# CD PROJEKT S.A. ENVIRONMENTAL STATEMENT

3rd edition, September 2025


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registered in the 14th Commercial Department of the National Court Registry; reg. no. 0000006865
Share capital: 99,910,510.00 PLN, paid up in full

**Disclaimer**

# Dear Readers,

I invite you to peruse the newest Environmental Statement of CD PROJEKT, summarizing environmental and climate protection activities which we undertook in 2024 in the framework of the EMAS Eco-Management System in place at the Company.

In the past year we observed a slight increase in our consumption of electrical energy – which is a crucial component of our environmental impact. This was caused mainly by efficiency-oriented upgrades of electronic equipment used by our dev teams, as well as inclusion of the newly commissioned parking lot structure in our annual operating statistics. On the other hand, we noted a year-over-year decrease in greenhouse gas emissions related to our operating activities – this is due, among others, to an expansion of our own renewable energy infrastructure, as well as limiting the use of thermal energy at our offices.

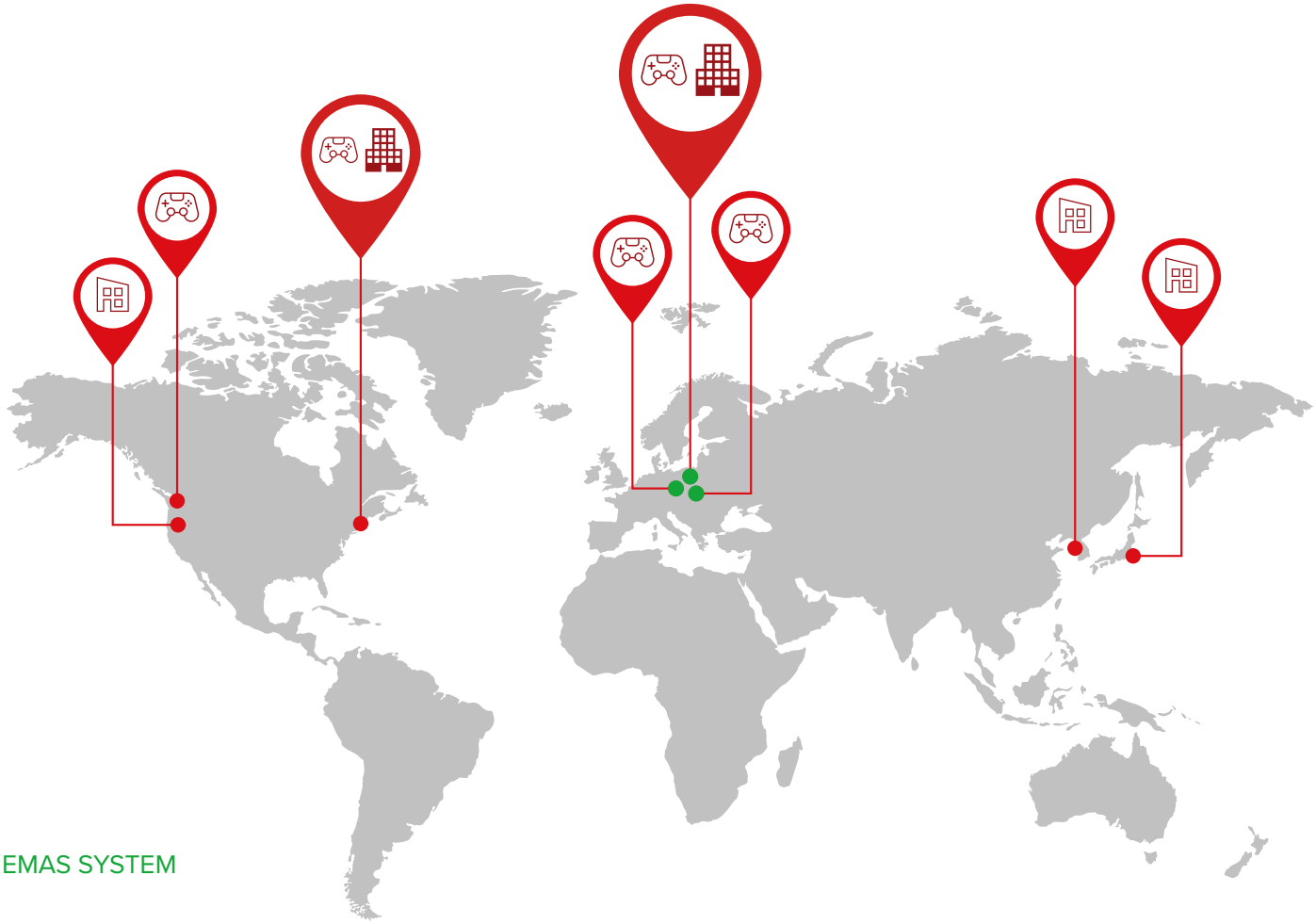
To address the expected further increase in the use of electrical energy in the coming years – among others, due to the planned upscaling of CD PROJEKT activities and increasing the number of ongoing game development projects – we continue to expand our own renewable energy facilities. In addition, in late 2024 we signed a six-year contract for purchasing electrical energy from renewable sources to power our Warsaw campus.

Another investment project, which fills me with particular pride, is the construction of another office building at the CD PROJEKT campus, carried out in 2024. While adapting the new office space to the needs of our dev teams, we also took care to acknowledge environmental considerations. Low-emissions concrete and recycled steel were used in the construction work, and the building supports recuperation of heat from the server room for preheating of water. In addition, we installed green walls with over 40 thousand plants irrigated with rainwater, solar panels on the rooftop, as well as a state-of-the-art air conditioning and ventilation system, which, in colder months, relies on natural cold air, thus limiting the use of energy. Electricity from renewable sources is also provided to our employees for charging electric and hybrid cars as we work to progressively expand the number of available charging stations.

The past year was quite intensive for us in terms of business activities as well as supporting projects and initiatives – including those carried out in the context of investment, climate and environmental protection. I am happy to be able to show that business development may go hand in hand with real, meaningful action to benefit the environment in which we carry out our daily work.

**Piotr Nielubowicz**
CFO, BOARD MEMBER

# About CD PROJEKT



### HUBS
Warsaw
CD PROJ EKT RED European Hub and Headquarters, GOG.COM
Boston
CD PROJ EKT RED North American Hub

### DEV SPACES
Cracow
Wroclaw
Vancouver

### REGIONAL SITES
Portland
Seoul
Tokyo

### LOCATIONS COVERED BY THE EMAS SYSTEM
Warsaw
Cracow
Wroclaw

As CD PROJEKT S.A. („the Company", „CD PROJEKT") we are active in the dynamically developing global digital entertainment industry. Our activities are carried out in the framework of the CD PROJEKT RED studio, focusing on development and publishing world-class video games and managing our franchises – The Witcher and Cyberpunk. The Company heads the CD PROJEKT Group.

CD PROJEKT is a publicly traded company, listed on the Main Market of the Warsaw Stock Exchange.

## Nasze największe produkcje

Over
**1 300**
awards presented to
CD PROJEKT RED games globally

Over
**30 million**
copies of *Cyberpunk 2077*
sold within five years of release

Over
**60 mln**
copies of *The Witcher 3: Wild Hunt*
sold in the space of a decade







## List of premises registered in EMAS and scope of the system

The scope of the EMAS Eco-Management System at CD PROJEKT S.A.[1] covers activities carried out in office buildings in Warsaw, Kraków and Wrocław. Our corporate HQ is situated in Warsaw, at Jagiellońska 74. Additionally, we lease office space in Kraków and Wrocław for the purpose of our activities.

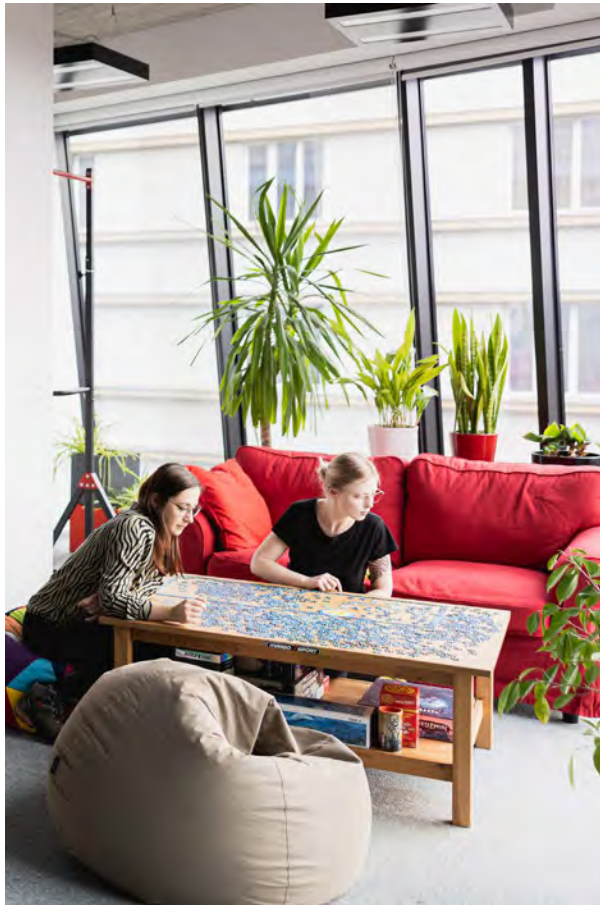
1 In 2024 the EMAS system covered 81% of the CD PROJEKT Group's activities. This figure is based on calculation of the share of the Company's revenues in the consolidated revenues of the CD PROJEKT Group, as disclosed in the Financial Statement of CD PROJEKT S.A. and the Consolidated Financial Statement of the CD PROJEKT Group.

**Warszawa – headquarters**

ul. Jagiellońska 74, 03-301 Warszawa

**Wroclaw**

Gen. Władysława Sikorskiego 26, 53-656 Wrocław



**Cracow**

Al. 3 maja 9, 30-062 Kraków

# Structure of the EMAS Eco-Management System at CD PROJEKT

For the purposes of deploying and subsequently improving the system we developed a document titled *Eco-Management and Audit Scheme (EMAS) Procedure at CD PROJEKT S.A.*, along with a set of by-laws adapted to the character of our activities and consistent with the formal requirements arising under the EMAS Regulation as well as the ISO 14001:2015 standard. The EMAS system is subject to regular audits whose outcomes are discussed at management review meetings.

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

**CFO, Member of the Board**
- oversees key investments and the Company's Environmental Policy

**Management Board of CD PROJEKT**
- institutes and enforces the Environmental Policy

**EMAS Representative**
- develops the EMAS System procedure
- assumes responsibility for efficient operation of the System
- schedules and coordinates audits
- assumes responsibility for iteratively improving the System
- reports on the System's operation to the Management Board
- represents the Company in dealings with external entities
- implements the Environmental Policy

**VP of Operations**
- approves documents related to the System
- handles reports of noncompliance
- implements the Environmental Policy

**Persons in charge of specific business activities at the Company**
- ensure implementation of environmental tasks by their respective teams
- acknowledge environmental aspects related to their activities
- implement the Environmental Policy

**Employees**
- implement the Environmental Policy

**ISO 14001 and EMAS auditors**
- carry out periodic System audits focusing on compliance with ISO 14001 and EMAS requirements

# Environmental aspects

At CD PROJEKT we carry out ongoing identification and assessment of those aspects of our activities, products or services which have, or may have, an effect on the environment (these are referred to as environmental aspects). The goal of this activity is, in particular, to mitigate the risk of a negative environmental impact of the Company's activities. In performing this assessment we take into account normal operating conditions, atypical conditions related e.g. to ongoing investment projects, as well as emergency situations. We also assess the type of impact (e.g. positive, negative, direct or indirect) for each identified aspect.

## Material environmental aspects at CD PROJEKT

Below we present our material direct environmental aspects (by character).

| Process | Material environmental aspect | Effect on the environment |
|---|---|---|
| **POSITIVE ASPECTS** | | |
| **Development and publishing of video games** | Use of energy from renewable sources in the development of video games (energy purchased and generated by our own photovoltaic panels) | ▸ Reduction in greenhouse gas emissions |
| **Office activities and property management** | Use of energy from renewable sources at the Warsaw campus | ▸ Reduction in greenhouse gas emissions |
| | Production and use of electrical energy from own solar panels | ▸ Reduction in greenhouse gas emissions |
| **DIRECT NEGATIVE ASPECTS** | | |
| **Development and publishing of video games** | Zużycie energii elektrycznej przez serwerownie i sprzęt zespołów deweloperskich | ▸ Greenhouse gas emissions |
| **Office activities and property management** | Use of electrical energy by the server room and devices operated by dev teams | ▸ Greenhouse gas emissions |
| | Use of electrical energy on campus grounds | ▸ Air pollution<br>▸ Climate change |
| | GHG emissions from overall use of electrical energy | ▸ Air pollution<br>▸ Climate change |

# Environmental goals and tasks

As stipulated in our **Environmental Policy**, we have agreed on a set of environmental goals and tasks for CD PROJEKT. Their purpose is to reduce the negative impact of our activities on the natural environment. Each goal is paired with a set of specific tasks, for which we have assigned timeframes, resources and responsible persons.

## CD PROJEKT environmental goals and tasks for 2025 - 2030

| Goal | Task | Termin |
|---|---|---|
| **Reduction of Scope 1 and 2 GHG emissions at CD PROJEKT by 42% by 2030 (compared to 2023 baseline)** | Purchase of electrical energy from renewable sources for the Warsaw campus | 2025-2030 |
| | Heat electrification at the Motion Capture facility currently under construction | 2026 |
| **Reduction in annual use of water by 10% compared to 2023-2024 baseline** | Upgrades to water infrastructure - construction of new water connection and external plumbing for selected buildings on the Warsaw campus | 2025 |
| **Increasing engagement of team members in environmental protection activities** | Carrying out at least three promotional campaigns encouraging employees to engage in environmental protection activities | 2025 |

We have also assessed the implementation of our environmental goals and tasks for 2024 – as listed in the following table.

| Goal | Task | Timeframe | Status |
|---|---|---|---|
| **Reduction of Scope 1 and 2 GHG emissions at CD PROJEKT by 42% by 2030 (compared to 2023 baseline)** | Concluding a contract regulating supply of electrical energy from renewable sources for the Warsaw campus | 2024 | **IMPLEMENTED** Since January 1, 2025, the electrical energy purchased for the Warsaw campus comes from renewable sources. The effects – in terms of reduction of emissions – as well as the degree of attainment of the stated goal will be presented in the next edition of our Environmental Statement. |
| | Deploying solar panels at the parking structure and building no. 1 at the CD PROJEKT campus | 2024-2025 | **PARTLY IMPLEMENTED** Photovoltaic panels with a total generating capacity of 28 kWp have been deployed on the rooftop of our new office building. We are analyzing the possibility and economic viability of deploying additional panels on the rooftop of the parking lot. |
| | Constructing a new server room in Warsaw while acknowledging modern best practices applicable to data processing centers | 2024-2026 | **IMPLEMENTED** Since the launch of the server room we have been monitoring and analyzing its energy consumption. |
| | Applying eco-friendly solutions in the ongoing construction of a new office building in Warsaw | 2024-2025 | **IMPLEMENTED** A detailed description of eco-friendly solutions employed in the construction of the new office building is presented in the section titled *Our campus*. |
| | Calculating the embodied and operational carbon footprint, along with an energy model, for the new office building | 2024-2025 | **IMPLEMENTED** Analysis of our energy model indicates that – compared to similar office buildings – our new building is characterized by a low final energy (EK) indicator. This is due to incorporation of numerous solutions which directly improve the building's energy efficiency. |
| **Fostering involvement of team members in pro-environmental activities** | Organizing at least 4 campaigns which encourage employees to engage in eco-friendly activities | 2024 | **IMPLEMENTED** A description of activities carried out in 2024 can be found in the section titled *Team activities benefitting the environment*. |

# 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 also carry out periodic compliance audits which focus on environmental regulations.

## Assessment of compliance with main legal requirements

| Environmental area | Means of ensuring compliance | Zgodność |
|---|---|---|
| **Waste** | ▸ We're registered in BDO[2] as a waste producer<br>▸ We carry out selective recycling<br>▸ We maintain an ongoing register of our waste<br>▸ We store waste in accordance with legal regulations<br>▸ We hand over waste only to authorized disposal agents<br>▸ We submit reports in accordance with legal regulations<br>▸ We have a waste disposal contract in place, and abide by its terms<br>▸ We train our team and our lessees on proper waste segregation techniques | TAK |
| **Atmospheric emissions** | ▸ We are registered with KOBiZE[3]<br>▸ We monitor consumption of fuels and calculate the associated emissions<br>▸ We submit reports in accordance with legal regulations<br>▸ We regularly inspect our air conditioning devices for leaks<br>▸ We calculate our organization's carbon footprint | TAK |
| **Water and sewage management** | ▸ We have a water supply and sewage collection contract, and abide by its terms<br>▸ We have a water law permit and abide by its terms<br>▸ We regularly monitor the composition of our sewage | TAK |
| **Packaging** | ▸ We are registered in BDO as an entity which introduces packaging to the market<br>▸ We maintain an inventory of packaging materials<br>▸ We have a valid contract with a packaging recycling contractor, and abide by its terms<br>▸ We submit reports in accordance with legal requirements | TAK |
| **Electric and electrical equipment, and batteries** | ▸ We are registered in BDO as an entity which introduces batteries to the market<br>▸ We maintain an inventory of equipment and batteries<br>▸ We have a valid contract with an equipment recycling contractor, and abide by its terms<br>▸ We submit reports in accordance with legal requirements | TAK |

To the best of our knowledge, in 2024 at CD PROJEKT:

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

2 BDO is the database of products, packaging and waste management supervised by the Ministry of the Environment and maintained by voivodship marshals' offices.
3 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 Systemin Poland, which includes maintenance of the Polish component of the EU emissions permit registry.

# Environmental effects of PROJEKT activities

At CD PROJEKT we monitor and assess the environmental impact of our activities. Environmental data and indicators are aggregated in the EMAS system and monitored for each location separately. To simplify presentation, environmental performance indicators are presented for all offices taken together. The presented figures do not cover office space rented out to external entities at the Warsaw campus. The following presentation covers environmental performance indicators which are applicable to our activities.

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 given year)
**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.

| | | CD PROJEKT | | |
|---|---|---|---|---|
| B coefficient | Unit | 2022 | 2023 | 2024 |
| Average employment[4] | [liczba osób] | 924 | 984 | 868 |
| Building useful area | [$m^2$] | 12 076 | 17 530 | 17 747 |
| Revenues from sales of goods and materials in Poland | [PLN thousands] | 3 015 | 1 644 | 1 562 |

4 Average annual number of persons employed at CD PROJEKT S.A. in Poland (regardless of contract type and FTE equivalent) excluding foreign employees, Management Board members, Supervisory Board members and temporary employees.

## 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,
- thermal energy purchased to ensure heating at the offices

Total energy consumption is calculated in proportion to the office space utilized by the Company.

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/t[5],
- for diesel fuel we apply a ratio of 43 GJ/t[5].

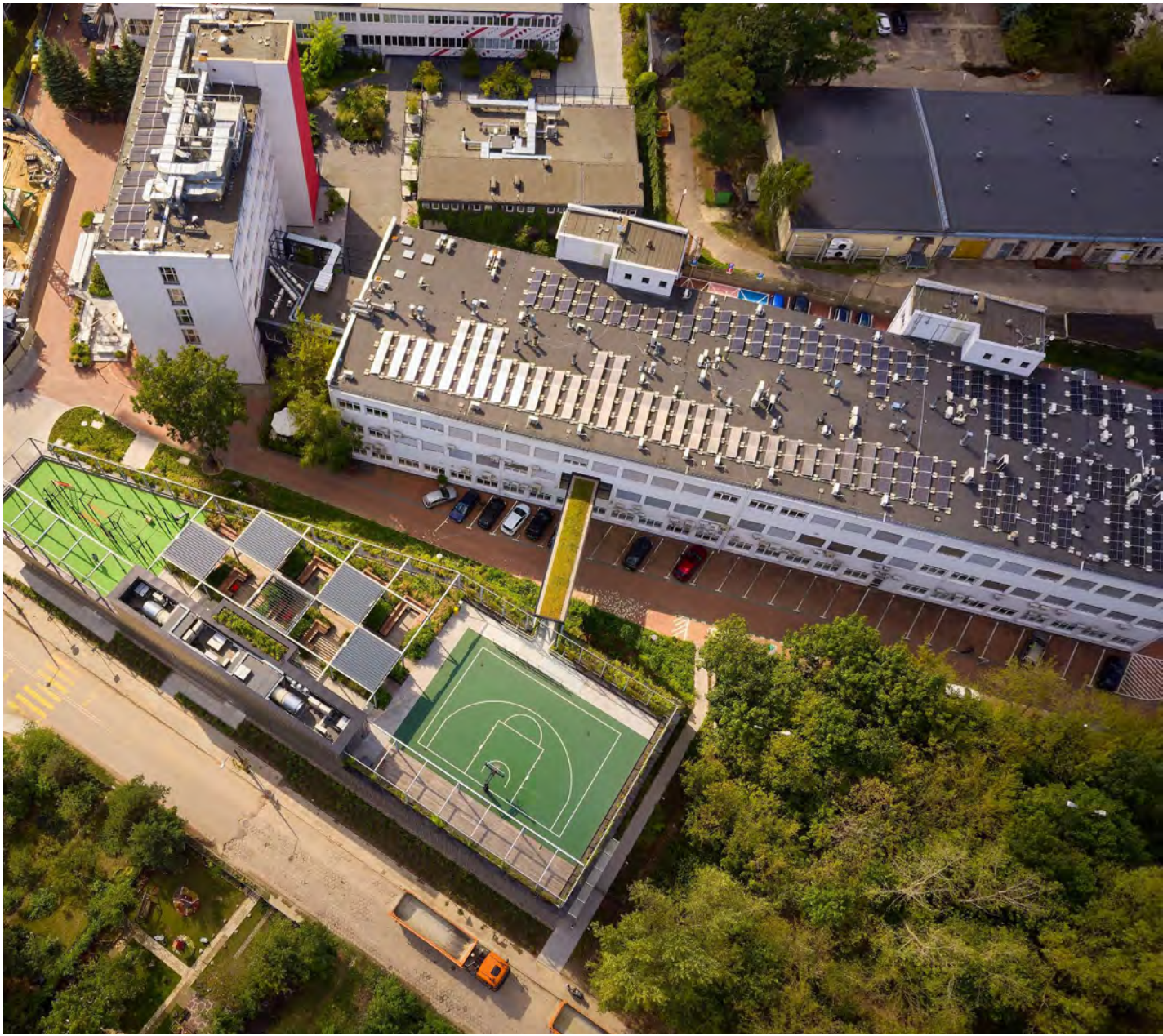
| | A – energy consumed [GJ] | | | B – building area [m²] | | | $W_E$=A/B | | |
|---|---|---|---|---|---|---|---|---|---|
| Types of energy | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Electrical energy[6] | 6 065 | 7 720 | 8 122 | | | | 0.50 | 0.44 | 0.46 |
| Thermal energy[7] | 3 565 | 4 595 | 4 291 | | | | 0.30 | 0.26 | 0.24 |
| Diesel fuel | 27 | 50 | 2 | | | | 0.00 | 0.00 | 0.00 |
| Gasoline | 356 | 386 | 413 | 12 076 | 17 530 | 17 747 | 0.03 | 0.02 | 0.02 |
| **Total energy consumption** | **10 013** | **12 751** | **12 828** | | | | **0.83** | **0.73** | **0.72** |
| incl. consumption of energy from renewable sources | 334 | 392 | 446 | | | | 0.03 | 0.02 | 0.03 |

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

6 CD PROJEKT S.A. owns the property complex at Jagiellońska 74 and 76, and Golędzinowska 5 and 7 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, as well as spaces involved in property maintenance, is fully included in the figure reported for CD PROJEKT. To ensure consistency of data and comparability of coefficients corresponding to the Company's standard business activities, the presented figures do not cover the use of energy in the course of construction of the new office building at the Warsaw campus. All energy generated by the onsite photovoltaic facilities is included in the reported consumption of energy from renewable sources at CD PROJEKT.

7 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, as well as spaces involved in property maintenance, is fully included in the figure reported for CD PROJEKT.

The combined use of all types of energy increased by 0.6% year-on-year. The reported increase in the use of electrical energy is associated with efficiency-oriented upgrades to IT equipment used by dev teams, and inclusion of operation of the new parking lot structure over the full year. The amount of energy generated by our photovoltaic installations at the Warsaw campus increased by 14%, while consumption of thermal energy decreased by 7% year-on-year. Total consumption of energy per unit of space decreased by 1% compared to 2023 figures.



## Materials ($W_M$)

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 product packaging is calculated in proportion to CD PROJEKT S.A. revenues from sales of goods and services in Poland in the given year.

| | A – mass of packaging[kg] | | | B – revenues from sales of goods and materials [PLN thousands] | | | $W_M$=A/B | | |
|---|---|---|---|---|---|---|---|---|---|
| Indicator | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Mass of product packaging introduced to the market[8] | 3 162 | 4 962 | 2 787 | 3 015 | 1 644 | 1 562 | 1.05 | 3.02 | 1.78 |

The mass of packaging of our games introduced to the Polish market decreased by 44% year-on-year, while its coefficient when divided by revenues from sales of goods and materials decreased by 41% over the same period. In 2023 sales of physical products were greater due to the launch of *Cyberpunk 2077: Ultimate Edition* (bundle consisting of the base game, i.e. *Cyberpunk 2077*, and the *Phantom Liberty* expansion) – while no launches of a similar scale occurred in 2024. It should be noted that distribution of box editions of video games represents a small percentage of total distribution (which is dominated by electronic distribution); in 2024 its share amounted to 5% for *Cyberpunk 2077*, 5% for *Phantom Liberty* and 6% for *The Witcher 3: Wild Hunt* respectively. 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

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

## Water ($W_W$)

Water is drawn from the public supply network and used for consumption, hygiene and cleaning purposes. The reported use of water at the CD PROJEKT campus in Warsaw is exclusive of use by our lessees and by the general contractor responsible for construction of our new office building.

| | A – use of water [m3] | | | B [number of persons] | | | $W_W$=A/B | | |
|---|---|---|---|---|---|---|---|---|---|
| Indicator | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Use of water[9] | 5 250 | 6 698 | 17 805 | 924 | 984 | 868 | 5.7 | 6.8 | 20.5 |

Use of water by the Company in 2024 does not reflect its real demand for water in the course of normal activities at our offices and the Warsaw campus. The reported figures are substantially elevated due to a leak in the underground portion of the old plumbing network at our Warsaw campus, which we had purchased along with the property itself. This incident occurred in 2024 and triggered a range of actions to mitigate its consequences and reduce the risk of reoccurrence. Regular technical inspections of the plumbing network and water meters are now being carried out. Construction of a new connection to the municipal water grid, along with an external plumbing network supplying water to some of the buildings at the Warsaw campus, is planned for 2025.

9 Data is derived from MPWiK invoices, the BMS system (for the parking structure), and information received from propriety managers of our Kraków and Wrocław offices, based on utility meter readings at said offices.

## Waste ($W_O$)

Our activities involve generation of waste which can be assigned to three broad categories: generation of waste other than hazardous waste, generation of hazardous waste, and 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 amount of waste generated was 677 kg lower than in the preceding year. Compared to 2023, we also generated 1 348 kg less non-hazardous waste. The amount of hazardous waste (computer monitors) increased, due to upgrades to our electronic equipment in order to adapt it to the needs of our dev teams, which took place in 2024. The total amount of waste generated per employee in 2024 increased by 5% compared to 2023 due to a year-on-year reduction in employment coupled with an increase in generation of waste related to upgrades of electronic equipment. Working equipment which we no longer have a need for is handed over to foundations which combat digital exclusion among children and adolescents. 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 [number of persons] | | | $W_O$=A/B | | |
|---|---|---|---|---|---|---|---|---|---|
| Type of waste | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Non-hazardous waste | 6 711 | 9 083 | 7 735 | | | | 7.3 | 9.2 | 8.9 |
| Hazardous waste | 104 | 646 | 1 317 | 924 | 984 | 868 | 0.1 | 0.7 | 1.5 |
| **Total waste generated**[10] | **6 815** | **9 729** | **9 052** | | | | **7.4** | **9.9** | **10.4** |

10 The aggregate figures are derived from our inventory of waste maintained in the BDO system.

## Emissions($W_{SW}$)

Atmospheric emissions are calculated as the total annual emissions of greenhouse gases (the so-called carbon footprint), expressed in tons of $CO_2$ equivalent [t $CO_2e$]. 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 in accordance with the GHG Protocol methodology[11].

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.

When calculating our atmospheric emissions, we were guided by the following assumptions:

- emissions coefficients for liquid fuels are based on DEFRA[12] criteria,
- Intensity indicators for thermal energy are based on data published by the Polish Energy Regulatory Office,
- For electrical energy, we adopt 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 $CO_2e$] | | | B [number of persons] | | | $W_{sw}$=A/B | | |
|---|---|---|---|---|---|---|---|---|---|
| Ślad węglowy | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Direct GHG emissions (Scope 1) | 25 | 28 | 29 | 924 | 984 | 868 | 0.03 | 0.03 | 0.03 |
| Indirect energy-based GHG emissions (Scope 2) | 1 458 | 1 811 | 1 785 | | | | 1.58 | 1.84 | 2.06 |

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

12 Database maintained by the UK Department for Environment, Food and Rural Affairs.

Total Scope 1 and 2 GHG emissions at CD PROJEKT were lower by 25 tCO2e compared to the preceding year. This is due to achievement of goals and implementation of environmental tasks, in particular – reduced use of thermal energy at our offices. Direct GHG emissions per employee in 2024 were identical to those reported in the previous years. Scope 2 emissions were 1% lower than the year before, despite an increase in the use of electrical energy due to equipment upgrades, and inclusion of operation of the new parking lot structure over the full year. The net outcome is primarily due to reduced use of thermal energy in the offices and lower emissions coefficients associated with energy purchases. Indirect GHG emissions per employee increased by 12% despite the lower carbon footprint – due to a reduction in the average number of employees compared to 2023.

# Eco-friendly activities at CD PROJEKT S.A. in 2024

In developing our activities at CD PROJEKT we work to minimize our impact on the environment – which is why we deploy a range of novel solutions in the buildings located on our Warsaw campus, with a view towards adapting to climate change, improve energy efficiency and reduce greenhouse gas emissions.


## Our campus

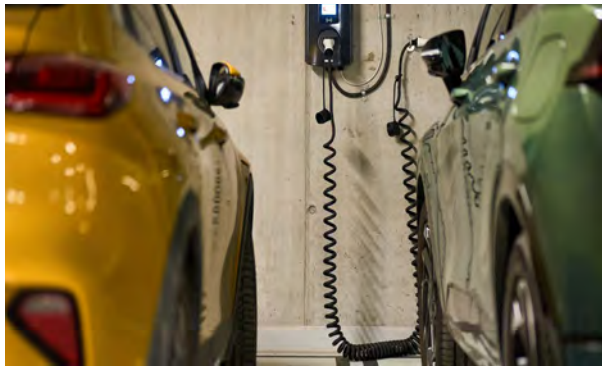
Given our aim to reduce greenhouse gas emissions resulting from CD PROJEKT activities, we have prepared a decarbonization plan which specifies key actions to reduce the carbon footprint of our operations. In the course of implementing this plan, in late 2024 we concluded a long-term contract for purchases of electrical energy from renewable sources for our Warsaw campus. In parallel, we continue to expand the photovoltaic infrastructure at our buildings, which, in the 2021-2024 period, mitigated emissions of 296 t CO2e.

In 2024 we commissioned a new office building, along with the surrounding grounds. The building was designed and constructed with top-tier eco-friendly and energy-efficient solutions in mind:

- use of low-emissions concrete, 90% recycled rebar and reinforcements made from low-emissions recycled steel (relying entirely on renewable energy sources),
- integrated photovoltaic plant with a peak generating capacity of 28 kWp,
- use of modern technical solutions at the data processing facilities in the new server room,
- recuperation of heat from the server room for preheating of water in the building,
- deployment of a BMS[13] system for monitoring all installations and facilities at the building,
- largest vertical garden in Poland, with over 800 $m^2$ of green walls hosting over 40,000 plants,
- external wooden load-bearing structure (among the largest in Poland) supporting balconies which line the building facade,

13 BMS, czyli Building Management System to system do centralnego i automatycznego zarządzania kluczowymi instalacjami w budynku, w tym klimatyzacją, ogrzewaniem, wentylacją, oświetleniem, systemami bezpieczeństwa oraz monitoringiem zużycia mediów.

- terraces along all glazed facades of the building, overgrown with vines which prevent excessive illumination and heating of interior spaces during summer months,
- large, openable windows which let in much daylight and ensure direct access to fresh air,
- modern and effective air conditioning and ventilation system which relies on ozone layer-friendly coolant agents,
- freecooling system which makes use of favorable external atmospheric conditions to facilitate air cooling,
- retention of rainwater, which can be used to irrigate plants and flush toilets,
- 12 electric and hybrid car charging stations, with an option for further expansion of the network,
- extensive infrastructure for cyclists – dedicated parking zone, bike servicing station, elevator and changing rooms for cyclist commuters,
- recreational facilities on the rooftop, complete with a dedicated work zone and meeting space surrounded by greenery.



# Eco-initiatives for employees

## *Less Emissions with RED* – promoting eco-friendly means of commuting

In 2024 we organized the third edition of our *Less emissions with RED* challenge, which encourages team members to commute using zero-emissions means of transportation. The challenge lasted between July and September, and involved 136 participants, who together logged 3 248 two-way commutes, totaling nearly 22 000 km. Choosing eco-friendly ways to commute prevented the emission of approximately 2.4 tons of $CO_2$ compared to commuting by car.

## Eco Challenge

In November we carried out a monthlong challenge where participants were asked to tackle eco-oriented tasks in a dedicated app. The challenge consisted of thirteen tasks divided into four sections: *Conserving resources*, *Reducing waste*, *Acting for the planet*, and *Gaining knowledge*, covering various aspects of a sustainable lifestyle and environmental protection. It attracted 125 participants who eagerly took up the assigned tasks, expanding their knowledge and implementing eco-friendly practices.

## Zbiórka telefonów

In 2024 we joined the mobile phone recycling initiative organized by the Saint Nicholas Foundation. Obsolete equipment was turned over to a recycling center, enabling recovery of valuable resources. A total of 111 phones were collected, and all of the money raised was donated to the Foundation's Academy of Leaders development program targeting young people (aged 16-20).

## Clothing swap and personalization

In the spirit of responsible consumption, at our April integration meeting we organized a clothing swap meet coupled with a clothing personalization workshop. The goal was to promote reuse of apparel and increase awareness of sustainable fashion. Thanks to our dedicated team members, some unwanted clothing items found new owners, while others were refreshed and imbued with a unique character. Unclaimed items (60 kg in total) were donated to the Ubrania do Oddania Foundation, which, in turn, made a donation to the Saint Nicholas Foundation, proportional to the weight of clothing collected.

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

We also encourage you to familiarize yourself with the *CD PROJEKT Group Sustainability Statement*, which is part of the Management Board report on CD PROJEKT Group activities in 2024, and to visit our website.

# OŚWIADCZENIE

## WERYFIKATORA ŚRODOWISKOWEGO W SPRAWIE CZYNNOŚCI WERYFIKACYJNYCH I WALIDACYJNYCH

**TÜV NORD Polska Sp. z o.o.**
o numerze rejestracji weryfikatora środowiskowego EMAS PL-V-0001
akredytowany w odniesieniu do zakresu **NACE 58.2** (Kod NACE) oświadcza,
że przeprowadził weryfikację, czy Organizacja, o której mowa w zaktualizowanej Deklaracji Środowiskowej z dn.: 09.2025

## CD PROJEKT S.A.

**ul. Jagiellońska 74, PL / 03-301 Warszawa**

**z obiektem: /z obiektami wg załącznika**

- **al. 3 Maja 9, PL / 30-062 Kraków**
- **ul. Gen. Władysława Sikorskiego 26, PL / 53-656 Wrocław**

**numer rejestracyjny: PL 2.14-009-98**

spełnia wszystkie wymogi rozporządzenia Parlamentu Europejskiego i Rady (WE) nr 1221/2009 z dnia 25 listopada 2009 r. dotyczące dobrowolnego udziału w systemie ekozarządzania i audytu we Wspólnocie (EMAS).

**Podpisując niniejszą deklarację oświadczam, że:**

- weryfikacja i walidacja zostały przeprowadzone w pełnej zgodności z wymogami rozporządzenia (WE) nr 1221/2009;
- wyniki weryfikacji i walidacji potwierdzają, że nie ma dowodów na brak zgodności z mającymi zastosowania wymaganiami prawnymi dotyczącymi środowiska;
- dane i informacje zawarte w zaktualizowanej deklaracji środowiskowej organizacji dają rzetelny, wiarygodny i prawdziwy obraz całej działalności organizacji w zakresie podanym w deklaracji środowiskowej.

Niniejszy dokument nie jest równoważny z rejestracją w EMAS. Rejestracja w EMAS może być dokonana wyłącznie przez organ właściwy na mocy rozporządzenia (WE) 1221/2009. Niniejszego dokumentu nie należy wykorzystywać jako oddzielnej informacji udostępnianej do wiadomości publicznej.

Oświadczam, że przeprowadzona weryfikacja spełnienia mających zastosowanie wymogów Załączników I, II, III i IV rozporządzenia (WE) 1221/2009 odbywała się w oparciu o nowe treści Załączników określonych:

- Rozporządzeniem Komisji (UE) 2017/1505 z dnia 28 sierpnia 2017 r. zmieniającym załączniki I, II i III do Rozporządzenia Parlamentu Europejskiego i Rady (WE) nr 1221/2009 w sprawie dobrowolnego udziału organizacji w systemie ekozarzadzania i audytu we Wspólnocie (EMAS);
- Rozporządzeniem Komisji (UE) 2018/2026 z dnia 19 grudnia 2018 r. zmieniającym załącznik IV do rozporządzenia Parlamentu Europejskiego i Rady (WE) nr 1221/2009 w sprawie dobrowolnego udziału organizacji w systemie ekozarządzania i audytu we Wspólnocie (EMAS).

Grzegorz Tuleja
Kierownik Jednostki Certyfikującej
TÜV NORD Polska Sp. z o.o.

Oświadczenie nr EMAS/0320/5739/2023_2
Katowice, 17-10-2025

Sprawdź autentyczność certyfikatu na https://listareferencyjna.tuv-nord.pl/Lista_Referencyjna.php