



2022 ANNUAL IMPACT REPORT





A NOTE FROM OUR LEADERS

Players are the driving force behind everything we do.

Players are the driving force behind everything we do. Our ability to serve communities around the world with deeply resonant games and experiences only happens because Rioters push the boundaries of what's possible to evolve the player experience. Games have the ability to make a real and lasting impact on the world around us. That's why it's important that we constantly strive to do better while also preserving the mission that makes Riot a unique place.

As a company, we believe we have a responsibility to both players and Rioters. It means giving back to our local communities through charity events that put millions of players' dollars into the Riot Games Social Impact Fund and answering the call when a major humanitarian crisis occurs. It means being a company where all Rioters contribute to an environment so every player and

Rioter feels heard, seen, valued, and respected. It means tapping into our different perspectives and cultural experiences to create authentic champions and agents in our games. And it means investing in, and opening doors for, talent who have not traditionally had access to the gaming and entertainment industries to ensure that the next generation of gaming leaders are representative of the world we live in.

Evolving culture and making a global impact is a massive undertaking. It's not the result of just one person or group, it's the result of players, partners, and Rioters working together. We're so fortunate to be part of this incredible community of gaming—an industry that spans the diverse human experience around the world and allows us to truly connect.

Our teams share the goal of creating a more globally impactful, inclusive, and diverse future for gaming.

When Riot started sharing these reports back in 2019, it was in an effort to be transparent. Transparent with our data, the programs we were creating, and the progress we were making across all parts of the business. In the years since then, the work we do has evolved, but, by nature, evolution is never truly finished. Each year, the goal of this report is to show our progress as we climb the mountain toward a better world and future for Riot, the gaming industry, and players.



Patty Dingle
Global Head of
Diversity & Inclusion



Jeffrey Burrell
Global Head of
Social Impact



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PEOPLE

Like a Willump snowball rolling through the Freljord, we've been growing quickly.

Since 2019 our teams have doubled in size. We went from one game to five. We brought more esports competitions to more passionate fans around the world. We invested more in entertainment and brought players Arcane, our first TV series.

And those are just the changes you got to see publicly. Behind the scenes, we've continued to cultivate a place where Rioters can bring their full selves to work

– identities, perspectives, styles, and crafts – to foster belonging, solve challenges, and deliver amazing experiences to players around the world. These efforts wouldn't have been possible without internal transformations and initiatives that have pushed Riot's culture forward while still preserving the values that made the company unique in the first place.

RECOGNITIONS

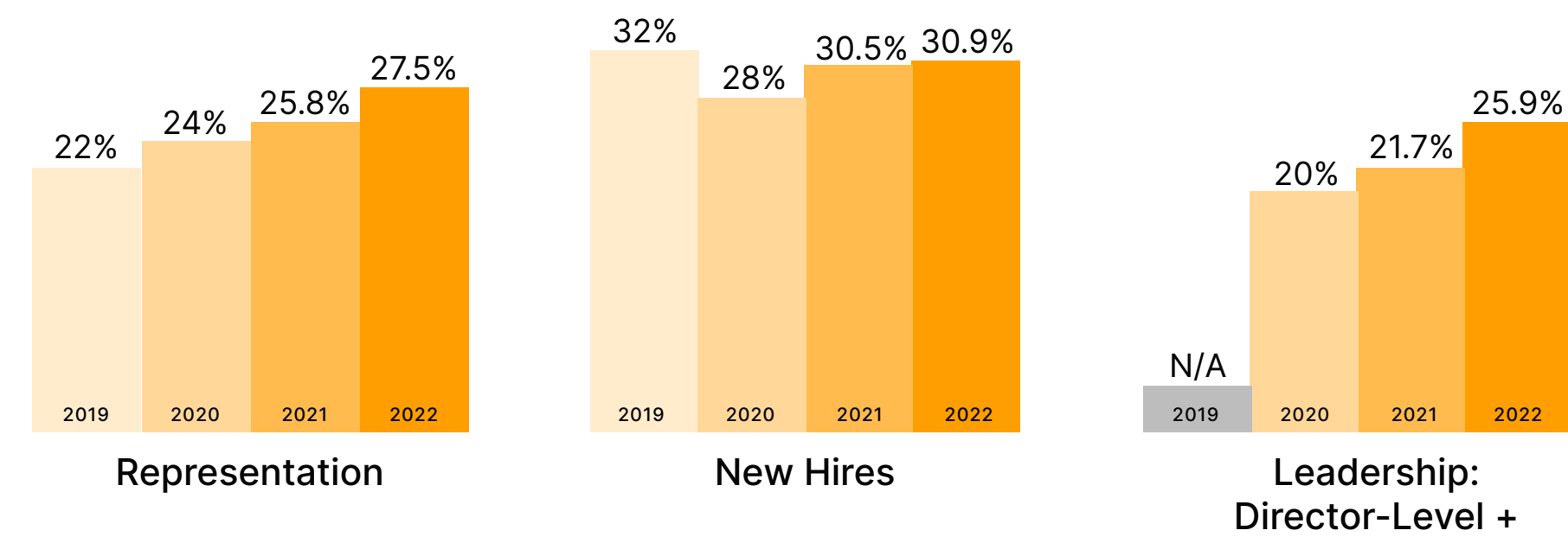
- [Human Rights Campaign Certified - Score 100](#)
- [Great Place to Work Certified with 95% Rioter Approval](#)
- Ranked #36 on [Best Workplaces for Parents List](#)
- Named to [Best Workplaces in Tech in Ireland](#)





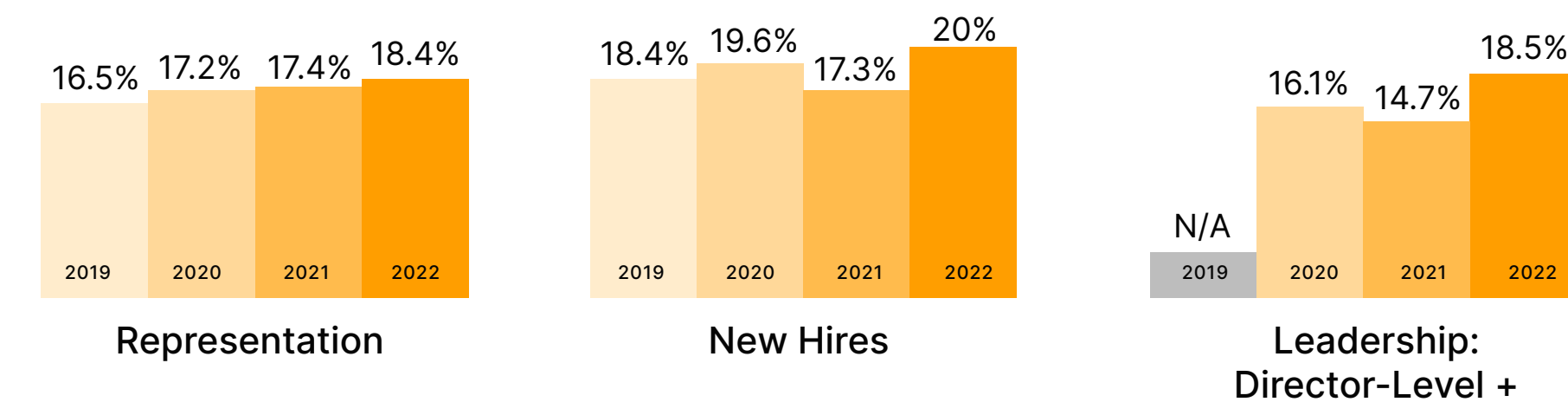
By the Numbers

Women Rioters

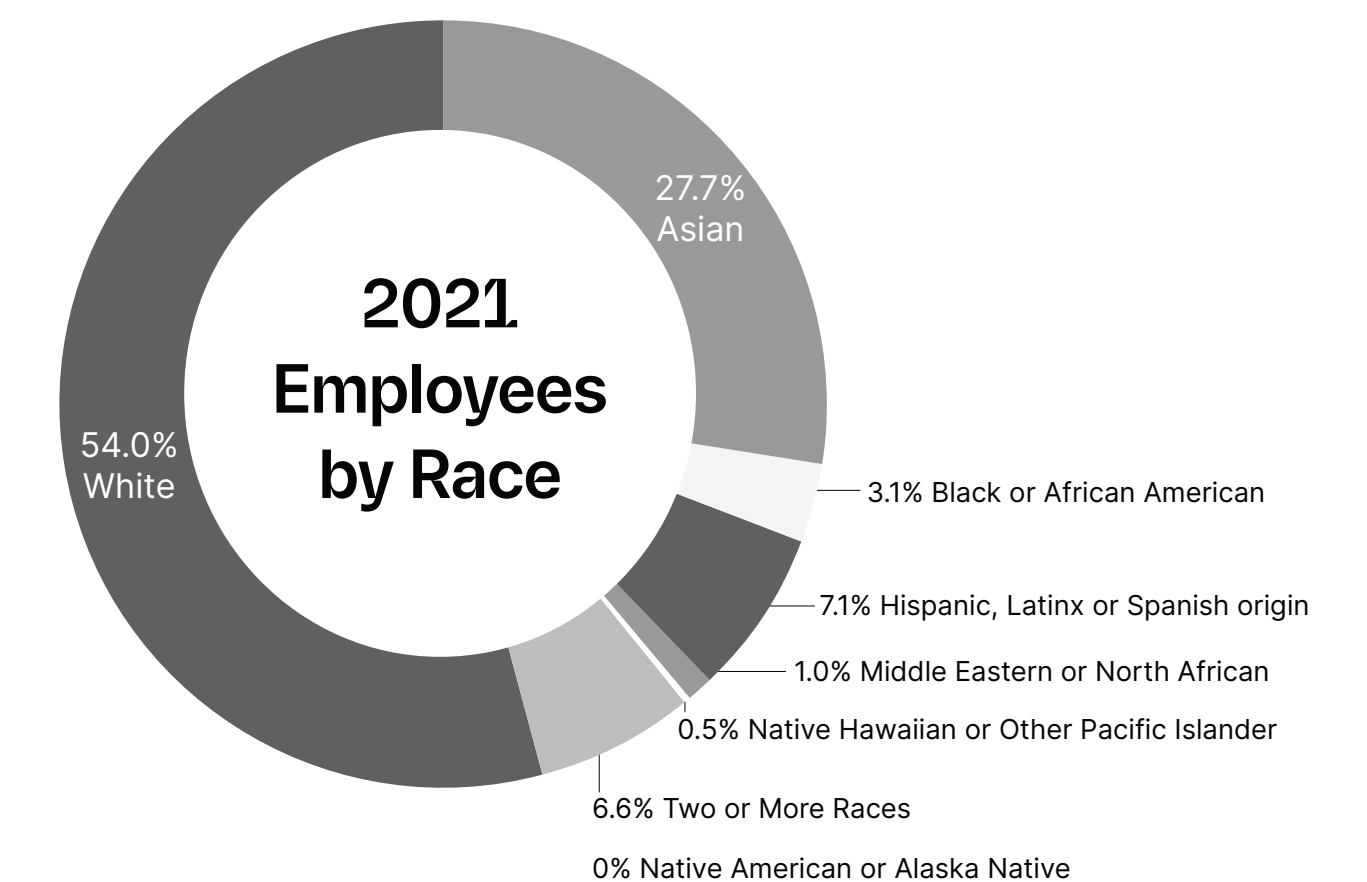
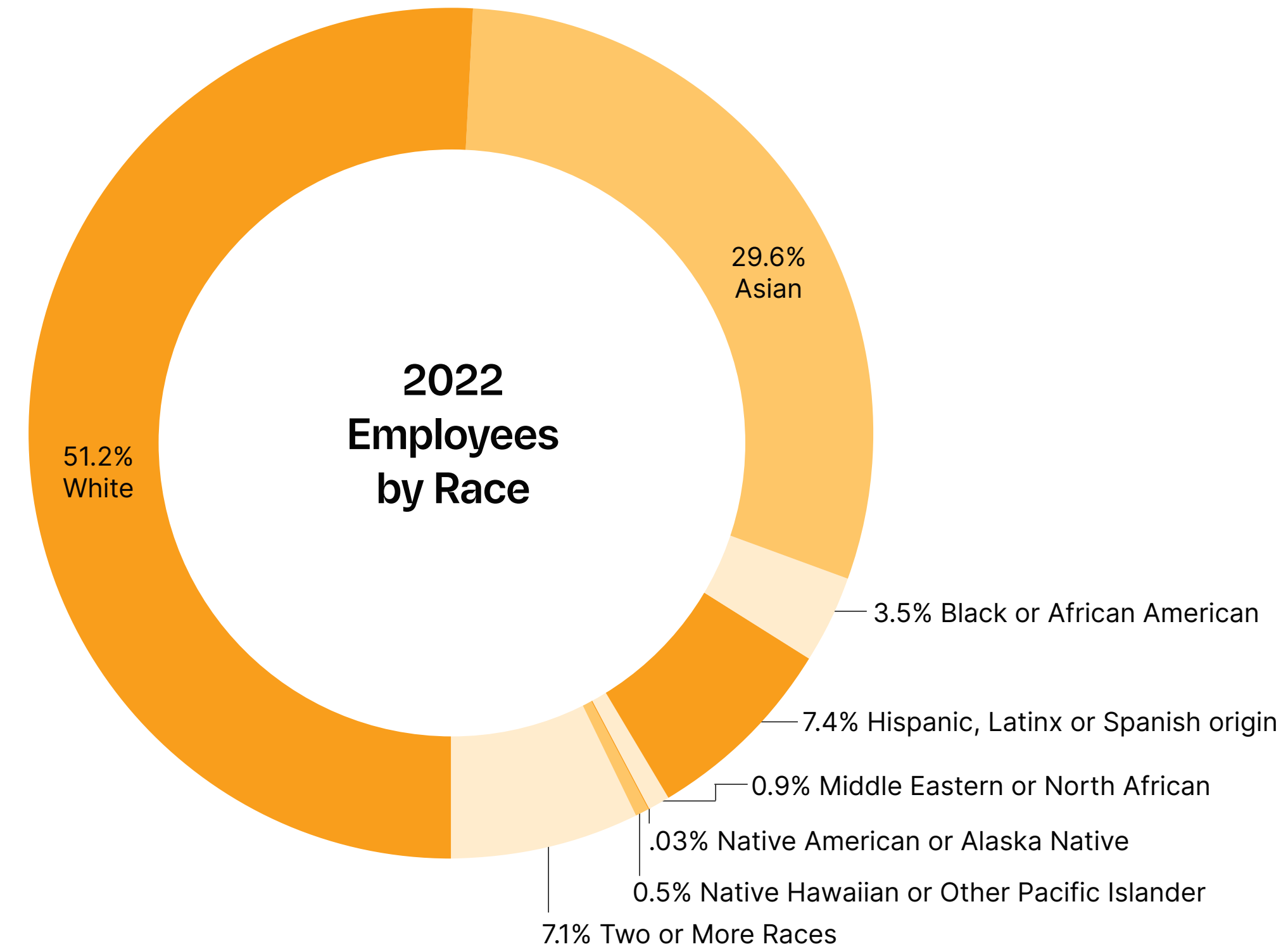


Women = Woman, Cisgender Woman, Transgender Woman

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.





Zooming In

When we embarked on our journey to improve representation in games and be transparent about our progress, we knew it would take time. As we've grown over the last few years, we've increased the percentage of both women and underrepresented minorities in managerial roles, leadership roles, and across Riot as a whole.

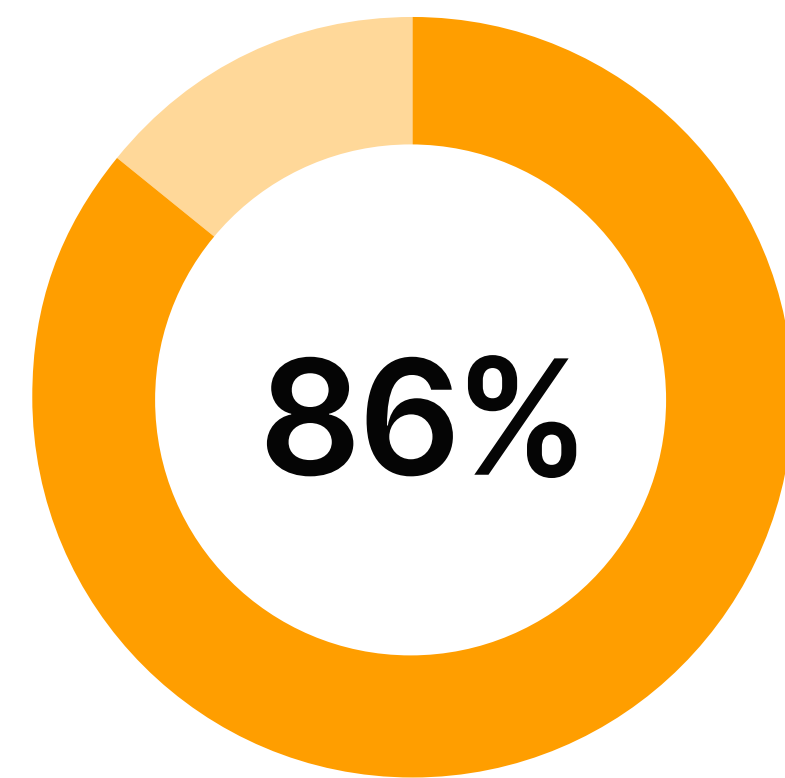
In the U.S. the percentage of underrepresented minorities at Riot increased across every single category of Riot's workforce in 2022. Tracking these categories year-over-year helps us understand whether our D&I efforts are successful in driving inclusivity — and make improvements if they are not. While there have been upticks in growth, we have our eyes set on doing better. In 2023, we're going to work with new and existing partners focused on recruiting to help boost the number of diverse candidates applying to Riot. We're also going to continue enhancing our People strategy in recruitment, retention, and employee engagement so that everyone who walks through our doors has opportunities for growth and development.

In 2022, Riot introduced a new feature in our systems for U.S.-based Rioters to voluntarily opt-in to indicate their sexual orientation and expanded more options to self-report gender identity. The opt-in responses will help us better measure the engagement of specific Rioter communities and gather important, detailed data on the composition of our workforce. We'll report on this in the 2023 report once we have a full year's worth of data.

Inclusion Index Score

Every year we conduct two internal surveys across Riot as part of the Global Riot Survey (GRS). The GRS is our way of measuring Rioter sentiment, from what's going well across Riot to what needs more support moving forward. The surveys ask Rioters to respond to statements like, "I feel personally included at Riot" and "I am able to share my thoughts, opinions, and perspective (about work or otherwise) without judgment from Rioters."

These responses help inform our inclusion score, which is the key metric we use to gauge our efforts in cultivating belonging for all Rioters. If the index score identifies gaps in how Rioters experience inclusion at Riot, we work directly with business unit leaders to create and implement D&I action plans that are tailored for those teams.



Inclusion Index Score

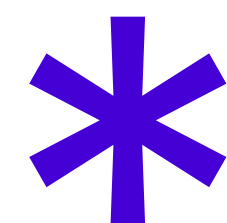




Pay Equity

We want Rioters to be confident about their salaries.

To help reinforce fairness and consistency in the way Riot manages employee performance, a diverse, multidisciplinary team reviews annual performance headline ratings to ensure equity across all demographics at Riot. In addition, Riot has an ongoing partnership 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.



Based on the results of these evaluations, we feel confident that there are **no statistically significant differences in pay or promotions for people in those groups.**



Recruiting Partnerships and Greater Representation

Riot today is responsible for the Riot of the future. As a major games company, we believe Riot has a responsibility to foster a more inclusive industry that's welcoming to people of all backgrounds and experiences. That starts with creating greater access to opportunities through a combination of internal efforts and external partnerships.

Gaming 'Cxmmunity' Co.

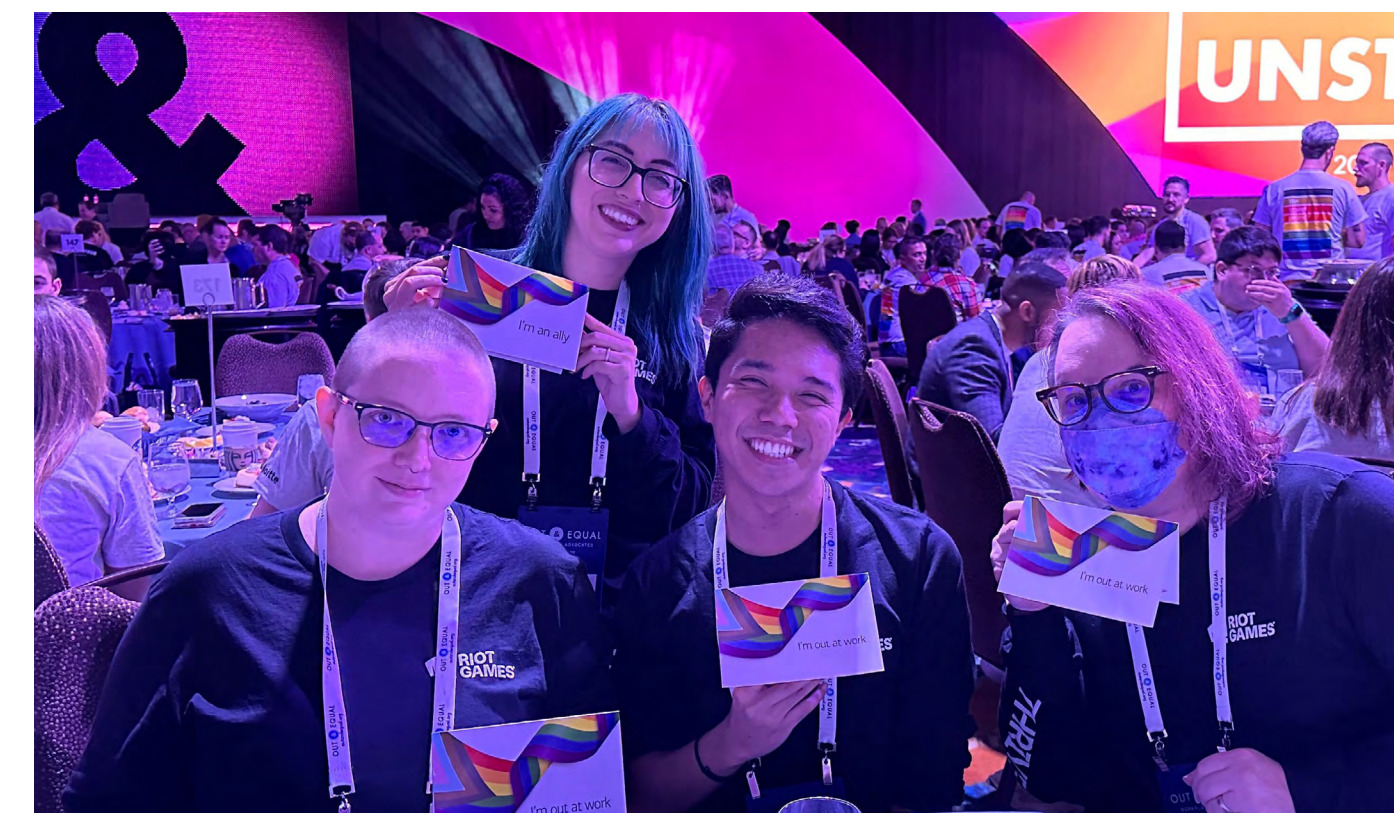
In 2022, we began a partnership with Gaming 'Cxmmunity' Co., a non-profit organization creating equitable workforce development opportunities in the esports and gaming industries for Black, Indigenous, and people of color (BIPOC) communities. Our partnership focuses on virtual workshops, paid internships, and ultimately sourcing candidates from Cxmmunity's student network.

When Worlds traveled to Atlanta, Georgia, Riot Games, Gaming 'Cxmmunity' Co., and Cxmmunity Media held "[The KickBack](#)," a two-day event for underrepresented high school and Historically Black College and University (HBCU) students.

During the event, Black Rioters shared with students their experiences in the industry, working for Riot, and general career advice. By inspiring, connecting with, and sharing Rioters' stories, we aim to remove some of the roadblocks Black students experience as they look toward a future in gaming.

f *Rioters have gone above and beyond by committing to our HBCUs and other diverse student audiences. Between monthly workshops and fireside chats, I have received a ton of gratitude from our students for having Riot invest time and insights into them. My personal favorite story to share is during The KickBack, Riot recruiters and hiring managers were helping students review their resumes in person, one-to-one."*

[Julian Fitzgerald](#)
Executive Director of Cxmmunity



At Out + Equal 2022 Rioters from D&I, People, and RIGs connected with leaders to share best practices for improving LGBTQ+ experiences in the workplace.

THE KICKBACK

1K+ attendees

230 HBCU students participated from 10 schools

1.3M total livestream unique views

\$10K in scholarships awarded via League of Legends and VALORANT showcases



Members of Riot Noir attended Afrotech to have conversations about Black culture, tech, and innovation, and recruit candidates for open roles, including QA engineers and software engineers.




BENEFITS


We've got Rioters covered wherever they are.

While our benefits may vary by country and region, we aim to provide consistent and comprehensive options that allow Rioters to opt into plans and services that fit their needs.


In addition to healthcare, retirement benefits, and an open PTO policy, here are some of the new options we rolled out for U.S. Rioters in 2022:

Family Care

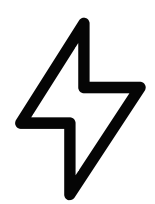
 Increased reproductive healthcare which includes out-of-state travel costs and potential relocation services for anyone who needs additional support outside of their state.

 Increased fertility, adoption, and surrogacy via [Kindbody](#) and other ancillary resources to provide comprehensive support.


LGBTQ+


 Increased LGBTQ+-related healthcare navigation benefits for Rioters and their families who are part of the community.

Rest and Rejuvenation


 Riot rolled out its first paid sabbatical program that gives Rioters with at least 7 years of employment between 2 to 6 months of personal time off. **14.6% of eligible Rioters** had opted into the program in 2022.

Wellness and Onsite Support

 Added our first on-site gym for Rioters and contractors including state-of-the-art cardio, weight training, and CrossFit equipment as well as massage guns, and other amenities.

 Provided an annual free subscription to [Inner Dimension TV](#), a new mindfulness platform, for Rioters and contractors.

Donation Matching

 Activated 2x matching multiple times in 2022 to help Rioters provide more aid to causes that were important to them, including Eastern European humanitarian efforts, reproductive rights, tragedy relief, and LGBTQ+ commemoration and education.

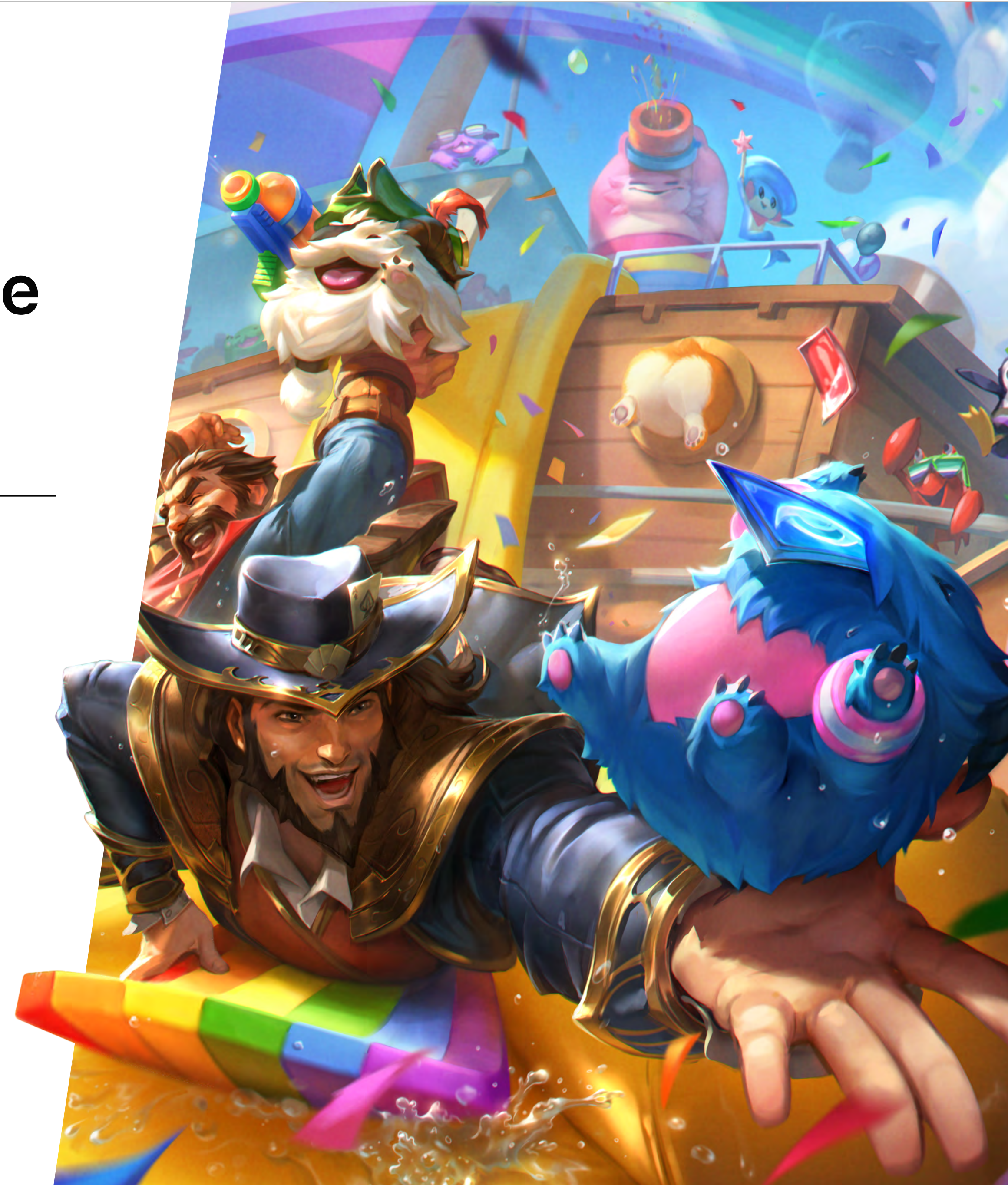


SUPPORT

The community we nurture within Riot has a halo effect on the global communities we support and serve.



When we come together with our teams, we unite the mosaic of cultures that make up Riot Games and set the tone for how we navigate the world during times of uncertainty. A large part of our culture centers around the behaviors and principles we hold onto firmly – they make up the softer side of the work we do – building trust, cultivating empathy, and inspiring others. This leads to how we invest into the communities that support our games all around the world.





Rioter Inclusion Groups (RIGs)

Rioter Inclusion Groups (RIGs) are the company’s employee resource groups based on shared identities and life experiences that help Rioters build a sense of belonging, enhance professional and personal development, and support the D&I strategy. While RIGs offer a space for Rioters of shared lived experiences to build community, they welcome all Rioters regardless of identity or community affiliation, to encourage Allies to better support the community as a whole. RIGs organize community events with third-party partners, create educational programs focused on inclusivity, and work with our D&I team and regional Rioters to support game teams to make sure our content is authentically representative of their community.

Regional Communities

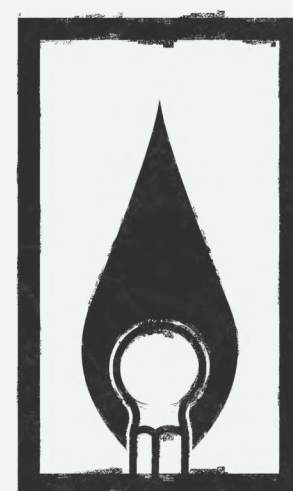
RIGs have always been available to anyone at Riot no matter what office they work in or what community they represent, but in 2022 we began to officially expand RIGs presence into more regions. The goal of these regional RIGs is to create better regional education initiatives that specifically focus on issues faced by Rioters in that community. Rioters come from a wide range of lived experiences and backgrounds so we launched Riot Women EMEA, Rainbow Rioters EMEA, Riot Women Asia, and Rainbow Rioters Asia in 2022 to give Rioters more chances to build community and talk about the differences, challenges, and nuances from country to country.

“ *Riot and Unidos have been so incredibly helpful at getting our team, not just the funding that we need, but guidance, support & community within the Riot ecosystem. Riot’s employees display such a huge passion for the work we do at Latinx in Gaming. Because of Riot’s assistance and the great folks we work with across the company, we can provide much-needed resources to fill the gaps that often cause marginalized people to not be able to enter the gaming space. Our partnership with Riot is so valuable because they not only help fund us but they care from top to bottom about the impact they make.”*

Cristina Amaya
President & Co-Founder of Latinx in Gaming



RAINBOW RIOTERS



NOIR





Every VALORANT player knows that sometimes it's important to toss a rifle to your teammate to help win the round. That's how the best teams operate.

Both in-game and out, giving back is important to Rioters, and we do that at scale through the Riot Games Social Impact Fund.

[The Riot Games Social Impact Fund](#) is the engine that powers our charity donations and allows players to be forces of good in their communities worldwide. The Social Impact Fund is a separate entity from Riot Games that allows us to make direct investments in organizations around the globe that are working to solve some of the world's most pressing problems.

Donating to international charities is a complex process and this model allows us to reach nonprofits that create a positive impact everywhere our players live and support the local causes that matter most to them. By supporting humanitarian relief, providing grant funding to worthy nonprofits, and helping players' money go where it's needed most, the Social Impact Fund is Riot's secret weapon in making a real and lasting impact.



Since the Social Impact Fund was created in 2019, we have raised \$47.9M to date and supported over 400 nonprofits across 28 regions.



RIOTER IMPACT

Ukraine Humanitarian Efforts

When conflict broke out in Ukraine, Riot immediately went to work supporting refugees in the region. We [activated in-game fundraisers](#) across our games and in just one week players had contributed \$4.4M to relief efforts. Riot added another \$1M directly for a total of \$5.4M. 100% of that money was divided up between three nonprofit organizations, International Medical Corps, Doctors Without Borders, and Polish Red Cross, who are all directly assisting with humanitarian aid in Eastern Europe.

THROUGHOUT THE YEAR, Rioters around the globe continued to look for ways to make a difference. In May, Riot funded the Learning & Integrating Through Gaming Initiative, an educational program created by two Rioters from Poland, Wiktor C. and Grzegorz S., which used gaming, art, and cosplay to teach Ukrainian children, now living in Poland, the local language to help them better integrate into their new community and be ready for the upcoming school year.

Riot teamed up with two local partners to bring this program to life: Devils.one, an esports and gaming organization that specializes in organizing gaming camps and executing educational programs, and the Materynka School, a local school in Warsaw for children and youth from Ukrainian families emigrating to Poland. After the four-month course wrapped in August, 95% of the 100 children who participated passed their language test which allowed them to start the new school year. The average pass rate for this test is 71%.

“ As a global company, we can bring about such positive change in the world, but it depends on us, the Rioters. I was so inspired and touched by how quickly Riot moved to make my dream a reality. Riot is just a name but it's the Rioters, the passionate people working all around the world, that drive this company and make it awesome every day.”

Wiktor C., co-creator of the Learning & Integrating Through Gaming Initiative

IN DECEMBER, a Ukrainian Rioter led an initiative to create cold kits for Ukrainian people displaced by the war and facing a harsh winter. These kits included blankets, clothes, backpacks, and more essentials for dealing with the cold.

IN IRELAND, Riot's Hypixel Studio utilized the Riot Games Social Impact Fund to relocate, support, and house 54 Ukrainian refugees in Derry, Northern Ireland.

“ Riot Games' steadfast, long-time commitment to the International Medical Corps has significantly impacted our ability to reach those in dire need around the world. In areas hit by natural disaster, conflict, and disease, speed saves lives, and Riot Games' immediate support over these many years has often proved a game-changer in allowing us to reach people who might not otherwise receive assistance.”
Rebecca Milner, Chief Impact Officer, International Medical Corps





RIOTER IMPACT

Global Service Month

We're the company we are today because of the people who play our games. Supporting players means more than just creating gaming experiences they love. It means giving back to local communities, matching charity donations and volunteer hours, and developing programs that create more ways for Rioters to give back.

One of those programs is [Global Service Month](#). For the last seven years, Rioters have come together in the summer to volunteer with charities and lead projects in their local communities. This year Rioters around the world went all out to give back.

With Covid restrictions largely lifted in most countries, Rioters were able to come together in person for ten events at our offices in Los Angeles, St. Louis, São Paulo, Hong Kong, Seoul, Mexico City, Shanghai, and Singapore. From mentorship of local students to helping stock community food banks, to beautifying a beach, each office chose a cause to support and volunteers went to work.

“ In August 2022, Riot Games invited 16 of our youth beneficiaries and their caregivers to join the Career Discovery Workshop at their office. They were given a glimpse into what Riot does and got a better understanding of the different career pathways available in the games industry. It was an overall enriching and exciting experience for our youths! Club Rainbow looks forward to continuing the meaningful partnership with Riot Games to support and make a difference to the lives of our beneficiaries.”

Sophya Lim, Assistant Executive Director, Club Rainbow (Singapore)





RIOTER IMPACT



Legendary Support

As a player-focused company, serving the player community has always extended beyond the games themselves. Legendary Support is a volunteer-based program where we look for unique stories from players that stand out amongst the rest. When we find those stories, we enlist Rioters to do something incredible for those players.

This year one of our players posted a love letter to League of Legends on Reddit.

He shared that due to his deteriorating eyesight related to untreated glaucoma, he would be playing his last game of League soon after he made his post. Rioters shared this story with the Social Impact team and knew it would be a perfect fit for our Legendary Support program. Rioters went above and beyond to create an audiobook of our Lux comic and 3D prints of the Lux wand and Senna gun so he could continue to enjoy the magic of the Runeterra.



Korean Culture & Heritage Project

2022 marked the 10th anniversary of our partnership with the Korean Cultural Heritage Administration to restore and preserve Korean national artifacts. This year we retrieved a valuable royal relic from the 19th century Joseon Dynasty. In addition, 4.1M League of Legends players in Korea came together for an in-game event to celebrate the anniversary and raise awareness for preserving Korea's rich history.

“ *The Riot Korea Social Impact project to protect and support Korean heritage stands out amongst other social responsibility campaigns as it has lasted for over ten years. Showing the next generation the importance of culture and cultural heritage is difficult as it requires intriguing points that can create excitement. The Cultural Heritage Administration would like to express its gratitude to Riot Games for taking the initiative in this task. Riot Games is undoubtedly a peerless supporter both in scale and consistency.”*

Young Ki Jang, Deputy Director, South Korea Cultural Heritage Administration



Our ambitions are fueled by players.

As we've expanded our universes to give players more immersive experiences, we've leveled up the ways we design characters to reflect the global community. This has led to fresh and authentic stories that we believe will stand the test of time. As we tell these stories, we also want to make meaningful change in players' backyards. We've opened up more paths for players to channel their passion through our in-game fundraisers and every year, players step up in a huge way.





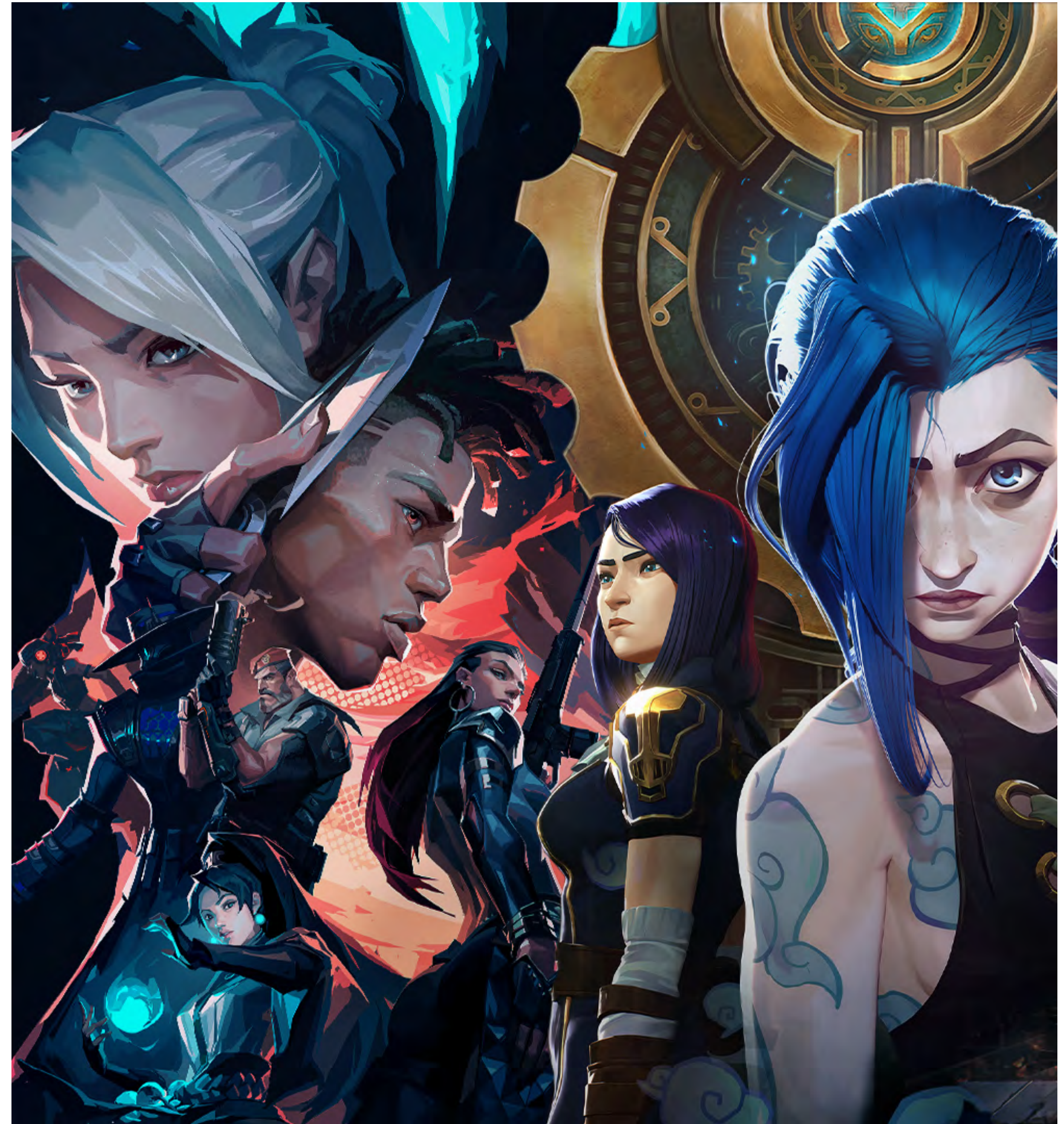
In-Game Representation

The games we make today should feel authentic years from now. When a parent sits down to play League for the first time with their teen, a champion made today should bring the same enjoyment as it did a generation before. Making sure the characters in our games are diverse, dynamic, and authentic is not just important for representation but also to make sure our in-game worlds are built for the future.

2022 saw a variety of new champions and agents inspired by and drawing inspiration from communities around the world. To make sure each is accurate, representative, and culturally authentic, we work directly with third-party experts, RIGs, and global teams to oversee the design choices.



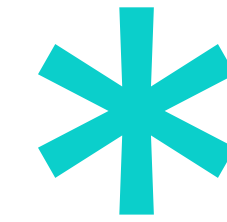
Every time we develop a new champion or agent, we engage our D&I Content Strike Team made up of D&I practitioners, regional Rioters, and RIG members to review the design, narrative, and art direction. This has been critical to creating more characters from various communities around the world, particularly those we don't see a lot of in games and entertainment.





League of Legends Champions

In total, five new champions joined the League of Legends roster in 2022. Outside of K'Sante, the other four champions were all women. From a possessed joyful warrior to the leader of a soulless void, these women provide new perspectives to the array of experiences that make up the women of Runeterra.



These champions could not be more different in their personas or abilities, but they do share some common traits; **they are women, they are self-made, and they are extremely powerful.** If you tried to put these women in a box, all you'd be left with is splintered wood.



Renata Glasc

The chem-baroness who controls Zaun with ruthless capitalism.



Nilah

A warrior possessed by the demon of joy who now vanquishes enemies with unceasing jubilation.



Bel'Veth

The Empress of the Void leads the mysterious entity that wants for nothing and wants for everything at the same time.



Zeri

The neon side of Zaun who runs like lightning around the Rift.



K'Sante

K'Sante, the final League of Legends champion released in 2022, is the result of teams across Riot who wanted to create a champion who brought something new to League. He's a tank who shirks his defenses to 1v1 the most terrifying duelists. A man who gives a new perspective on what it means to be Black in Runeterra and draws inspiration from West African culture. And a fabled monster hunter whose desire to live up to his own expectations causes him to hurt the man he loves most.

[Designing K'Sante](#) saw Rioters tap into their own cultural influences. Both Riot Noir, our RIG for Black Rioters, and Rainbow Rioters, the RIG for LGBTQ+ Rioters, were consulted to ensure K'Sante is an authentic representation of their communities.



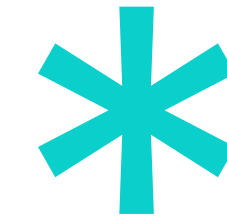
I spent a lot of time thinking about how we could create a Black champion who felt different from the other ones we already have. Senna, Lucian, Ekko, Rell, and Pyke are all great characters... in spite of something. They're all defined by their problems or circumstances. For the most part, they haven't had agency in their own lives and stories.

That's not to say this is a problem for these champions individually—many great characters are defined by their problems. But good representation, especially in a broad roster like League's, comes from presenting all angles. There's no Black champion like Garen who faces problems but isn't defined by them. No one is in charge. And so we wanted to create a Black character like that. Someone who has issues, yes, but someone in charge of their situation in life and their destiny, a paragon of Nazumah." - AzuBK





VALORANT's Newest Agents



Unlike League, VALORANT agents are more rooted in the real world. Instead of being inspired by cultures, they represent them.



Fade

Fade's design incorporates henna, cats, the evil eye bead, dreams, and nightmares: all important parts of Turkish culture. By [working directly with Turkish Rioters](#) and the localization team, the VALORANT team made an agent that was representative of Turkish culture while making sure to avoid stereotypes that can be common in Turkish representation in games.



Harbor

Creating the Indian agent Harbor saw the VALORANT team meet with Indian Rioters for input while also bringing in an academic consultant for the representations of India's rich history, myths, and culture. The result is a multi-faceted treasure-hunting adventurer who adds another dimension to the agents in the VALORANT protocol.

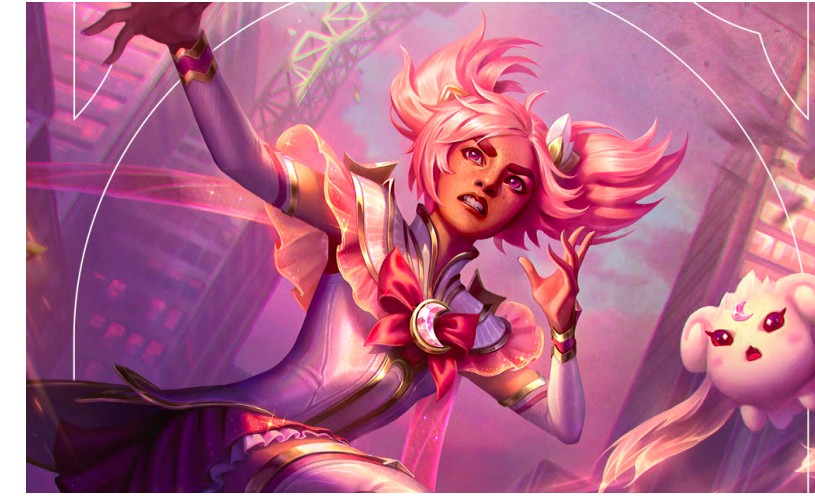


Neon

While Zeri wreaked havoc in League of Legends, Neon was introduced to VALORANT. The Filipino agent from Manila is lightning-fast, vibrantly colorful, and authentically Filipino. Co-designed by a Filipino Rioter, the team worked with our office in Singapore to create Neon. She's also voiced by a Filipina voice actor and the music accompanying her release announcement featured Ylona Garcia, a Filipina musician.



In-Game Experiences



Star Guardians Save the Day

The Star Guardians, a collection of stories, game modes, and cosmetics inspired by the magical girl anime genre, live in an alternate universe that imagines some of our champions as heroes that work to save the world from the forces of evil.

Across League of Legends, Wild Rift, Legends of Runeterra, and Teamfight Tactics players from around the world came together to save the universe by purchasing cosmetics, participating in in-game events that raised money for charity, and simply enjoying the Star Guardian universe.

Our global teams put in some serious work to give players a unique way to experience this deep world and celebrate the genre from which it takes inspiration. In China, Rioters created a book of all the beautiful fan artwork, similar to the doujins in China and Japan that dominate fandoms. Korean players and K-pop fans were excited to see an emotional and ethereal Korean rendition of Porter Robinson's "Everything Goes On," the official Star Guardian 2022 anthem, by K-pop star Chungha.

In the U.S., the Star Guardians made an appearance at Anime Expo, the largest anime convention in North America, with a booth that introduced many anime fans to Star Guardian for the first time. In the Philippines, our APAC team launched the Star Guardian Art Academy at an anime cafe in Manila. And finally, Rioters in Brazil went all out for Star Guardians by partnering with local restaurants, creating a website for Brazilian players, taking the Star Guardians to the Anime Friends convention, and more.

\$5M raised by players for the Riot Games Social Impact Fund during the Star Guardian campaign.


VALORANT Give Back Bundle

In 2022, VALORANT players voted for four previous fan-favorite weapon skins they wanted to see return to the game. Those four skins became part of the Give Back Bundle which saw half of the proceeds for the weapon skins and 100% of the proceeds for the additional accessories go directly to the Riot Games Social Impact Fund. Through the Give Back Bundle, VALORANT players raised **\$4.5M** for charity.

Charity Voting Campaign

We're proud to facilitate ways for players to give back through our games. In 2022 we took it a step further by giving players a direct voice in choosing how the Social Impact Fund would distribute \$6.2M to [charities around the world](#). 28 regions were selected with three charities per region eligible for the vote. We recognized that every single charity is dedicated to an important cause, so all charities received 25% of their countries' pool with the winning charity receiving 50%.

CHARITY VOTING CAMPAIGN RESULTS

 **775K** players voted

 **\$6.2M** allocated

 **83** charities

 **\$15K** minimum every charity received



Inclusion in Gaming

Localization

At the surface level, localization is about taking words in one language and translating them into languages for players around the world. But localization at Riot goes deeper than that. Our localization team's job is to make sure characters and events are authentic, resonant, and impactful for players in a wide range of global communities. Localization is really about taking a game developed in one place and making it feel like it was made directly for you.

Our localization teams offer their input on agents like Fade, make a myriad of decisions to tweak games for local players, and help make sure everyone around the world can experience live events like esports. In 2022, the team introduced new processes that make it possible to turn around live broadcasts of our esports events in local languages less than 24 hours after the broadcast has wrapped.

*** Localization helps bring games closer to players. Being close to players is what Riot is all about.**

With that in mind, in 2022 we committed to expanding our relationship with players in Southeast Asia. After a decade-long partnership with Garena to publish League of Legends in the region, we began to self-publish all our games for players in Southeast Asia thanks to the support of the localization team.

Take This

In partnership with Take This, a nonprofit that shares our goal of increasing support for mental health in gaming, we created a free curriculum for streamers that provides guidance on handling the mental health needs of their community while ensuring their own well-being. Topics covered include [content creator burnout](#), boundaries, how to address suicidal ideation in your community, being a mental health advocate, self-care, and more.

They also created a [video series](#) for BIPOC communities that dives into their mental health needs and experiences navigating the healthcare system. Each discussion was led by a mental health clinician along with gamers, game makers, and creators who share the same identity.

The support we received from Riot in 2022 was instrumental in helping us expand our capacity and start releasing content we'd had on the back burner for years. Riot's generous capacity-building grant meant that Take This could hire new staff and free up the time to produce ground-breaking new mental health resources for streamers while also producing an entire Identity and Gaming Mental Health Panel Series to serve and represent historically marginalized voices. Riot placed their trust in me and my team to produce great content, and the freedom Riot's Social Impact team offered us reflected that trust in no small way."

Eve Crevoshay
Executive Director, Take This

Pride

At Riot, Pride is a celebration in-game and out. For the last five years, game teams have created 100% free Pride cosmetics to give players ways to express their identity while they play. There are currently 58 unique cosmetics celebrating LGBTQ+ identities.

Out of the game, [Rioters celebrated Pride around the world](#). In Los Angeles, Rioters celebrated on the streets of LA, while in Asia some of our offices were decked out in rainbows for events throughout the month. Rioters in Brazil held tournaments for LGBTQ+ players and in Europe, Rioters held a virtual march for Pride to raise money for ILGA-Europe, a European advocacy group promoting the interests of the community.





Trust and Safety

When it comes to trust and safety, our policy is to both follow and help set industry best practices to make online spaces safe, secure, and better for everyone who interacts with our games.

Every player globally gets the same minimum standard of protection based on the rigorous principles of the European Union's General Data Protection Regulation.



Online Safety and Security - hCaptcha

We know players care about their accounts a whole lot and their gaming experience a whole lot more. In 2021, we launched email-based two-factor authentication to give players another level of protection for everything on their accounts. In 2022, we launched hCaptcha during the sign-up flow to reduce the number of bots and inauthentic accounts being created. In addition, hCaptcha enables us to protect existing accounts from being compromised through brute-force login attempts.

Bots and inauthentic accounts often ruin the competitive integrity and overall gaming experience for players. They can also pose security and privacy risks as bad actors often use them to attack our players or game systems in hopes of gaining unauthorized access and advantages.

Keeping Data Only as Long as You Need It

People go AFK and sometimes they never come back. We're committed to only keeping data around for as long as necessary to improve your gaming experience, and if you don't want your account anymore, we won't hold onto your info.

In [2022](#), we announced that we were going to start removing accounts that both haven't been active in a while and never did much to begin with. For example, these accounts have never bought anything, played many games, or unlocked much content. It's clear from their inactivity that our games and experiences are no longer of interest to them. We want to respect players' decisions and privacy by removing their data. That being said, the barrier to reinstating an inactive account is very low and we welcome these players back anytime.

Right to Know

You have a right to know what we know about you. That may seem obvious but often companies will hide your data behind their own smokes. Unlike in VALORANT, 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.

In 2022 we fulfilled over 292K requests players made for their data – up from 200K last year. This is a required function only in some regions, but we made it 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.

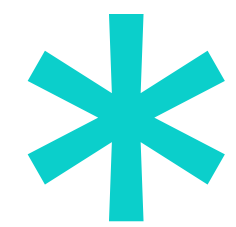


Improving Digital Interactions with Player Dynamics

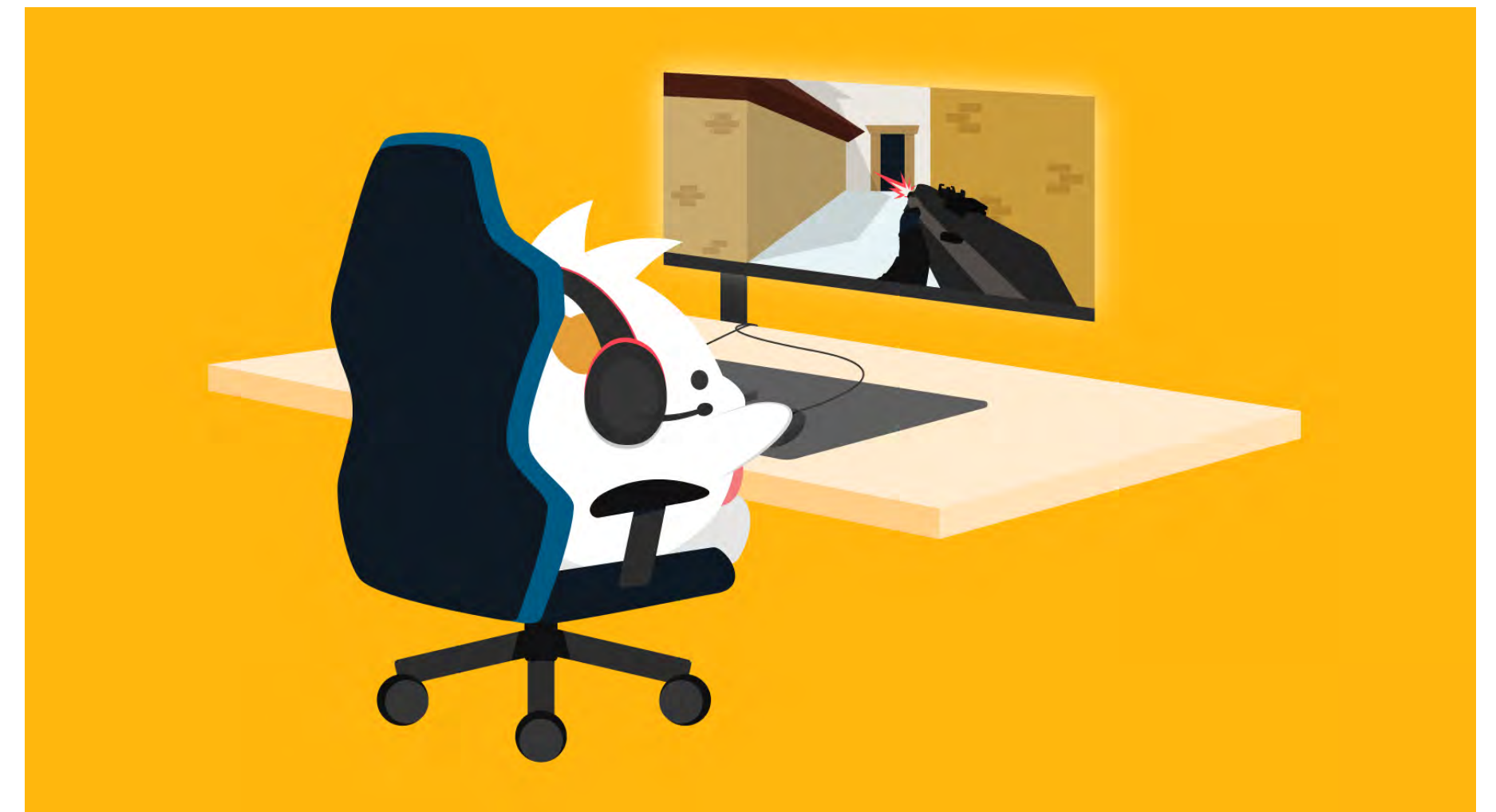
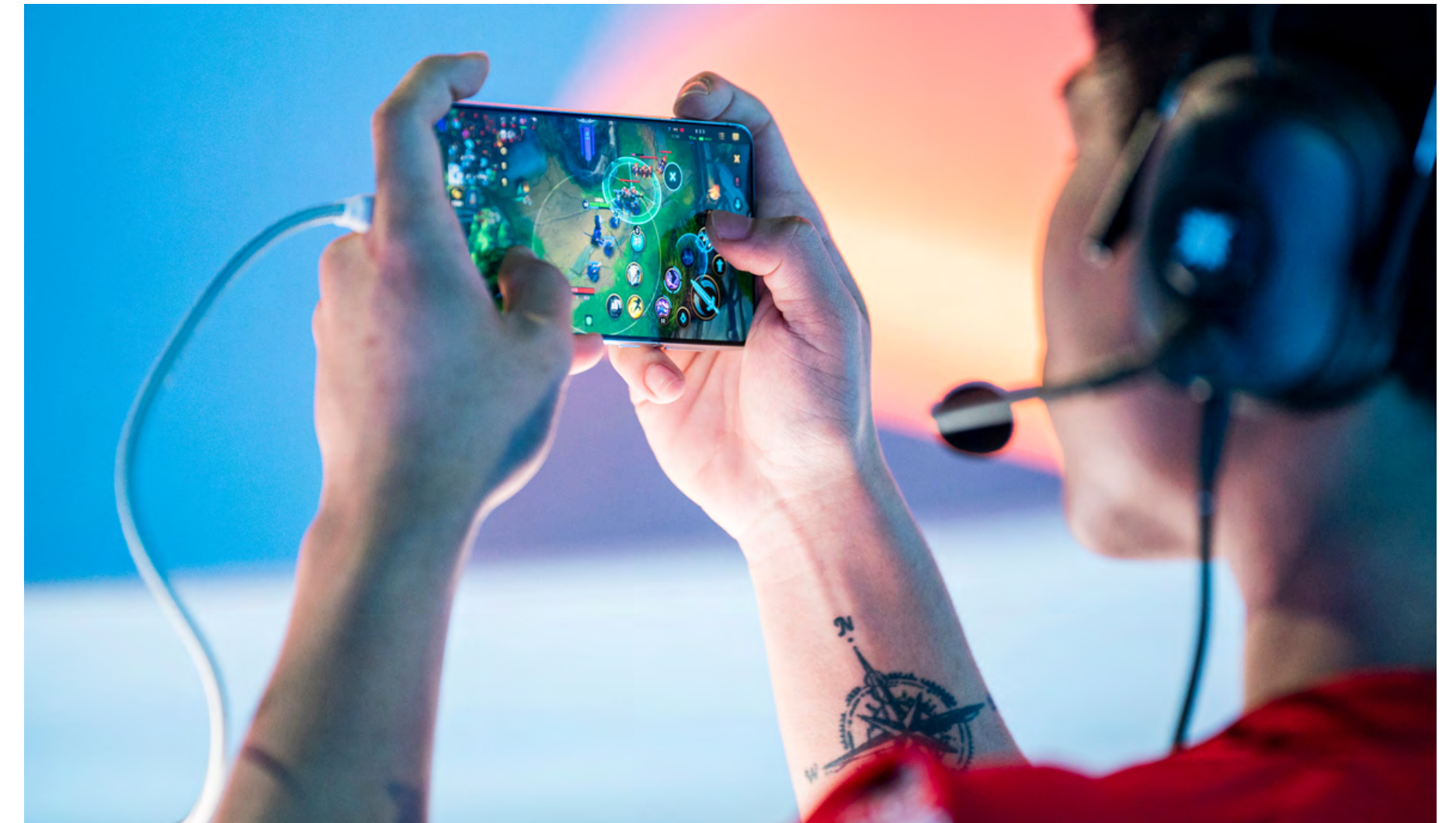
[Player dynamics](#) is all about improving the social structures of games and online communities. It's one of the most difficult challenges facing not only Riot but the entire gaming industry. We know there are issues. We've seen the clips, we've heard from players about behavior in our games, and we've experienced it ourselves when we queue up. So what are we doing about it?

In 2022, we partnered with [Ubisoft](#) to expand our machine-learning capabilities. Across our titles, machine learning and complex automated systems are crucial in creating better communities given the scale we are operating on. By combining our dataset with Ubisoft, we are accelerating the rate at which machines can detect and punish disruptive language.

Right now machine learning primarily impacts text communication but 2022 saw us launch a beta program for automated voice evaluation. We are actively monitoring the beta results to better moderate voice chat in games and are rolling out these features in 2023.



These automated features are beginning to make a dent. **Our total reports dropped from 2.9B in 2021 to 2.4B in 2022** meaning that more harmful language or unfair play is being caught by automated detection systems before it can impact gameplay and trigger a report.





NEXT GENERATION

We're proud of the work we and our players accomplished in 2022, but, like Viktor, **we must constantly push ourselves to evolve** and be stewards of this industry today and tomorrow.



As we look toward the next generation of game developers, creative minds, and Rioters, we aim to open up more opportunities to underserved communities as well as help make the gaming industry a fair and safe place for everyone. We want to do our part to ensure that future generations know there is a place for them in gaming on and offline.



SoLa Technology and Entrepreneurship Center

In August, the [SoLa Technology and Entrepreneurship Center Powered by Riot Games](#) held its grand opening. The center provides free technology education to the South Los Angeles community.

Funded in part by a \$2.25 million donation from Riot, the 13,000-square-foot center features an esports arena, a robotics lab, VR headsets, and a music studio. Every year more than 1,000 students will gain exposure to programming and career exploration opportunities in esports, animation, graphic design, coding, and digital content creation - all free of charge.

The center aims to inspire and develop the next generation of Black and Brown game developers, esports players, tech professionals, leaders, and entrepreneurs.

“ *Riot Games is the mission-aligned partner any non-profit would dream of. Without their technical guidance, collaboration, and support the SoLa Technology and Entrepreneurship Center wouldn't have happened. Riot's leadership and staff have truly joined us on this journey to train and inspire a new generation of Black and Brown tech and entertainment leaders and professionals from South LA. On behalf of the SoLa I CAN Foundation, our hundreds of students, and families, thank you!*

Daniel Rosove
Director of Impact Partnerships at SoLa Impact





Investing in the Community

VALORANT Champions Tour (VCT) Game Changers

The inaugural VCT 2022 Game Changers Global Championship became the most-viewed women's VALORANT tournament ever and the second-most-viewed women-only esports event ever. The Game Changers initiative, which started in 2021, was founded to develop new opportunities and create exposure for women seeking to participate in VALORANT esports through a combination of community events and top-tier competition. 2022 marked the first year the best teams from across all regions gathered in one place to compete to be the first team to lift the VCT Game Changers championship trophy.

Esports Immersion Program

Riot's Esports Immersion Program, in partnership with Gaming 'Cxmmunity' Co., is a comprehensive education in all things esports for underrepresented students that takes place in the U.S. Esports is often a specific track that students want to pursue from an early age. With that in mind, this program showcases the wide variety of roles that esports requires, from event production to business development to communications.

Working directly with HBCUs allows the program to diversify the pool of applicants interested in esports and provide crucial education to the next generation of esports talent. In the first year of the program, we worked exclusively with Johnson C. Smith University (JCSU). In 2022 we opened the program up more widely to the HBCU community, admitting students from Howard University, Oakwood University, Southern University A&M, Morehouse College, North Carolina Central University, JCSU, and Hampton University.

DEI Games Industry Summit

Riot teamed up with Entertainment Software Association (ESA) to help them host the first industry-wide DEI Summit on Riot's LA campus. The two-day summit brought together industry leaders in the U.S. to collaborate and ideate on ways to tackle today's most pressing challenges in DEI. ESA created a space that allowed leaders to share best practices, learn from each other, create actionable steps in strengthening their organizations, and take positive steps toward creating a lasting impact in the games industry.

Open IDEO Innovation Challenge

We teamed up with [IDEO](#), the [Joan Ganz Cooney Center](#), and the [Fair Play Alliance](#) (FPA) to host an Open Innovation Design Challenge that invited participants to submit new perspectives and ideas aimed at creating healthy and inclusive digital spaces where we can be our truest, most authentic selves. This challenge was inspired by the ongoing work the FPA is doing around designing for [Digital Thriving](#) within online gaming spaces. In all, the challenge received 179 proposals from 40 countries with the [top ten](#) receiving grants ranging from \$5,000 to \$50,000 to help bring their ideas to life.

SOCIAL IMPACT HIGHLIGHTS

→ Players raised **\$15.6M** for Social Impact Fund in 2022

→ In the U.S. nearly 2,000 Rioters donated over **\$331,000** which Riot matched through its donation matching program for a total of over **\$694,000**.

→ Rioters raised over **\$64,000** for the People Concern through our annual Charity Bake Sale and Swag Sale.

→ **60 students** participated in the Girls Who Code Summer Internship Program.



Tech Donations

Technology is constantly changing at a rapid pace. In an effort to do our part to address the digital divide, Riot's IT department donates best-in-class equipment to students in need. In 2022 we were able to distribute 694 total machines that include MacBook Pros, iMacs, PC laptops, and PC towers to three high schools and nine nonprofits organizations that are working to provide better access to technology and STEAM education to under-resourced communities across the country.



The technology provided by Riot Games has been invaluable to the students at USC Hybrid High. Riot's MacBook Pro donation has enabled projects like our 'Creative Senior Theses,' including one student's profile of her block in Leimert Park and another student's project on Latinx representation in the video game industry."

Sarah Batizy, Assistant Principal of Student Life
USC Hybrid High College Prep

Racial Equity Grants

Starting in 2020, the Riot Games Social Impact Fund began the Racial Equity Grant program as a part of Riot's commitment to helping push for racial equity in the U.S. Past recipients of these grants include the ACLU Foundation, Innocence Project, ColorStack, and Gameheads.

This year's grant of \$200,000 went to Recidiviz, a nonprofit organization dedicated to addressing social and criminal justice through a team of technologists who deliver decision-makers better data to drive more equitable criminal justice outcomes. Our grantees also receive support from Riot throughout the year, from Riot Noir donating their time to the IT team donating laptops to the Global Esports team donating tickets to the League of Legends World Championship.



Riot Games has been one of our most valued partners since the start of our partnership in 2021. Thanks to their contributions, particularly from Riot Noir, in 2022 we were able to expand our team by hiring a Community Manager and a Marketing & Communications Manager. Because of this, we were able to increase support for our members and get the word out there about our good work, resulting in us expanding our membership by over 2,000 members in 2022. We're thankful for the impact Riot Games has had on our mission and we look forward to continuing our work together."

Jehron Petty
Founder & CEO, ColorStack

Underrepresented Founders

In 2020, Riot created the [Underrepresented Founders Program](#) to invest in startup programs from underrepresented founders in the gaming community. We initially committed \$10M during the inception of the program and in 2022 committed to continuing URF as a component of our Riotwide investment portfolio. Currently, we have a roster of 15 game studios hard at work creating a multitude of adventures, and experiences.

COMPANIES INVESTED IN 2022:

[→ Everlight](#)

[→ Incredible Dream](#)

[→ NuChallenger](#)

[→ UMA](#)

[→ Wicked Saints Studios](#)

[→ Last Gameboard](#) (reinvested)

[→ The MIX Games](#) (reinvested)

[→ Twin Drums](#) (reinvested)



Sustainability

We are committed to better understanding and reducing the carbon footprint of our operations and supply chain around the world. When we provided an opportunity for players to distribute money from the Riot Games Social Impact Fund to causes they care about, many players voted for organizations dedicated to climate relief like the World Wildlife Foundation, the Borneo Project, Rainforest Rescue, and Cultiva. Of the \$6.2M allocated for the 2022 Charity Voting campaign, about \$1.5M went to organizations combatting climate change as selected by players.

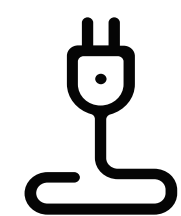
In 2022 we spent time conducting in-depth research and calculating our first-ever Greenhouse Gas (GHG) Emissions Inventory using baseline data from 2021. This inventory will help us understand what our Scope 1-3 emissions are, where they come from, and how we can reduce them to then determine the right opportunities for the best path forward. Here are the results:

What are GHG basics?

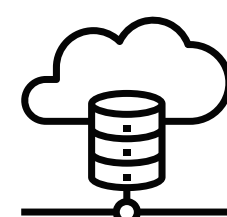
Emissions include Carbon Dioxide (CO2) and a handful of other gasses, some of which have huge, long-term impacts on the climate. The GHG Protocol establishes a standardized comprehensive global measurement and reporting framework for private and public sector companies.



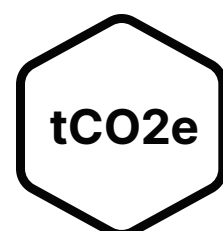
SCOPE 1 EMISSIONS are direct emissions related to onsite fuel or refrigerants used on any owned or leased workplace or data center.
1,735 tCO2e



SCOPE 2 EMISSIONS are purchased energy (typically electricity) from a utility to power any company-owned or leased workplace or data center.
6,907 tCO2e

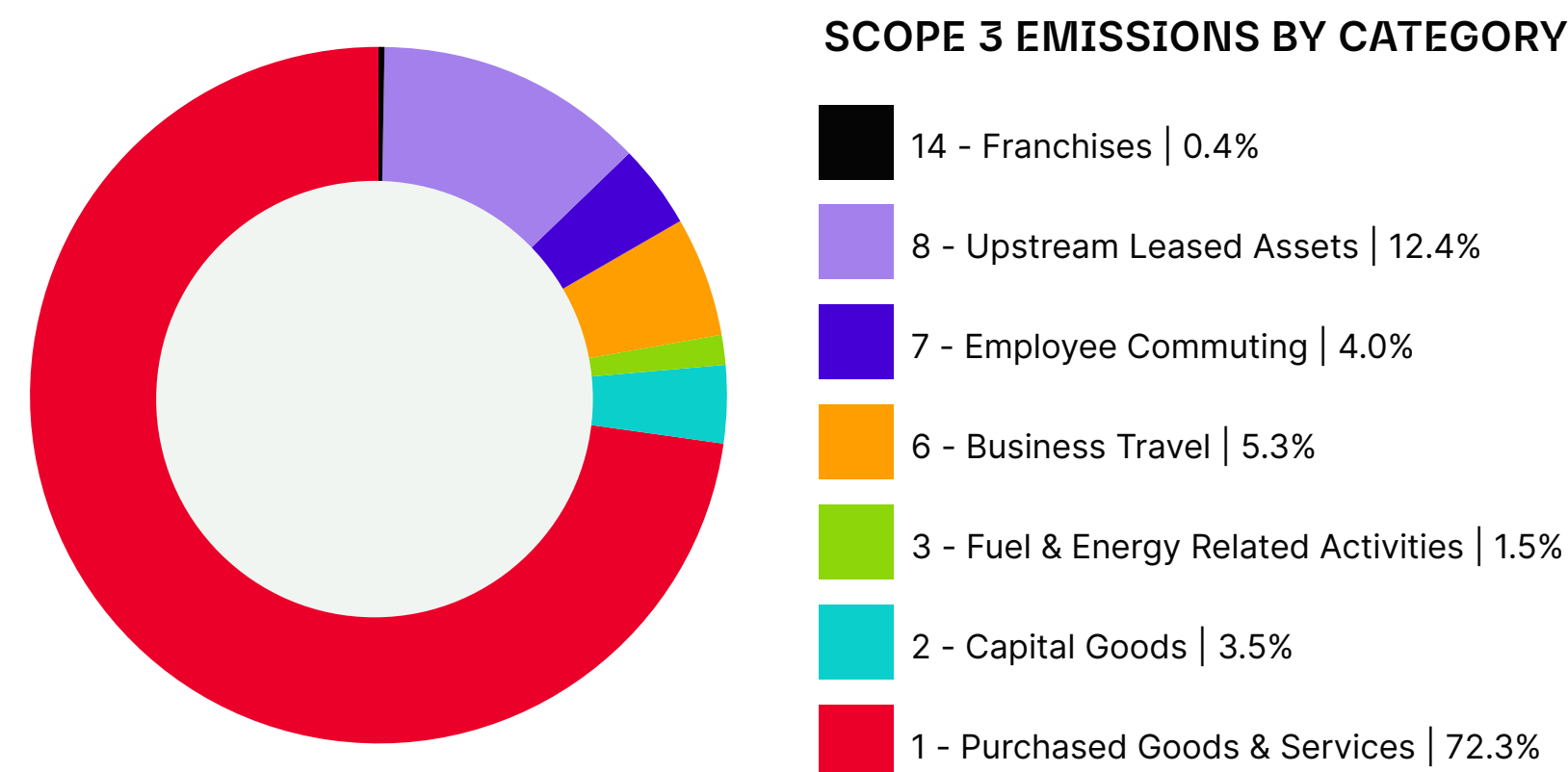


SCOPE 3 EMISSIONS are upstream and downstream emissions. These are essentially all indirect emissions that are linked to the company's operations such as purchased goods and services, business travel, and public cloud usage, for example.
92,369 tCO2e



TOTAL GHG EMISSIONS FOR 2021 = 101,011 tCO2e

As Scope 3 accounts for the largest part of our carbon footprint we've broken out what specific categories fall into Scope 3.



So where do we go from here?

Now that we have established our baseline for GHG emissions, we are beginning to set targets for emissions reductions and identify specific measures Riot can take to meet those targets. We're still in the process of evaluating our sustainability goals and need some more time to adjust our operating approach and relationships within our supply chain. We know that progress won't always be a straight line, but we're committing to reporting this data and our progress year over year.



THANK YOU

Throughout this report, and through Riot's history as a whole, the one constant is trying to **do right by players.**

This mantra informs every decision we make as a company and helps guide us to a better future across gaming at large. And we are lucky to not have to do this alone. By working with partners who share our goals and help us make an impact around the world, Riot can help facilitate players' time and money going to the causes that need it most.

If you've read this far, it's no secret: it all comes back to the players. We would not be able to facilitate aid in crises, match donations to charities around the world, or bring our best selves to work every day if it weren't for the millions of people around the world who spend their time getting vis in the jungle, setting up a plant on B, running mono Demacia in LoR, and re-rolling their gold to three-star their carry.

So to the people who play our games, thank you.

Riot as a company is dedicated to you all. All of the work we do here is aimed at creating a more inclusive, sustainable, and charitable Riot which empowers us to create better games that make a bigger impact on the world now and for generations to come.





CORPORATE PARTNERS

[9 Dots](#)

[Academy of Interactive Arts & Sciences Foundation](#)

[Active Minds](#)

[Black Girl Gamers](#)

[C-Squad Foundation](#)

[Catalyser](#)

[CHOC Walk](#)

[Chicago Parks District](#)

[City Year Los Angeles](#)

[Code Coven](#)

[ColorStack](#)

[Crisis Text Line](#)

[Cybergrants](#)

[Doctors Without Borders](#)

[Eden Reforestation Project](#)

[Foyle Search and Rescue](#)

[Gameheads](#)

[Gaming Cxmmunity Co](#)

[Games for Change](#)

[Girls Who Code](#)

[GlobalGiving](#)

[Hidden Genius Project](#)

[Human I-T](#)

[Humanitarian OpenStreetMap](#)

[ImpactAssets](#)

[Intentional Sports](#)

[International Medical Corps](#)

[I Play Games!](#)

[Joan Ganz Cooney Center at Sesame Workshop](#)

[LA Food Bank](#)

[Latinx in Gaming](#)

[OpenIDEO](#)

[Polish Red Cross](#)

[Press Start Academy](#)

[Public Good Projects](#)

[Reboot Representation](#)

[Recidiviz](#)

[SoLa I CAN Foundation](#)

[State Farm](#)

[Take This](#)

[Teens Exploring Technology](#)

[Tec Leimert](#)

[The People Concern](#)

[Valence](#)

[Youth Guidance](#)



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RIOT GAMES

