RIOT GAMES

2025 IMPACT REPORT

2025—A YEAR OF NEW

2025 brought new ways to play, new communities to serve, and new challenges to overcome.

For the first time in a few years, we expanded our lineup with two new games—2XKO and Riftbound—which meant welcoming passionate communities, building new capabilities across Riot, and bringing new Rioters in to help make it all happen.

As our portfolio grew, so did our commitment to being the best place to make games. Whether we're supporting League of Legends in its 16th year or helping teams build something entirely new in R&D, our focus is on giving Rioters what they need to do the best work of their careers.

That commitment was put to the test when wildfires spread across Los Angeles, the largest of which was only a few miles from our global headquarters. Riot was able to provide affected Rioters with emergency stipends, first responders with meals from our on-campus kitchen, and firefighters with a backup generator when their power went out. After that, we put our games to work using in-game fundraisers so players could raise money for the Riot Games Social Impact Fund, which directed funds to organizations providing natural disaster relief in Los Angeles and around the world.

Through every new game, every new milestone, and every new opportunity, one thing remains the same: the people behind Riot make Riot what it is—the best place to make games. This report is about how we supported Rioters—and how they, in turn, showed up for players and communities around the world.

LIFE AT RIOT

Building great games starts with building a great place to make them. Throughout the year, we create opportunities for Rioters to spark creativity, strengthen relationships, support their communities, and, of course, play games together.

Creating Together @ Thunderdome

Our version of a hackathon, Thunderdome gives Rioters a few days to dream and deliver on ideas that may fall outside their core work. Some projects become game features, internal tools, or even arcade cabinets. Others never ship at all—and that's the point. Thunderdome exists to create space for experimentation, curiosity, and collaboration across Riot.

Playing Together @ Pause to Play

New games mean new ways to play, even at Riot. Most Pause to Play days look familiar: PC bangs packed with Rioters playing whatever's coming soon on our digital games. But Riftbound changed things. Our new tabletop card game had our dining hall filled with playmats and deck sleeves as Rioters learned the game, went head-to-head, and showed off their first pulls.

Volunteering Together @ Global Service Month

Murals in Los Angeles. Rescue dog toys in Singapore. Children's art programs in China. Those projects—and many more—were part of Global Service Month, a chance for Rioters to give back to their local communities. 2025 marked our 10th annual Global Service Month as 20+ offices around the world took time to show up for each other, our neighbors, and the communities that make Riot possible.

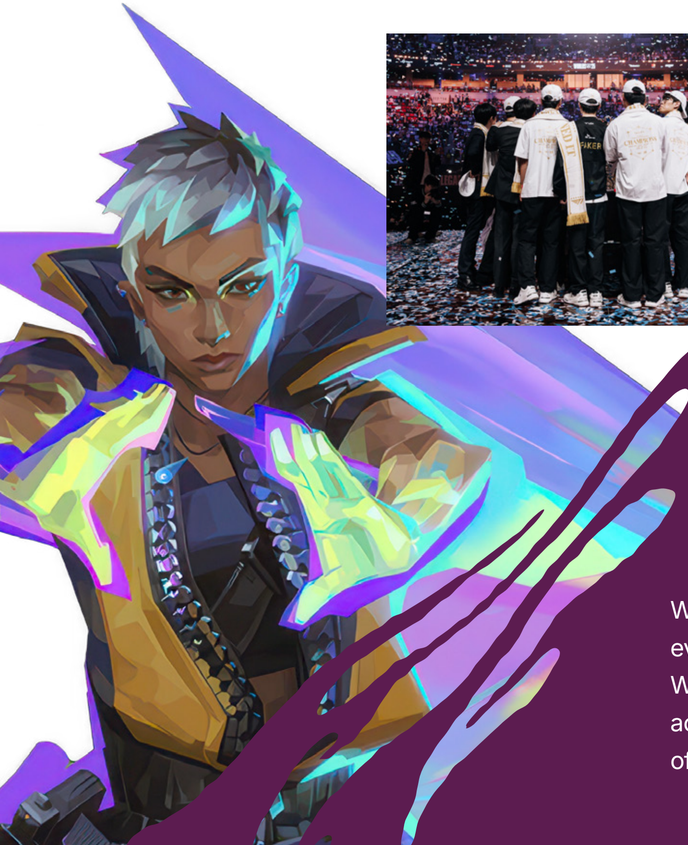
Growing Together @ Leadership Offsite

Great teams need great leaders. That's why we brought over 450 leaders from across Riot together to invest in the people shaping our teams, culture, and creative direction. Through shared learning, candid conversations, and meaningful collaboration, this offsite reinforced the shared commitment our leaders have to ensure Riot is the best place to make games.

ESPORTS WORLD TOUR

In 2025, League of Legends, VALORANT, Teamfight Tactics, and Wild Rift traveled the globe, bringing the biggest moments in esports to passionate communities around the world.

Every stop is more than a tournament. Regional teams turn each event into a celebration with fan festivals, watch parties, community activities, and local experiences that give players the chance to come together—whether they have a ticket to the arena or not.



Whenever we can, we look for opportunities to make those moments even more meaningful. During VALORANT Masters Bangkok, we revealed Waylay, a Thai Duelist voiced by Mo Rodvanich, a Bangkok-born voice actor. This turned an international tournament into a meaningful moment of lasting representation for Thai players in VALORANT.

CULTURE OF BELONGING

Great games come from teams with different perspectives, experiences, and ideas. That's one of the reasons why we invest in creating more pathways into games, cultivating an environment where all Rioters can contribute and thrive, and helping more people see a future for themselves in our industry.

Introducing Power Spike

This year our D&I team launched a new program for all Rioters called Power Spike to support Rioters' personal and career growth by creating opportunities for development, visibility, and community building. For one of the marquee events, VCT Champions-winning coach Christine "potter" Chi spoke to Rioters about the lessons she's learned across her career. The program launched initially to Rioters in the US but will expand globally in 2026.

Supporting Future Talent

Breaking into esports broadcasting can be difficult without hands-on experience. That's the goal of the 1,000 Dreams Broadcast Cadetship in partnership with the 1,000 Dreams Fund and AWS. After starting in Dublin in 2024, we brought the program—a paid, three-month opportunity combining mentorship, career coaching, and live production experience—to our Remote Broadcast Center powered by AWS in Seattle in 2025.

Rioters Take AFROTECH

AFROTECH continues to be one of our favorite opportunities to connect with Black professionals interested in games and technology. In 2025, we brought Rioters back to Houston, giving attendees the opportunity to chat about careers, creativity, and life at Riot. Over the course of a few days, attendees dropped by our booth, met with Rioters, and joined us for a game night. We love showing up at events like these to share what it's like to make games at Riot.

RIGs Night Market

Food. Music. Local vendors. Plenty of Rioters. A few years ago, API@Riot held a night market inspired by outdoor markets that are commonly seen across Asia. Now, most of our RIGs have taken to holding their own night markets at our LAX campus. They feature local vendors from each RIGs community, food, music, games, and plenty more. Whether it was Rainbow Rioters bringing in LGBTQIA+ vendors for Pride month or Riot Unidos tapping into the local Latin American community, everyone at Riot looks forward to a night market.

GIVING BACK

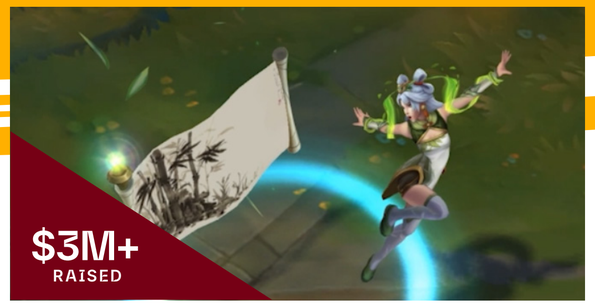
The Riot Games Social Impact Fund turns the generosity of players into support for communities around the world. Whether responding to emergencies or investing in long-term initiatives, the fund allows us to act quickly when help is needed most.

$74M+
raised since 2019

450+
organizations supported

VALORANT's Give Back Bundle

For VALORANT's fifth anniversary, some fan-favorite cosmetics from years past went into the Give Back Bundle with a portion of the proceeds going to charity.



League's Panda Pal Lux

Lux has always been one of League's most popular champions, so, when we wanted a new skin to raise money for the Riot Games Social Impact Fund, Panda Pal Lux was a natural choice.

Charity Voting Campaign

Players raised the money, so we gave them a say in where that money went. In 2025, we supported 87 nonprofits in 29 countries through the Charity Voting Campaign, championing causes like sustainability, education, poverty, and more.

Employee Donation Matching

Rioters gave back, too. Through employee donation matching, Riot and Rioters contributed more than $1 million to support over 800 global nonprofit organizations in 2025.

Disaster Relief Fundraiser

When wildfires spread across Los Angeles, the Riot Games Social Impact Fund empowered players to give back. Fundraisers in League and VALORANT raised more than $3 million for disaster relief. Those funds supported nine organizations providing natural disaster aid.

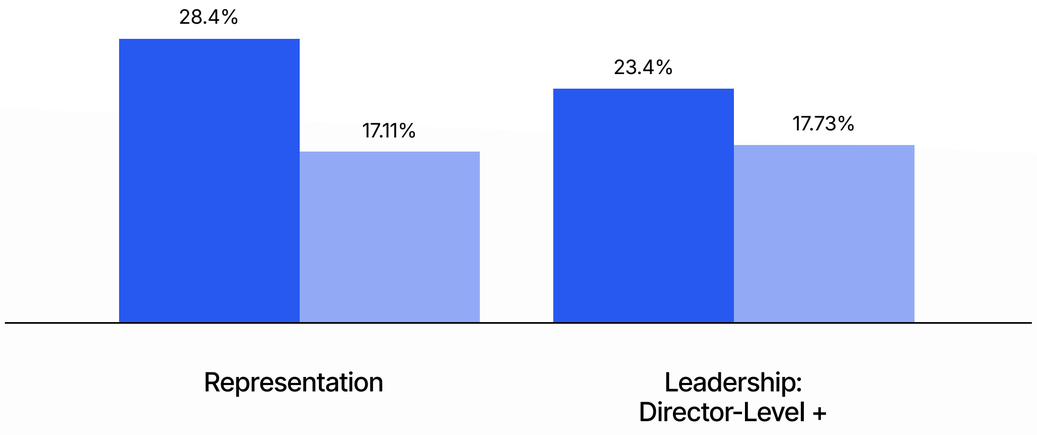
ESA Nite to Unite Honor

Every fundraiser represents a collective of players, Rioters, and partners choosing to support causes beyond our games. In 2025, that collective effort was recognized when the ESA Foundation honored the Riot Games Social Impact Fund with its Champion Award at Nite to Unite.

PEOPLE OF RIOT

Here's a snapshot from 2025 that shows the demographics of Rioters as part of our commitment to transparency.

Demographics Breakdown



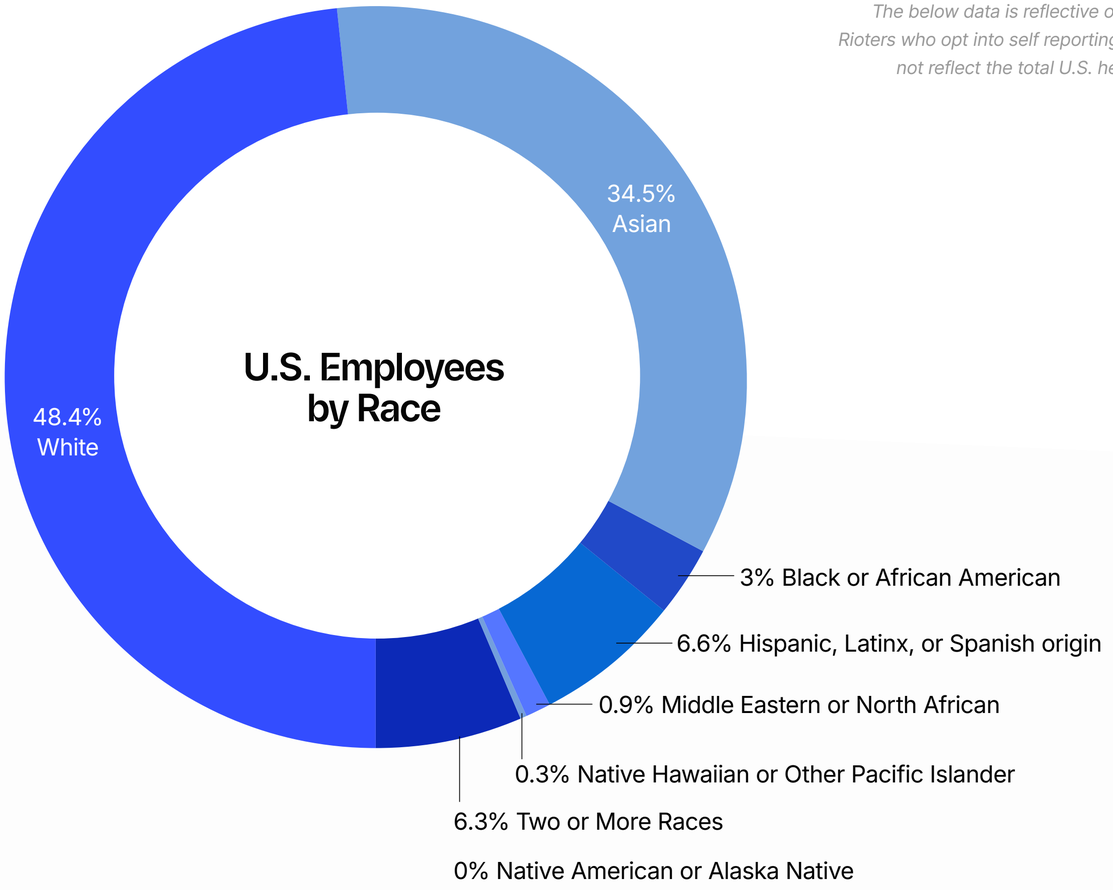
Women Rioters Globally

Women = Woman, Cisgender Woman, Transgender Woman

Underrepresented Minorities in the U.S.

Underrepresented Minority (URM) = Black or African American, Hispanic, Latinx or Spanish origin, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or More Races in the U.S.

The below data is reflective of the U.S. Rioters who opt into self reporting; they do not reflect the total U.S. headcount.



Equity Work

Riot works with an expert third party to perform comprehensive pay equity reviews multiple times a year. This process uses a variety of checks to evaluate whether compensation and promotion outcomes are equitable for all Rioters when reviewed across the organization. Riot works with an additional third-party expert to perform a comprehensive gender pay equity analysis using alternative methodology as part of Riot's Consent Decree. Under both methodologies, Riot continues to not see any systemic statistically significant differences in pay or promotions.

OUR APPROACH TO

SUSTAINABILITY@RIOT

Sustainability at Riot starts with understanding our impact. As a global company, our footprint spans our business, including our offices, live events, esports, travel, products, vendors, and the digital infrastructure that helps bring games to players around the world.

Our sustainability journey is focused on three key areas:

Measuring our carbon footprint

Building a clearer picture of where emissions come from across Riot's operations and value chain.

Reducing our emissions

Using what we learn to identify where Riot can focus future efforts and make more meaningful progress.

Understanding and reporting our impact

Improving the quality of our data so we can share more transparent, consistent, and useful information over time.

We track Riot's greenhouse gas emissions in alignment with the GHG Protocol, using the process to better understand our footprint and improve the quality of our reporting over time. As sustainability reporting expectations continue to evolve, we are strengthening our governance, documentation, and reporting processes to support more complete, consistent, and reliable disclosures.

From environmentally-friendly esports to reducing food waste, every action has an impact.

OUR GHG EMISSION FOOTPRINT

	2025 GHG Emissions	2024 GHG Emissions	2023 GHG Emissions
Scope 1 Onsite Fuel	694 tCO2e	1,189 tCO2e	1,655 tCO2e
Scope 2 Purchased Energy	6,887 tCO2e	6,724 tCO2e	7,698 tCO2e
Scope 3 Up/Downstream Emissions	176,835 tCO2e	171,527 tCO2e	249,112 tCO2e

A note on our data: We strive to provide the most accurate emission calculations possible. However, greenhouse gas measurement is still developing as a discipline. As we adopt new carbon measurement tools and improve the completeness of our data, future reported emissions may shift, especially across Scope 3 categories where measurement continues to evolve.

2025

GHG EMISSIONS

Scope 1 and 2 Emissions

In 2025, we improved how we collect Scope 1 and 2 emissions data by relying less on estimates and using more actual operational data, such as utility invoices and meter readings. This gives us a clearer view of emissions from Riot's offices and operations, and helps us better understand where to focus future tracking and reduction efforts.

Scope 3 Emissions

For Scope 3, we continued to level up our data collection by incorporating more complete activity data and refined emissions factors across key categories. As a result, some categories increased compared to prior years, including Capital Goods, Waste Generated in Operations, and Upstream Transportation & Distribution, largely due to more complete data coverage.

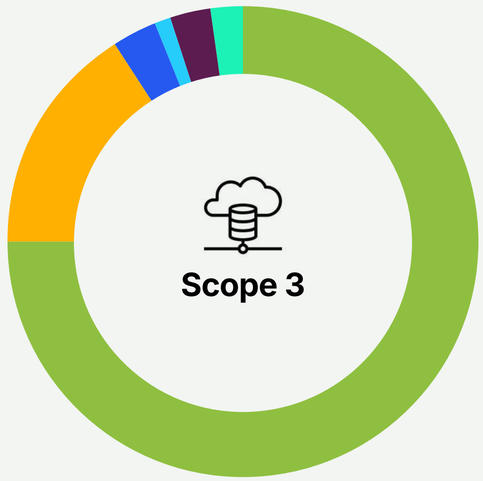
At the same time, methodology updates contributed to lower reported emissions in certain categories, including Business Travel and Investments. These changes reflect the continued evolution of our greenhouse gas inventory as we improve data quality, coverage, and consistency across Riot's value chain.

Scope 1

694 tCO_2e

Scope 2

6,887 tCO_2e



Purchased Goods & Services	75%
Business Travel	16%
Employee Commuting and WFH	3%
Fuel and Energy-Related Emissions	1%
Capital Goods	3%
Other	2%

SUSTAINABILITY IN ACTION

Sustainability takes many forms, but the goal across all our efforts is to limit our impact on climate change. From environmentally friendly esports to reducing food waste, every action has an impact.

Reducing Food Waste at NOMs

Every week, NOMs, our on-campus cafe, feeds thousands of Rioters. With unique menus, a variety of dietary options, and a robust staff of chefs, it's a complex operation just to get the food out every day. But the crew at NOMs goes a step further. Back in 2022, they began using Winnow, a camera system pointed into our compost bins, to track our food waste. Using this data, they've been able to adjust menus and save literal tons of potentially wasted food.

Since 2022:

307.2
TONS
of Food Waste Saved

1,306
METRIC TONS
of Total CO_2e Saved

Making our RBCs Sustainable

Our Remote Broadcast Centers powered by AWS in Seattle and Dublin drive our global esports events. Each facility has taken many steps to keep sustainability front of mind. Once again, our Dublin RBC has received ISO 14001 certification, a globally-recognized standard that independently audits and recognizes the robust environmental management systems that are in place to continually improve our environmental performance.

Sustainability in Esports

With esports events selling out arenas around the world, improving the sustainable practices we put in place is a big way we reduce our impact. By swapping plastic water bottles with strategically placed water coolers around the arenas, we've been able to remove almost all water bottle waste for the arena crews at our esports events.

Since 2024:

93%
WATER BOTTLE WASTE
Reduced

~95,000
BOTTLES
Diverted From Waste Streams