



UNISTADIUM



# Impact Report 2025

[www.unistadium.com](http://www.unistadium.com)

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## Introduction

This sustainability impact report outlines our ongoing efforts to reduce **environmental** impact, advance **social** responsibility, and strengthen **governance** across all areas of our stadium's activities.



UniStadium's Executive Leadership Team, Board of Directors, and Sustainability Committee are proud to release our 2025 Impact Report. This report outlines historical, current, and planned efforts aligned with our organization's vision to impact the sports and entertainment ecosystem to make a more sustainable and equitable future for all.

This report is prepared for the reporting period from January 1, 2024, to December 31, 2025.

This report celebrates the progress made to date and highlights our opportunities and planned initiatives aligned with our commitment to continuous improvement.

For questions about this report, please contact the sustainability team at: [sustainability@unistadium.com](mailto:sustainability@unistadium.com)

## Words from the CEO



As we reflect on the past year, I am filled with pride and gratitude for the remarkable progress our stadium has made toward creating a more sustainable and responsible future.

This year was not without its challenges, but thanks to the dedication of our team, the support of our partners, and the enthusiasm of our fans and community, we have continued to strengthen our commitment to environmental, social, and governance (ESG) values across every aspect of our operations.

One of our proudest achievements this year was reducing our overall energy consumption by 18% through infrastructure upgrades and improved efficiency measures. We also increased our on-site renewable energy usage to 32% of our total energy mix—an important step toward our long-term carbon neutrality goals.

In terms of waste management, we successfully diverted 64% of all stadium waste from landfills through expanded recycling, composting, and responsible disposal initiatives. Our water conservation efforts led to a 14% reduction in water use compared to the previous year, thanks in large part to smart irrigation systems and low-flow fixtures.

On the social front, we deepened our community engagement efforts by hosting more than 50 local events, partnering with 12 local nonprofit organizations, and investing in programs that promote youth development, accessibility, and inclusion. Internally, we're proud that 95% of our full-time employees participated in sustainability training this year, reinforcing a culture of shared responsibility and innovation.

Governance also remains central to our approach. We introduced new transparency practices, expanded our sustainability advisory committee, and strengthened oversight of key ESG metrics, aligning with global standards and expectations.

None of this progress would be possible without the people who power this organization—our staff, vendors, community partners, and of course, our guests. Your passion and engagement fuel our ambition to lead by example and continuously improve.

As we look ahead, we remain committed to setting higher standards, exploring bold solutions, and using our platform to drive positive impact far beyond our venue walls. Thank you for being a part of this journey.

With immense gratitude,



**John Doe**  
CEO of  
UniStadium

The Year at a Glance

# 2025 Highlights

February — April — June — August — October — December



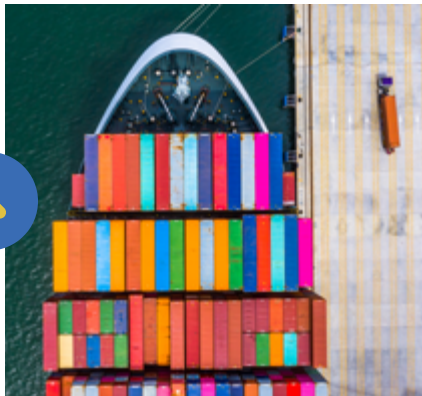
### New EV Charging Stations Installed

UniStadium encourages low-emission travel and in 2025 we installed two new EV charging stations alongside secure bike parking to expand transportation options.



### Hosted Volunteer Fair

More than 35 non-profits and 750 individuals interested in volunteer opportunities attended, making our inaugural volunteer fair a success.



### Sustainable Procurement Policy Implemented

UniStadium’s official policy now prioritizes suppliers who demonstrate a serious commitment to low-carbon operations, fair wages, and responsible sourcing.



### Local Vendor Diversity Program Expansion

UniStadium doubled the number of contracts with women- and minority-owned businesses, and now 65% of food and merchandise is locally sourced.



### Net-Zero Operations Milestone

We partnered with our utility provider to source 30% of our electricity from renewable sources, with the goal of reaching 100% renewable electricity by 2030.



### Accessible Stadium Certification Achieved

UniStadium became one of the first major stadiums to receive Full ADA+ compliance by adding sensory-friendly zones, adaptive seating, and multilingual signage.

2025 by the numbers

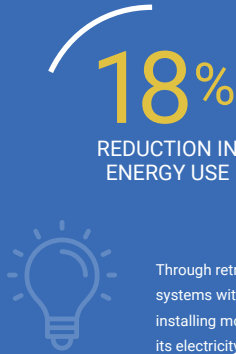


# 37,000+

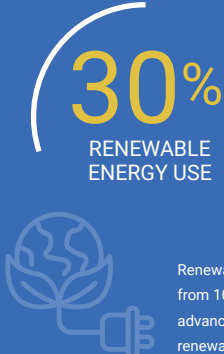
Local Residents Engaged Through 56 Free or Low-Cost Events



Building on year-over-year progress, the stadium remains on track to achieve its zero waste target, emphasizing circular waste practices and landfill avoidance.



Through retrofitting 80% of lighting systems with high-efficiency LEDs and installing motion sensors, UniStadium cut its electricity consumption by nearly a fifth.



Renewable electricity sourcing increased from 10% to 30% in just one year, advancing toward the stadium's 100% renewables goal by 2030.

# U.N. Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a universal framework for addressing global challenges such as poverty, inequality, climate change, and environmental degradation. Adopted by all UN Member States in 2015, the 17 interconnected goals aim to create a more sustainable, inclusive, and resilient world by 2030. For organizations across all sectors—including sports and entertainment—aligning operations with the SDGs represents both a responsibility and an opportunity. By integrating these goals into its day-to-day activities, a stadium can contribute meaningfully to global sustainability efforts while enhancing its social, environmental, and economic impact at the local level.





# Environmental

The environmental chapter of this impact report highlights our ongoing efforts to **reduce the ecological footprint** of our stadium's operations and events.

UniStadium is proud to be a hub of connection, excitement, and energy—but we also recognize the environmental footprint that comes with operating a large-scale venue. That's why sustainability is integrated into our day-to-day operations, long-term planning, and stakeholder partnerships. In 2025, we made meaningful progress across our three core environmental priorities: reducing energy use and emissions, minimizing waste through circular practices, and managing water use responsibly.

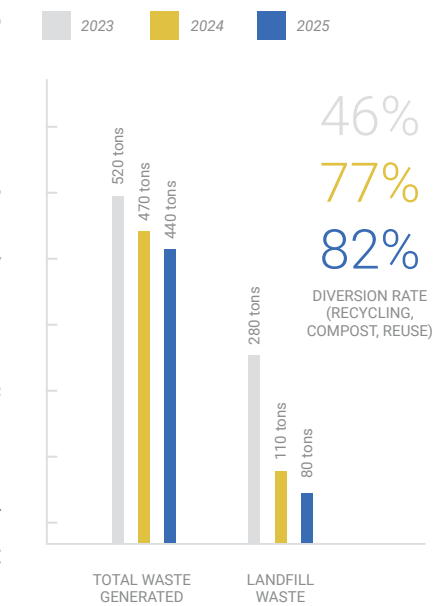
Smarter energy use and reducing greenhouse gas (GHG) emissions are a key part of UniStadium's environmental strategy. In 2025, we completed the second phase of our energy efficiency upgrade project, retrofitting 80% of our lighting systems with high-efficiency LEDs and installing motion sensors in low-traffic areas. These changes have already resulted in an estimated 18% reduction in electricity use across the stadium.

We also partnered with our utility provider to source 30% of our electricity from renewable sources—up from 10% the year prior—with the goal of reaching 100% renewable electricity by 2030. To support long-term emissions tracking, we enhanced our GHG accounting system, allowing us to monitor scope 1 and 2 emissions more accurately and prepare for reporting on scope 3 emissions related to transportation, supply chain, and fan travel.

To encourage low-emission travel, we expanded secure bike parking and installed two additional EV charging stations in the stadium parking areas, bringing our total to eight. We also promoted public transportation options through our event marketing and ticketing platforms, offering incentives for fans who opted for lower-impact travel methods.

With thousands of guests attending events every week, managing waste responsibly is both a logistical and environmental priority. Our “Zero Waste Game Plan” continued to guide our efforts in 2025, pushing us toward our target of diverting 90% of waste from landfills by 2026.

## Annual Waste Generation & Diversion



In 2025, **more than 30%** of our stadium energy use was supplied by **renewable resources**.

**OUR GOAL IS TO HAVE 100% RENEWABLE ELECTRICITY BY 2030**





# Social

The social chapter of this impact report highlights our commitment to creating a **positive and safe experience** for everyone connected to our stadium—from employees and event staff to fans, local residents, and community partners.

At UniStadium, we believe our role extends far beyond hosting world-class events. As a civic anchor in our region, we are committed to creating positive social impact—supporting our people, uplifting our communities, and fostering a safe, inclusive environment for all who enter our doors. In 2025, we deepened our focus on community partnerships, employee well-being, and strategic giving as key pillars of our social responsibility agenda.

Our connection to the community is at the heart of our identity. UniStadium is more than a venue—it's a gathering place where local pride meets global events. Throughout 2025, we expanded our community engagement efforts to be responsive to the needs and aspirations of those around us.



We hosted 56 free or low-cost community events, including youth sports clinics, neighborhood festivals, and open-access fitness programs. These events welcomed over 37,000 local residents and provided inclusive experiences for families, young athletes, and underserved groups.

Additionally, we partnered with local schools and nonprofits on educational initiatives, including career days, mentorship opportunities, and behind-the-scenes tours that introduced students to careers in event management, sports operations, and sustainability.

The safety and well-being of our employees, contractors, and guests is paramount. In 2024, we implemented several enhancements to our health and safety program to promote a culture of care and vigilance.

We conducted a comprehensive safety audit across all departments, resulting in targeted updates to training, signage, and emergency response procedures. Every employee completed updated safety and first aid training, with role-specific modules for high-risk areas such as maintenance, security, and crowd management.

We also introduced a wellness initiative focused on mental health and resilience. This included confidential access to counseling services, peer support workshops, and wellness challenges that encouraged physical activity and stress management. Employee feedback showed strong engagement with these programs, and we continue to explore additional resources to support work-life balance and emotional well-being.



# Governance

The governance chapter of this impact report outlines the policies, structures, and practices that guide our stadium's **commitment to ethical, transparent, and accountable** operations.

Our Code of Business Conduct and Ethics forms the cornerstone of our governance framework. It outlines our expectations for ethical behavior across all areas of our operations, and it applies to every team member, from front-line staff to senior leadership. In 2025, we updated the code to reflect evolving best practices and regulatory guidance, with an emphasis on anti-corruption, conflicts of interest, and responsible communication.

To embed these practices in our culture, all employees and contractors complete mandatory annual training on ethics and business conduct. We also hold scenario-based workshops that engage staff in real-world decision-making challenges related to ethical dilemmas, transparency, and accountability.



In 2024, **100%** of our new and renewed supplier contracts included **sustainability clauses**.

This includes, but is not limited to, reducing packaging waste, using energy-efficient equipment, minimizing transportation emissions, and ensuring all materials meet applicable environmental standards.



As a major venue serving a wide range of events and audiences, our purchasing decisions have ripple effects throughout the supply chain. UniStadium is committed to ensuring those effects are positive—socially, environmentally, and economically. In 2025, we took several important steps to formalize our approach to sustainable procurement.

We adopted a Sustainable Procurement Policy that guides our selection of vendors, contractors, and service providers based on ethical labor practices, environmental impact, and local economic support. Priority is given

to suppliers who demonstrate a commitment to low-carbon operations, fair wages, and responsible sourcing.

UniStadium's governance is supported by three specialized committees that ensure effective oversight, accountability, and strategic alignment.

Each committee operates with a charter that defines its responsibilities, reporting lines, and accountability mechanisms. Regular reviews of these charters are conducted to keep our governance practices adaptive and effective.

## Committees:

- Audit Committee
- Risk Committee
- Compensation Committee

21

Board of Directors  
meetings in 2025



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