

**ESG REPORT**  
**2024/2025**  
**SEASON**



# Contents

2	<b>Message from Qarabağ FK President</b>	25	Organizational Structure
4	Methodological note	26	Our Economic Impact and Financial Performance
5	<b>Who we are</b>	27	<b>Qarabağ FK and our people</b>
8	Club Model and Our Values	31	Promoting Youth Football
10	<b>Qarabağ FK and Sustainability</b>	32	Qarabağ Academy
11	Materiality analysis	33	<b>Qarabağ FK and our loyal community</b>
13	<b>Stakeholder engagement</b>	36	<b>Social engagement, Digital Presence, and Community Ties</b>
17	Alignment with UN SDGs	37	Accessibility & Disabled Fan Inclusions
18	<b>Highlights of the Season</b>	38	Social Events and Initiatives
20	Event of the season	39	Digital Presence
23	<b>Governance</b>	40	<b>Qarabağ FK and the environment</b>
24	Corporate Governance System	43	Our environmental Initiatives
		44	Future Outlook

# Message from Qarabağ FK President

Dear Stakeholders,

It is my honor and great pleasure to present to you Qarabağ FK's first Sustainability Report. This milestone marks not only a new chapter for the club, but also a reaffirmation of our commitment to lead with purpose, integrity, and pride.

Over the past decades, our club has grown from its roots in Aghdam into one of the most respected football clubs in the region and beyond. Today, we are proud to stand not only as a football club on the pitch, but also as an organization determined to make a meaningful contribution to our community, our nation, and our planet.

**Tahir Gozel**

President, Qarabağ FK



In the sporting arena, 2024/2025 season has been a remarkable year. Qarabağ FK once again secured the national championship, becoming the champion of the Azerbaijan Premier League for the 12th time in our history and the fourth consecutive year. Our success is rooted in the hard work, ambition, and shared commitment of our players, coaches, staff, and supporters. At the same time, we recognize that success in football brings with it both privilege and responsibility.

This Sustainability Information Disclosure reflects how we embrace that responsibility by going beyond trophies and match results. It demonstrates how sustainability, environmental stewardship, social inclusion, and strong governance are becoming integral to everything we do as a club. We understand that our influence extends far beyond the pitch. From developing local footballers through our youth academy to managing stadium operations and delivering community outreach programs, we aim to be a club that is self-sufficient, sustainable, and deeply rooted in its values. That same spirit of responsibility guides our actions beyond Azerbaijan. We view sustainability not only as an internal commitment, but as a shared global mission. In this context, we are proud to have become the first football club in the region to sign the

UN Sport for Climate Action Framework, reaffirming our commitment to climate responsibility and leadership. Furthermore, during COP29 in Baku, we joined forces with the European Club Association and leading clubs from around the world to launch the Football Clubs Alliance for Climate. This initiative highlights football's unique power to drive climate action, education, and solidarity—values that strongly align with Qarabağ FK's identity. More than simply keeping pace with global change, we strive to lead it and inspire others to act.

Our strategy now is clear. We will continue to measure and report our progress with transparency. We will work to reduce our environmental footprint, invest in efficient operations, promote access and inclusion, strengthen governance and procurement practices, and deepen our connection with our supporters and the communities we represent. To all our fans, partners, players, and staff, I extend my heartfelt thanks. Your enthusiasm, loyalty, and engagement make this journey possible. This report is not just a record of where we are today; it is a promise for tomorrow. We share a vision of a club that is more than a football team, a club that stands for our fans' support, our homeland's values, and for a sustainable future.



# Methodological note

The contents included in this report were identified based on the results of a materiality analysis conducted during the reporting period. This process identified the key environmental, social, and governance topics most relevant to the Club's activities and stakeholders, with a focus on the actual and potential impacts generated by Qarabağ FK on the environment, society, and the economy. The outcomes of this analysis are presented in the dedicated Materiality Analysis section.

In preparing this report, Qarabağ FK sought to ensure the reliability and accuracy of the information presented. The use of estimates has been limited as far as possible; where estimates were necessary, they are appropriately disclosed and based on reasonable assumptions and available data.

To support comparability over time, selected indicators are presented alongside data from the previous reporting period, where available. This allows for an assessment of trends and progress in the Club's sustainability performance.

This Sustainability Report is published on an annual basis. The information contained herein has not been subject to external assurance.



# WHO WE ARE

ESG Report 2024/2025 Season



# WHO

## Who we are

Football in Aghdam dates back to the 1950s, following the opening of the first stadium in the city in 1951. During this early period, several teams represented the region under different names, reflecting the gradual development of football in the area.

The modern identity of Qarabağ Football Club was established in 1987, building on this historical foundation. Since then, the club has evolved into one of the most prominent and symbolic institutions in Azerbaijani football, representing both sporting excellence and regional heritage.

# 1987



# WHO

# Our history

Our history has been shaped by resilience. After Aghdam was destroyed during the early 1990s conflict, we were forced to leave our hometown and relocate to Baku, while continuing to represent Aghdam and its community. Despite losing our home stadium, we continued to compete at the highest national level and achieved important sporting success during this challenging period.

Since the late 2000s, we have entered a more stable and successful phase, marked by long-term planning, professional growth, and strong performances on the pitch. We have won multiple domestic titles and regularly represented Azerbaijan in UEFA competitions, including participation in the UEFA Champions League group stage and other European tournaments. These achievements have helped raise the profile of both the Club and Azerbaijani football.

Qarabağ FK operates not only as a professional football organization but also as an institution with social and cultural significance. Our identity, including its crest featuring the Karabakh horse, represents elements of national heritage and continuity that are closely associated with the Club's history and its stakeholder base. Guided by principles of resilience, integrity, unity, and

responsibility, we aim to achieve sporting excellence while recognizing our broader role in society. Through our activities, we seek to contribute positively to

community cohesion, social representation, and the promotion of Azerbaijani football at the local, regional, and international levels.

**2x**  
UEFA  
Champions League  
Group Stage



**9x**  
UEFA Europe League  
Group Stage



**12x**  
Azerbaijan  
Premier League  
Champions



**8x**  
Azerbaijan Cup  
Champions



# Club Model and Our Values

Qarabağ Football Club (Qarabağ FK) was founded in 1951 in the city of Aghdam, marking the beginning of a journey that has become one of the most symbolic stories in Azerbaijani sport. Throughout our early years various name changes occurred, such as "Məhsul," "Şəfəq," and "Kooperator," as we

steadily built a reputation within the Azerbaijan SSR football structure. Our rise gained momentum in the late 1980s when we won the Azerbaijan SSR League in 1988 and 1990, setting the stage for our role as one of the leading clubs in the newly independent country's football system.



## Main Team

Our senior squad, competing fiercely in domestic leagues (Azerbaijan Premier League, Azerbaijan Cup) and proudly representing Azerbaijan in challenging European tournaments.

## Academy

Committed to long-term player development, our Academy provides structured football training and comprehensive education for the youth, fostering both athletic and personal growth.



## Qarabağ II

A crucial development and transition platform for emerging players, preparing them for the rigors of professional football and future integration into the Main Team.

This operating model is supported by a shared set of values that guide behavior and decision-making across all levels of the Club. These values shape how we

compete, collaborate, and engage with stakeholders, and provide a common framework for sporting, organizational, and social activities.

# Our Values

## Fairness & Honesty

Integrity, respect, and fair competition.



## Activity & Responsibility

Hard work, discipline, and accountability.



## Quality & Perfection

Continuous improvement and excellence.



## Ethics & Team Spirit

Moral culture, teamwork, equality, cooperation.



## Innovation & Flexibility

Technological know-how, adaptability, organization.



## Society, Environment & Compliance

Usefulness to society, environmental protection, adherence to laws.





# QARABAĞ FK AND SUSTAINABILITY

ESG Report 2024/2025 Season



# Materiality analysis

Continuing to strengthen our ESG practices and in line with our growing commitment to sustainability, we at Qarabağ FK conducted a materiality analysis. This process confirmed the key environmental, social, and governance topics most relevant to the Club's activities

and stakeholders, with a focus on the actual and potential impacts generated by our operations and value chain on the environment, society, and the economy. The materiality analysis supports our sustainability disclosures and serves as a strategic tool

for identifying, monitoring, and managing our most significant impacts, while enhancing transparency and engagement with stakeholders.



Legend ● Positive impact ● Negative impact

Material Theme	Impact	Impact Type
<b>Energy and emissions management</b>	Energy consumption from stadiums, training facilities, offices, and lighting	●
	Generation of direct and indirect GHG emissions (Scope 1, 2 and relevant Scope 3, including team travel)	●
	Opportunities to improve energy efficiency and reduce emissions	●
<b>Water resource management</b>	Water use for pitch irrigation and facility operations	●
	Implementation of water efficiency and conservation measures	●
<b>Employee health and safety</b>	Occupational health and safety risks for players, staff, and contractors	●
	Safe working conditions, injury prevention, and health management systems	●
<b>Talent development and human capital</b>	Training, education, and career development for players and employees	●
<b>Well-being, equity and inclusion</b>	Fair treatment, equal opportunity, and non-discrimination	●
	Risk of discrimination, exclusion, or lack of diversity	●

Material Theme	Impact	Impact Type
<b>Fan and stakeholder engagement</b>	Strengthening relationships with supporters, partners, and stakeholders	●
	Reputational risk from misleading communication or unmet expectations	●
<b>Economic performance</b>	Contribution to the local and national economy through sporting and commercial activities	●
<b>Business ethics and integrity</b>	Unethical conduct, corruption, or regulatory non-compliance	●
	Transparent governance and ethical decision-making	●
<b>Sustainable supply chain</b>	Environmental and social risks related to suppliers and contractors	●
	Promotion of responsible procurement and respect for human and labour rights	●
<b>Community support and development</b>	Local development, youth programs, and community engagement	●
	Job creation and social value generation	●



# STAKEHOLDER ENGAGEMENT

ESG Report 2024/2025 Season



# Stakeholder engagement

The identification of material topics is closely linked to the perspectives and expectations of the Club's stakeholders. Understanding who our stakeholders are and how they influence and are impacted by our activities is therefore a key element of Qarabağ FK's sustainability approach.

Qarabağ FK's main stakeholders have diverse expectations and varying levels of influence, directly and indirectly shaping the Club's activities. Recognizing and integrating these perspectives is essential to achieving long-term sustainability and responsible growth.



# Stakeholder engagement

The Club maintains strong, long-term relationships with its stakeholders through structured and continuous engagement. Multiple channels including regular meetings, consultation sessions, community outreach initiatives, regulatory interactions, and coordination with football governing bodies are used to ensure stakeholder expectations are understood and reflected in planning and decision-making.

This ongoing dialogue enables Qarabağ FK to identify material issues affecting performance, governance, and sustainability; respond proactively to emerging needs and concerns; strengthen trust with supporters, partners, and institutions; align strategies with national sports priorities, UEFA and FIFA requirements, and community expectations; and ensure accountability and transparency across all operations. By integrating stakeholder insights into its decision-making processes, Qarabağ FK aligns its strategic direction with the interests of those who support the Club. This report outlines the progress achieved, challenges faced, and next steps planned, reinforcing the Club's commitment to openness, responsibility, and continuous improvement.



## Stakeholders

## Involvement



### Athletes

Players are engaged through daily sporting activities, training programs, competitions, medical and performance monitoring, and continuous professional development. They also participate in media activities, community initiatives, and Club-led social programs, with a focus on well-being, integrity, and career development.



### Employees

Employees are involved through structured internal communication, regular meetings, training programs, and performance management processes. The Club promotes safe working conditions, equal opportunities, and continuous dialogue with management to support engagement and development.



### Fans

Fans are at the core of Qarabağ FK's identity. Engagement takes place through matchday experiences, digital platforms, social media, fan feedback channels, community events, and outreach activities, aiming to strengthen loyalty, transparency, and long-term connection.



### Sponsors and Business Partners

Collaboration with sponsors and partners is based on long-term partnerships, joint projects, brand activations, events, and regular coordination meetings. These relationships aim to create shared value, commercial sustainability, and alignment with the Club's values.



### Shareholders

Shareholders are engaged through structured governance processes, regular reporting, meetings, and updates on sporting, financial, and strategic performance, ensuring transparency, accountability, and alignment with long-term objectives.



### Community and Local Population

Engagement with the community occurs through youth development programs, social initiatives, local events, and partnerships aimed at supporting social inclusion, local development, and positive social impact.

## Stakeholders

## Involvement



### Media

The Club maintains active relationships with media through press conferences, interviews, official communications, and digital content. This engagement supports transparent communication, reputation management, and accurate dissemination of information.



### National Institutions and Authorities

Qarabağ FK engages with national sports bodies, regulators, and public authorities through compliance processes, reporting, licensing requirements, and coordination on national football and development priorities.



### International Football Institutions

Continuous engagement with UEFA, FIFA, and other international football bodies takes place through competitions, regulatory compliance, licensing, and governance processes, ensuring alignment with international standards.



### Peer Clubs and Football Community

Dialogue with peer clubs and the wider football ecosystem occurs through competitions, professional exchanges, and participation in football initiatives, supporting best-practice sharing and sector development.



### Humanitarian and Social Organizations

The Club cooperates with humanitarian and social organizations through charitable initiatives, social responsibility projects, and awareness campaigns aimed at supporting vulnerable groups and promoting social solidarity.

# Alignment with UN SDGs

## Prioritized Based on Value to the Club

Qarabağ FK aligns its sustainability approach with the United Nations Sustainable Development Goals (SDGs). The goals below are prioritized based on their relevance and value to the Club's operations, stakeholders, and long-term impact.



### SDG 3-GOOD HEALTH AND WELL-BEING

- Health and safety of players and staff
- Mental well-being programs
- Safe and inclusive matchday environment



### SDG 4 - QUALITY EDUCATION

- Youth development through Qarabağ Academy
- Training and educational programs
- Supporting future talent pathways



### SDG 17-PARTNERSHIPS FOR THE GOALS

- Collaboration with public institutions and partners
- Community engagement initiatives
- International cooperation (e.g., sustainability initiatives, events)



### SDG 9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Stadium and training infrastructure
- Digital systems and smart solutions
- Facility improvements



### SDG 8 - DECENT WORK AND ECONOMIC GROWTH

- Job creation (matchdays, operations)
- Fair employment practices
- Contribution to local economy



### SDG 13-CLIMATE ACTION

- Emissions reduction initiatives
- Energy efficiency improvements
- Environmental awareness



By focusing on these goals, Qarabağ FK creates **meaningful impact**, strengthens its community, and builds a **sustainable future** for generations to come.



# HIGHLIGHTS OF THE SEASON

ESG Report 2024/2025 Season



# Highlights of the Season



HOME MATCHES

18

28 incl. all competitions

Premier League - 18 total  
All competitions - 28 total



AWAY MATCHES

18

28 incl. all competitions

Premier League - 18 total  
All competitions - 28 total



MEDICAL PERSONNEL

17

Among which 7 are  
part of FC staff



YOUTH PROSPECTS  
PROMOTED

3

Cebrayilzade  
Razayev - Mansumov



AVERAGE SQUAD AGE

25,6

27 first-team players  
As of Jan 2025

## Our Academy Makers



**Hikmat  
Jabrayilzade**

Position  
**Midfielder**



**Amin  
Rzayev**

Position  
**Defender**



**Davud  
Mansumov**

Position  
**Forward**

UEFA Elite Youth Academy Certified

# Event of the Season



In 2024, Azerbaijan strengthened its position in global climate action by hosting COP29, bringing international attention to national efforts on climate mitigation, adaptation, and sustainable development. The conference provided a platform for governments, international organizations, businesses, and civil society to engage in dialogue and cooperation on global climate challenges.

In parallel, Azerbaijan's climate policy direction is defined by its Third Nationally Determined Contribution (NDC 3.0) under the Paris Agreement. Through NDC 3.0, the country has committed to reducing greenhouse gas emissions by 35% by 2030 and 40% by 2050 compared to 1990 levels, while prioritizing renewable energy development, energy efficiency, climate

resilience, and improved climate governance. These commitments establish the national policy context for climate-related action by public institutions, businesses, and other stakeholders.

# Members of Football Clubs Climate Alliance

Against this national and international context, the role of non-state actors has gained increased relevance in translating climate objectives into practical action. The sports sector, and football in particular, is increasingly

recognized as a platform capable of engaging large audiences, promoting climate awareness, and supporting collective climate efforts. During COP29 in Baku, the Baku Declaration was signed as the founding charter formally

establishing the Football Clubs Climate Alliance (Figure 9), co-created by Qarabağ FK and the European Club Association, with the support of the UNFCCC and the UN Sports for Climate Action initiative (2018).



# First organization in the region

Within this broader context, Qarabağ FK contributed to sector-level climate action by participating as a founding member of the Football Clubs Climate Alliance. Building on the momentum generated by COP29, the Club further strengthened its sustainability commitments by becoming the first organization in the region to sign the UNFCCC Sport for Climate Action Framework, aligning its

operations and values with internationally recognized principles on emissions reduction, resource efficiency, climate awareness, and collaboration across the sports sector. These actions reflect Qarabağ FK's approach to linking national climate objectives with concrete organizational commitments and supporting transparent and responsible climate-related action.





# GOVERNANCE

ESG Report 2024/2025 Season



# Corporate Governance System

We at Qarabağ FK operate within a clearly defined governance and organizational structure that supports effective leadership, accountability, and collaboration

across all levels of the Club. Oversight is provided by our highest governing bodies, including the President, Vice-President, and Board members, who are

responsible for setting strategic direction, ensuring responsible management, and upholding our values and long-term objectives.



**Tahir Gozel**  
President



**Fevzihan Aras**  
Vice-President



**Emrah Chelikel**  
Board member / General Director

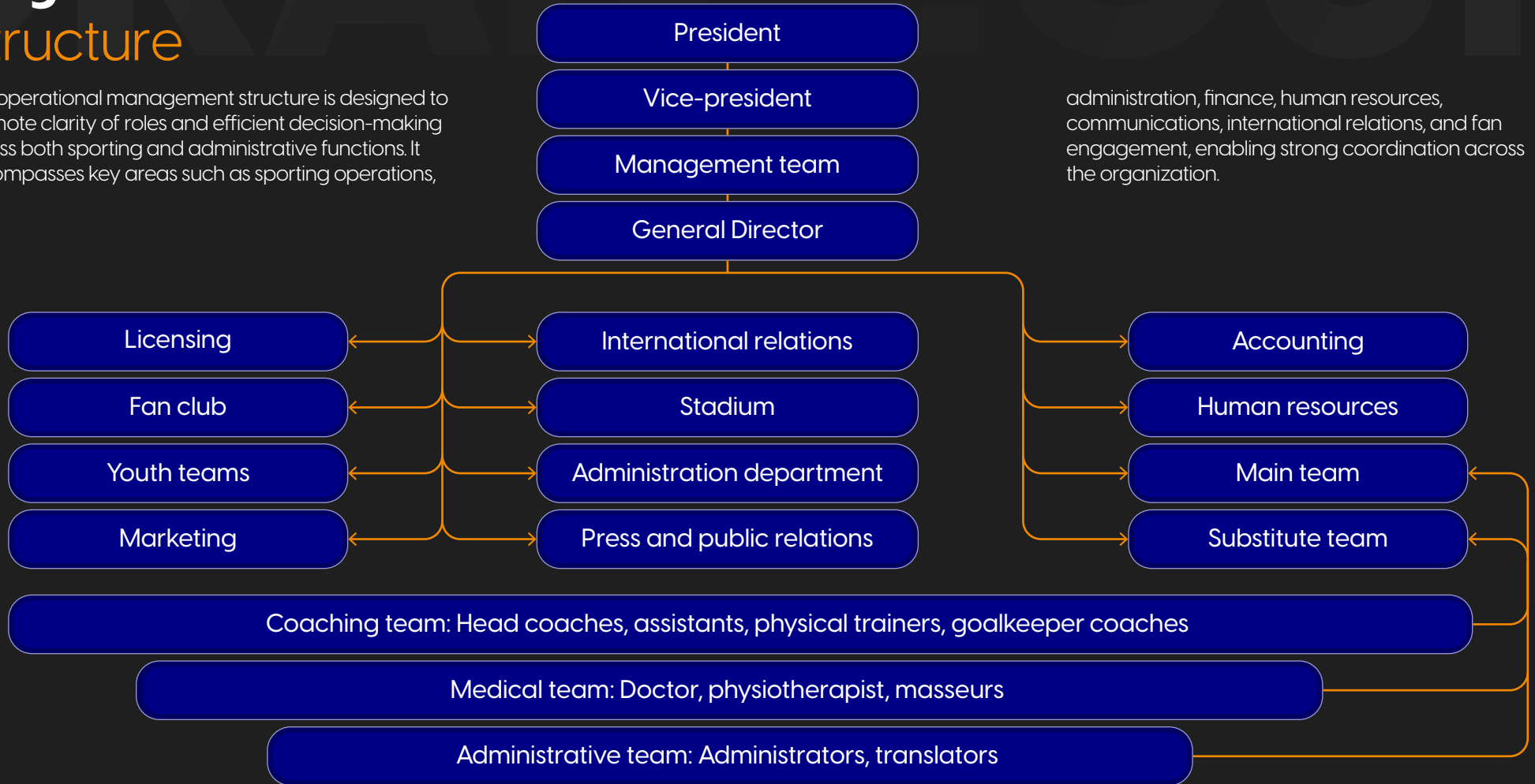


**Asif Asgarov**  
Board member/Internal operations  
and International relations departments  
Director

# Organizational Structure

Our operational management structure is designed to promote clarity of roles and efficient decision-making across both sporting and administrative functions. It encompasses key areas such as sporting operations,

administration, finance, human resources, communications, international relations, and fan engagement, enabling strong coordination across the organization.



# Our Economic Impact and Financial Performance

Qarabağ FK continues to deliver strong economic value through disciplined financial management, diversified revenues, and sustained investment in football development and community impact. Supported by sound governance and transparent leadership, the Club contributes meaningfully to the national economy while maintaining long-term financial stability and sustainable growth.

Annual Revenue Growth

**+12.7%**

Total Assets in million AZN

**47.04**

Revenue Generated in million AZN

**34.75**

Football development fund contributions

**10%**

Broadcasting rights

**81%**

Other

**2%**

Sponsorship and advertising

**1%**

Ticket sales

**5%**



# QARABAĞ FK AND OUR PEOPLE

ESG Report 2024/2025 Season



# Qarabağ FK and our people

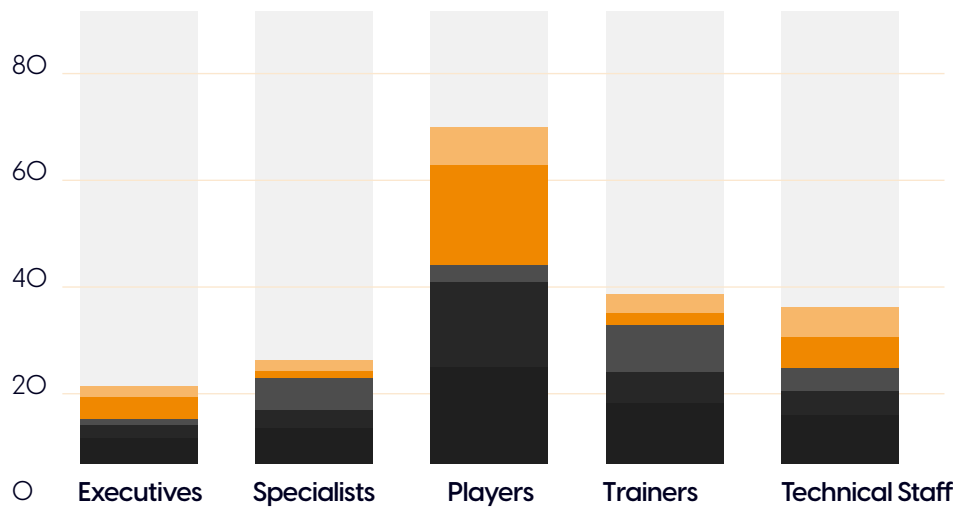
In 2024/2025 season, we continued to strengthen our workforce in line with Qarabağ FK's operational needs and long-term sustainability objectives. The total number of employees reached 186, representing an 8.8% increase compared to the previous year. This growth reflects our ongoing investment in people to support both sporting performance and organizational development. During the reporting period, we welcomed 26 new employees, reinforcing key functions across sporting, technical, and administrative areas. At the same time, employee turnover remained limited, with 11 departures recorded during the year, indicating a stable workforce and positive employee retention.



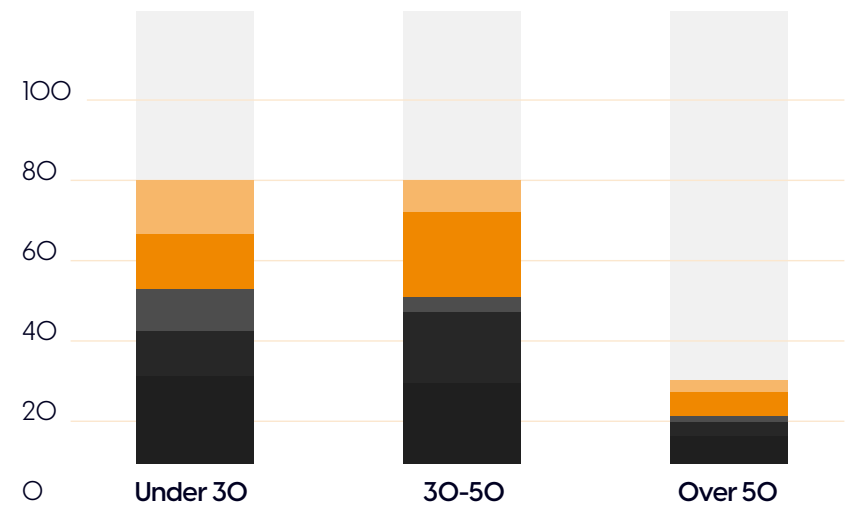
In 2024/2025 season, our employees were evenly distributed across age groups, with 79 employees under the age of 30, 79 employees between the ages of 30 and 50, and 28 employees over the age

of 50. This balanced age profile supports knowledge transfer, continuity, and the integration of emerging talent alongside experienced professionals.

## Breakdown of Employees by specialty



## Breakdown of Employees by age



# Master's degree in Sports Management

From a functional perspective, the workforce included employees across both sporting and non-sporting roles, comprising players, trainers, technical staff, specialists, and executive personnel. Professional players represented the largest group within the workforce, alongside a significant number of trainers and technical staff, reflecting the Club's core sporting activities and development focus.

We place strong emphasis on continuous learning and professional development as a core element of our people strategy.

In addition to internal training initiatives, we invest in advanced education opportunities for our employees. Each year, we sponsor two employees to pursue a Master's degree in Sports Management at the Johan Cruyff Institute.

This program supports the development of specialized expertise, strengthens leadership and management capabilities within the Club, and aligns our professional standards with international best practices in sports management.



# Promoting Youth Football

Qarabağ FK places strong emphasis on youth development. Our Qarabağ Academy provides children and young people aged 7 to 23 with the opportunity to grow both athletically and personally through structured, high-quality training. Our objective is to raise and develop local players who advance to the professional team, embody the values of the club, and represent Qarabağ FK on the biggest arenas.

“The stars of tomorrow are here”



# Qarabağ Academy

The Academy is built on the principles of inclusivity and accessibility. All activities are fully funded by Qarabağ FK to ensure that financial circumstances never limit participation. Selection of players for the academy is carried out in different cities all across Azerbaijan, including Aghdam, through observing matches and evaluating the general knowledge.

In addition, the Academy also offers professional paid courses designed for highly talented players who seek advanced athletic and personal development. These courses aim not only to nurture young talents but also to give back to the region by providing professional training opportunities that support the growth of the local football landscape.



Youth players  
**220**

Advanced course participants  
**150**

Qarabağ Academy staff  
**52**

Age groups  
**11**





# QARABAĞ FK AND OUR LOYAL COMMUNITY

ESG Report 2024/2025 Season



# Qarabağ FK and our loyal community

For the 2024–25 season, Qarabağ FK continues to deliver strong economic value through disciplined financial management, diversified revenue streams, and sustained investment in football development and community impact. Supported by sound governance and transparent leadership, the Club contributes meaningfully to the national economy while maintaining long-term financial stability and sustainable growth.



**210,670**

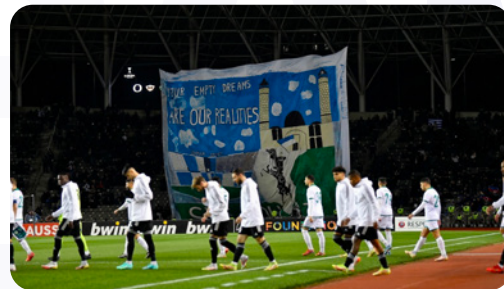
Tickets Sold

**177,670**

Europa and Champions  
League attendance

**33,000**

Domestic league attendance





# SOCIAL ENGAGEMENT, DIGITAL PRESENCE, AND COMMUNITY TIES

ESG Report 2024/2025 Season



# Accessibility & Disabled Fan Inclusions

Qarabağ FK continues to prioritize accessibility and inclusivity across its stadium infrastructure. During the 2024/25 season, the Club provided 45 dedicated seats for wheelchair users across 3 sectors, ensuring comfortable and safe matchday experiences. In total, over 250 fans with disabilities attended matches, reflecting the Club's ongoing commitment to creating an inclusive and welcoming environment for all supporters.



Dedicated Seats

45

3 sectors across the stadium



Visitors per Season

250+

Disabled fans welcomed in 2024/25

# Accessibility Features

Designated wheelchair seating areas in 3 sectors



Step-free access routes to all spectator areas



Accessible entrances, elevators and restrooms



Trained staff to assist fans with disabilities



Inclusive infrastructure across 3 stadium sectors supporting equal access for all fans.

# Social Events and Initiatives



## PROTECTION OF CHILDREN'S AND YOUTH RIGHTS AND INTERESTS

An event to encourage children and youth to engage in football.

Meetings between Qarabağ FK's first team, socially active youth and children on the occasion of International Children's Day and Azerbaijan Youth Day.

Sharing information about football, Qarabağ FK's history and achievements, and introducing young fans to their favorite players.

Providing football enthusiasts with inspiring experiences and knowledge.

### TARGET GROUP

Socially active youth, children from generally disadvantaged families, Qarabağ FK team



## FOOTBALL FOR ALL (INCLUSIVE FOOTBALL FOR ALL ABILITIES)

Care for fans with disabilities and creating special conditions for them.

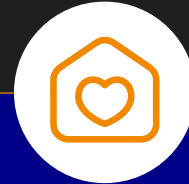
Meetings between Qarabağ FK's first team and fans with disabilities.

Informing fans about the club's activities, history and achievements.

Introducing the special facilities created for fans with disabilities at Azersun Arena.

### TARGET GROUP

Fans with disabilities, Qarabağ FK team



## FOSTER FAMILY INITIATIVE

Supporting children in need of care by strengthening family-based care through the foster family model.

Creating a safe, supportive and loving environment for children.

Contributing to the social well-being and development of children.

### TARGET GROUP

Socially active youth, children from generally disadvantaged families, Qarabağ FK team



## COMMUNITY EVENT; OPEN TRAINING SESSION WITH MESUT ÖZİL

An open training session with Mesut Özil at Azersun Arena.

A unique opportunity for fans to watch, learn and get inspired.

Interaction with fans through a Q&A session and autograph opportunities.

Strengthening the connection between the community and the club.

### TARGET GROUP

Fans, youth, football enthusiasts

# Digital Presence

Furthermore, Qarabağ FK expanded its engagement with supporters through both digital innovation and socially oriented initiatives. A key milestone was the launch of the Club's official mobile application, developed in partnership with Blocksport, creating a centralized platform that goes beyond traditional communication channels. The app integrates ticketing, stadium payments, real-time push

notifications, loyalty programs, and gamified features such as missions and leaderboards. These tools deepen supporter interaction, enable data-driven communication, and strengthen the Club's relationship with a growing global fan base. Early results more than 30,000 downloads and over 300,000 user sessions demonstrate strong adoption and highlight its potential as a long-term engagement asset.

30,000+  
downloads and  
300,000+  
sessions for the  
Club's mobile app.





# QARABAĞ FK AND THE ENVIRONMENT

ESG Report 2024/2025 Season

# Qarabağ FK and the Environment

Qarabağ Football Club recognizes that its activities generate environmental impacts through energy consumption, mobility, and operational processes. Managing these impacts responsibly is a core element of the Club's sustainability strategy, with a focus on improving resource efficiency, reducing greenhouse gas emissions, and strengthening long-term environmental performance.

To ensure transparency and informed decision-making, the Club monitors its greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 in line with internationally recognized methodologies.



Qarabağ FK remains committed to reducing its environmental footprint through efficiency improvements, responsible resource management, and engagement across our community.

2024/2025 season  
Total Greenhouse  
Gas Emissions

= **2,328** tonnes CO<sub>2</sub>e  
TOTAL (Scopes 1 + 2 + 3)



**284**

tonnes CO<sub>2</sub>e

SCOPE 1  
Direct Emissions



**682**

tonnes CO<sub>2</sub>e

SCOPE 2  
Indirect Emissions  
(Purchased Electricity)



**1,362**

tonnes CO<sub>2</sub>e

SCOPE 3  
Other Indirect  
Emissions

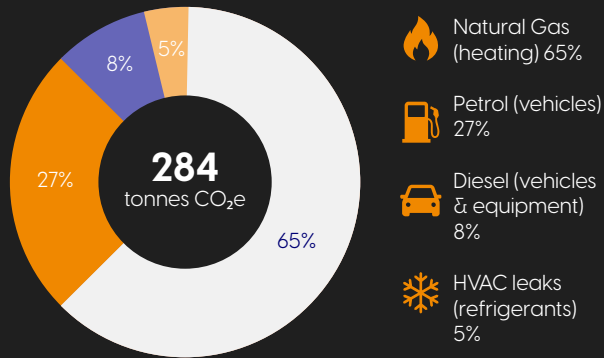
# SCOPE 1



## Direct Emissions

Scope 1 emissions arise from sources owned or controlled by the Club, including natural gas used for heating, fuel consumed in Club-owned vehicles and equipment, and refrigerant (HVAC) leaks. In 2024/2025 season, total Scope 1 emissions amounted to 284 tonnes CO<sub>2</sub>e.

### Scope 1 Emissions Breakdown



Natural gas consumption for heating is the main source of Scope 1 emissions, followed by fuel use in vehicles and equipment.

# SCOPE 2

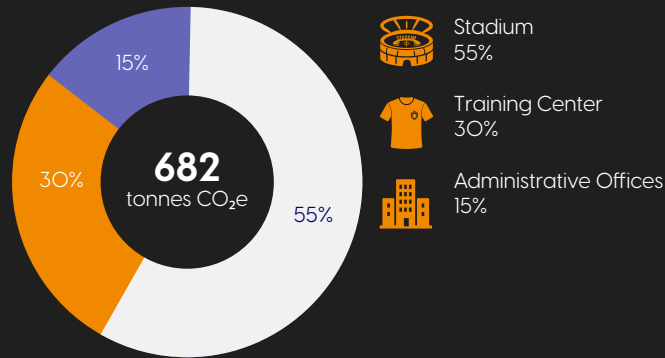


## Indirect Emissions from Purchased Electricity

Scope 2 emissions result from the electricity purchased and consumed across facilities that are not owned by the Club.

In 2024/2025 season, total Scope 2 emissions amounted to 682 tonnes CO<sub>2</sub>e.

### Scope 2 Emissions Breakdown



Electricity consumption in the stadium represents the largest share of Scope 2 emissions, followed by the training center and office facilities.

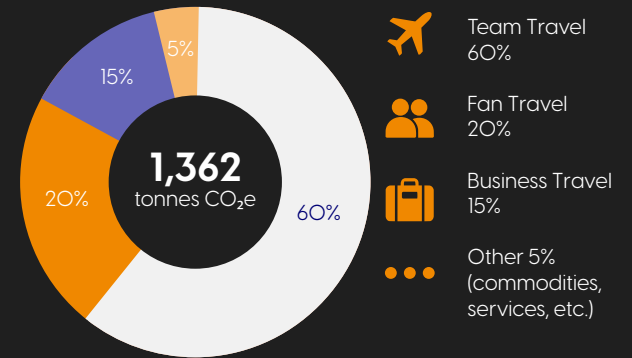
# SCOPE 3



## Other Indirect Emissions

Scope 3 emissions include all other indirect emissions that occur in the Club's value chain. For 2024/2025 season, total Scope 3 emissions amounted to 1,362 tonnes CO<sub>2</sub>e, primarily driven by team travel, followed by fan travel and business travel.

### Scope 3 Emissions Breakdown



Team travel is the main contributor to Scope 3 emissions, followed by fan travel and business travel. Data has been extracted from the FCS APP, covering business trips and official travels of the team.

# Our Environmental Initiatives

Qarabağ FK continues to take meaningful action to reduce our environmental impact and promote sustainability across our club and community.

Through these initiatives, Qarabağ FK is building a culture of sustainability, engaging our community, and working towards a **greener future**.



## GO GREEN SEMINAR

Recycling &  
Resource Efficiency

A seminar to raise awareness about the importance of recycling and the efficient use of resources.



## CAP COLLECTION MOSAIC

Collect-Create - Inspire

Collecting plastic bottle caps during matches and trainings and creating a mosaic on a dedicated wall at Azersun Arena.



## ONE GOAL - ONE TREE

Score Today, Green Tomorrow

For every goal scored in official matches, a tree is planted in a dedicated area.



## ECO-FRIENDLY KIT

Wear Green, Play Green

Designing and using eco-friendly kits made from recycled and environmentally sustainable materials.



# FUTURE OUTLOOK

ESG Report 2024/2025 Season



# Future Outlook

Looking ahead, we at Qarabağ FK are committed to advancing our sustainability journey by embedding responsible practices across all areas of our activities. Building on the progress achieved during the reporting period, we will continue to strengthen environmental stewardship, invest in our people, uphold strong governance, and deepen our positive impact on society. Guided by these priorities, we aim to contribute to a more resilient, inclusive, and sustainable future for football and the communities we serve (Figure 21).



Figure 21. Future Sustainability Priorities



**Aligning with UEFA's Football Sustainability Strategy 2030** to foster collective action across European football, emphasizing respect for human rights and the environment while conserving the game for future generations through economically viable and responsible operations.



**Joining global partnerships such as the Football Clubs Alliance for Climate**, initiated at COP29, to collaborate with leading clubs on climate action, fan engagement in green initiatives, and investments in sustainable technologies for the sports sector.



**Strengthening social pillars by expanding programs** in anti-racism, equality, inclusivity, and youth development, leveraging football's influence to build inclusive communities and drive positive societal impact.



**Promoting economic and financial resilience** in accordance with UEFA and European Club Association guidelines, focusing on innovative investments and long-term planning to ensure the club's enduring viability in a dynamic football landscape.



**Enhancing engagement with fans and stakeholders** through digital innovations and awareness efforts, creating a unified vision that encourages participation in broader sustainability goals for a more equitable future.



**Collaborating with national and international entities** to support Azerbaijan's green growth agenda, integrating environmental stewardship, resource efficiency, and socio-economic development into the club's operations for a resilient tomorrow.

**ESG REPORT**  
**2024/2025 SEASON**

