

# CD PROJEKT S.A. Management Board

## Division of Duties



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

Jointly-responsible for the company's long term vision, coordinates the company's activities and its management. In particular 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. Represents company in relation with the investors.

Directly supervises the following:

Business development | Comic Book and Animation narrative | Investor Relations



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

Jointly-responsible for the company's long term vision, coordinating the company's activities and its management. In particular 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



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

Responsible for the Company's financial strategy, and for financial and non-financial reporting and legal area. Oversees strategic corporate projects, key investments and Company's climate and environmental policy.

Directly supervises the following:

Finance | Accounting | Taxes | Legal & Compliance



### **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 management of the Group's studios. Additionally oversees development of online and user experience competencies.

Directly supervises the following:

Games production | Studio operations | IT & Cybersecurity | Shared Development Services



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

Responsible for shaping of the company's technological strategy and the optimization of its operational capabilities. He plays a crucial role in the process of both technological and organizational transformation within CD PROJEKT RED. He oversees the company's efforts in technological innovation, including the development of tools and competencies in the area of Artificial Intelligence (AI).

Directly supervises the following:

Technologies | Research & Development (R&D), including Artificial Intelligence (AI)



### **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 gamers community.

Directly supervises the following:

Marketing | PR & Communication | Franchises



### **Karolina Radziszewska** - Chief People Officer, Member of the Board

Responsible for shaping the Company's strategy concerning recruitment, team management, and talent development. She also participates in building a shared-values organizational culture that supports the Company's global growth.

Directly supervises the following:

HR | Culture, Diversity&Inclusion | Internal Communication