

# CD PROJEKT S.A. Management Board

## Division of Duties



### **Adam Kiciński** - Chief Executive Officer, Member of the Board

Responsible for the Company's strategy and for its implementation. Charts general directions for the Management Board and coordinates its activities.

Represents the Company in contacts with investors.

Directly supervises the following:  
Investor Relations



### **Piotr Nielubowicz** - Chief Financial Officer, Member of the Board

Responsible for the Company's financial strategy, and for financial and non-financial reporting.

Oversees strategic corporate projects, key investments and Company's climate and environmental policy.

Directly supervises the following:  
Finance | Accounting | Taxes



### **Adam Badowski** - Chief Creative Officer, Member of the Board

Responsible for the Company's creative vision, and for managing, developing and maintaining the Company's creative teams. Develops and defines the unique image and style which distinguish the Company and its products on the market.

Directly supervises the following:  
Game direction | Story | Global Art | Audio & Music | Localization & English adaptation



### **Michał Nowakowski** - Chief Commercial Officer, Member of the Board

Responsible for the Company's business strategy and effective sales policy. Supports development of new product lines and manages the Company's back catalog (franchise flywheel). Shapes long-term business relations with key partners.

Directly supervises the following:  
Business development | Legal | Global production | Procurement



### **Piotr Karwowski** - Joint Chief Operating Officer, Member of the Board

Responsible for the Company's game development processes and optimization of its operational capabilities, including in-house production, external games development and studios management. Additionally oversees development of online and user experience competencies.

Directly supervises the following:  
Games production | Studio operations | IT & Security | Online | UX



### **Paweł Zawodny** - Joint Chief Operating Officer, Member of the Board

Responsible for shaping the Company's tech strategy and optimization of its operational capabilities. Plays a pivotal role in driving both the technological and organizational transformation of CD PROJEKT RED. Oversees the Company's activities in the scope of employment, talent management and work methodology, ensuring they are aligned with the Company's broader transformation objectives.

Directly supervises the following:  
HR | Culture, Diversity & Inclusion | Technologies (including R&D)



### **Jeremiah Cohn** - Chief Marketing Officer, Member of the Board

Responsible for the Company's global marketing strategy, product communication and branding in support of franchise development. Oversees efforts to build recognition of the Company, its IP, and product releases by shaping engagement with fans and the community.

Directly supervises the following:  
Marketing | PR | Franchises