



## ESG POLICY Tokyo Verdy

Tokyo, 1 February 2026

**Tokyo Verdy**, currently competing in Japan's top-tier J1 League, is a professional football club based in Tokyo. Founded in 1969, Tokyo Verdy is one of the historic clubs of Japanese football, inherited from Yomiuri Soccer Club, and has conquered national titles such as the J-League and the Emperor's Cup. Driven by clear values and goals summarized as "**Keep Challenging, Go Beyond Inspiration. WE ARE TOKYO VERDY**," the club pursues these objectives:

- **Determination to act with the pioneering spirit and ambition** that Verdy has cherished since its founding
- **Commitment to continuously embrace challenges** in pursuit of our beliefs, recognizing that football and sports uniquely provide the full spectrum of human emotions - joy, anger, sorrow, and delight—creating experiences that transcend ordinary inspiration

In order to pursue the short, medium and long-term goals defined within the Tokyo Verdy ESG strategy, and in order to contribute to climate change mitigation and enhance the social and economic impacts, Tokyo Verdy has decided to embrace an internationally recognized sustainability management system adopting the principles and requirements of the ISO 20121:2024, the international standard for event sustainability management.

This decision leads to the implementation of the values promoted by the ISO 20121:2024 standard itself and by this policy, in reference to the document "4.5 Mission Statement\_Tokyo Verdy" such as:

- Stewardship,
- Inclusion and accessibility,
- Integrity,
- Transparency,
- Participation,
- Legacy.

Tokyo Verdy has adopted an ESG (Environmental, Social and Governance) framework focused on the ongoing enhancement of the club's sustainability initiatives. With this approach, the team is dedicated to

### ENVIRONMENT

- **Reduction of CO2 Emissions**- Establish long-term goals and action plans aimed at reducing the carbon footprint of our activities.
- **Resource Efficiency**- Reduce long-term consumption of energy and water resources while enhancing their efficient use.
- **Circular Economy**- Manage waste from our activities and operations by applying the 4R principles of Circular Economy: Reduce, Reuse, Repair and Recycle.

- **Logistics and Transportation**- Schedule and organize logistics activities with focused attention on minimizing unnecessary CO2 emissions and inefficiencies, while actively promoting sustainable mobility options with reduced environmental impact wherever possible. Promote low-impact solutions for the public and fans.
- **Plant-based and low-impact food options**- Ensure the availability of low-impact meal options that align with ethical food choices
- **Protecting biodiversity** - protecting and preserving biodiversity in the Tama River through awareness-raising, clean-up activities, and involvement of the local community

Sustainable Development Goals pursued: SDG 7 - affordable and clean energy; SDG 12 - responsible consumption and production; SDG 13 - climate action.

## SOCIAL

- **Maintaining a Fair Work Environment** - Maintain an equitable and inclusive environment where employees can reach their full potential.
- **Education and Training** - Promote educational programs and workshop on sustainability with schools, universities, municipalities and the local community during the week and the match days.
- **Grassroots Activities** - Organize grassroots programs and football schools for children and young people, educating them on health, nutrition, sportsmanship, and sustainability.
- **Inclusion** – Promote with the Green Hearth Project an inclusive environment capable of ensuring accessibility for all fans interested in participating in our match days
- **Local Impact** – Promote direct and indirect economic and social impact within the municipality and prefecture of Tokyo.

Sustainable Development Goals pursued: SDG 3- Good Health and Well-being; SDG 4- quality education; SDG 5- Gender Equality; SDG 8- Decent Work and Economic Growth; SDG 10- reduced inequalities.

## Governance

- **Respect for International Conventions**- Respect international conventions and guidelines aimed at promoting responsible business conduct and reinforcing respect for human and children's rights.
- **Dialogue and Stakeholder Engagement** - Foster ESG responsibility dialogue with our diverse stakeholder community: employees, players, youth sector, suppliers, partners, institutions, JFA, J.League, fans, media, broadcasters, spectators, non-profit organizations and the local community.
- **Compliance with Laws**- Ensure full compliance with applicable environmental, labor, and health and safety regulations governing all our activities.
- **Sustainable Procurement**- Integrate quality and ESG impact assessment into our supplier and product/service selection process in the medium term. Focus on avoiding single-use materials where possible and managing natural resource consumption responsibly.
- **Continual Improvement**- Commit to continuous improvement through annual reporting of results and lessons learned.

Sustainable Development Goals pursued: SDG 9- industry, innovation and infrastructure; SDG 11 Sustainable Cities and Communities.

Tokyo Verdy's ESG policy is implemented through a specific action plan in order to foster climate change mitigation and enhance the social and economic impacts generated by the team.

Tokyo Verdy

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*President*

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