

# REPORTING IRREGULARITIES

## Speak up!

Informing about irregularities is an important element of open communication for us. We encourage you to speak up whenever you notice or learn about irregularity.



CONFIDENTIALITY AND ANONYMITY



NO RETALIATION

Information on the procedures we have adopted at CD PROJEKT, as well as reporting irregularities, confidentiality and non-retaliation policy can be found at [Rules of the Game: Business and Ethics Standards at the CD PROJEKT Group](#).

## How can you report an irregularity?

- send your report via the [form](#) on the CD PROJEKT website
- send your report in writing to the address of the Company's head office, with the following note on the envelope:



**CHIEF COMPLIANCE OFFICER**  
CONFIDENTIAL – DO NOT OPEN  
ul. Jagiellońska 74  
03-301 Warszawa

## What can you report?

Any information about irregularity reported in good faith - that is, honestly and with the belief that it is true. This applies to e.g. irregularities in the recruitment process, corrupt proposals, conflicts of interest, violations of privacy or consumer rights, as well as other irregularities that raise concerns as to compliance with the law or ethical principles.

Please describe the situation in detail in your request. Write us in particular what happened, how long it has been going on, whether it was a one-time situation, who the report concerns and when the irregularities occurred.

## Feedback

If you leave us your contact details, we will inform you about:

- acceptance of your report - within 7 working days from the date of its receipt,
- report status - within 3 months from the date of confirmation of its receipt,
- completion of the procedure - within 3 working days from its completion.