

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURES - CD PROJEKT S.A. - 2025
SOFTWARE & IT SERVICES

TOPIC	METRIC	CODE	DISCLOSURE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	TC-SI-130a.1	(1) 16 632 GJ (2) 67% (3) 63%
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	(1) 9 thousand m ³ (2) 9 thousand m ³ ; 0%
	Discussion of the integration of environmental considerations into strategic planning for data centre needs	TC-SI-130a.3	<p>The bulk of our services is provisioned from our own modern server room, situated at the CD PROJEKT headquarters in Warsaw. Servers in Warsaw are powered using renewable electricity sourced from our own photovoltaic panels and purchased from suppliers of renewable grid electricity. Recuperated heat is used for heating water at the office building. The premises are equipped with a modern air conditioning and ventilation system which uses ozone-friendly coolant agents. The configuration of warm and cool hallways is also deliberately designed to prevent mixing of warm and cool air in areas where electrical equipment is deployed. The entire structure is automatically managed with a BMS system.</p> <p>A certified EMAS eco-management system is in place at the Company, covering, among others, energy use monitoring and management of the server room's power requirements. Our computational resources are virtualized and/or containerized, enabling a high utilization coefficient. Additionally, some of the services are provisioned with help from suppliers of public cloud solutions such as AWS and Google Cloud Platform. When designing new solutions, we take into account cloud services. Suppliers of public cloud services are either entirely or substantially reliant on renewable electrical energy.</p>

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DATA PRIVACY & FREEDOM OF EXPRESSION	Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	<p>Personal data is managed in accordance with the internal Personal Data Protection Policy and the publicly available CD PROJEKT S.A. Privacy Policy.</p> <p>When engaging in marketing activities, we use external advertising platforms which allow us to target precisely defined groups of customers who have real interest in video gaming. Instead of building our own user databases, we rely on the standards and safeguards provided by global partners. This means that we do not internally collect private information regarding the gamers' preferences, and that full control over advertising content remains in their hands - users may, at a time of their choosing, manage their privacy settings directly in platforms such as Google or Meta. This approach enables us to effectively promote our releases while maintaining high security standards in the scope of user privacy protection.</p>
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	No summary of data relevant to this area was prepared during the reporting period.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	0 PLN - we incurred no such losses during the reporting period.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	(1) 1 (2) 1 (3) 0%
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	No summary of data relevant to this area was prepared during the reporting period.

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DATA SECURITY	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	We are not aware of any instances of access to Company customer data by unauthorized parties during the reporting period.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	In the framework of the risk management process at CD PROJEKT S.A. we have identified an operational risk which relates to unavailability of IT infrastructure and services, including cybersecurity risks. This risk was subjected to analysis in accordance with the methodology in force at the Company. The threats associated with this risk were enumerated and described. Mitigation plans which correspond to various ways in this risk can materialize, and which describe the corresponding actions, are being developed and successively improved. A description of the identified risk, along with a description of the Information Security Policy, can be found in the Management Board Report on CD PROJEKT Group activities for 2025.
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE	Percentage of employees that require a work visa	TC-SI-330a.1	9% (covers all forms of employment)
	Employee engagement as a percentage	TC-SI-330a.2	83% - outcome of an engagement survey carried out among CD PROJEKT employees using the Culture Amp tool
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	<p>The following figures include members of the Management Board of CD PROJEKT S.A.</p> <p>(1) gender:</p> <ul style="list-style-type: none"> a) 20% (women); 80% (men) b) 26.67% (women); 73.33% (men) c) 25% (women); 75% (men) d) 52.68% (women); 47.32% (men) <p>(2) age:</p> <ul style="list-style-type: none"> a) 30-50: 19; >50: 1 b) <30: 6; 30-50: 156; >50: 3 c) <30: 125; 30-50: 484; >50: 7 d) <30: 83; 30-50: 210; >50: 5 <p>Further information regarding team management, including a description of employment and remuneration policies and the approach to diversity, can be found in</p>

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			the CD PROJEKT Group 2025 Sustainability Report (in the section on social matters), which forms part of the Management Board Report on the activities of the CD PROJEKT Group for 2025.
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOUR	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	TC-SI-520a.1	0 PLN - no such losses were incurred during the reporting period.
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	n/a - CD PROJEKT does not provide cloud-based services to its clients.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	In the framework of the risk management process at CD PROJEKT S.A. we have identified an operational risk which relates to unavailability of IT infrastructure and services, including cybersecurity risks. This risk was subjected to analysis in accordance with the methodology in force at the Company. The threats associated with this risk were enumerated and described. Mitigation plans which correspond to various ways in this risk can materialize, and which describe the corresponding actions, have been described and are being followed. A description of the identified risk, along with a description of the Information Security Policy, can be found in the Management Board Report on CD PROJEKT Group activities for 2025.