



CD PROJEKT RED S.A. ENVIRONMENTAL POLICY

OUR APPROACH

The Environmental Policy (“**the Policy**”) explains the approach and specific commitments which CD PROJEKT RED S.A. (“**CD PROJEKT RED**”, “**us**”) undertakes in relation to the environment and the climate. It guides further action promoting sustainable growth, which are carried out in conjunction with our business strategy in the context of developing and publishing video games.

OUR COMMITMENTS

- Wherever possible, we will limit the negative impact of our activities on the environment and the climate.
- We will perfect our eco-management system and work to improve the effectiveness of our actions.
- We act in compliance with the law, with best practices applicable to our area of activity, and with environmental guidelines.

OUR ACTIONS

- We limit consumption of raw materials and natural resources, including energy, fuels, water and paper.
- We strive to maximize the share of renewable sources in our energy mix.
- We roll out state-of-the-art solutions in the scope of climate change adaptation and improving the energy efficiency of our buildings.
- We calculate and monitor our carbon footprint throughout the value chain. We work to reduce greenhouse gas emissions.
- We mitigate environmental pollution.
- We adopt a responsible approach to waste management. We limit the quantity of waste generated in the course of our activities; we extend the life cycle of our physical assets and devices; we segregate and turn our waste over to specialized entities for recycling.
- We promote low-emissions means of commuting.
- We encourage members of our team to engage in environmental protection activities.
- We care for the biological diversity of our campus and its surroundings.
- We assess the effects of our environmental activities using measurable KPIs.

DECLARATION

This Policy provides the basis for defining environmental goals and tasks at CD PROJEKT RED. We pledge to:

1. abide by the Policy,
2. familiarize our employees with the Policy,
3. support our team in implementing the provisions of the Policy.

This Policy was enacted by CD PROJEKT RED S.A. Management Board resolution of August 26, 2026