.

The group coordinates initiatives across campuses.

All societies contribute to raising awareness and driving action for a more sustainable future.



AGORA AND EXECUTIVE COMMITTEE PROJECTS



Elected by the students, the Student Union plays an important role within the School. **Agora bridges the gap between the student body and the administration** on the different campuses. It provides a forum and proposes ideas on a wide range of topics concerning student life at ESCP. The Student Union also **organises social events** which encourage networking amongst different year groups, programmes and nationalities.

In 2025, **three major projects** were carried out jointly with the School's Executive Committee on issues related to student life: sustainable development, sports and well-being and health.

The student association contributed to **strengthening the sports ecosystem** across campuses by improving coordination, supporting new initiatives and fostering a stronger sense of community through shared events.

At the same time, **a comprehensive well-being programme** was deployed, offering regular activities promoting physical health, mental well-being and social connection across all campuses.

In parallel, **sustainability efforts were reinforced through the organisation of Green Hackathons**, encouraging student-led solutions to local environmental challenges and enhancing collaboration with Green & Impact Offices and alumni. These initiatives were supported by structured coordination, stakeholder engagement and increased integration of sustainability criteria into student activities.

GEA SUSTAINABILITY ESCP



Empowering the next generation

GEA Sustainability ESCP is committed to **empowering the next generation to build a more sustainable future**. Its mission is to educate future leaders through events and awareness campaigns.



CHRISTOPHER STREET DAY

At Christopher Street Day Berlin 2025 on 26 July, GEA, together with ESCP Business School, Girl Up ESCP and Oikos Berlin, in collaboration with students from ESMT Berlin, launched a fully **student-led Pride Truck**.

This initiative brings together communities and celebrates the courage to be visible and vocal for equity, diversity and inclusion. As a part of a business school committed to shaping the leaders of tomorrow, GEA Sustainability ESCP recognises the importance of **standing visibly and vocally for equity and representation**.

NOISE



New Observatory of Social and Environmental Innovation

Founded in 2011, NOISE ESCP Business School is **part of the New Observatory of Social and Environmental Innovation** (NOISE). The student association promotes **social and environmental innovation**, as well as responsible business practices, across ESCP's campuses. Through events, workshops, conferences and awareness-raising initiatives, it engages students, faculty, staff, alumni and corporate partners in advancing sustainability and **positive societal impact**.



In December 2025, NOISE ESCP, alongside **18 other youth organisations** and Reclaim Finance, an NGO, **published an open letter addressed to French pension bodies to stop supporting the development of fossil fuels**. The signatories highlight these institutions' continuing support for fossil fuel expansion and call for concrete measures to be implemented to protect younger generations from the consequences of climate change, in line with scientific recommendations.

OIKOS BERLIN



Empowering the next generation

Oikos Berlin believes in **raising awareness and taking action to foster sustainability** within business, society and academia.

It is composed of business students who want to make a change for the better. Oikos organises **student events** and launches **initiatives to change business as usual** and ingrain sustainability in our societies.



GO GREEN

In April 2025, Oikos Berlin hosted **“Go Green 2025”**, a series of **round tables and discussions** on the Paris campus. The event gathered inspiring experts in sustainability and passionate students, around sustainability consulting, food transformation and sustainable fashion.

The goal was to understand **how to catalyse large-scale sustainability transitions** and deliver lasting impact.



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

In December 2025, Oikos joined the global **16 Days of Activism against Gender-Based Violence**.

The event featured a wide range of activities, including fundraising initiatives, exhibitions, workshops, talks, the ESCP Empowerment Award and self-defence classes.

LIGHTHOUSE



Consulting association

Lighthouse is a student-run consulting association at ESCP Business School, dedicated to **providing innovative and sustainable solutions to businesses**. Its mission is to inspire and implement positive change, supporting organisations on their path to sustainability.

Through rigorous research, hands-on experience and fresh perspectives, its multidisciplinary team **advises companies** on ESG analysis, market expansion, supply chain optimization, market analysis and more.

COOL CAMPUS CHALLENGE

In November 2025, Lighthouse hosted the **Cool Campus Challenge**, a gamified competition between campuses with sustainable actions.



GREEN HACKATHON

In December 2025, Lighthouse launched a **sustainability hackathon** in collaboration with Hermès.

A fast-paced four-hour hackathon bringing together teams of Master's students from different programmes to analyse, strategise and **pitch sustainable solutions** for a real business case.

180 DEGREES CONSULTING



180 Degrees Consulting is the world's largest university-based consultancy for **social impact**, providing high-quality consulting services to organizations advancing the **Sustainable Development Goals** (SDGs).

The ESCP branch has consistently ranked among the highest-performing and most profitable offices in its category over recent years. Its portfolio includes collaborations with renowned impact-driven organizations such as the Jane Goodall Institute, Amnesty International, Rainforest Alliance, and Les Restos du Cœur.

ESCP FOUNDATION

Established in 2012 as a Foundation Recognised as Being of Public Utility (FRUP), the ESCP Foundation **plays a central role** in supporting the School's strategic development.

Through fundraising initiatives and partnerships, it contributes to strengthening academic excellence, expanding opportunities for students and faculty and reinforcing ESCP's societal commitment.

By mobilising alumni, corporate partners and friends of the School, **the Foundation enables the implementation of ambitious projects** that enhance both the academic experience and the School's long-term impact.

The ESCP Foundation is supported by a dedicated team of professionals committed to advancing these objectives.

In 2025, the ESCP Foundation launched its first major fundraising campaign, **“Rising Together”**, aiming to raise **€100 million by 2029**.



[For more information, click here](#)

SUPPORTING KEY INITIATIVES

ChangeNOW ACADEMIC PARTNER

ChangeNOW is a global meeting for all sustainability innovations and actors, with the ambition to create a yearly momentum as well as connections to further the topic. In 2025 ESCP joined the event as an academic partner and engaged its entire community. We were engaged with:

- A **panel** to launch our ESCP High-level Advisory Council on Sustainability
- A **booth for the Blue Factory** to present their entrepreneurs with a strong sustainability angle
- A **booth for the Extension School**, our new programme for professionals on sustainability
- **100 free 3-day student tickets**
- **25 exclusive tickets** for our partners and guests



SUPPORTING KEY INITIATIVES

(IN)ACTION SCREENING AND DEBATE

(In)Action is a movie about the struggle to link knowledge to action when addressing climate change. Célia and Léo, this documentary's directors, who radically changed their lives to get involved, take three family members - Hugo, Mathilde and Denis - on an upbeat road trip to rekindle dialogue and explore what really holds us back. Essentially, "(In)Action" follows an ordinary family confronting an extraordinary global challenge.



IMPLEMENTING PERMANAGEMENT PROJECTS WITH STUDENTS AND PARTNERS

This initiative bridges nature and business ecosystems by encouraging more sustainable managerial practices while introducing students to permaculture and sustainable agriculture. Integrated into several courses, it combines theory and hands-on learning, with students actively contributing to a campus permaculture garden. About 150 students were directly involved in 2025. More benefited from the garden and planting beds - the greening of the campus - as well as information on permaculture and "permanagement".

SPONSORING STUDENT PARTICIPATION AT NYC CLIMATE WEEK

We supported two students who were finalists at the New York City Climate Week and participants in the AI x City Climate Action Hackathon pitch competition. Their project addressed urban climate resilience and the protection of vulnerable populations



RISING TOGETHER

When ESCP rises, We all rise.





Join us to advance the School's ambition: support ESCP Foundation fundraising Campaign

RISING TOGETHER MANIFESTO

ESCP Foundation's First Fundraising Campaign
From the very beginning, we have never stood still. ESCP has always been a pioneer, making bold choices to achieve our deeply European vision: a future where business serves society. We rose when we expanded across Europe. We rose when we created the first pan-European Masters in Management and the first tri-country Bachelor's programme.

Our strength is in more than our name and our campuses – it's **in our people**. Our pioneering students, faculty, staff and alumni are the driving force behind our legacy and our future.
When ESCP grows, we all grow.
Stronger programmes create sharper minds. A more diverse student body means a more holistic vision of the world. A broader network leads to more opportunities. A rising ESCP means a rising community, ready for the challenges of tomorrow.
This isn't just about the School, it's about all of us.
Together, let's keep rising.

ALUMNI



MENTORING

Each year, ESCP alumni actively contribute to the student experience by sharing their professional expertise and personal journeys. Through **mentoring initiatives**, graduates from a wide range of industries support students in navigating their academic path and **preparing for their careers**. Their guidance, advice and networks provide invaluable opportunities for students to better understand professional environments and shape their future ambitions.

560 mentor-mentee pairs were created between graduates and students in 2025.

ALUMNI GROUPS

ESCP TOGETHER

The ESCP TogetHER group has **more than 40,400 members**.

Founded in 2003, the ESCP TogetHER group aims to **bring together female alumni from ESCP's various programmes** to form a specific network focused on issues particular to women's careers.

ESCP TogetHER is also a founding member of **Grandes Ecoles au Féminin (GEF)**, a group that studies and raises awareness among decision-makers about these issues.

ESCP TogetHER is a very active group and **organises events at least once per month**: networking, conferences and round tables, training, GEF breakfasts with leading business figures, etc.

SUSTAINABLE DEVELOPMENT

The Sustainable Development group has 2,700 members.

The Sustainable Development group offers events on current topics related to sustainable development and its influence on the policies of companies and organisations: strategies, projects, practices and professions.

In June 2025, the group organised a conference on the subject: "The power of plants to counter climate change and their example for team management: lessons from the forest garden".

ESCP BLUE FACTORY AND ALUMNI SUSTAINABLE FOUNDERS

BLUE FACTORY

The ESCP Blue Factory **supports students and alumni entrepreneurs** of ESCP Business School, in their projects through resources and programmes, at every stage of their entrepreneurial journey, from exploring the idea to international expansion. As ESCP fosters sustainable mindsets, many of the start-up founders have a **strong sustainability focus**.

In 2025, the **first ESCP Founder Report** was published. It is a consolidated, data-driven **overview** of ESCP-founded start-ups that was created by the Alternative Investment Society and the ESCP Blue Factory.

It brings together a **structured analysis** of the School's entrepreneurial output, including

11 ESCP-founded unicorns and **more than \$1.1 billion raised** by ESCP alumni start-ups in 2025 alone.

Beyond fundraising metrics, the report intentionally adopts a broader definition of entrepreneurial impact. Venture capital alone does not capture all forms of success.

To address this, the report introduces a dedicated **Changemakers section**, which highlights founders whose work has generated exceptional economic, **social**, or political **impact**, even where venture funding is not the primary indicator. Inclusion in this section is based on external validation such as major awards, public funding, or large-scale institutional recognition.



[Click here to read the entire Founder Report](#)

SUSTAINABLE START-UPS



Platform promoting inclusion through contemporary dance and **supporting artists** through curated sales and events.



Healthtech start-up using AI tools to optimise hospital logistics and patient treatment.



Community and incubator supporting social and environmental **impact projects**



Green Tech start-up making **circular services** like repair simple, accessible and attractive - for everyone.



Smart sensors that can detect falls at home among **elderly people** without them having to wear a device

CAREERS CENTRE

IMPACT FAIRS

Connecting talent where business meets purpose

Each year, ESCP Business School brings together mission-driven organisations and future changemakers at the annual **Impact Fair – a career event dedicated to sustainability, social innovation and purpose-led business**. Held on the **Berlin campus** in November 2025, this year's edition welcomed over **230 students and 22 impact-driven companies**, reaffirming the School's commitment to fostering meaningful career pathways where business can serve both people and the planet.

In January, the Paris Career Fair also launched a sustainability village dedicated to companies working in CSR fields.



SUSTAINABILITY CAREERS



THE ESCP EXTENSION SCHOOL

ESCP held a Reverse Pitch session at ChangeNOW to introduce its Extension School, the School's new programmes for continuing education focused on sustainability, innovation and management transformation. Rather than pitching ideas to investors, ESCP flipped the dynamic: presenting its vision for lifelong learning to potential partners, collaborators and future learners.



THE BLUE FACTORY BOOTH

Throughout the three days of ChangeNOW, ESCP's Blue Factory - the School's European incubator for entrepreneurial innovation - hosted a booth in the Accelerate Zone.

There, alumni start-up founders showcased their sustainable ventures, demonstrating how entrepreneurship can drive real-world impact.

KEY FIGURES

25

student societies dedicated to social issues, diversity, inclusion, sustainability and community (almost 20% of the total student societies, 95 students societies)

6

major associations:

- AGORA (sustainability group)
- Oikos
- NOISE ESCP
- Lighthouse
- GEA
- 180 Degrees Consulting



ENVIRONMENT

- GHG EMISSIONS AND TRANSITION PLAN
- OUR CAMPUSES
- WASTE AND CIRCULAR ECONOMY
- RESPONSIBLE PURCHASING
- RESPONSIBLE DIGITAL TECHNOLOGY

GHG EMISSIONS AND TRANSITION PLAN

CARBON FOOTPRINT & AUDIT

Commitment to transparency

ESCP has updated its **carbon footprint for the 2024 calendar year**, marking another important milestone in our sustainability journey.

Covering our European campuses (Berlin, Paris, London, Madrid, Turin), this work was conducted using the **GHG Protocol**, an internationally recognised framework valued for its robustness, transparency and comprehensive scope.

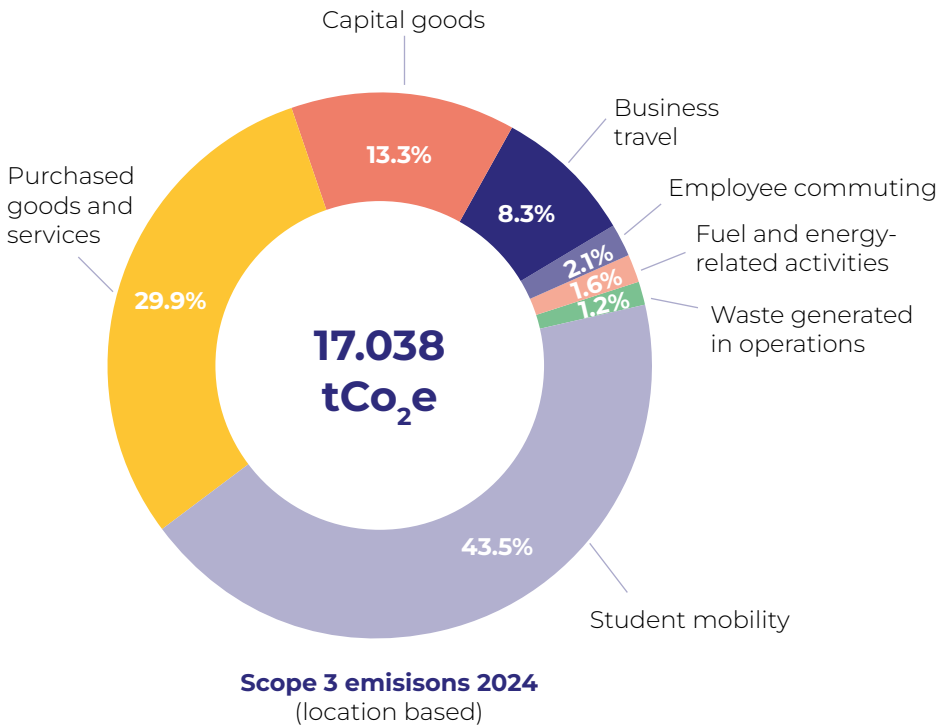
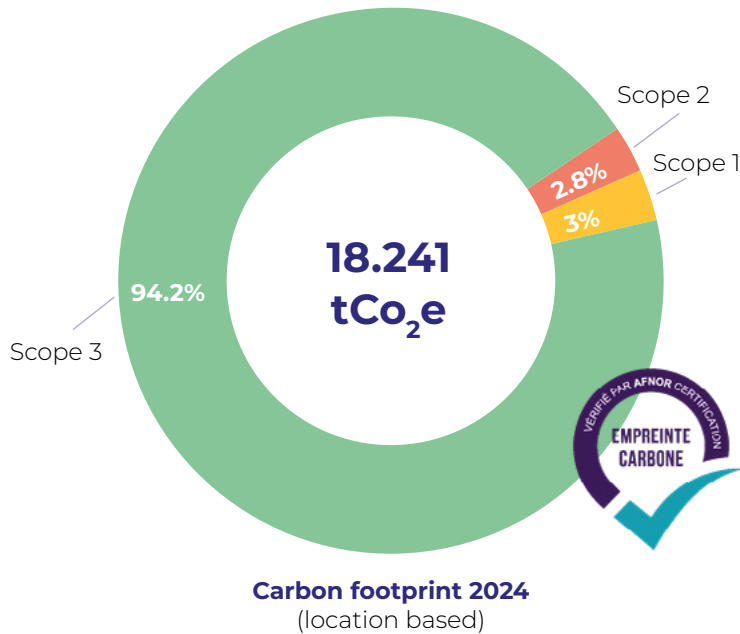
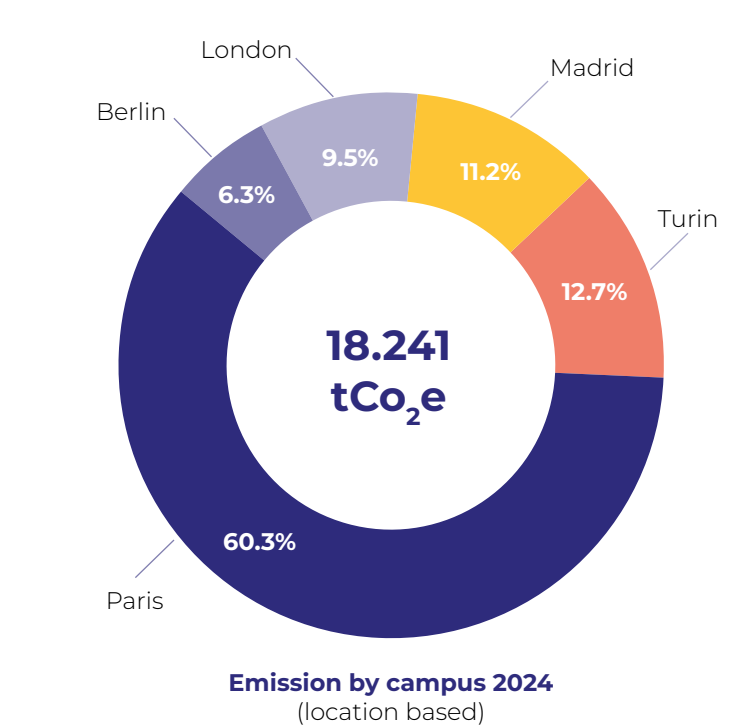
To ensure methodological rigour and credibility, AFNOR conducted an **independent review and validation** of both the methodology and the results, applying a **reasonable level of assurance** in accordance with the GHG Protocol.

This harmonised and externally validated approach underscores ESCP's **commitment to robust governance, transparency and continuous improvement**, supporting a sustained reduction in greenhouse gas emissions.

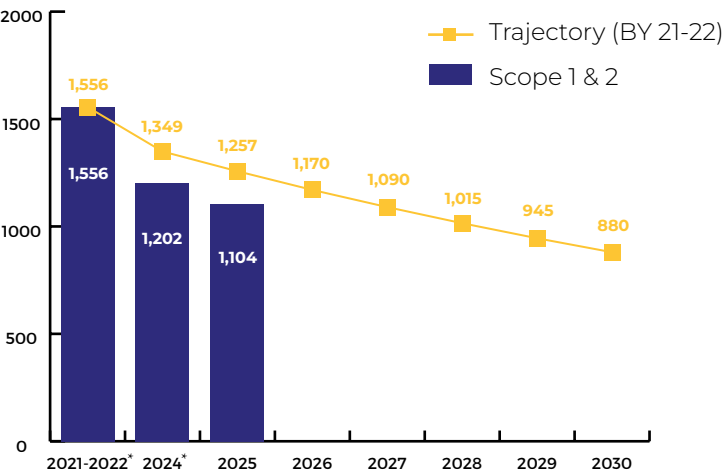
The results show that **94% of our greenhouse gas (GHG) emissions fall under Scope 3**.

Scope 3 includes all **indirect GHG emissions linked to ESCP's activities** across its value chain, from upstream to downstream. These emissions come from sources that ESCP does not directly own or control, such as student and business travel, as well as the purchase of goods and services.

Understanding this scope is essential, as it reflects the **broader impact of ESCP on its ecosystem**. It also highlights our key leverage points to engage our community and partners and to collectively contribute to a meaningful reduction in greenhouse gas emissions.



Energy consumption	2021-2022	2024	2025
Natural gas (kWh)	4,069,330	2,862,506	2,940,702
Electricity (kWh)	4,310,957	4,471,469	4,822,821
District heating (kWh)	2,055,009	1,657,025	1,756,843



ESCP's climate trajectory is developed using the Science Based Targets initiative (SBTi) approach, consistent with a 1.5°C-aligned pathway.

Near-term targets (2030) for Scopes 1 & 2: reduce emissions by **55%** by 2030 (2021-2022 baseline year)

ESCP has already achieved more than half of its 2030 target.

* 2021-2022 and 2024 have been updated to improve calculations, the choice of emission factors, and to ensure consistency across the years.



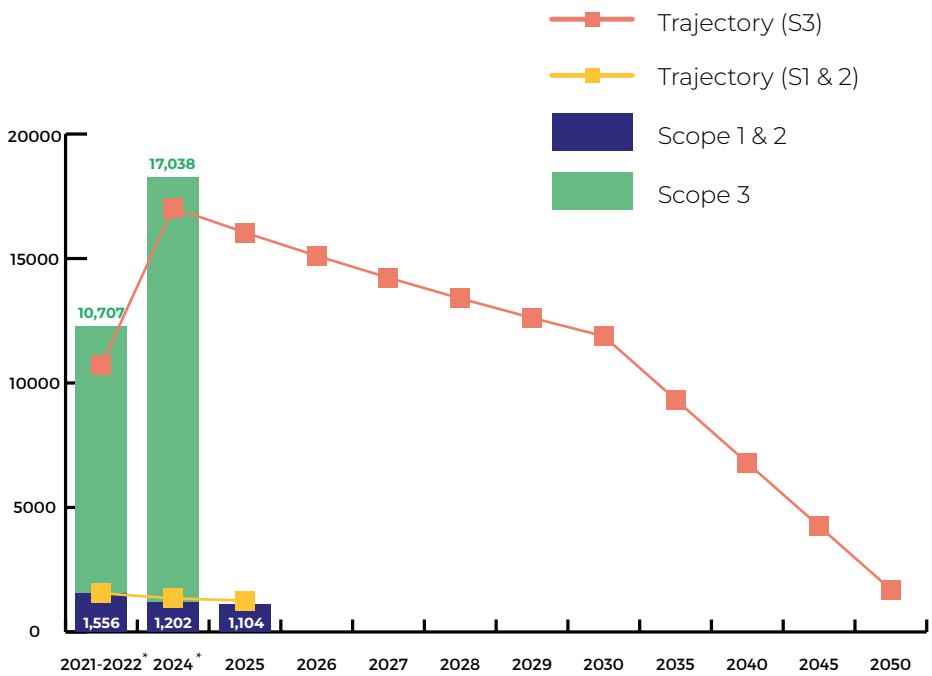
TRANSITION PLAN & TRAJECTORY

8 axes

Building on the results of the calculation of the carbon footprint, **ESCP's Transition Plan** translates our climate ambition into **concrete actions** structured around eight strategic axes.

These axes **target the main drivers of ESCP's environmental impact** and aim to integrate sustainability into day-to-day practices across all campuses and activities. They cover key areas including **mobility, procurement, energy, digital practices**, catering, waste, biodiversity and carbon governance - providing a clear, operational roadmap for the years ahead.

Taken together, these eight axes establish a **coherent framework for action**, enabling the ESCP community to contribute to a measurable, collective and long-term transition.



* 2021-2022 and 2024 have been updated to improve calculations, the choice of emission factors, and to ensure consistency across the years. Increase in Scope 3 is **due to improved calculation**, not actual increase in emissions

ESCP's climate trajectory is developed using the Science Based Targets initiative (SBTi) approach, consistent with a 1.5°C-aligned pathway.

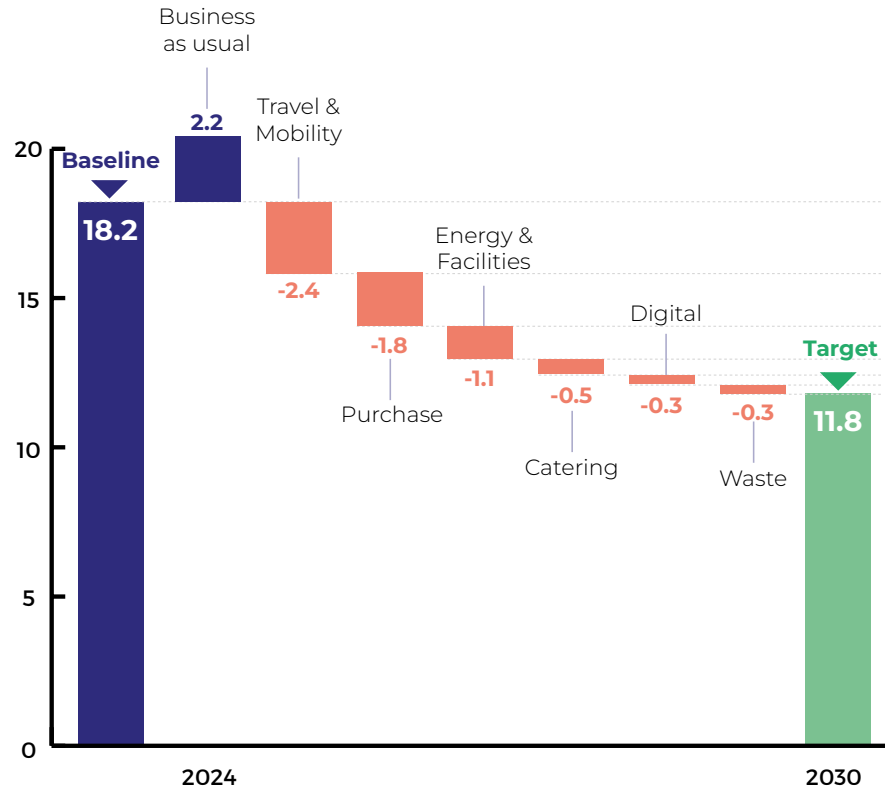
The reported increase in **Scope 3 emissions is due to continuous improvements** in data quality, methodological approaches and reporting coverage, resulting in a more comprehensive assessment of ESCP's emissions footprint. It **does not** represent an actual increase in emissions.

NEAR-TERM TARGETS (2030)

- Scopes 1 & 2: reduce emissions by **55%** by 2030 (2021-2022 baseline year)

LONG-TERM TARGET (2050)

Net-zero across Scopes 1, 2 and 3 by **2050** (2024 baseline year), consistent with deep decarbonisation (typically ≥90% reduction) and neutralization of residual emissions through permanent carbon removals.

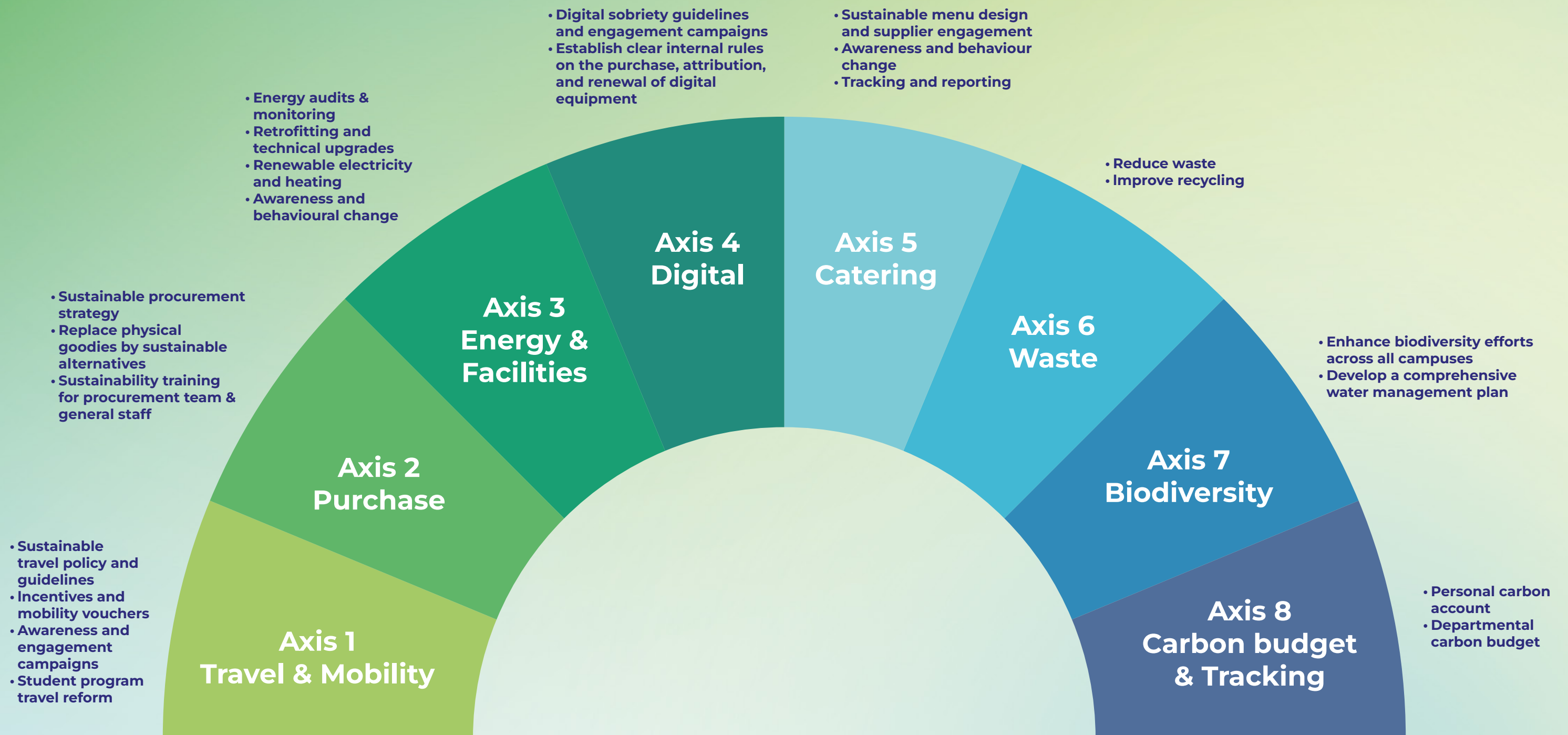


This roadmap shows **ESCP's path** from its 2024 baseline (18.2 ktCO₂e) to its 2030 target, in line with SBTi commitments. Without action, emissions would increase by around +12%. The Transition Plan instead drives a significant reduction to ~11.8 ktCO₂e, **through six main levers**: travel, purchasing, energy, catering, digital, and waste.

While biodiversity and carbon tracking do not directly reduce emissions, they remain essential to the strategy - supporting ecosystem resilience, data transparency, and long-term engagement across ESCP.

ESCP TRANSITION PLAN

2025 - 2030



REDUCTION
ACTIONS



Shifting transport mode

Each year, the Master in Management programme includes a «Designing Europe» seminar. In 2024, it was held in Strasbourg, with more than **1,400 students and faculty travelling by train**. In 2025, the seminar took place in Brussels, and the choice was made once again **to prioritize train travel** for students.

MADRID: THE GREEN
MOBILITY CHALLENGE

The Madrid campus's flagship originated when two Master in Management students cycled from Paris to Madrid as part of their multi-campus journey. Their story led to the launch of the **Green Mobility Challenge**, a competition awarding €1,500 to the most impactful sustainable travel proposal.

“The goal is to demonstrate - through real examples- that **sustainable travel is not only possible but also rewarding**, offering unique opportunities to connect with both people and nature,” says the Green & Impact Office Coordinator at the ESCP Madrid Campus.



AWARENESS



Engage through action

ESCP is collaborating with Ma Petite Planète, an eco-challenge designed to raise awareness and engage students in turning green choices into action.

The Ma Petite Planète challenge is a three-week, team-based competition focused on sustainable consumption. Through the MPP mobile application, students across all campuses take part in a series of sustainability challenges to earn points and compete for prizes.



The challenge is one of the many ways that sustainability is embedded in the curriculum at ESCP, where 100% of students receive sustainability training.



Launched at ESCP in 2022, the challenge has grown from a modest cohort of just over 200 students and has since expanded, with staff teams in 2025.

	Number of participants
2022	219
2023	193
2024	618
2025	1,122



OUR CAMPUSES



PARIS

Renovation of République

The **Paris campus renovation project** is part of the School's long-standing sustainability commitment, and aims to achieve **HQE Sustainable Building level "Excellent", BREEAM, Effinature, and Osmoz certifications**. Effinature emphasises urban biodiversity and the creation of refuge areas for local flora and fauna. Osmoz is a label that certifies that the buildings and facilities are beneficial to quality of life at work.

The renovation project will significantly improve the buildings' energy and environmental performance. The aim is to achieve a **reduction in energy consumption of at least 40%** compared to previous performance and to significantly reduce greenhouse gas emissions. The sustainable buildings will also raise awareness of environmental issues. This includes greening the neighbourhood, which will help improve air quality and create a more pleasant environment for students and local residents.



LONDON

Launching renovations in 2025

The London campus is progressing to the next phase of **maintenance and redevelopment** at its Finchley Road site. The campus will make significant efforts to ensure that renovation works comply with the latest building regulations of the UK National Plan, the London Energy Plan, and the Camden Council policies.

This renovation is essential for building an efficient, sustainable, and future-proof environment for our community.

The project will include renovations to the existing façade of the Victorian building, listed among Camden's buildings with architectural interest. ESCP plans to modernise and **optimise the building's energy consumption** (windows and rainwater goods) while promoting its cultural heritage.

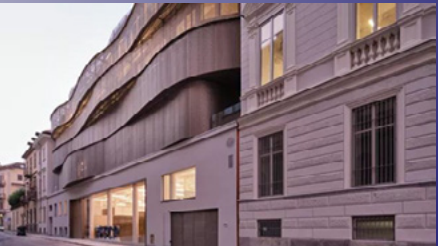
The conversion of the third floor will also mean a full replacement of the main roof and its ancillary features such as gables and chimney stacks. The old boilers will also be replaced by **new, more energy efficient boilers**.



BERLIN

Renovation planification

The Berlin campus plans to refurbish buildings and **improve their energy efficiency**. It uses the district heating system of Berlin, which has a goal to reach at least **40%** from renewable or waste heat sources by 2030.



TURIN

Brand new facility

In 2024, the Turin campus moved into a brand new building in the heart of Turin's city centre.

The campus serves as a benchmark for revitalizing historic buildings, focusing on thermal performance optimization, reuse of existing structures, and recycled materials.

The new building is an **energy class A4 (Highest Efficiency)**. **Solar panels** on the roof actively contribute to power generation (39.52 kW), while LED lighting and an advanced building management system demonstrate active management to optimise comfort and minimise energy consumption. An **air-to-water heat pump** replaced the old heating system, further improving efficiency.

The campus even offers underground parking with **charging stations for electric bikes and cars**, embracing the wave of sustainable transportation.

With its photovoltaic panels, in 2025, the Turin campus **produced 40,025 kWh of electricity**, consumed on-site. The production of electricity from renewable sources resulted in the **avoidance of about 8.6 tonnes of CO2eq emissions in 2025** compared to the purchase of electricity from the national grid.

MADRID

Consolidation of all facilities

At the Madrid campus, the Maria de Molina building holds **LEED Platinum certification**. The global strategy is to **consolidate all facilities into a single building** by 2030 in order to optimise space and energy consumption.



WASTE AND CIRCULAR ECONOMY

WASTE MANAGEMENT ON CAMPUS

While waste contributes little to total emissions, it has significant environmental impacts, including water and soil pollution and natural resource depletion. ESCP has implemented **campus-specific waste management initiatives**.

Recycling is carried out comprehensively across all campuses.

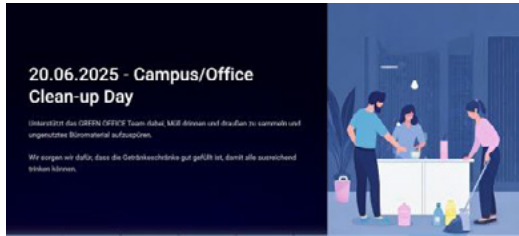
The **Paris campus** has comprehensive solutions for the collection and treatment of waste. It is working with a company for



cigarette butts and another one for **compost waste** in addition to all standard waste.

A local service provider transforms ESCP's bio-waste into compost, which is then used by nearby farms to enrich their soil. ESCP also regularly organises food waste awareness events with its provider.

During the move from République to Champerret, much of the **old furniture was also donated** to local associations or for charity.



CIRCULAR ECONOMY

Reusable cups and Clean-up day

In 2023 and 2024, the London and Berlin campuses launched initiatives using **reusable cups** in their cafeterias to reduce materials. The Berlin campus also organised a **clean-up day** in June 2025 collecting cigarette butts and unused office supplies.



RESPONSIBLE PURCHASING

ESCP incorporates **social and environmental criteria into contracts and tenders** for the procurement of goods and services.

In 2025, the School reinforced its commitment to responsible purchasing by integrating social and environmental criteria across its procurement processes. **Several long-term contracts were awarded to adapted enterprises (ESAT)**, covering services such as hygiene product distribution, plant maintenance, waste sorting solutions, and printing services, thereby supporting social inclusion and employment for people with disabilities.

In parallel, sustainability criteria were systematically embedded into major tenders, representing between **5% and 15% of the overall evaluation score** depending on the contract

(e.g. cleaning, transport, and printing services). These criteria assessed environmental impact, innovation, and social inclusion commitments, including the use of eco-certified materials, waste reduction practices, and compliance with recognised standards. This structured approach ensures that procurement actively contributes to the School's broader ESG objectives.

In this context, ESCP also orients at **the French "Charte Relations fournisseurs et achats responsables" (RFAR)**, which promotes responsible practices between organisations and their suppliers.

To support the reduction of Scope 3 emissions, ESCP is strengthening the Paris procurement team's capabilities in sustainable purchasing.



ESCP has been a signatory to the "Charte du numérique responsable" since 2022.

The Responsible Digital Charter is a document that sets out the digital commitments made by the signatory.

The Responsible Digital Charter encourages organisations to assess their own performance and strive for continuous improvement.

RESPONSIBLE DIGITAL TECHNOLOGY

In 2025, ESCP invited its DSIN employees to take part in a workshop entitled **“La Fresque du Numérique” (The Digital Collage)**. This collaborative and engaging **workshop** aims to **raise awareness of the environmental and social challenges associated with digital technologies**. Through a participatory approach, employees explored the hidden impacts of digital practices and identified concrete actions to adopt more sustainable digital behaviours in their daily work.



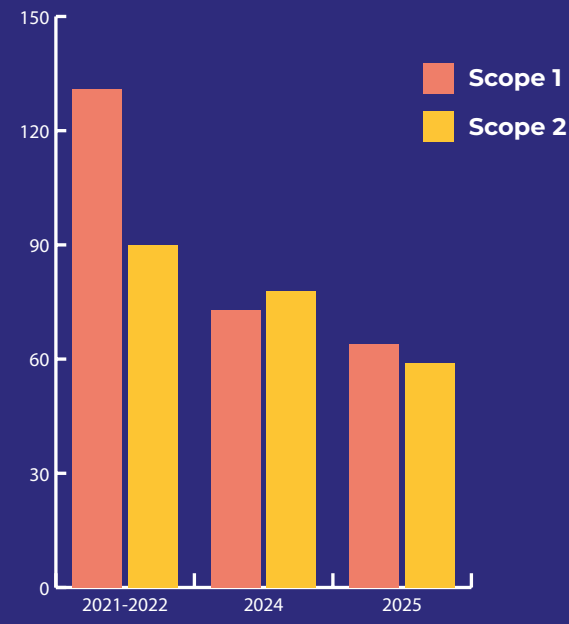
SUSTAINABLE DIGITAL PRACTICES

ESCP is committed to a responsible approach to digital practices by **promoting the durability and lifecycle optimisation of its IT equipment**. Devices are used for as long as possible and are only replaced at the end of their life cycle, in line with principles of resource efficiency and waste reduction. In parallel, the School ensures **responsible management of electronic waste (WEEE)** through certified recycling channels for the collection and treatment of obsolete equipment.

KEY FIGURES

Intensity indicator:
tCO2e / Student

	Scope 1 kgCO2e/student	Scope 2 kgCO2e/student
2021 2022	131	90
2024	73	78
2025	64	59



SOCIAL IMPACT & POLICY

SOCIAL
INCLUSION

DIVERSITY, EQUITY
AND INCLUSION

WELL-BEING AND
QUALITY OF LIFE

SOCIAL INCLUSION

EQUAL OPPORTUNITIES



Throughout its history, ESCP has demonstrated its commitment to what we now call **equal opportunities**. The School has a responsibility to create as many opportunities as possible for its students, rather than relying on luck or determinism, so that the “E” in ESCP does not stand for elitism, but rather excellence.



2021

In 2021, ESCP became the first French business school to offer tuition fee waivers to CROUS (explanation below) scholarship recipients from levels 4 to 7.

2025

In 2025, ESCP offered **CROUS scholarship recipients a variety of support measures**:

- **Full tuition** waivers for levels 4 to 7
- **€1 meals**
- Mobility scholarships
- **Zero-interest loans** of €30,000 to €50,000 (12 recipients in 2025)
- Sports aid and integration grants (supporting 54 students in 2025)
- Housing units for scholarship students

December 2025

In December 2025, ESCP was **awarded** the “**Comprehensive Social Inclusion Strategy – Partner’s Favourite**” prize by Challenges and Article 1, acknowledging its sustained efforts to advance diversity and social inclusion.

2026

From 2026, ESCP will **extend tuition fee waivers** for the MIM (Master in Management programme) to all CROUS scholarship recipients from levels 1 to 7. In the French financial aid system, CROUS scholarships are allocated based on household income and range from level 0 bis (lowest need) to level 7 (highest financial need). Under ESCP’s expanded support initiatives, there will be:

- **100% exemption for students from CROUS levels 2 to 7**
- **50% exemption for level 1**
- **20% exemption for level “0 bis”**

In addition, the School will strengthen material support, increasing **housing units** for scholarship students on the Paris campus from 5 to 10. A **student job programme** will be launched across all campuses, with a budget of €100,000 from 2026. Professional support will also evolve: ESCP will increase the **number of scholarship students enrolled in its mentoring programme**, to help them access internships, broaden their professional networks, and successfully enter the job market.

ESCP BRIDGES



TALENT SPRING

Launched in 2016, the **Talent Spring programme** supports **high-achieving students who have experienced adverse personal circumstances** during their studies by enabling their enrolment in ESCP’s Master in Management programme. Each year, around **ten students are selected**. In 2025, eight new students joined the Talent Spring programme, supported by €35,000 in funding from KPMG over a two-year period.

CHANCES AUGMENTÉES PRÉPAS PROGRAMME

Since 2021, ESCP has run the **Chances Augmentées programme** in partnership with the ESCP Foundation. The programme **supports grant-holding students** enrolled in preparatory classes through a selective application process. Participants benefit from **personalised coaching** to prepare for oral examinations and interviews. In 2025, **55 second-year preparatory students** took part in a two-day immersive programme at ESCP, including role-play exercises. Nine participants were subsequently admitted to ESCP.



CHANCES AUGMENTÉES LYCÉES PROGRAMME

In December 2024, ESCP launched its new **Chances Augmentées Lycées programme** for secondary school students, in partnership with four secondary schools in the Paris region.

The objective of this programme, which supports students in their three years of secondary school, is clear: **to overcome self-limiting beliefs, boost self-confidence, and help students plan their future in higher education**.

The Chances Augmentées Lycées programme includes **seminars** focused on developing self-confidence, discovering the professional world, **cultural visits**, and **tutoring** by ESCP faculty and students, with a focus on work methods and core subjects.

In 2025, **76 high school students** participated in the programme.

DIVERSITY, EQUITY AND INCLUSION

ESCP's **Inclusion and Diversity policy** aims to prevent, address, and combat all forms of violence, harassment, and social discrimination, whether gender-based and sexual, LGBTQIA-phobic, racist, antisemitic, religious, or based on disability or health.



Since 2020, ESCP has also delivered an **annual Diversity, Equity, and Inclusion seminar** or students in the Master in Management and Bachelor in Management programmes across ESCP' European campuses. The seminar includes:

- **An interactive play** on sexism, and gender-based violence
- **Awareness-raising workshops** on LGBTQIA+ issues led by ESCaPe, the LGBT+ student association, and SOS Homophobie,
- **An interactive conference** on racism and antisemitism

The School pursues three main objectives:

TO GUARANTEE ACCESS TO REPORTING MECHANISM FOR ALL MEMBERS OF THE ESCP COMMUNITY

ESCP operates a comprehensive and confidential reporting portal accessible to both students and employees. The platform enables the reporting of abuse, fraud, and other forms of misconduct across campuses and workplaces.

EMPOWERING AND SUPPORTING THE SCHOOL'S STUDENT ASSOCIATIONS

ESCP organises annual training sessions for leaders of student associations so they can run "safe" festive events and be informed of their legal obligations and responsibilities in this field.

TO IMPLEMENT DEI TRAINING FOR ALL STAFF AND PROFESSORS

In 2025, ESCP implemented a training programme for all staff and professors of the Paris campus, covering diversity and inclusion, respect at work, and mandatory training on the prevention of sexist behaviour and sexual harassment.

SUPPORT FOR STUDENTS WITH DISABILITIES



ESCP has long-standing systems in place to support students with disabilities. In 2025, ESCP recruited a **Disability Officer for students**; he oversees and develops the School's disability policy at a European level, ensuring the consistency of measures, the quality of administrative follow-up, and the practical implementation of adjustments on campus.

In 2025, with support from the ESCP Foundation, the School also invested in inclusive learning resources, including headphones, tablets, e-books, and magnifying devices for physical books, to enhance accessibility within the library.

Examples of **learning arrangements** include:

- Extra time during exams
- Use of the School's computers
- Assistive technology

SUPPORT FOR EMPLOYEES WITH DISABILITIES

On the corporate side, ESCP appointed in 2025 a **Disability Referent** to support employees with disabilities.



WELL-BEING AND QUALITY OF LIFE



ESCP promotes student well-being through a **comprehensive approach** that addresses mental health, access to healthcare, sports participation and housing support.

On the **Paris campus**, there is a **Health Centre**, with a doctor and psychiatrist part-time, and a full-time School nurse.

All students are entitled to request between **three and four psychological consultations per academic year**. In 2025, the Paris campus offered nine hours of consultations per week provided by three psychologists,

while the Berlin, London, Madrid, and Turin campuses offered an average of six hours per week.

ESCP also partners with:

- **NightLine**, an anonymous volunteer-run helpline supporting students in emotional distress
- **International SOS**, providing students with 24/7 access to medical and security assistance worldwide

To combat menstrual poverty, campuses provide **free dispensers** of organic and eco-friendly sanitary products.

WELL-BEING EVENTS

In 2023, ESCP proposed to students a multi-faceted project, based on the Turin campus, which aims to address the issue of **mental health** within the business School:

- **the Mind the Mind seminar** about mental, digital, and physical well-being
- **a workshop** on stress management and mindfulness
- **a coaching programme** for students about self-discovery for personal and professional growth

In 2024 and 2025, the AGORA student society organised **well-being weeks** for students with activities focused on physical, mental, and social well-being.



HOUSING SUPPORT

Recognising the growing challenges related to housing and the rising cost of living, ESCP has developed dedicated services to support students:

- **ESCP Housing**, which assists students in finding accommodation when changing campuses
- **ESCP Marketplace**, a free platform for exchanging accommodation; in 2025, nearly 500 beds were exchanged
- **Second-hand**, an online service where students can post and exchange items

SPORTS AND CAMPUS LIFE

ESCP attaches great importance to sport as a means of enriching the student experience and strengthening inter-campus cohesion. The School has implemented a standardised programme and developed **partnerships** with local facilities to guarantee high-quality access to sports equipment. As an example, the Paris campus alone offers around **30 different disciplines**, whether team sports or individual sports.



THE ESCP REGATTA

Once a year, students from all six campuses, as well as members of staff, faculty, and alumni, gather in Italy for a weekend at sea. The event is a unique opportunity to fully leverage the potential of a multi-campus school and to strengthen and broaden the group spirit that is key to the ESCP community. Sustainability is one of the five guiding pillars of the Regatta. Environmental responsibility was a thread through every detail - from boat selection to event waste management - reflecting ESCP's commitment to sustainable leadership.



INTERCAMPUS GAMES



In March 2025, ESCP organised the first **Intercampus Games**, bringing together **400 students** from 34 nationalities in five sports. This event showcased the power of teamwork and the strength of a shared ESCP identity.

KEY FIGURES

278

Number of learners with disabilities and schooling arrangements for the academic year 2024/2025

CIRCA
€14
MILLION

across ESCP allocated to grants and social access schemes in 2025

26%

of students are CROUS scholarship holders in 2025 (24% in 2023)

97/100

gender equality score for Paris. Over time, ESCP has implemented a gender equality policy, complemented by a salary re-evaluation campaign, which resulted in an improved gender equality score.

505

apprenticeships in total in 2025. Apprenticeships enhance access to higher education by providing financial support through the coverage of tuition fees and a monthly salary throughout the duration of the contract.

METRICS & GLOSSARY

ESCP ESG PERFORMANCE

Key Metrics & Progress

At ESCP, sustainability is embedded across all core missions: education, research, campus operations, and social impact. The indicators below provide a snapshot of our progress, our current performance, and our long-term ambitions.

		2024	2025
EDUCATING RESPONSIBLE LEADERS	% of students trained in sustainability	100%	100% (Goal : 100%) Goal achieved
REDUCING ENVIRONMENTAL IMPACT	SCOPES 1 & 2: % of reduced emissions (2021-2022 baseline year)	-22.75%	-30.90% (Goal : -55%)
DRIVING SOCIAL INCLUSION & EQUAL OPPORTUNITIES	Number of learners with disabilities and schooling arrangements	269 for the academic year 2023/2024	278 for the academic year 2024/2025
	% of students who are CROUS scholarship holders	26%	26%
	Budget allocated to grants and social access schemes	€9 million	Circa €14 million

LOOKING AHEAD

ESCP's sustainability strategy is structured around clear, measurable objectives.

The School will continue to:

- scale sustainability integration across all programmes
- strengthen impact-driven research and partnerships
- accelerate its decarbonisation trajectory
- expand access and inclusion across all campuses

GLOSSARY

BIM *BSc Bachelor in Management* (BIM) is a three-year, multi-campus, customisable programme designed to give high-school graduates a strong academic and real-world experience in business management.

CCIR *Chamber of Commerce and Industry* of the Paris Ile-de-France region, the main shareholder of ESCP.

Certificates and Short programmes At ESCP, Certificates and Short programmes are programmes with a duration of between several hours and days, online or on campus, that are flexible and customisable. These allow working managers to develop new skills and expertise to improve their careers.

Chair A Chair or Professorship is a privileged space for reflection and sharing, allowing a company to pass on its expertise and to support research and teaching activities in specific fields of activity or professions. It is also a means of strongly developing a company's corporate and employer brand.

Core course An academic class that is one of a subset of mandatory classes required to complete a degree programme. ESCP has at least one mandatory core course on sustainability challenges in all programmes across all campuses.

Elective course An elective course is a course outside of a school's core curriculum that a student can select among alternatives, by personal choice.

GHG emissions Greenhouse Gas emissions, also known as the carbon footprint, represent the total greenhouse gases emitted by an entity.

GPTs *Generative pre-trained transformers*, are versatile AI-powered tools that can be customised to suit specific needs.

Hackathon A hackathon is an event, typically lasting several days, where people come together to collaborate in order to solve a problem or identify new opportunities. The word hackathon is a combination of "hack" and "marathon," i.e., a *marathon for hackers*.

Institute Research institutes serve as interfaces between academia, industry, and public policy, ensuring that scholarly inquiry remains engaged with the pressing transformations shaping contemporary society. Rather than operating in isolation, the institutes are conceived as platforms for interdisciplinary collaboration, fostering exchanges between researchers, business leaders, policymakers, and civil society actors.

Microlearning Microlearning is a learning method that focuses on very short modules, typically lasting between 3 and 5 minutes.

MIM *Master in Management* (MIM) is a flagship Programme Grande École lasting 2 to 3 years, integrating internships or work placements, and is designed for students who want to build a truly international career in business. Students have the opportunity to study on our six European campuses and personalise their journey with over 70 specialisations, dual degrees, apprenticeships, and international partner study abroad programmes.

SDGs *The Sustainable Development Goals* (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 2030 Agenda listed "Sustainable Development Goals" consisting of 17 goals and 169 targets to realise a sustainable world.

Sulitest Task™ The Assessment of Sustainability Knowledge, TASK™, created by the company Sulitest, is a robust, science-based assessment delivering an international certificate in sustainability knowledge. TASK™ enables institutions to measure and improve the sustainability knowledge of their students.



The Sustainable Development Goals

Student experience The student experience encompasses the comprehensive interactions, opportunities, and support systems students encounter throughout their educational journey. It goes beyond mere knowledge acquisition and involves the academic, social, and personal aspects of their time in educational institutions. These elements collectively shape students' growth, development, and overall experience.

Transition Plan A company's transition plan outlines all the actions and resources planned to reduce its greenhouse gas emissions to reach carbon neutrality as well as to achieve other sustainability goals.



IT ALL STARTS HERE

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Learn more on
how ESCP acts for
tomorrow!

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ESCP benefits from the best **international accreditations**.



Each of our European and international campuses benefits from **national recognition** in higher education.

Affiliated to

