

CD PROJEKT S.A. ENVIRONMENTAL POLICY





OUR VALUES

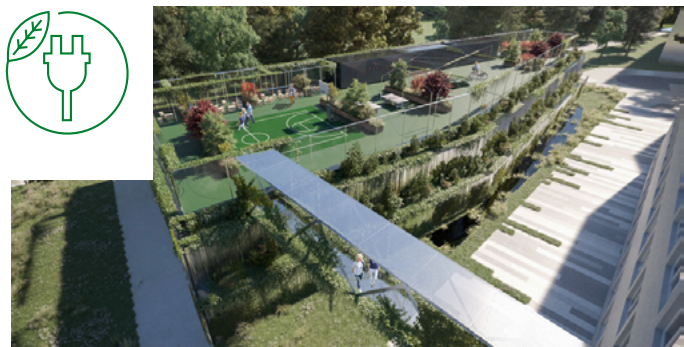


CD PROJEKT S.A. (**CD PROJEKT**) develops and publishes video games. We consider it important to minimize the environmental impact of our activities. We therefore adopt this Environmental Policy (**the Policy**), in which we commit to undertake specific actions related to environmental protection. The Policy is part of our sustainable development strategy.

OUR PLEDGE



- We will roll out and subsequently refine an Environmental Management System consistent with ISO 14001 and the EMAS Regulation.
- We will work to reduce the impact of our activities on the environment and the climate.
- We will take into account environmental protection issues when making business decisions.



OUR ACTIVITIES

- We comply with the law, with best practices, and with environmental guidelines which apply to our area of activity.
- We limit our consumption of natural resources and utilities, including water, energy, fuels and paper.
- We manage waste in a responsible manner. In particular, we work to reduce the amount of waste produced, and to extend the useful life of items and devices (e.g. office furniture and electronic equipment). We also segregate and recycle our waste.
- We prevent environmental contamination by conducting regular inspections and carrying out maintenance work on our installations and devices to ensure that they remain in good condition.
- We employ modern technologies and solutions in the process of redeveloping our campus and constructing new facilities. In particular, we deploy electric car charging stations and solar panel arrays, along with modern ventilation and air conditioning systems.
- We calculate and monitor our carbon footprint. We strive to reduce greenhouse gas emissions throughout our value chain, as well as to limit our digital carbon footprint.
- We work to maximize the contribution of renewable sources to our overall energy consumption.
- We promote commuting by bicycle, electric vehicles, public transit and rail.
- We enable remote work, which reduces emissions related to commuting.
- We encourage our team members to actively engage in environmental protection activities.
- We care about the biodiversity of our campus grounds. We work to increase greenery, select insect-friendly plant species and install birdhouses.
- We use objective indicators in planning and measuring the outcomes of our environmental protection activities.



DECLARATION

This Policy forms the basis for specifying environmental goals and tasks at CD PROJEKT. We commit to:

1. observe the Policy,
2. familiarize CD PROJEKT employees with the Policy,
3. support our team in implementing the Policy.

MANAGEMENT BOARD OF CD PROJEKT S.A.

Warsaw, 17 August 2022