

REPORTING IRREGULARITIES

Speak up!

Reporting irregularities is an important part of open communication for us. We encourage you to speak up whenever you become aware of an 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

People employed at the CD PROJEKT Group can report irregularities through the internal reporting system.

What can you report?

Any irregularity you report honestly and in good faith. This includes, for example:

- violations in the recruitment process,
- corruption attempts,
- situations that may involve a conflict of interest,
- breaches of privacy or consumer rights,

or any other actions that raise concerns about compliance with the law or ethical standards.

When reporting, describe the situation in detail. Please inform us what happened, how long it has been going on, whether it was a one-time incident, who was involved, and when the irregularity 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.