

A detailed screenshot from a video game showing a character with white hair and armor riding a brown horse. They are on a rocky path in a lush, green valley with a large, snow-capped mountain in the background. The sky is blue with some clouds and birds flying. The text "ENVIRONMENTAL STATEMENT CD PROJEKT S.A." is overlaid in large white letters on the left side of the image.

ENVIRONMENTAL STATEMENT CD PROJEKT S.A.

1st Edition — October 2023

Disclaimer

This English language translation has been prepared solely for the convenience of English-speaking readers. Despite all the efforts devoted to this translation, certain discrepancies, omissions or approximations may exist. In case of any differences between the Polish and the English versions, the Polish version shall prevail. CD PROJEKT, its representatives and employees decline all responsibility in this regard."

Dear Readers,

At CD PROJEKT our daily concern is to deliver top-quality, thought-provoking, immersive digital entertainment to gamers around the world. However, it is equally clear to us that – much like any business activity – developing and publishing video games affects our environment, including the natural environment and the climate. Being aware of this effect, as well as of our responsibilities in this regard, in the recent years we carried out a broad range of environmentally conscious projects and investment activities.

Our current HQ campus, purchased four years ago, has morphed into a “green campus”. We deployed many eco-friendly solutions which reduce our emissions, thus benefiting the natural environment. Many paved lots have been converted into vibrant green plots; solar panels have been deployed on rooftops and our modern multistory parking structure has been equipped with green facades, electric car charging stations and tools for bike commuters.

In 2021 we calculated – for the first time ever – the carbon footprint of CD PROJEKT Group member companies. We also analyzed our environmental opportunities and threats, and – for the past two years – have been setting ambitious environmental goals for ourselves.

The next natural step in our quest for better environmental and climate management is for CD PROJEKT S.A. to roll out an environmental management system compliant with the ISO 14001 international standard and the EMAS regulation. This will enable us to more effectively monitor and react to emerging opportunities as well as threats. For us, EMAS certification is also a guarantee of full transparency in matters related to environmental protection.

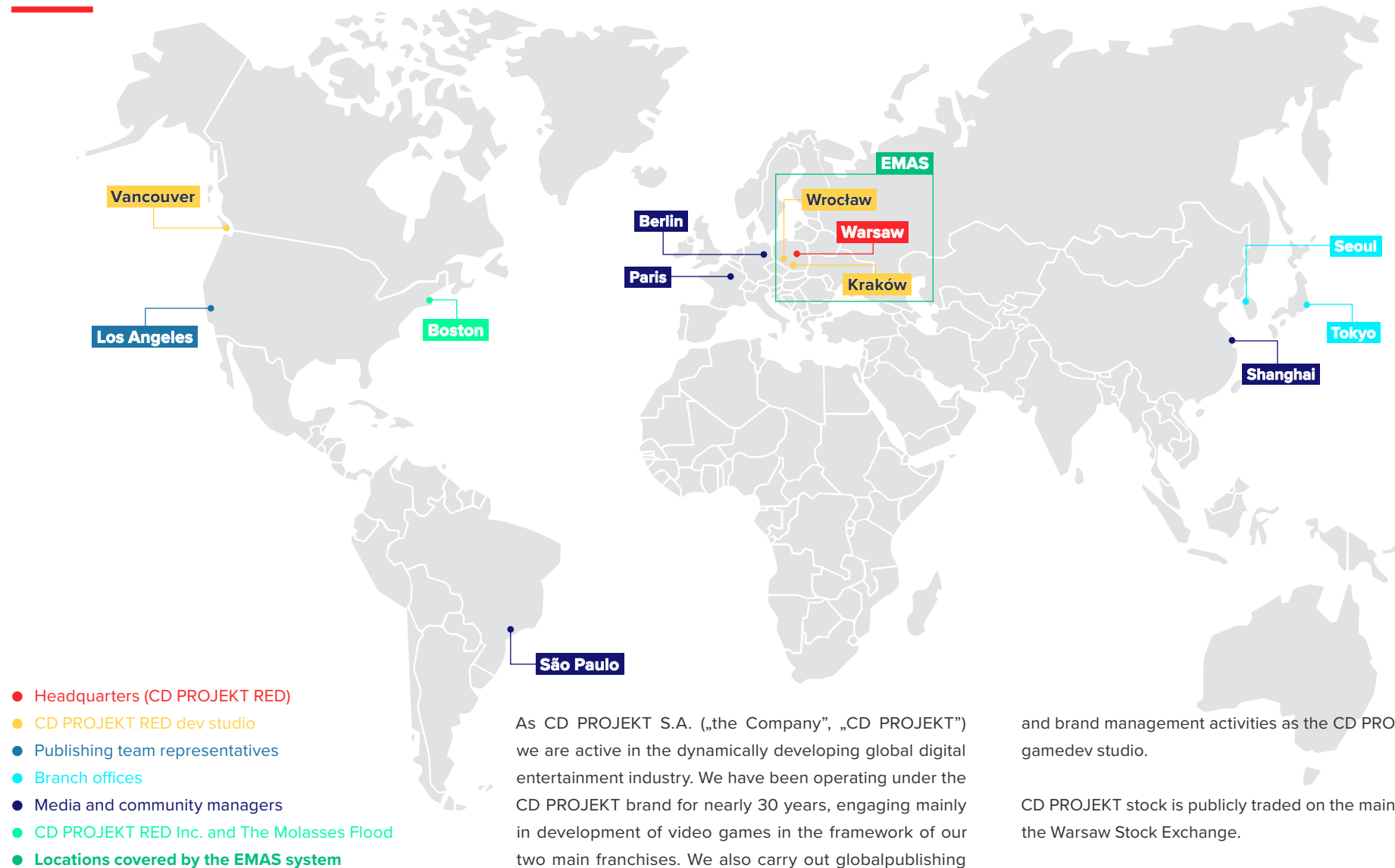


Piotr Nielubowicz

MEMBER OF THE BOARD, CFO



ABOUT CD PROJEKT S.A.



Developing and publishing video games

At CD PROJEKT we develop and publish games in the framework of two franchises: *The Witcher* and *Cyberpunk 2077*.



Game development and publishing model

Game development is a multistage creative process which typically consists of several phases:

During the **conceptual phase** we develop the vision of the game, define its basic components, decide on the general artistic direction, and draw up a rough storyline along with a basic sketch of the game world and core gameplay elements.

During **preproduction** we set production goals and create detailed project documentation. At this stage we also flesh out the vision and storyline of the game, together with gameplay mechanisms which the game will be based upon. Finally, we prepare documentation and work out basic aspects of the marketing and communication strategy for the game.

During **production** we enter full-scale development: we create, test and iteratively improve all aspects of the game. We also develop detailed marketing and PR plans, and initiate game-related communication activities.

In **pre-release** we test and fine-tune the game while carrying out further marketing and communication activities. We also release promotional content and organize marketing events.

The focal point of this process is the **release**, which marks the culmination of our marketing and promotional effort.

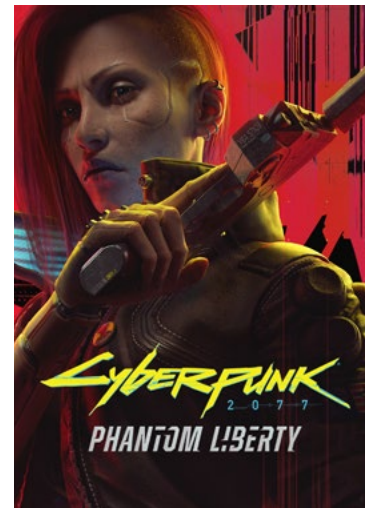
Once the game is out, we enter the **post-release phase**, during which we continue to roll out improvements and patches. We also maintain active dialogue with gamers and support fan communities clustered around our games.

Our major releases

Over
1300 global awards
for CD PROJEKT RED games

Over
25 million
copies of *Cyberpunk 2077* sold

Over
75 million
copies of games from *The Witcher*
trilogy sold



List of properties covered by the EMAS registration, and boundaries of the System

The scope of the EMAS environmental management system at CD PROJEKT S.A. covers activities carried out in office buildings in Warsaw, Kraków and Wrocław. Our corporate headquarters are located at Jagiellońska 74 in Warsaw, on a business campus which is owned by CD PROJEKT. We also lease office space in Kraków and Wrocław to carry out business activities. Environmental data and indicators reported in the System are recorded and monitored for each location separately.¹

¹ To simplify presentation of data, our environmental performance indicators are not disaggregated into individual offices. The presented data does not cover office space which is leased to external entities at our Warsaw campus.



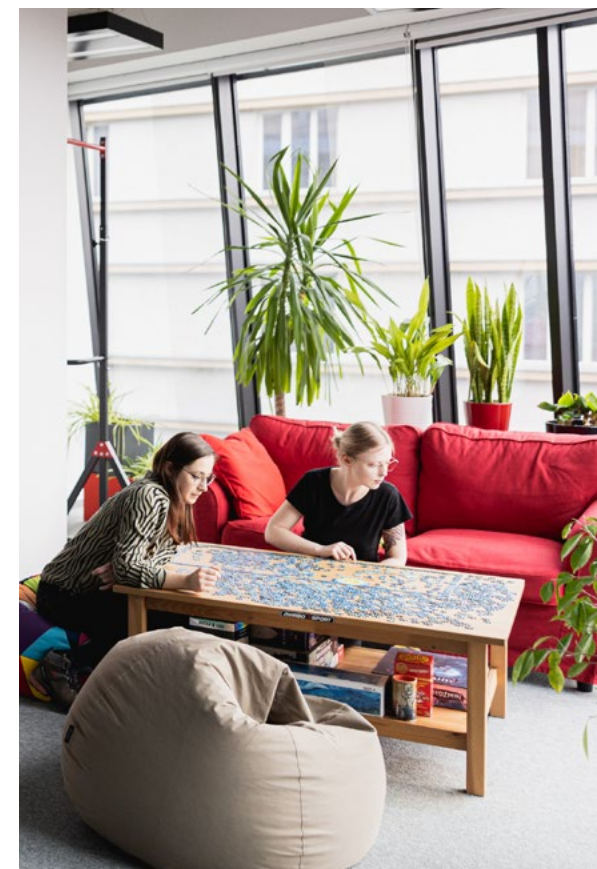
Warsaw – headquarters

ul. Jagiellońska 74, 03-301 Warszawa



Wrocław

Gen. Władysława Sikorskiego 26, 53-656 Wrocław



Kraków

Al. 3 maja 9, 30-062 Kraków

Structure of the EMAS eco-management system at CD PROJEKT

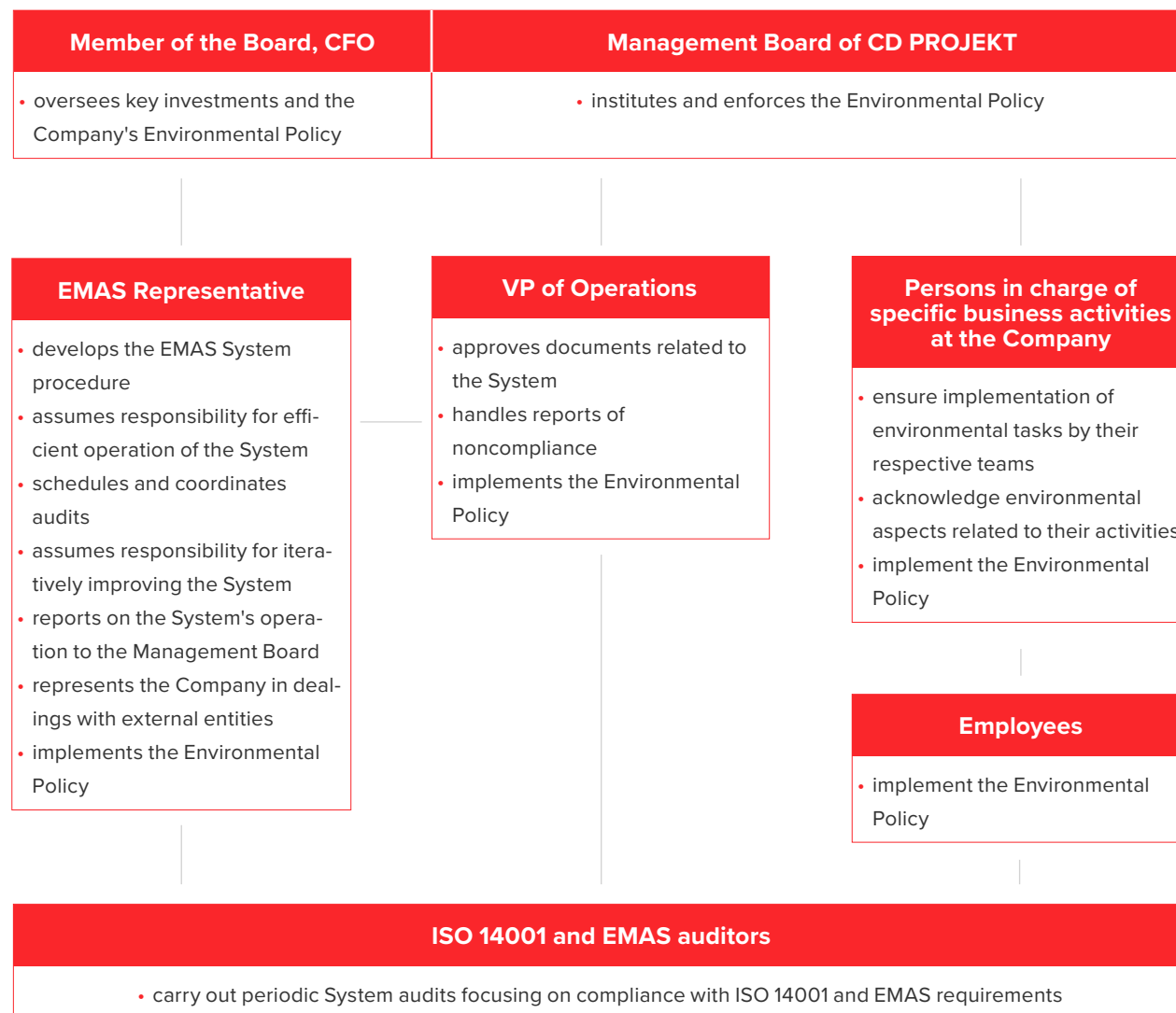
In order to roll out and subsequently improve our EMAS system, we prepared the *Eco-Management and Audit Scheme (EMAS) Procedure at CD PROJEKT S.A.*, along with a set of by-laws which were subsequently submitted for review by representatives of each organizational unit at the Company. This procedure produced a set of documentation which matches the scope of our activities and is aligned with the spirit of our team. We strive for each of the documents to remain clear and understandable, while also meeting the formal requirements under the EMAS Regulation and the ISO 14001:2015 standard.

The System is subject to regular audits, which produce feedback for discussion by managerial staff.





Chart 1. Structure of the EMAS eco-management system at CD PROJEKT





The CD PROJEKT environmental policy

Our Environmental Policy (the Policy) was instituted on the basis of CD PROJEKT Management Board resolution no. 29/2022. The Policy represents our commitment to improving the System, reduce the environmental and climate impact of the Company's activities, and acknowledge environmental factors when making business decisions. It is available as an electronic document in the Company Intranet and on our website.



 Find out more

► The CD PROJEKT Environmental Policy

Environmental aspects

At CD PROJEKT we carry out ongoing monitoring and assessment of those aspects of our business activities, products and services which affect, or may affect, the natural environment (we refer to those as “environmental aspects”). The goal is to reduce the negative environmental impact of the Company’s activities.

When making our assessment we take into account normal operations, atypical circumstances related e.g. to ongoing investments, as well as emergency situations. We also assess the type of impact of each environmental aspect – whether positive, negative, direct or indirect.

Evaluation of environmental aspects is conducted in accordance with the following criteria:

- legal and other requirements
- stakeholder requirements,
- likelihood of occurrence,
- severity of environmental impact,
- range of impact.

The relevance of each aspect is then rated on a scale of 1 to 3, which enables us to differentiate between immaterial² aspects, cat. II material aspects³ and cat. I material aspects⁴.

Cat. I negative aspects have the greatest impact on the Company’s environmental performance, and we focus on mitigating their effects. These aspects form the basis for our environmental goals and tasks.



In the course of analyzing our environmental impact, in addition to a list of negative aspects we also identified 14 aspects regarded as positive. These include the following:

- we produce and use energy from renewable sources,
- we offer digital editions of video games, thereby reducing consumption of raw materials and energy related to production and distribution of box editions,
- we have reduced the energy consumption of light fixtures at our offices by deploying energy-efficient solutions,
- we have improved biodiversity throughout our campus – among others by installing nesting boxes for birds and planting insect-friendly plants,
- we have increased the total area of green plots on our campus, and equipped our parking structure with green facades and a usable rooftop decorated with plantlife,
- we have deployed 28 electric car charging stations,
- we collect rainwater in our parking structure, and use it to water our plants,
- we use eco-friendly materials in the construction of our new office building (including recycled steel, low-emissions concrete, construction timber for sidings).

² An immaterial aspect is an aspect which does not significantly affect the environment due to its scale or character.

³ A cat. II material aspect is an aspect which may have moderate impact on the environment or requires monitoring.

⁴ A cat. I material aspect is an aspect which has, or may have, significant impact on the environment due to its type, legal requirements or external ramifications.

Material environmental aspects at CD PROJEKT

Below we present material environmental aspects identified at CD PROJEKT, divided by impact type.

Location	Process	Material environmental aspect	Effect on the environment
POSITIVE ASPECTS			
WARSAW	Production and publishing of video games	Reducing use of resources, materials and energy in development of box videogames (digital editions)	<ul style="list-style-type: none">▶ reducing consumption of resources, materials and energy▶ reducing environmental footprint of waste generated▶ reducing fuel consumption in the process of transporting box editions of video games
	Office activities and property management	Production and use of electrical energy from renewable sources (solar panels)	<ul style="list-style-type: none">▶ reducing atmospheric pollution related to production of energy from non-renewable sources▶ reducing GHG emissions and Scope 2 carbon footprint
DIRECT NEGATIVE ASPECTS			
WARSAW	Production and publishing of video games	Use of electrical energy at server room	<ul style="list-style-type: none">▶ GHG emissions from production of energy from conventional sources▶ air pollution▶ consumption of natural resources
	Office activities and property management	General use of electrical energy	<ul style="list-style-type: none">▶ GHG emissions from production of energy from conventional sources▶ air pollution▶ consumption of natural resources
		Carbon footprint from use of electrical energy (Scope 2) – GHG emissions from generation of electrical energy from conventional sources	<ul style="list-style-type: none">▶ air pollution▶ climate change▶ consumption of natural resources
		Carbon footprint from use of thermal energy (Scope 2) – GHG emissions from generation of thermal energy from conventional sources	<ul style="list-style-type: none">▶ air pollution▶ climate change▶ consumption of natural resources
INDIRECT NEGATIVE ASPECTS			
–	Digital distribution of games	Carbon footprint from digital distribution – GHG emissions caused by downloads of games by customers	<ul style="list-style-type: none">▶ air pollution▶ climate change

Environmental goals and tasks

Based on our assessment of environmental aspects and identification of risks and opportunities, we have set environmental goals for CD PROJEKT for the 2023-2025 period. These goals serve to improve the Company's environmental performance and reduce the environmental impact of our business activities. For each goal we have defined specific tasks, along with the corresponding timeframes, resource allocation and responsible persons.

Given that some goals are pursued through long-term action, the status of some of them is described as "in progress". Our environmental goals and tasks are discussed with persons in charge of each project, and analyzed in the framework of System Reviews.

Below we present our environmental goals for the coming years. Positive aspects are marked in **green**, while negative aspects are marked in **orange**. Material aspects are highlighted using **boldface**.



Relevant aspect	Goal	Task	Timeframe	Implementation status
Carbon footprint from general use of electrical Energy (Scope 2), General use of electrical energy	Improving the generating capacity of own renewable energy infrastructure by at least 40% compared to 2022 figures	Expansion of solar panel arrays at CD PROJEKT's Warsaw campus	2023–2024	PARTLY IMPLEMENTED In 2023 we increased the generating capacity of our infrastructure by over 30%. The number of solar panels has grown to 400.
Production and use of electrical energy from renewable sources (solar panels)		Feasibility study concerning expansion of renewable energy facilities at CD PROJEKT's Warsaw campus with a micro wind farm	2023	IN PROGRESS Ongoing wind force measurements at the tallest campus buildings (August–October 2023)
Use of electrical energy at server room	Optimizing management of energy and equipment in the server room (to ensure peak efficiency in terms of energy consumption)	Analysis of energy use at the server room. Optimizing server parameters to minimize energy use while maintaining high efficiency	2023	IN PROGRESS We carry out ongoing monitoring of the energy consumption at our server room, and keep track of energy usage and efficiency statistics.
		Upgrades to main server architecture	2023	IMPLEMENTED Selected devices deployed in the server room have been upgraded.
Scope 1 carbon footprint, Scope 2 carbon footprint	Improving management of carbon footprint – scopes 1+2	Developing a decarbonization (reduction of carbon footprint) strategy within Scopes 1+2	2024	IN PROGRESS We calculated the Scope 1 and 2 carbon footprint of our organization for the first half of 2023. We intend to organize workshops devoted to carbon footprint reduction in order to develop a decarbonization plan.
Scope 2 carbon footprint		Calculating the carbon footprint of the new office building and monitoring the carbon footprint of its construction process	2025	IN PROGRESS We have initiated long-term monitoring of the carbon footprint of our newly designed office building throughout its entire lifecycle. In September we began calculating the building's carbon footprint on the basis of its construction blueprint (stage 1).
Carbon footprint from use of thermal Energy (Scope 2)	Reduction of carbon footprint from use of thermal energy	Upgrading the central heating facility at the Warsaw campus	2024	IN PROGRESS We have prepared project documentation for the upgrade
General use of electrical energy Use of thermal energy Use of water Changes in property usage (eg. construction of new buildings)	Continuation of the "green transformation" process at the Warsaw campus	Deploying eco-friendly infrastructural solutions at the Warsaw campus other than those already mentioned	2023	IMPLEMENTED A rainwater collection and plant irrigation system has been deployed; the parking structure has been equipped with 20 electric car charging stations; more than 4800 plants have been planted – including the "green" facade of the parking structure; we have continued to upgrade our light fixtures with energy-efficient solutions
Support for eco-friendly means of commuting	Fostering involvement of team members in pro-environmental activities	Supporting eco-friendly commuting - Less Emissions with RED, vol. 2 initiative	2023	IMPLEMENTED We organized the 2nd edition of our emissions-free commuting initiative, which lasted between 8 May and 30 September, and involved over 175 participants at our Warsaw, Kraków and Wrocław offices.
General use of electrical energy, Production of municipal waste, Use of thermal energy, Use of water, Generation of sewage, Use of printer paper		Organizing at least four campaigns encouraging employees to engage in pro-environmental activities	2023	IMPLEMENTED We have organized an educational webinar and distributed a manual (ECOManual – how to care for the environment and conserve energy) to our employees; we organized the second edition of an eco-workshop at our Company picnic; furthermore, educational content concerning eco-friendly means of travel has been published internally.



Assessment of legal compliance

In order to ensure full compliance with the applicable environmental laws, we analyze and periodically update our internal regulations. In this scope, we monitor legislative projects which may affect our activities. We carry out periodic compliance audits which focus on environmental regulations, and develop policies for adapting to legal changes. We have also decided to submit to EMAS certification carried out by external auditors.

Environmental subject	Requirement	Means of ensuring compliance		Outcome
WASTE	<ul style="list-style-type: none">▶ BDO database entry⁵▶ Waste segregation▶ Waste management▶ Logging and reporting▶ Municipal waste	<ul style="list-style-type: none">▶ We're registered in BDO as a waste producer▶ We carry out waste segregation▶ We have implemented solutions that reduce the amount of waste generated▶ We register our waste in the DBO database on an ongoing basis▶ We store waste in accordance with legal regulations▶ We hand over waste only to authorized disposal agents	<ul style="list-style-type: none">▶ We compile reports of our waste generation, and submit them to the appropriate authorities▶ We segregate municipal waste into five fractions▶ We train our team on proper waste segregation techniques▶ We have a waste disposal contract in place, and abide by its terms	✓
ATMOSPHERIC EMISSIONS	<ul style="list-style-type: none">▶ KOBIZE⁶ registration and submission of reports▶ Quantitative monitoring of GHG emissions▶ Monitoring of air conditioning devices	<ul style="list-style-type: none">▶ We compile atmospheric emissions reports and submit them to authorities in a timely manner▶ We are registered with KOBIZE▶ We monitor consumption of fuels▶ We calculate emissions in accordance with the published indicators	<ul style="list-style-type: none">▶ We regularly inspect our air conditioning devices for leaks▶ We calculate our carbon footprint in 3 scopes	✓
WATER AND SEWAGE MANAGEMENT	<ul style="list-style-type: none">▶ Water supply/sewage collection agreement	<ul style="list-style-type: none">▶ We have a water supply and sewage collection contract, and abide by its terms	<ul style="list-style-type: none">▶ We collect rainwater and use it to water plants on our campus	✓
PACKAGING	<ul style="list-style-type: none">▶ BDO database entry▶ Inventory of packaging▶ Contract with recycling contractor	<ul style="list-style-type: none">▶ We are registered in BDO as an entity which introduces packaging to the market▶ We maintain an inventory of packaging materials	<ul style="list-style-type: none">▶ We have a valid contract with a packaging recycling contractor, and abide by its terms▶ We submit reports in accordance with legal requirements	✓
ELECTRONIC AND ELECTRICAL EQUIPMENT	<ul style="list-style-type: none">▶ BDO database entry▶ Inventory of hardware▶ Contract with recycling contractor	<ul style="list-style-type: none">▶ We are registered in BDO as an entity which introduces equipment to the market▶ We maintain an inventory of equipment	<ul style="list-style-type: none">▶ We have a valid contract with an equipment recycling contractor, and abide by its terms▶ We submit reports in accordance with legal requirements	✓
BATTERIES	<ul style="list-style-type: none">▶ BDO database entry▶ Inventory of batteries▶ Contract with recycling contractor	<ul style="list-style-type: none">▶ We are registered in BDO as an entity which introduces batteries to the market▶ We maintain an inventory of batteries	<ul style="list-style-type: none">▶ We have a valid contract with a battery recycling contractor, and abide by its terms▶ We submit reports in accordance with legal requirements	✓

To the best of our knowledge, between 2021 and 2023:

- no cases of noncompliance with existing environmental laws and regulations were identified at CD PROJEKT;
- no fines were imposed upon CD PROJEKT due to noncompliance with environmental laws and regulations.

⁵ BDO is the database of products, packaging and waste management supervised by the Ministry of the Environment and maintained by voivodship marshals' offices.

⁶ National Center of Emission Balancing and Management (KOBIZE) maintains a national database which collect information concerning emissions of greenhouse gases and other substances. KOBIZE also manages the European Union Emission Trading System in Poland, which includes maintenance of the Polish component of the EU emissions permit registry.

Environmental effects of CD PROJEKT activities

At CD PROJEKT we monitor and assess the environmental impact of our activities, taking into account legal and other regulations. We perform companywide tracking of basic performance indicators, and determine sets of indicators which serve as the basis for assessment in each given year.

The EMAS regulation obligates all participating organizations to include in their respective Environmental Statements information concerning their environmental effect using, at a minimum, the so-called “core indicators”. These concern energy, materials, water, waste, biodiversity in the use of land, and emissions. Given that this is our first Environmental Statement, we have decided to present all required indicators for 2021 and 2022 for which we possess a complete set of data. The Declaration does not cover 2020 due to the lack of available data for all indicators (for example, in 2020 we weren't yet calculating our carbon footprint). Moreover, in 2020 we significantly changed our working arrangements due to the dynamically spreading Covid-19 pandemic and the associated restrictions. Fewer employees worked from our offices in 2020, which resulted in lower use of energy and water, and lower waste generation compared to our standard working mode.

Environmental indicators were computed according to the following formula::

$$R = A/B$$

where:

R – value of given environmental indicator

A – effect on the environment in the given scope (for the period under analysis)

B – annual reference coefficient which characterizes CD PROJEKT activities

The reference coefficient (B) is selected in such a way as to present the dynamics of changes occurring in successive years. In the case of CD PROJEKT, we have settled on the average employment in each year.

		CD PROJEKT	
B coefficient	Unit	2021	2022
Average employment ⁷	[persons]	879	924

⁷ Average annual number of persons employed at CD PROJEKT S.A. in Poland, excluding foreign employees, Management Board members, Supervisory Board members and temporary employees. Covers all forms of employment (employment contract, contract of mandate, B2B).

Energy (W_E)

The environmental impact of our activities in the scope of energy consumption is calculated on the basis of the following:

- electrical energy consumed at our Warsaw campus (total energy purchased from energy provider, as well as energy generated by our own photovoltaic plant at the campus) and at our offices in Kraków and Wrocław,
- energy generated from combustion of fuels (gasoline and diesel fuel) in passenger cars operated by us and in power generators deployed in Warsaw and Wrocław,
- thermal energy purchased to ensure heating at the offices.

Total consumption of energy has been converted into GJ under the following assumptions:

- for electrical energy we apply the standard GJ/kWh ratio, where 1kWh = 0.0036 GJ,
- for gasoline we apply a ratio of 44.3 GJ/t¹⁰,
- for diesel fuel we apply a ratio of 43 GJ/t¹¹.

Types of energy	A – energy consumed [GJ]		B – average employment		WE=A/B	
	2021	2022	2021	2022	2021	2022
Electrical energy ⁸	5 479	6 065	879	924	6,2	6,6
Thermal energy ⁹	3 820	3 565			4,3	3,9
Diesel fuel	137	27			0,16	0,03
Gasoline	390	356			0,44	0,39
Total direct consumption of energy	9 826	10 013			11,2	10,8
including consumption of energy from renewable sources	343	334			0,39	0,36

⁸ CD PROJEKT S.A. owns the property complex at Jagiellońska 74 and 76 in Warsaw. Consumption of electrical energy by the Company is calculated on the basis of total purchases of electrical energy and percentage share of commercial space utilized by the Company in the total space to which electrical energy is supplied. Consumption of electrical energy in shared spaces used by CD PROJEKT and other member companies of the CD PROJEKT Group, as well as spaces involved in property maintenance, is fully included in the figure reported for CD PROJEKT.

⁹ Consumption of thermal energy by CD PROJEKT in Warsaw is calculated on the basis of total purchases of thermal energy and percentage share of commercial space utilized by the Company in the total space to which thermal energy is supplied. Consumption of thermal energy in shared spaces used by CD PROJEKT and other member companies of the CD PROJEKT Group, as well as spaces involved in property maintenance, is fully included in the figure reported for CD PROJEKT.

¹⁰ Source: KOBiZE report on calorific values and CO₂ emissions coefficients for reporting in the Emissions Trading System

¹¹ Source: KOBiZE report on calorific values and CO₂ emissions coefficients for reporting in the Emissions Trading System

The combined use of all types of energy per employee decreased in 2022 compared to the 2021 figure. While the use of electrical energy per employee increased in 2022 as many employees returned to the office after the COVID-19 pandemic, in 2022 we also observed a reduction in the use of thermal energy per employee, which may be related to variable atmospheric conditions (mainly temperature) in the fall/winter period. Consumption of fuels (diesel and gasoline) per employee decreased significantly in 2022. There was also a slight decrease in the amount of energy generated per employee by our photovoltaic plant, related to variations in exposure to sunlight during each year.



Materials (W_M)

Indicator	A – mass of packaging [kg]		B – average employment		WM=A/B	
	2021	2022	2021	2022	2021	2022
Mass of product packaging introduced to the market ¹²	2 355	3 162	879	924	2,7	3,4

¹² The table lists the total mass of packaging materials regardless of type, including bulk packaging and shipment packaging.

Given the scope of our business activities, we have decided that the best way to present our environmental performance with regard to materials would be to base the calculation on the total mass of product packaging introduced to the Polish market. As an entity which introduces packaged goods to the market, we maintain an up-to-date record of packaging materials, divided into types.

The mass of packaging materials per employee increased in 2022 compared to 2021 due to an increase in orders and the associated quantities of shipment packaging (paper and cardboard). Based on reports regarding the mass and types of product packaging, a recycling contractor discharges duties related to recovery and recycling of packaging materials on our behalf.



Water (W_w)

Indicator	A – use of water [m ³]		B – average employment		WW=A/B	
	2021	2022	2021	2022	2021	2022
Use of water ¹³	2 131	5 250	879	924	2,6	5,7

Water is drawn from the public supply network and used for consumption, hygiene and cleaning purposes.

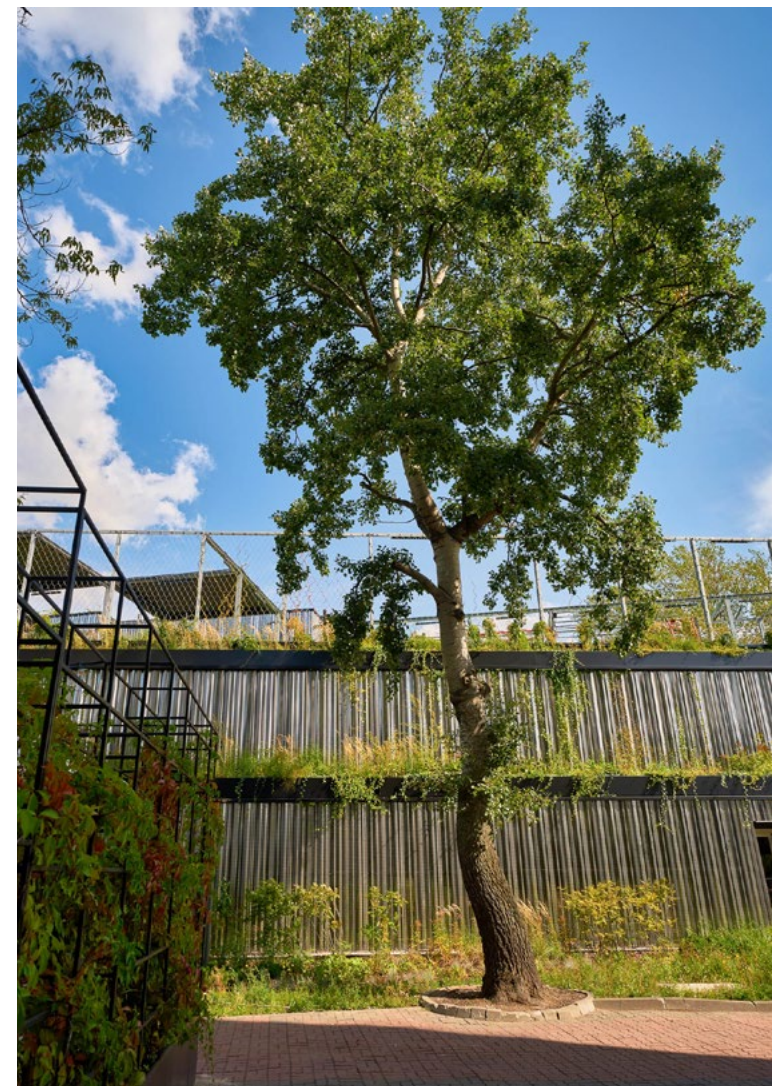
Our environmental performance in the scope of water management has been calculated on the basis of:

- use of water at CD PROJEKT in Warsaw excluding other entities which lease office space from us.

Use of water per employee increased in 2022 compared to 2021. This is because many employees returned to offices after COVID-19-related restrictions had expired. At our Warsaw campus we also use water to irrigate our plants and green spaces – in 2022 more water was used for this purpose than in 2021, which also affects the total figure.

While working on the design of our new parking structure in Warsaw we decided to equip it with an underground rainwater collection tank. Following purification, the collected water is used to irrigate numerous plants on the rooftop and in the immediate vicinity of the parking structure, thus reducing our reliance on tap water for this purpose. We also carry out educational campaigns for employees, touching upon, among others, sustainable use of water.

¹³ Data is derived from MPWiK invoices and information received from propriety managers of our Kraków and Wrocław offices, based on utility meter readings at our offices.



Waste (W_o)

Given the type of our business activities, our waste can mostly be assigned to three categories:

- generation of waste other than hazardous waste,
- generation of hazardous waste,
- generation of municipal waste.

The environmental impact of our activities in the context of waste generation has been evaluated on the basis of the following assumptions:

- given the small quantity of waste generated, we present the total amount of all waste fractions, divided into hazardous and non-hazardous waste,
- mass of waste is expressed in kilograms [kg] for improved readability,
- we have decided to forgo reporting data on municipal waste, since we are legally exempt from the obligation to maintain an inventory of such waste,
- the total mass of waste generated (A) is divided by the average employment at CD PROJEKT (B) during the reporting period.

The total mass of waste generated per employee at our organization continues to decrease. Non-hazardous waste (eg. obsolete electrical devices or product packaging) also decreases with each passing year. Working equipment which we no longer have a need for is handed over to foundations

which combat digital exclusion among children and adolescents. The reported increase in the amount of hazardous waste generated in 2022 is due to purchases of larger quantities of computer monitors and TV screens which contain substances classified as hazardous. All waste we produce is selectively stored in accordance with legal requirements, and handed over for disposal solely to specialized contractors who possess the required permits for handling specific types of waste.



	A – mass of waste [kg]		B – average employment		WO=A/B	
Type of waste	2021	2022	2021	2022	2021	2022
Non-hazardous waste	9 925	6 711			11,3	7,3
Hazardous waste	40	104	879	924	0,05	0,1
Total waste generated¹⁴	9 965	6 815			11,35	7,4

¹⁴ The aggregate figures are derived from our inventory of waste maintained on the basis of Waste Transfer Cards issued in the BDO system.

Use of property (in the context of biodiversity) W_B

The biodiversity indicator related to use of property is based on the total area of properties which house various structures and are characterized by various surface permeability coefficients.

With regard to use of property, the environmental effects of our activities are calculated on the basis of the following assumptions:

- the biodiversity indicator related to use of property is assessed only for CD PROJEKT's Warsaw campus,
- we have decided not to calculate the value this indicator for our Kraków and Wrocław offices given that these offices are leased from external entities,
- data is presented in square meters [m²], divided into:
 - total property area,
 - non-permeable areas (including built-up areas)¹⁵,
 - nature-oriented areas¹⁶,
 - permeable (partly paved) areas.

The nature-oriented area indicator decreased slightly in 2022 due to an increase in average employment.

Since purchasing the property complex which houses our Warsaw campus we have carried out many improvements to promote biodiversity – this includes stripping large sections

of pavement and replacing it with plantlife. Our standing aim is to ensure that our environment is as environmentally friendly as possible, while also benefitting our employees.



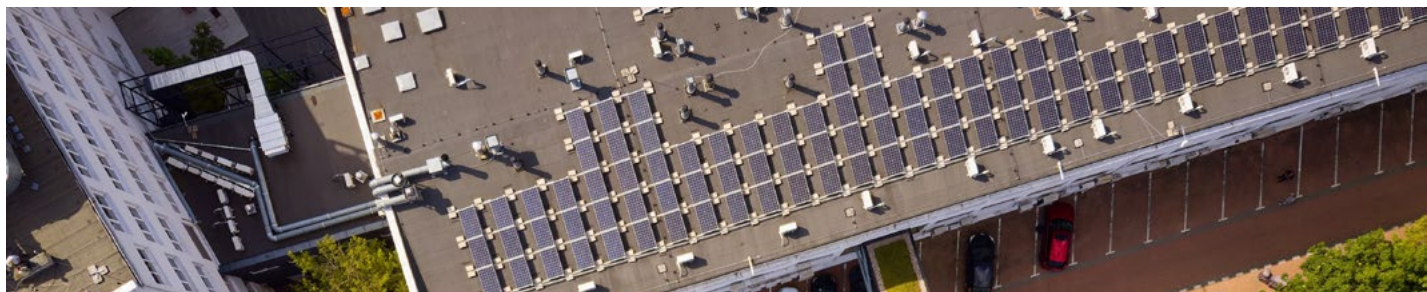
¹⁵ A non-permeable area is defined as any plot of land on which the natural surface was covered up (eg. roadway) causing it to become non-permeable.

¹⁶ A nature-oriented area is an area dedicated primarily to nature protection or restoration. Nature-oriented areas may be found in structures, and include rooftops, external facades, irrigation systems or other elements designed or used mainly to promote biodiversity.

¹⁷ Cobblestone surface.

	A – area [m ²]		B – average employment		WB=A/B	
	2021	2022	2021	2022	2021	2022
Use of property						
Nature-oriented areas	3 868	3 868	879	924	4,4	4,2
Non-permeable areas (including structures)	18 690	20 427			21	22
Permeable (partly paved) areas ¹⁷	1 737	0			2	0
Total property area	24 295	24 295			27,4	26,2

Emissions (Wsw)



Atmospheric emissions are calculated as the total annual emissions of greenhouse gases (the so-called carbon footprint), expressed in tons of CO₂ equivalent [eq CO₂]. The carbon footprint covers greenhouse gases emitted directly or indirectly by the company. It includes direct emissions, such as combustion of fuels, but also indirect emissions e.g. from production of electrical and thermal energy. Our carbon footprint is calculated according to the GHG Protocol methodology¹⁸.

CD PROJEKT's carbon footprint covers the following:

- **Scope 1** – direct GHG emissions originating from PP&E assets either owned by us or supervised by us, i.e. emissions from combustion of fuels and releases of coolant agents.
- **Scope 2** – indirect GHG emissions related to production of electrical and thermal energy purchased by the Company.

We have adopted the following assumptions:

- emissions coefficients for fuels are based on documentation published by the National Center for Emissions Balancing and Management (KOBiZE).
- We monitor leaks of coolant agents. No such leaks have been identified in 2021 and 2022.
- Intensity indicators for thermal energy are based on data published by the Polish Energy Regulatory Office.
- For electrical energy, we have adopted emissions coefficients published by individual energy suppliers (market-based approach).
- We do not take into account the electrical energy produced by our own renewable energy infrastructure, given that the emissions coefficients for such devices are 0.
- Total emissions (A) are divided by the average number of employees at CD PROJEKT (B) in the given reporting period.

	A – carbon footprint [t CO ₂ e]		B – average employment		WSW=A/B	
	2021	2022	2021	2022	2021	2022
Carbon footprint						
Direct GHG emissions (Scope 1)	37	27	879	924	0,04	0,03
Indirect energy-based GHG emissions (Scope 2)	1 427	1 458			1,62	1,58

¹⁸ Greenhouse Gas Protocol, GHG Protocol – accounting tool used for recording greenhouse gas emissions, co-developed by the World Resources Institute and World Business Council for Sustainable Development.

Direct GHG emissions per employee decreased in 2022 compared to 2021 due to a reduction in the amount of fuels consumed, which count towards the Scope 1 carbon footprint. A reduction was also observed in the scope of indirect energy-based GHG emissions per employee. The Company's overall Scope 2 emissions increased due to increased consumption of electrical energy at our offices in 2022 compared to 2021, when COVID-19 restrictions were still in place and fewer employees worked at their office.

Calculating our Scope 1 and 2 carbon footprint enabled us to plan further actions to improve the energy efficiency of our offices and transition to renewable sources of energy. 400 solar panels deployed on structures comprising our Warsaw campus provide benefits in terms of reducing our GHG emissions. By operating our own renewable energy infrastructure in 2021 and 2022 we effectively prevented the emission of 135 t CO₂e.



Eco-friendly activities at CD PROJEKT S.A. in 2021 and 2022

At CD PROJEKT we engage in a variety of activities which promote care for the natural environment, counteracting climate change and supporting transition of the economy towards low-emissions standards and practices.



Our projects are in line with the Sustainable Development Goals 2030 regarding environmental and climate protection.





Environmentally friendly campus

Since purchasing the property complex at Jagiellońska 74 in October 2019, we have been at work to modernize CD PROJEKT's Warsaw campus. Our goal is to reduce consumption of electrical energy, improve the energy efficiency of our workplace, and thereby reduce greenhouse gas emissions.

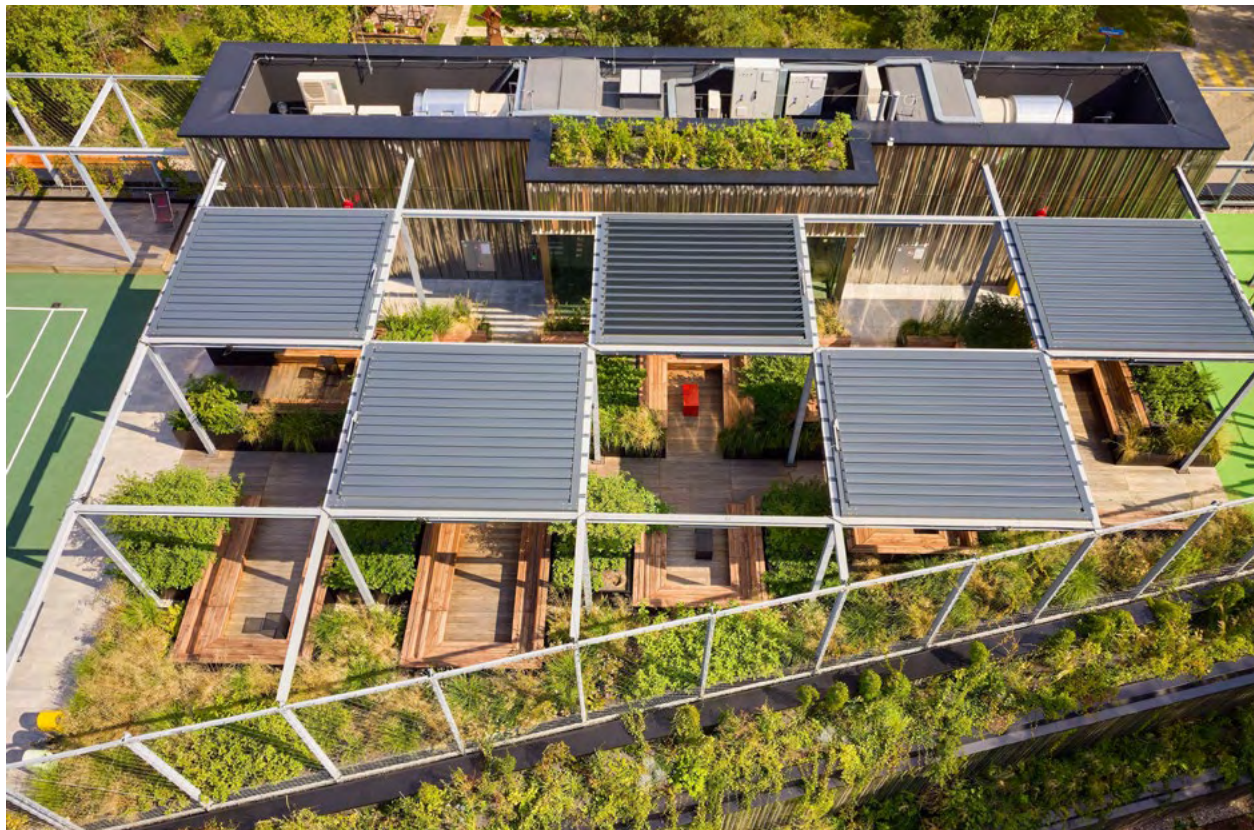
Our to-date investments include:

- deploying **400 solar panels** with a combined peak power output of 135 kWp on the rooftops of our campus buildings in Warsaw,
- upgrading light fixtures to use **energy-efficient LEDs** – covering 3700 m² of floor space,
- deploying a **recuperative mechanical ventilation system** – covering approx. 2 100 m² of floor space,
- upgrading our infrastructure for cyclist commuters in Warsaw – we now provide **93 bike stands** and a bike maintenance station,
- exchanging two elevator cabins for new ones, equipped with an **energy recovery system**,
- installing **electrically controlled exterior blinds** which reduce the demand for air conditions inside our buildings – covering approx. 2000 m² of floor space,
- carrying out **thermal modernization** of Building G,
- expanding our ventilation system with **air recuperators**,
- deploying a modern ventilation hub on the rooftop of our Building A.



New parking

A major project carried out in 2022 and 2023 was the development of a multistory parking lot. The structure is designed and constructed with eco-friendly solutions in mind, such as a system for collecting rainwater for irrigation. 28 parking spaces are equipped with electric car charging stations, and we also planted over 4 800 plants on the building's grounds and rooftop, as well as in facade-mounted pots.



Eco-initiatives for employees

Less Emission with Red – promoting eco-friendly means of commuting

In 2022 we organized a challenge which encouraged our team members to commute to work by bike. The event was held between July and September 2022, and attracted 137 participants, who jointly covered 8 325 km (making a total 1 265 one-way trips).

Clean the Earth

In 2022, together with the Ja Wisła Foundation, we invited CD PROJEKT team members to help clean up the embankments of the Vistula river in Warsaw. Participation was open to everyone working at the Company's Warsaw HQ and to their relatives. Together, we collected over 40 bags of trash weighing over half a ton.

Webinars and eco-activities

In 2022 we organized a series of webinars titled *Green Up*, devoted to the following environmental issues:

- climate crisis and the role of the individual in counteracting climate change,
- recycling and proper segregation of waste,
- environmentally friendly workplace,
- preventing waste of food,
- sustainable fashion choices,
- greenwashing.

We also organized an apparel swap meet in the context of the sustainable fashion concept. Clothes which did not find new owners were turned over to the Ubrania do Oddania Foundation. At our September company picnic we invited participants to attend environmental workshops. Posters which explain proper waste segregation rules were displayed at our offices, along with pictograms which encourage users to turn off unneeded lights, save water and avoid wasting paper.



Contact information

Your opinion matters to us – please direct all questions or suggestions related to CD PROJEKT's environmental impact to Małgorzata Kaźmierczak, our **EMAS Representative**:

✉ emas@cdprojektred.com

☎ +48 22 519 69 00

 Find out more

► CD PROJEKT Group Sustainability Report

