



2023 ANNUAL IMPACT REPORT





A Look Back at 2023

We brought our games [closer to players](#) around the world, leveled up how we work on games with global offices, and [welcomed a new CEO](#). The Tournament of Souls saw Samira fight through a gauntlet, 2XKO (formerly Project L) was publicly playable for the [first time at EVO](#), and the VALORANT Champions Tour (VCT) [embarked with a new format](#).

Those are just some highlights from a jam-packed year of games, esports, and events. Behind the scenes, we launched new benefits for Rioters, introduced [our sustainability commitments](#), supported causes that matter to the community, and worked with partners to push toward a better future for the games industry, Riot, and players around the world.

Our goal is to deliver the best player experience possible. To do that, we need to be the best place to make games. That means supporting all Rioters as people, players, and professionals. It means being a place where all voices are heard. And it means that we are constantly looking for ways to improve how we serve players today and for years to come.

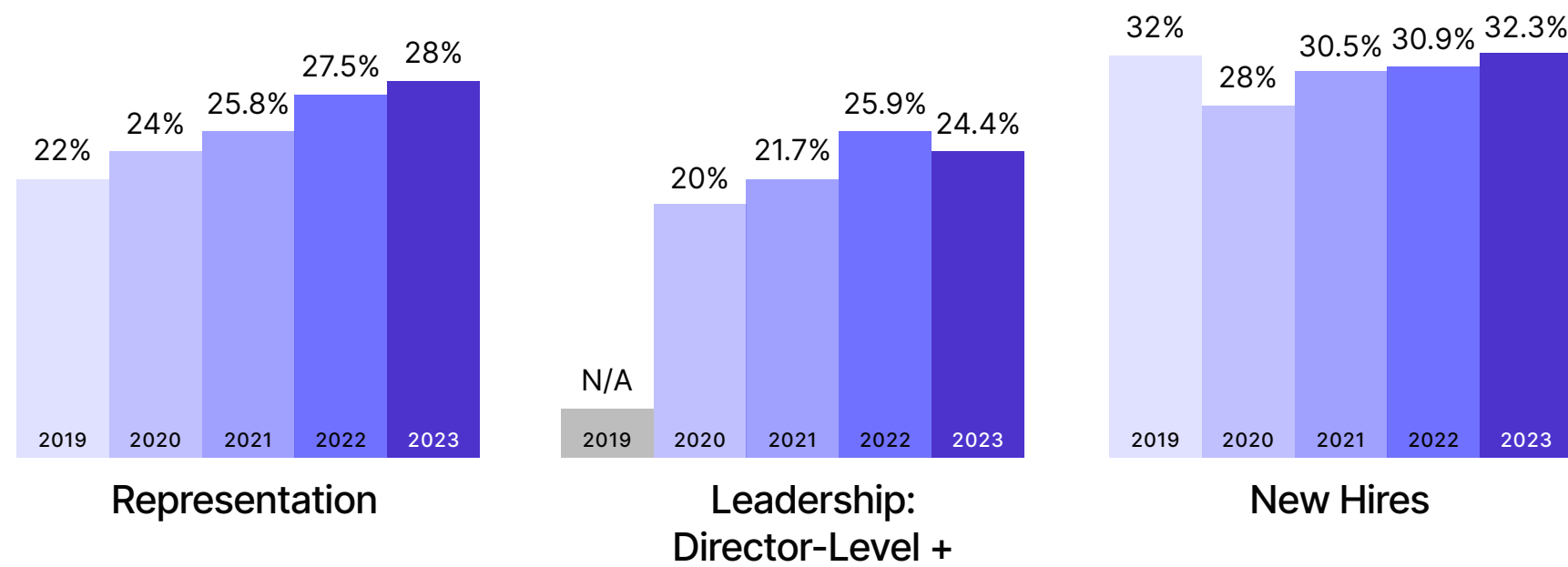




People of Riot

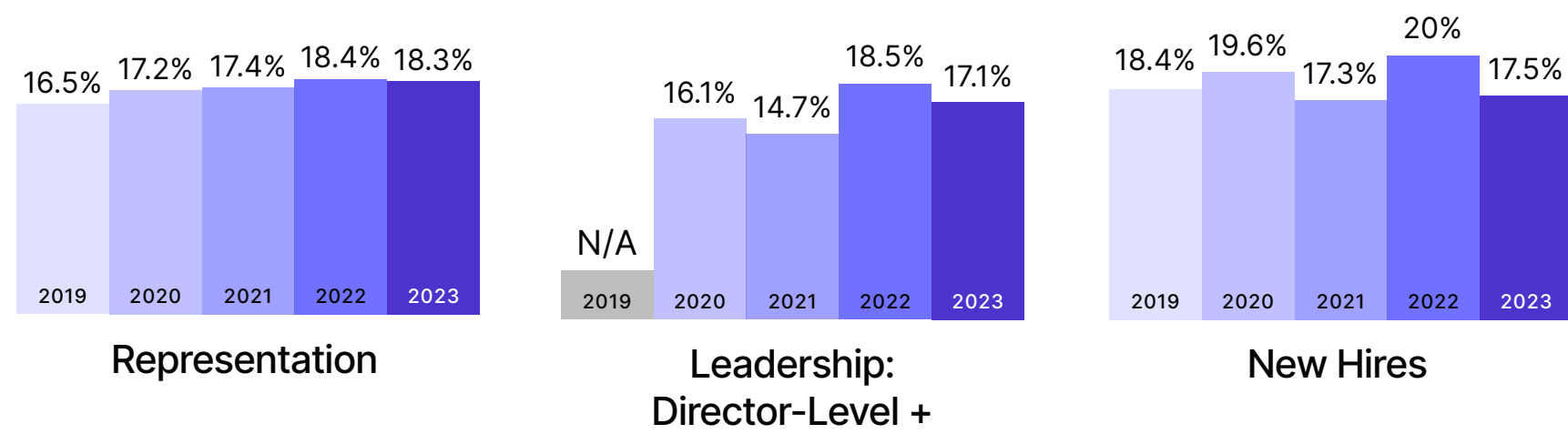
Every year, we take a look at where we are as a company when it comes to the demographics of Rioters. This is a helpful snapshot of where we're at right now as we continue to push for progress. Here's the data from 2023.

Women Rioters Globally

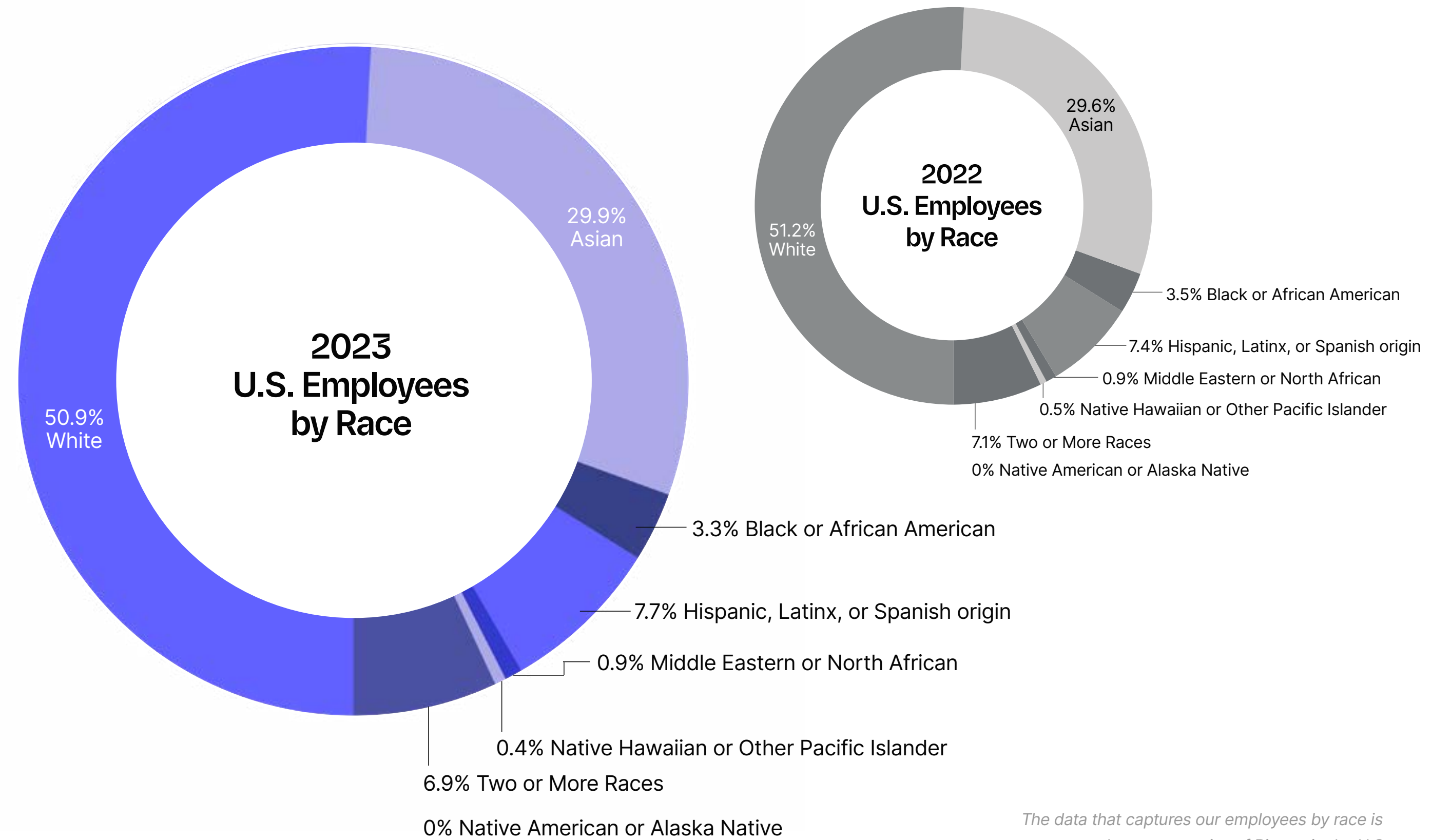


Women = Woman, Cisgender Woman, Transgender Woman

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 data that captures our employees by race is only representative of Rioters in the U.S

Pay Equity

Every year, 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 for women and underrepresented minorities are equitable when compared to all Rioters. Riot is now working 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 Benefits

Whether it's helping Rioters invest in causes they care about or providing some extensive R&R, we elevated our existing benefits in 2023 to support Rioters so they can dream and deliver for players. Living your best life shouldn't be pay to win. Our benefits aim to level the playing field for all Rioters to give everyone access to the resources they need to thrive.



Riot's Donation Matching Platform: Benevity

On Giving Tuesday, we launched a new donation matching platform for Rioters in partnership with Benevity called the Rioter Giving Platform - a one-stop-shop for Rioters to achieve their personal social impact and philanthropic goals. This platform supports donation matching to more global nonprofits, lets Rioters start their own campaigns, and gives Rioters donatable credits when they volunteer. To celebrate the platform's launch, each Rioter was given a \$50 credit to donate to the nonprofit of their choice.

1,510 Rioters Joined Benevity on Giving Tuesday

1,000+ Nonprofits supported

\$310K Raised on Giving Tuesday



Sabbatical Program

Take a hike across the Freljord, sail the Conqueror's Sea, flake out on an Ionian beach, or do all three—eight weeks is plenty of time. Our sabbatical program begins at eight weeks for Rioters who've worked here for seven years and adds two more weeks for each additional year spent, letting Rioters take a well-deserved pause.

17.3% of eligible Rioters used the sabbatical program in 2023

“After ten years at Riot, a sabbatical was just what I needed. I spent the time taking classes in everything from aerial training to pilates, reading lots of books, and being in my art studio painting, crafting, and sculpting.

The space and the time that I got on my sabbatical reminded me to slow down, listen, and trust myself so that when I came back I felt like I had truly reconnected with myself.”

- Sarah K., Sr. Manager of Marketing Comms, Riot Partner Programs



SUPPORTING RIOTERS' JOURNEYS

Forging Your Own Path

From Heimerdinger's lectures to the Star Guardians' classroom, there are a lot of ways to learn. We're all about helping Rioters level up through learning, development, and education.

Learning and Development

To deliver for players, Rioters need to be able to grow throughout their careers. Our L&D team curates and creates continuous learning for Rioters, whether it's internal, external, self-guided, professional development, or formal education.



Education Reimbursement Program

For Rioters who want to take an art class to get Skarner's tail just right or a management seminar to help ensure the next TFT set launches smoothly, the Education Reimbursement Program is for them. Our L&D team launched the program giving Rioters more opportunities to pursue career growth and upskilling for their individual needs. Rioters are reimbursed up to \$5,250 annually for undergraduate degree courses, graduate degree courses, and professional development.

159 Completed courses across eight countries

~\$238K in education reimbursement



I attended the Adaptive Leadership program at the Australian Graduate School of Management with UNSW Sydney University. This residential program brings on senior leaders to challenge our common thinking across a variety of situations. In my line of work, where intricate challenges demand adaptive solutions, this course has been transformative for my approach. I'm deeply appreciative of Riot's commitment to empowering its employees through initiatives like this, which helps in fostering continuous growth and innovation within our community.

- Stefano M., Sr. Manager of Development Management





Diversity & Inclusion @ Riot

Our global approach to diversity and inclusion has a direct impact on our ability to make deeply resonant games for players worldwide. Our aim is to foster an environment where all Rioters across our 20+ offices feel supported, empowered, and valued. Achieving this will enhance our collective ability to make incredible games and authentic experiences that are representative of the vibrant communities all around us.



Building Community with our RIGs

Our Rioter Inclusion Groups (RIGs), aka employee resource groups or ERGs, threw a bunch of events in 2023. To push for a more diverse future for games, Riot Unidos set up a [virtual booth](#) at Latinas in Tech, Filipinos at Riot held a [GDC meetup](#), and Riot Noir went big with their installation on the floor at [Afrotech](#). At our offices, Veterans@Riot [donated PCs to Stack Up](#) on Memorial Day, API@Riot held a [Lunar New Year celebration](#), and Rainbow Rioters [served up all things Pride](#). Each RIG went all out providing resources, building community, and celebrating the mosaic of individual human identities.



Women@Riot

With cohorts around the world, Women@Riot is an ongoing global initiative providing community and other resources for women in the workplace. From coffee chats to workshops and guest speakers, members are able to build community and gain support from one another to help them succeed at Riot and beyond.

In 2023, we introduced identity-based, regional, and craft-specific cohorts to foster community within the program including cohorts for Black women, women in our offices across Korea, Mexico, and Brazil, and women in the Tech Art space. In EMEA, Women@Riot partnered with Yale University to provide 25 senior-level Rioters the opportunity to participate in Yale's Women Leadership Program to improve their leadership skills, strategic vision for the future, and ability to communicate with power.

35+ Global Cohorts

76+ Events since 2021



Rioter Engagement

Helping to make a difference at Riot and in the community.

Mentor Volunteer Program

Mentors are important – Vi couldn't be who she is without Vander. Over 10 weeks, Rioters worked with [Good City Mentors](#) to meet weekly with a group of Los Angeles United School District (LAUSD) students at University High School to provide mentorship and support. Each student had the opportunity to learn from 2-3 mentors to help hone their leadership skills. The Mentor Volunteer Program ran twice in 2023 and resulted in 300+ hours of volunteering.



New RIGs

Our RIGs went global in 2023 and added five new groups to the [RIG roster](#). By expanding existing chapters for Riot Women and Rainbow Rioters to EMEA and APAC, our new RIGs were able to provide community close to home and support for issues specific to those regions. In addition to launching RIGs globally, we started a brand new disability-focused RIG.



Riot Women EMEA and APAC

Creating an inclusive environment where women Rioters embrace, celebrate, and empower their voices.



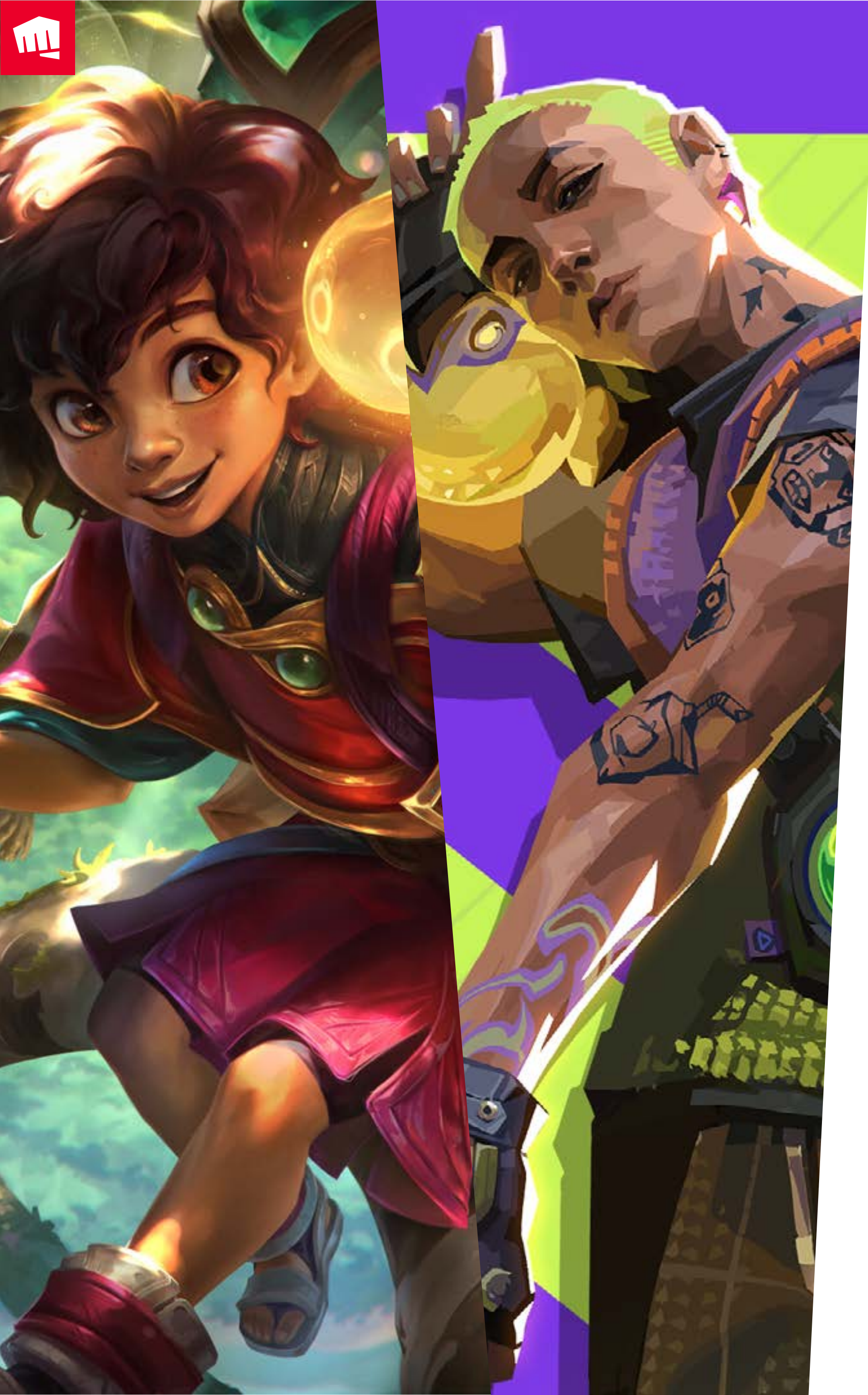
Rainbow Rioters EMEA and APAC

Fostering LGBTQIA+ inclusive communities, products, and experiences at Riot and beyond.



DiverseAbility

Fostering a culture of inclusion for Rioters who identify as having a disability, and for Rioters who are caregivers, parents, partners, and family of people who live with those realities.



In-Game Representation

Bringing new forms of Latin American representation to Runeterra and VALORANT.

Milio

The release of the young Ixtalian enchanter in March 2023 brought a new type of elemental magic to the Rift. The Runeterran region of Ixtal takes inspiration from Latin American cultures so, for Milio's release, Riot Unidos, our RIG for Latin American Rioters, [worked with the champion team](#) to align on everything from his facial features to the color of his clothes to the curliness of his hair.

Our music team worked with Latin American percussionist Alex Acuña and flutist Pedro Eustache to [create Milio's Champion Theme](#) which ties Ixtal's own sounds together with real-world cultural influences.

Bringing Milio and Gekko Closer to Home

With the releases of these characters, the LATAM team based out of [Mexico City](#) created campaigns bringing them to players across the region. "Hola Milio" introduces players in the region to the young enchanter's playful energy while also working with [Twiincosplay to bring Milio to life](#).

For Gekko, they hosted community events called El Barrio de Gekko in Chile, Mexico, and Peru alongside commissioned murals welcoming Gekko and his buddies to Alpha Earth.

Gekko

While the world of Runeterra takes inspiration from real-world cultures, VALORANT's Alpha Earth is a futuristic version of the world we live in. Gekko, the Mexican-American Initiator with adorable buddies, is from East Los Angeles. The son of Mexican parents, [Gekko's story](#) is about being a first-generation immigrant with his feet in two cultures, living in a multicultural city like Los Angeles, and the family dynamics at the heart of who he is.



Being able to participate in the launch of Gekko was one of the most fulfilling things I've ever done at Riot. Unidos members offered insight to build his home and ground him in our personal experiences. The VALORANT team was super collaborative and even snuck in an Unidos easter egg into [his launch trailer](#). Watching the player community relate to Gekko, and describe him as reminiscent of friends and family members was super validating and underlines the care and love everyone put into this agent."

- Joshua F., Co-Lead of Riot Unidos





RIOT GAMES

Social Impact Fund

Since launching the [Riot Games Social Impact Fund](#) in 2019, it's been used to support a wide variety of causes all working towards positive change around the world. In 2023, the fund [crossed the \\$50M raised mark](#), a significant milestone that highlights the impact of the last few years of charity campaigns in League of Legends, VALORANT, Teamfight Tactics, Wild Rift, and Legends of Runeterra.

\$50M

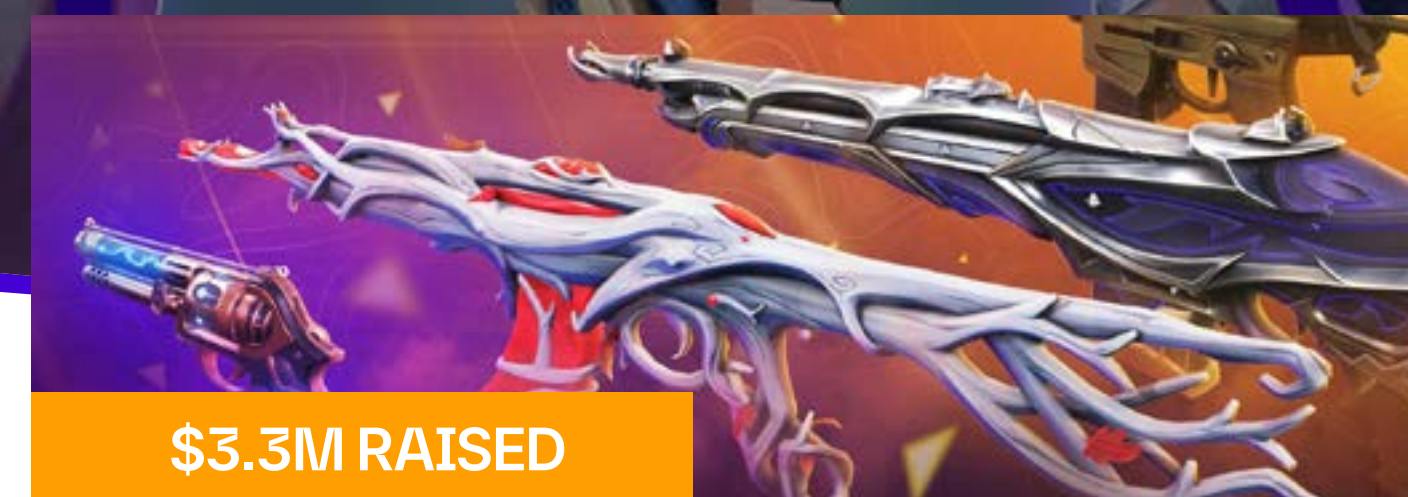
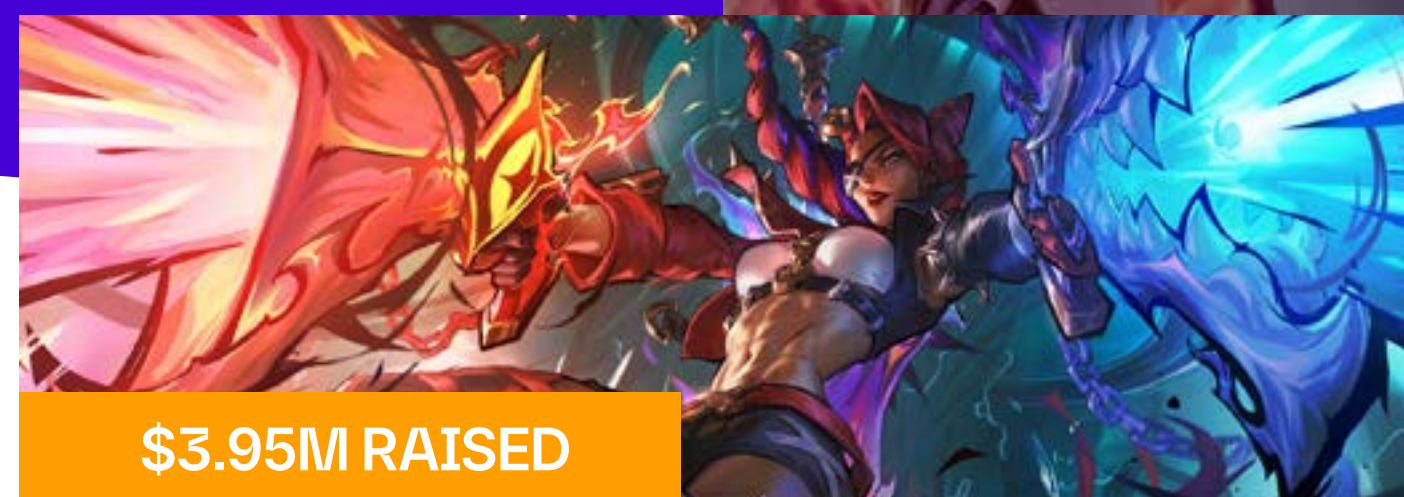
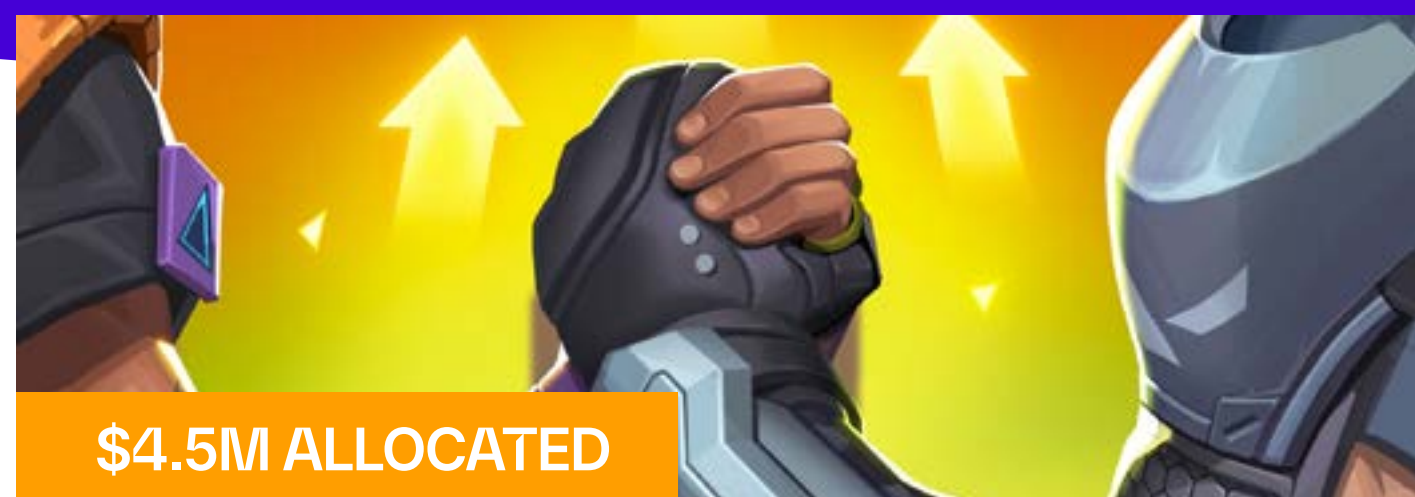
Raised

450+

Organizations

28

Regions



Charity Voting Campaign

The annual [Charity Voting Campaign](#) gives players a voice in determining where the money in the Social Impact Fund goes. By working with [GlobalGiving](#) and regional Rioters, 84 nonprofits were chosen across 28 regions. 589,000 players voted between three options to decide how nonprofits received their region's share of the pool.

Soul Fighter Event

With Soul Fighters battling it out in the [Tournament of Souls](#) last summer, all of our games based in Runeterra celebrated with cinematic experiences, new modes, and more.

Throughout the event, 20% of proceeds from the Soul Fighter Event Pass, Soul Fighter Samira, Unmatched Bounty Hunter Bundle, and more went directly to the Social Impact Fund.

Give Back Bundle

VALORANT's 2023 Give Back Bundle let players choose which classic skins they wanted to return to the shop. Hundreds of thousands of players voted, with Gaia's Vengeance Vandal, Recon Spectre, Magepunk Sheriff, and Reaver Guardian winning and joining three additional accessories to fill out the bundle. 50% of weapon skins and 100% of accessory proceeds went to the Riot Games Social Impact Fund.



Supporting Organizations Across the Industry

We work with partners who help us make an exponential impact in the communities we serve for generations to come.

DonorsChoose

We teamed up with [DonorsChoose](#) to kick off a \$200,000 donation matching campaign to support middle and high school teachers looking to fund projects related to game design, game development, or esports. To support teachers in our own backyard, we also funded every middle and high school esports and gaming-related project on the platform in California at the time.

The campaign funded nearly 530 projects, impacting over 5,400 students across more than 300 schools. The majority of the schools that received funding were public schools in low-income, underrepresented communities.



Wicked Saints

Since launching the [Underrepresented Founders Program](#) (URF) in 2020, we've funded a wide variety of studios. Wicked Saints Studios plans to release a beta of its flagship game, "[World Reborn](#)," in 2024. The studio describes it as the world's first adventure-activism game. Completing real-life actions powers players in game, making it possible to be a hero, in game and out.



As a young black woman who was an outsider to the industry, having the support of Riot's URF program was a game changer for me. It opened doors to funding, talent, and expertise I couldn't access otherwise. In 2023, just 0.5% of venture funds went to Black founders, and a fraction of that to Black women founders. When I went to raise my second round of funding, the team at Riot made intros, jumped on calls, and advised on terms. Riot ended up co-leading a successful oversubscribed round. I'll forever be grateful to the URF program for having our back."

- Jessica M., CEO/Co-founder of Wicked Saints Studios



SUPPORTING ORGANIZATIONS ACROSS THE INDUSTRY



SoLa Impact

After the SoLa Technology and Entrepreneurship Center [opened in 2022](#), funded in part by our \$2.25M donation, classes ramped up in 2023 with 2,500 students already impacted by the center. Rioters also regularly visit the center to volunteer and hold events for the South LA community.

1,000 Dreams Fund

The Esports Broadcasting Cadetship Powered by Riot Games is a three-month paid program in partnership with the [1,000 Dreams Fund](#) that helps women get a behind-the-scenes look at the esports industry at Riot Games' Remote Broadcast Center Powered by AWS in Dublin.



British Esports

At MSI in London, we teamed up with [British Esports](#) to create a meaningful experience for local high school students. We invited 80+ students from underrepresented communities to see how Riot puts on an event of this scale with a back-of-house tour, a career panel, and a live look at how a match day goes down.

AfroTech

We went big at [AfroTech 2023](#). Riot Noir, our RIG for Black Rioters, showed out in Austin, Texas to talk with attendees, network with the Black community across the industry, and share perspectives on how Riot incorporates D&I into our products.

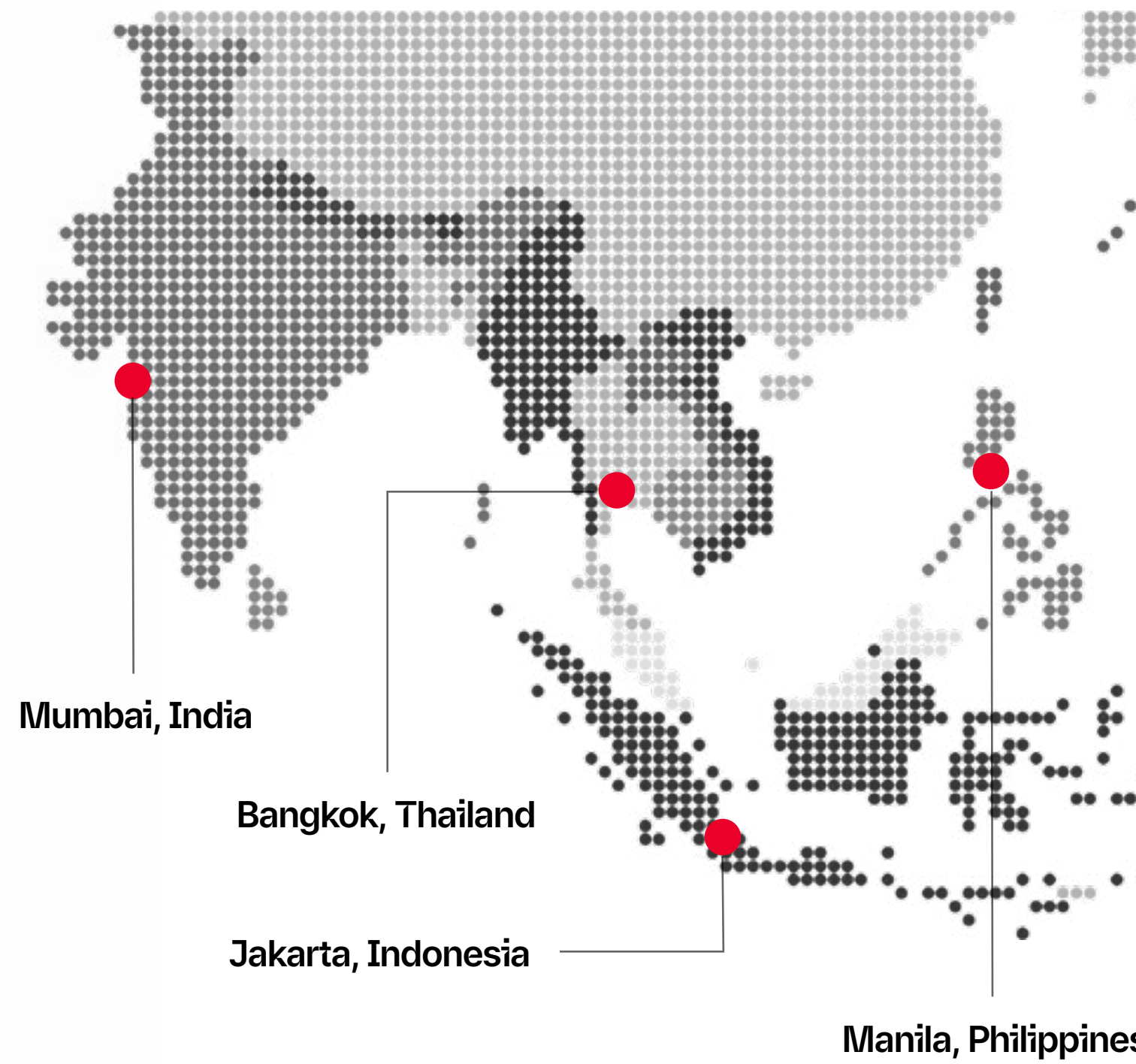




Supporting Players Everywhere

Our 20+ offices hyper-serve their regions to bring game experiences to players around the world.

Getting Closer to Players in APAC

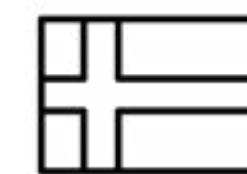


In 2023, we established or expanded teams in Jakarta, Indonesia; Manila, Philippines; Mumbai, India; and Bangkok, Thailand to be closer to the passionate players across Southeast Asia and India. With the team in India [moving to Mumbai](#) and Riot beginning to [self-publish our games in SE Asia](#), 2023 saw our teams across APAC level up.



Adding a Sydney Studio to the Riot Family

In 2022, we added [Wargaming Sydney](#) a diverse team of engineers, artists, and designers with a rich history in the Australian games industry. The [team in Sydney](#) spent 2023 collaborating with our global studios to work across our live games, R&D titles, and core tech projects.



A Home Base in the Nordics

From the first League of Legends Worlds in Jönköping, Sweden in 2011 to VALORANT Masters Copenhagen in 2022, we've had a lot of great times in the Nordics. In 2023, we moved closer to players in this region by laying the groundwork for a physical [presence in Stockholm, Sweden](#). Our Nordic Rioters strive to deliver the best possible publishing experience for players up north.

Hyper-Serving Players Locally

SHANGHAI



Lantern Festival

Break out the lanterns—the big ones. To celebrate Chinese New Year, Rioters in our [Shanghai office](#) worked with the Zigong Lantern Show Association to build a massive [Runeterra-themed lantern show](#) featuring Blitzcrank, Lee Sin, and more in China's Sichuan province. The team also collaborated with Tencent on a [video featuring Irelia and Caitlyn](#) at the China Paper Cutting Museum.

SEOUL



Asian Games

It was a Faker-filled fall. Leading into League of Legends Worlds in Korea, the Asian Games featured the best of the best facing off representing their countries. Before Faker, Chovy, and the star-studded team of top Korean players took home the gold medal, [Rioters in Seoul](#) created the Warriors campaign with videos, in-game missions, and events around Korea.

BERLIN



Kiedyś Miel Team Documentary

From Jankos to IEM Katowice, Poland has a rich esports history. The Eastern Europe team [based out of Berlin](#) created a 90-minute documentary showing how the Polish League esports community evolved from the earliest teams to the modern day. The video premiered in Łódź, Poland and on the Polish [League of Legends YouTube channel](#).

MEXICO CITY

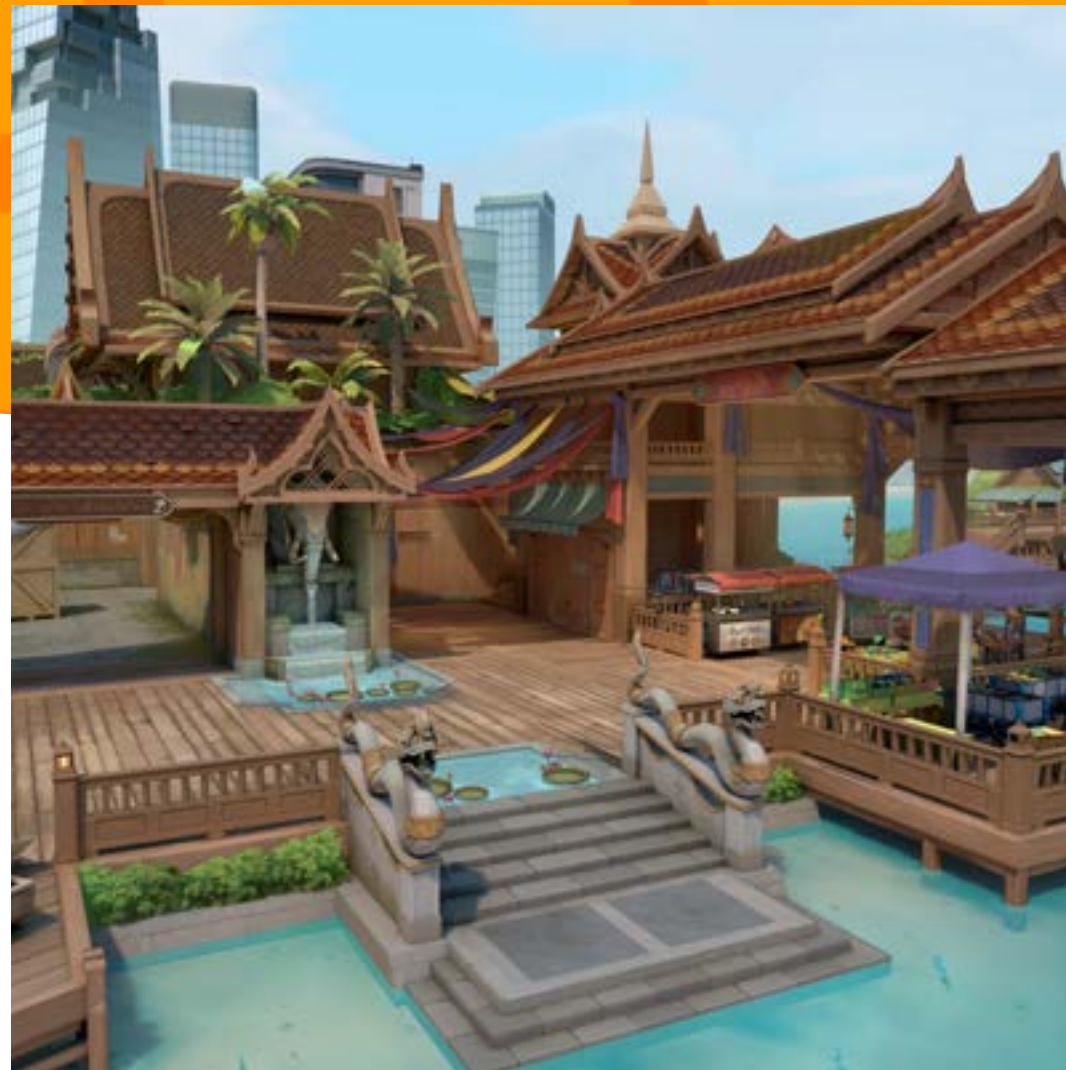


Día De Los Muertos Skins

Renata Glasc's Decanter has never looked better. In October, we released the La Ilusión skins inspired by Dia de los Muertos (Day of the Dead) featuring new skins for Renata Glasc, Draven, Ziggs, Gnar, Qiyana, and Nidalee. The [team in Mexico City](#) collaborated on these skins and created a video [capturing the champions with Papel Picado](#), a customary paper used to decorate *ofrendas*.

Hyper-Serving Players Locally

BANGKOK



Drift: Loy Thara

With its sandy beaches and floating markets, Drift, a [Team Deathmatch map](#) in VALORANT, brings Thai culture to the game for the first time. Rioters in Bangkok helped deliver the map to players by working with cosplayers, running showmatches, and holding a launch event that gained attention from press around the region.

ISTANBUL



100 Year Celebration

Go win the Turkish Cup. Celebrating the 100th anniversary of the Turkish Republic, League, TFT, Wild Rift, Legends of Runeterra, and VALORANT all held their own tournaments in Turkey. While players competed for the prize of a custom gaming chair, the [team in Istanbul](#) also gifted a commemorative 100th Year Coin to influencers, esports teams, and players.

STOCKHOLM



Northern Showdown

With the release of [Deadlock](#), VALORANT's Norwegian Sentinel, our team in the UK leaned into some friendly regional rivalries to bring the agent to the Nordics. VALORANT communities in Norway and Sweden engaged in a nation vs. nation competition leading to live events in Oslo and Stockholm. Sweden emerged victorious to claim the title of the VALORANT champions of the north.

SÃO PAULO



AFROPUNK

Afropunk is Raze's kind of event. The global festival celebrating Black culture where music, fashion, and lifestyle converge holds one of their largest events in Salvador Bahia, the hometown of VALORANT's popular Duelist. For Afropunk 2023, the [team in Brazil](#) put on events across São Paulo, Rio de Janeiro, and Salvador Bahia featuring dance competitions, gameplay sessions, and more.



Fostering a Healthy Ecosystem

To improve the player experience, games need to be safe, secure, and welcoming for everyone.

Player Dynamics in Real Time

Our Player Dynamics team is dedicated to reducing disruptive behavior and improving the game experience for all players. In VALORANT, the team completed a successful beta of disruptive voice detection in North America. This system detects and restricts harmful language in voice chat during games with nearly half a million restrictions imposed in 2023.

75% of players did not reoffend after restriction

In addition to voice evaluation, after making an impact in League of Legends, real-time text evaluation extended world wide within VALORANT in 2023 to shield players from extreme language mid-match.

23% decrease in extreme language in VALORANT

Data Privacy & Security

You have a right to know what we know about you. That may seem obvious but often companies will hide your data from you. In our games, you can peek at your data anytime you want. So if you want to see what we know about you, all you have to do is ask.

Providing this data is a required function only in some regions, but it's available to all players globally. The vast majority of the data we have is related to players' gameplay, and that's readily available at any point via the in-game client.

67K fulfilled player requests for data





Legendary Support

Our volunteer-based program where we try to go above and beyond for players with incredible stories.



Rusticles

Meet Trusty Adnere and his Aviarists. This Vastayan follower in Legends of Runeterra who supports and grows his in-game daughters is a beautiful card both because of the art and the designer.

The card was designed by Rusticles, a high-ranking LoR player who plays the game with eye-tracking technology due to ALS. Rusticles worked with the LoR team to [create all aspects of this card](#) which pays homage to himself and his three daughters while raising awareness for ALS.

In addition to the new card, a new quest called Adnere's Adventure contributed up to \$25,000 to the Riot Games Social Impact Fund as players completed other [in-game quests](#). In honor of Rusticles, Riot's annual charity bake sale in 2023 raised nearly \$10,000 for Team Gleason, an organization that aims to improve the lives of people with ALS.



I couldn't have been happier with how everything turned out. The design itself was perfect and showcases the mutual love and bonding from a parent to their child. The story encapsulated the essence of family, including the ups and downs of a parent battling a terminal illness. And the art makes me grin from ear to ear and tear up every time I see it. There was so much detail and thought behind every aspect of this development, and I can't express enough how thrilled I am with the end result."

- Rusticles



Lotus

Lotus' life changed when the 15-year-old high schooler had a skiing accident that left her paralyzed from the waist down with limited finger movement. But what didn't change was her resilience, her innovative nature, or her passion for gaming.

Working with the "Generate" Lab at UnityPoint Health St. Luke's rehab hospital in Iowa, Lotus collaborated with the team to design and create a custom device that allows her to play VALORANT primarily using her wrists. In addition, she works League and TFT into her occupational therapy helping with fine motor skills.

We invited Lotus out to our Los Angeles campus where she met with Rioters, played some VALORANT matches at the Riot Games Arena, and learned about potential careers in the games industry, all while inspiring everyone who met her.



Global Service Month

Our offices around the world showed up once again for their local communities during the 8th annual Global Service Month.



Redwood City

Helped with restoration work at Presidio National Park in San Francisco.

Los Angeles

Worked with City Year to brighten up local schools and the LA Food Bank to provide essentials to people in need.

São Paulo

Worked with Vacacao to help students learn about the gaming industry.

Dublin

Cleaned a beach by collecting 30 kg of trash in partnership with Clean Coast.

Paris

Distributed food and hygiene kits to people experiencing homelessness with Serve the City Paris.

Seoul

Worked with the Cultural Heritage Administration to clean and weed the Seonjeongneung Royal Tombs.

Shanghai

Packed food boxes for people in need in partnership with the Global Foodbanking Network.

Singapore

Packaged groceries for seniors at the Sarah Active Aging Center.

Sydney

Partnered with Thread Together to sort and package clothing going to people in need.

The above is only a snapshot of the offices that participated in Global Service Month. Offices that also participated but are not shown above are St. Louis, Bellevue, Barcelona, Reading, Berlin, Istanbul, and Dubai.



Sustainability@Riot

In 2023, we launched our company-wide [sustainability commitments](#) and continued to make strides towards fulfilling them.



Set a near-term science-based target for GHG emissions in line with the Paris Agreement.

We aim to lower our global emissions to do our part in keeping global warming below 1.5°C.



Reach net zero emissions by 2050.

We will focus on continued emissions reductions over time and plan to offset what we can't reduce.



Achieve 100% renewable electricity in our operations by 2030.

We will support the global transition away from fossil fuel-based electricity and toward cleaner, more sustainable options.



Remote Broadcast Centers Powered by AWS

In 2022, we opened the doors to our first Remote Broadcast Center powered by AWS in Dublin, with a second coming online earlier this year in Seattle. In addition to centralizing the esports experience to deliver broadcasts to fans around the world, these centers use 100% renewable energy and were built with sustainability in mind, from solar panels to the materials used in construction. The Dublin location received its [ISO certification](#) in the summer of 2023.

86%

of waste was recycled or recovered

Reducing Our Food Waste

At our Los Angeles headquarters, NOMs, our fully-subsidized on-campus restaurant, is working to reduce excessive food waste by utilizing batch cooking, turning scrap waste into stocks, soups, and sauces, and making Friday's dinner a special Chef's Curated Menu featuring surplus ingredients.

For 2023, as compared to 2022 baseline:

92 metric tons of food waste saved in comparison

394 metric tons of CO2e reduced

207,675 equivalent meals in food waste saved



SUSTAINABILITY

We're in it for the Long Term

We want players to enjoy our games for many generations to come so it's crucial we do our part to help safeguard the future.

Eden Reforestation Project

As Maokai left roots on the Rift throughout Worlds 2023, we helped players put down some friendlier roots of their own in the real world. For every 100 missions completed by players during the Worlds Event Pass, the Riot Games Social Impact Fund contributed \$1, up to \$1M, to the Eden Reforestation Project.

Players quickly hit the limit, allowing work to begin on restoring the Chimanimani landscape in Mozambique.

\$1M contributed to Eden Reforestation Project

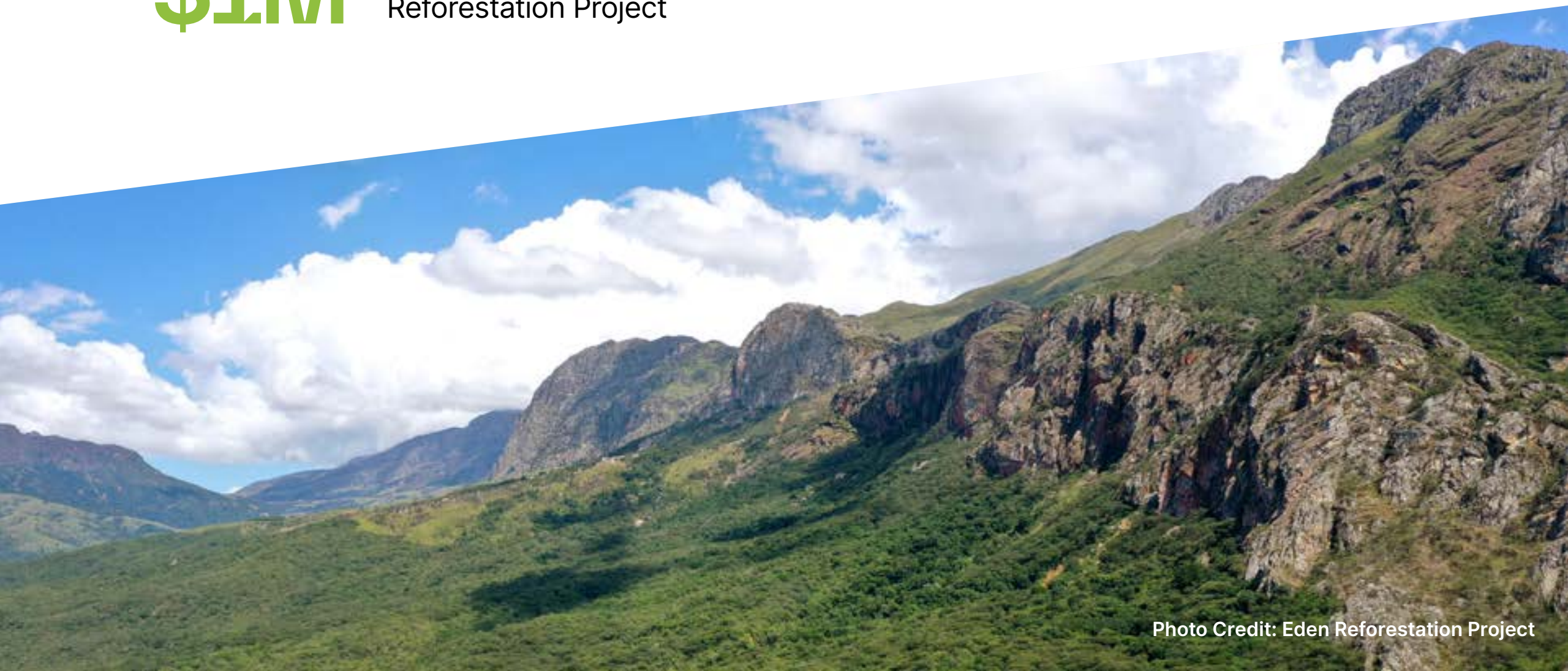


Photo Credit: Eden Reforestation Project



Take the Drake for Water's Sake

During Worlds 2023, we also worked with our partners at Amazon Web Services (AWS) to create a new campaign highlighting the importance of expanding access to clean drinking water. From the group stage to the finals, every time an Ocean Drake was slain in a game, a donation was made to Water.org.

70 Ocean Drakes taken

\$35K raised for Water.org

Resulting in **70,000** people with lasting access to safe water



