



CD PROJEKT RED S.A. ENVIRONMENTAL STATEMENT FOR 2025



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registered in the XIV Commercial Dept. of the NCR in Warsaw; reg. no. 0000006865 | Share capital: 99 910 510.00 PLN fully paid up

Dear readers,

I invite you to familiarize yourselves with the newest Environmental Statement of CD PROJEKT RED. It's a document in which we summarize the activities we undertook in 2025 in the framework of our EMAS system in order to benefit the environment and the climate.

It feels me with pride to announce that last year we were able to accomplish all our environmental goals. The most important of those was full reorientation of our Warsaw campus towards renewable electrical energy. Owing to a six-year contract with our supplier, our largest location now relies solely on renewable energy sources. This resulted in a 66% decrease in greenhouse gas emissions in the course of our operating activities in 2025. We regard this achievement as particularly important, because our ambitious plans related to creation of new video games and expansion of our infrastructure will

surely result in increased demand for energy in the coming years. Nevertheless, we approach our campus development plans in a carefully thought-out and energy-efficient manner. A good example of this is provided by our modern office building, which officially opened last June. We are happy that this expansion was praised not just by our team, but also by the people of Warsaw – receiving the Tenants' Award at the 12th Architectural Competition held under the auspices of the President of Warsaw. In addition, last year we also began work on another construction project – a state-of-the-art MOCAP studio.

Our accomplishments in 2025 further reinforce our belief that dynamic growth of business activities can – and, indeed, should – go hand in hand with care for the environment and for our immediate surroundings.

Piotr Nielubowicz

CFO, MEMBER OF THE BOARD



About CD PROJEKT RED S.A.

As CD PROJEKT RED S.A. ("the Company", "CD PROJEKT RED") we are active in the dynamically developing global digital entertainment industry. We focus on creating and

publishing world-class video games, and growing our franchises – *The Witcher* and *Cyberpunk*. The Company heads the CD PROJEKT RED Group.



HUBS

- Warsaw
CD PROJEKT RED European Hub and Headquarters
- Boston
CD PROJEKT RED North America Hub



DEV OFFICIES

- Kraków
- Wrocław
- Vancouver



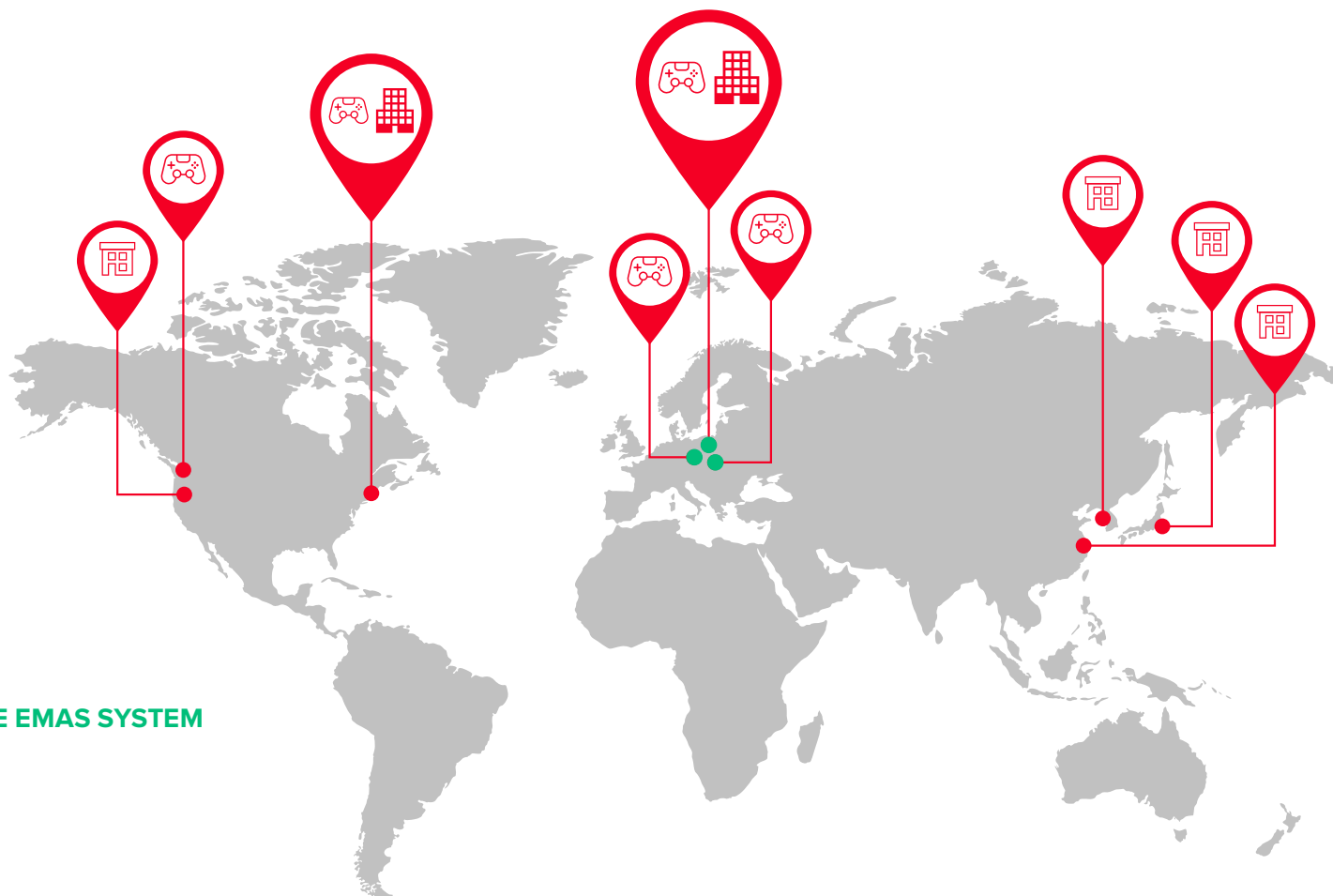
REGIONAL SITES

- Portland
- Seoul
- Tokyo
- Shanghai



LOCATIONS COVERED BY THE EMAS SYSTEM

- Warsaw
- Kraków
- Wrocław



Our main releases

Over
1 300

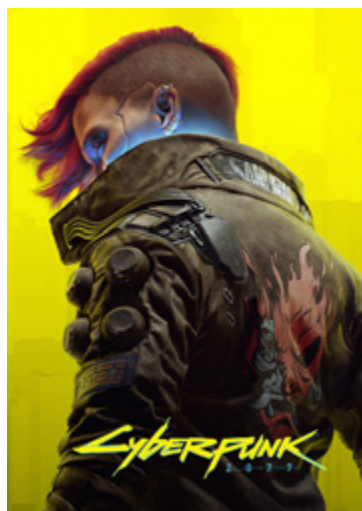
awards presented to
CD PROJEKT RED games globally

Over
40 million

copies of *Cyberpunk 2077*
sold

Over
65 mln

copies of *The Witcher 3:
Wild Hunts* sold



List of premises registered in EMAS and scope of the system

The scope of the EMAS Eco-Management System ("the System") at CD PROJEKT RED¹ covers activities carried out in office buildings in Warsaw, Kraków and Wrocław. Our corporate HQ is situated in Warsaw, on our proprietary campus. Additionally, we lease office space in Kraków and Wrocław.

¹ In 2025 the EMAS system covered 86% of the CD PROJEKT RED Group's activities. This figure is based on calculation of the Company's share in the consolidated workforce of the CD PROJEKT RED Group.



Warszawa – headquarters

ul. Jagiellońska 74, 03-301 Warszawa



Wrocław

Gen. Władysława Sikorskiego 26, 53-656 Wrocław



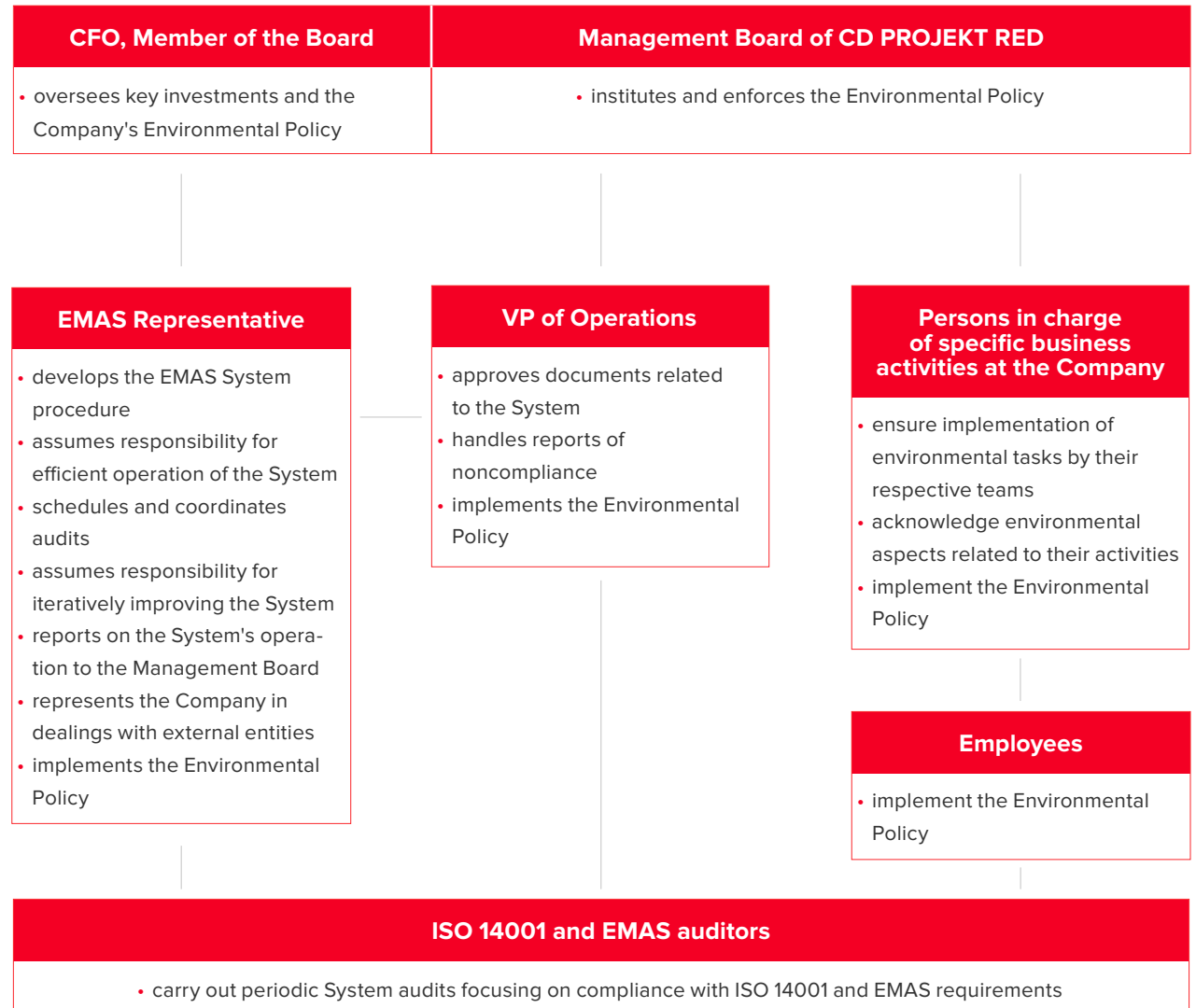
Kraków

Al. 3 maja 9, 30-062 Kraków

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

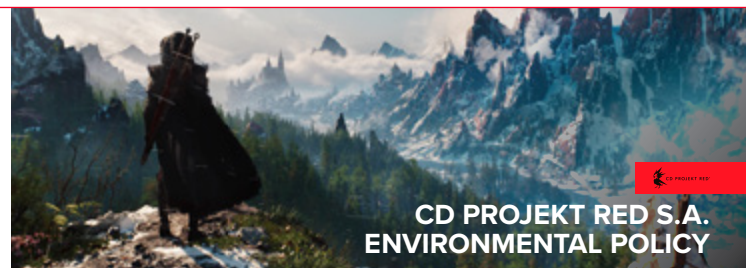
For the purposes of deploying and subsequently improving the system we developed a document titled *Eco-Management and Audit Scheme (EMAS) Procedure at CD PROJEKT RED S.A.*, along with a set of by-laws adapted to the character of our activities and consistent with the formal requirements arising under 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.

Figure 1. Structure of the EMAS Eco-Management System at CD PROJEKT RED



CD PROJEKT RED Environmental Policy

A new edition of our **Environmental Policy** ("the Policy") was enacted on the basis of the CD PROJEKT RED Management Board resolution no. 19/2026 of 26 August 2026. The Policy determines our approach, and specifies CD PROJEKT RED's climate- and environment-related commitments. It charts the main vectors of sustainable growth, which we pursue in accordance with our business strategy, which focuses on development and publishing video games. The Policy is available as an electronic document in the Company intranet and on our website.



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

Warsaw, August 26, 2026

Management Board of CD PROJEKT RED S.A.

Environmental aspects

At CD PROJEKT RED 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 RED

Below we present our material direct environmental aspects. All of the listed aspects concern our own office activities.

Material environmental aspect

Effect on the environment

DIRECT POSITIVE ASPECTS

Use of energy from renewable sources for the purpose of our campus and development of games

Production and use of electrical energy from own solar panels

Reduction in use of natural resources and GHG emissions

DIRECT NEGATIVE ASPECTS

Use of electrical energy

Use of thermal energy

Reduction in use of natural resources and GHG emissions

INDIRECT NEGATIVE ASPECTS

Greenhouse gas emissions from use of electrical energy

Greenhouse gas emissions from use of thermal energy

Climate change, air pollution



Environmental goals and tasks

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

Goals and tasks for 2026–2030



Goal	Task	Timeframe
Reduction of Scope 1 and 2 GHG emissions at CD PROJEKT RED by 42% by 2030 (compared to 2023 baseline)	Purchase of electrical energy from renewable sources for the Warsaw campus	2025-2030
	Equipping 70% developers with Wake On Lan tools.	2027
Optimization of use of electrical energy at Building Z in Warsaw (maintaining annual consumption at up to 0.02 MWh/m²)	Calibration of the freecooling ² system to match the needs for air conditioning and comfort inside the building	2026
	Updating the operation schedule of the multimedia display on the theater facade	2026
	Reducing excessive solar heating of offices in summertime by deployment of additional window blinds	2026
Optimization of use of thermal energy at Building Z in Warsaw	Establishing a daily heating schedule for the parking lot and air curtains in the building lobby	2026
Increasing involvement of team members in environmental protection activities	Carrying out at least three promotional campaigns encouraging employees to engage in environmental protection activities	2026

² The freecooling system is based on using ambient air to cool down interior spaces without the need of energy-intensive hardware, thus reducing demand for electrical energy.

Implementation of environmental goals and tasks at CD PROJEKT RED in 2025



Goal	Task	Timeframe	Status
Reduction of Scope 1 and 2 GHG emissions at CD PROJEKT RED by 42% by 2030 (compared to 2023 baseline)	Purchase of electrical energy from renewable sources for the Warsaw campus	2025–2030	DONE Since 1 January 2025 electrical energy purchased for the Warsaw campus comes from renewable sources, as attested to by certificates of origin ³ . By the end of 2025 we reduced the Company's Scope 1 and 2 carbon footprint by 1 215 t CO ₂ e, which corresponds to 157% of our reduction goal – achieved in the first year.
	Heat electrification at the Motion Capture facility currently under construction	2026	DONE The new structure on our campus – the MOCAP studio – is heated using electrical energy from renewable sources, with certificates of origin.
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	DONE We constructed a new connection to the water mains, and replaced external plumbing at some of our campus structures. This resulted in a 24% decrease in water consumption compared to the 2023-2024 average – despite launching a new office building in 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	DONE A description of the five campaigns carried out in 2025 can be found in the section titled <i>Team activities benefiting the environment</i> .

³ These are electronic certificates which confirm that the given volume of electricity has been generated from renewable sources. In Poland, they are issued by the Chair of the Energy Regulatory Office (URE), while their circulation and retirement is facilitated by *Polish Power Exchange* (TGE).



Assessment of legal compliance

In order to ensure full compliance with the applicable environmental laws, we monitor legislative changes which may affect our activities, and develop means for ensuring compliance therewith. 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	Compliance achieved?
Waste	• We're registered in BDO⁴ as a waste producer • We carry out selective recycling • We maintain an ongoing register of our waste • We store waste in accordance with legal regulations • We hand over waste only to authorized disposal agents • We submit reports in accordance with legal regulations • We have a waste disposal contract in place, and abide by its terms • We train our team and our lessees on proper waste segregation techniques	YES
Emissions	• We are registered with KOBIZE⁵ • We monitor consumption of fuels and calculate the associated emissions • We submit reports in accordance with legal regulations • We regularly inspect our air conditioning devices for leaks • We calculate our organization's carbon footprint	YES
Water and sewage management	• We have a water supply and sewage collection contract, and abide by its terms • We have a water law permit and abide by its terms • We regularly monitor the composition of our sewage	YES
Packaging	• We are registered in BDO as an entity which introduces packaging to the market • We maintain an inventory of packaging materials • We have a valid contract with a packaging recycling contractor, and abide by its terms • We submit reports in accordance with legal requirements	YES
Electric and electrical equipment, and batteries	• We are registered in BDO as an entity which introduces equipment and batteries to the market • We maintain an inventory of equipment and batteries • We have a valid contract with an equipment recycling contractor, and abide by its terms • We submit reports in accordance with legal requirements	YES

To the best of our knowledge, in 2025 at CD PROJEKT RED:

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

⁴ BDO is the database of products, packaging and waste management supervised by the Ministry of the Environment and maintained by voivodship marshals' offices.

⁵ The National Centre for Emissions Management (KOBIZE) maintains a national database which collect information concerning emissions of greenhouse gases and other substances.

Environmental aspects of CD PROJEKT RED activities

At CD PROJEKT RED we monitor and assess the environmental impact of our activities. Environmental data and indicators are aggregated in the EMAS system. To simplify presentation, environmental performance indicators are presented in an aggregate manner, without a per-location breakdown. 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 RED activities

The reference coefficient (B) is selected in such a way as to present the dynamics of changes occurring in successive years.

Annual reference value	Unit	CD PROJEKT RED		
		2023	2024	2025
Average employment ⁶	[persons]	984	868	946
Office space	[m ²]	17 530	17 747	29 397
Revenues from sales of goods and materials in Poland	[PLN thousands]	1 644	1 562	4 645

⁶ Average annual number of persons employed at CD PROJEKT RED (regardless of FTE equivalent and contract type), excluding foreign employees, Members of the Management Board and Supervisory Board, and temporary employees.



Environmental effects of CD PROJEKT RED activities



100%

of purchased electricity in Warsaw comes from renewable energy sources (RES)



163kWp

total capacity of our own PV panel installations



63%

share of energy from renewable sources in total energy consumption in 2025



1 215 tCO₂e

reduction in the Company's carbon footprint in 2025 compared to 2023 (the base year)



24%

reduction in water consumption compared to the 2023–2024 average



39

electric and hybrid vehicle charging stations



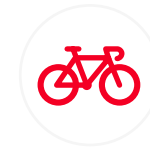
334 tCO₂e

carbon footprint reduction achieved through our own PV panels in 2021–2025



40 000

plants on the façade of Building Z



4

editions of the zero-emission commuting campaign “Less emissions with RED”

Energy (E)

Consumption of electrical and thermal energy represents a major environmental aspect in our activities, which is why we focus on optimizing their use, and further improving the energy efficiency of our offices. At the same time, we strive to increase the share of renewable energy sources in our energy mix – among others, by collaborating with external providers of energy from renewable sources, and by expanding our own solar panel arrays.

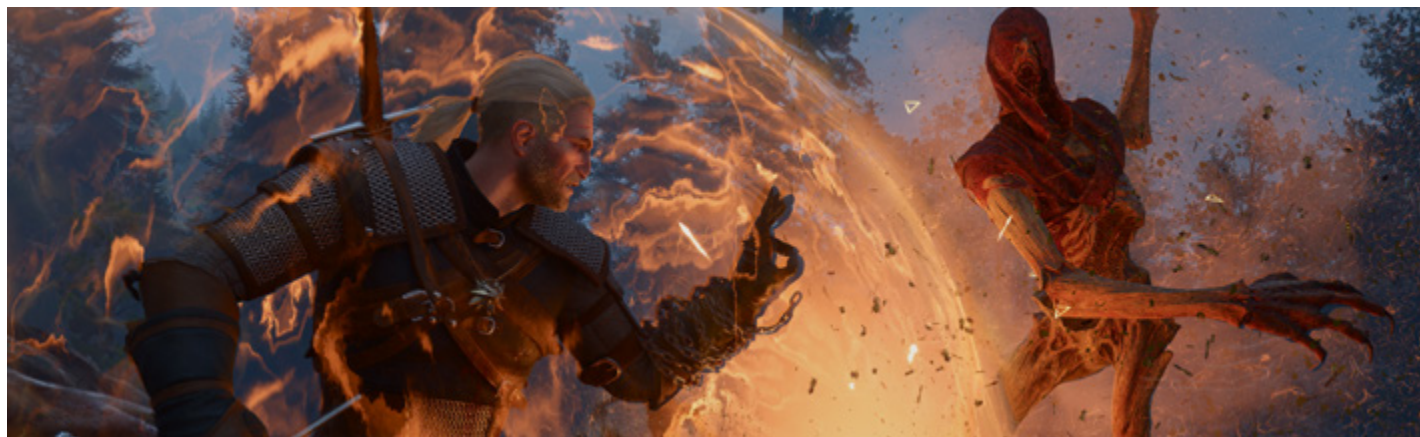
The environmental impact of our activities in the scope of energy consumption is calculated on the basis of the following:

- 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 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/t⁹,
- for diesel fuel we apply a ratio of 43 GJ/t⁹.



Types of energy	Energy consumed [GJ]			Office space [m²]			Energy coefficient [GJ/m²]		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Electrical energy ⁷	7 720	8 122	11 099	17 530	17 747	29 397	0,44	0,46	0,38
Thermal energy ⁸	4 595	4 439	5 243				0,26	0,25	0,18
Diesel fuel	50	2	1				0	0	0
Gasoline	386	413	283				0,02	0,02	0,01
Total energy consumption	12 751	12 976	16 627				0,73	0,73	0,57
incl. from renewable sources	392	446	10 445				0,02	0,03	0,36

⁷ CD PROJEKT RED owns the property complex at Jagiellońska 74 and 76, and Gołędzinowska 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. 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, connector, and MOCAP studio at the Warsaw campus. All energy generated by the onsite photovoltaic facilities, and renewable energy with certificates of origin purchased for the CD PROJEKT RED campus, is included in the reported consumption of energy from renewable sources at CD PROJEKT RED.

⁸ Consumption of thermal energy by CD PROJEKT RED in Warsaw is calculated on the basis of total purchases of thermal energy and percentage share of commercial space utilized by the Company. Consumption of thermal energy in shared spaces is fully included in the figure reported for CD PROJEKT RED.

⁹ 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 increased by 28% year-on-year. The increase in consumption of electrical and thermal energy is related to opening of a new office building at the Warsaw campus, which resulted in a year-on-year increase in office space by 66%. At the same time, 100% of electrical energy consumed in the course of our operating activities in Warsaw came from renewable sources. This is a result of implementing our decarbonization and emissions reduction plan in the scope of our own operations, in particular by switching the supplier of electrical energy at the Warsaw campus and purchasing energy from renewable sources. In addition, in 2025 we continued to expand our own photovoltaic generation capabilities, adding new panels with a combined peak output of 29 kW on the rooftop of our new building in Warsaw. Owing to these activities, the percentage share of renewable sources in CD PROJEKT RED's total energy mix was 63% (compared to 3% in 2024). Electrical and thermal energy consumption per square meter of space decreased, which is due to increased energy efficiency of new buildings at the campus.



Emissions (SW)



	Carbon footprint [tCO ₂ e]			Employment [persons]			Emissions coefficient [tCO ₂ e/person]		
Scope	2023	2024	2025	2023	2024	2025	2023	2024	2025
Direct GHG emissions (Scope 1)	28	29	18	984	868	946	0,03	0,03	0,02
Indirect energy-based GHG emissions (Scope 2, MB ¹²)	1 811	1 793	606				1,84	2,06	0,64

Atmospheric emissions are calculated as the total annual emissions of greenhouse gases (the so-called carbon footprint), expressed in tons of CO₂ equivalent [t CO₂e]. 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 methodology¹⁰. CD PROJEKT RED's carbon footprint covers the following:

- **Scope 1** – direct GHG emissions from combustion of fuels and release of coolant agents originating from PP&E assets either owned by us or supervised by us,
- **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 DEFRA¹¹ 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),
- The emissions coefficient for electrical energy produced by our own renewable energy infrastructure, and purchased renewable energy with certificates of origin, is 0,
- The carbon footprint is presented in relation to the average number of employees at CD PROJEKT RED in the given reporting period.

¹⁰ Greenhouse Gas Protocol, GHG Protocol – international standard co-developed by the World Resources Institute and World Business Council for Sustainable Development to measure and report greenhouse gas emissions by companies and organizations.

¹¹ Database maintained by the UK Department for Environment, Food and Rural Affairs.

¹² MB – market-based approach, where emissions are calculated on the basis of coefficients published by our energy suppliers.

Emissions from use of electrical and thermal energy represent an important indirect environmental aspect at CD PROJEKT RED. Given our plans to further expand the Warsaw campus, we anticipated greater demand for energy, and a corresponding increase in Scope 2 emissions. Consequently, we set a long-term carbon footprint reduction goal in the scope of our own activities, and developed a decarbonization plan with specifies key actions to be undertaken. In the course of implementing this plan, in 2024 we entered into a multiyear contract for supplying our Warsaw campus with electrical energy from renewable sources. At the same time, we continued to expand our own photovoltaic power array deployed on our buildings, which, in the years 2021–2025 mitigated atmospheric emissions equivalent to 334 t CO₂e. We also worked to improve the energy efficiency of our own buildings. As a result of these actions, total Scope 1 and 2 GHG emissions at CD PROJEKT RED in 2025 decreased by 1198 t CO₂e compared to the preceding year. Direct GHG emissions were reduced by 38% year-on-year owing to reduced consumption of fuel in company cars. Indirect GHG emissions decreased by 66% year-on-year as a result of the aforementioned purchase of electrical energy from renewable sources. The presented value of the indirect energy-based GHG emissions coefficient per employee was lower by 69% in 2025, at 0.64 t CO₂e.



Materials (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 RED revenues from sales of goods and services in Poland in the given year.

The mass of our product packaging introduced to the Polish market decreased by 18% year-on-year. In proportion to annual revenues from sales of goods and materials in Poland the coefficient was 72% lower than in the preceding year. The reported increase in the aforementioned revenues in 2025 was due, among others, to the launch of *Cyberpunk 2077: Ultimate Edition* on Nintendo Switch 2 cartridges. Based on our packaging mass and type reports, our recycling contractor discharges – on our behalf – the obligations related to recovery and recycling of packaging waste.

Indicator	Mass of packaging [kg]			Revenues from sales of goods and materials in Poland [PLN thousands]			Materials coefficient [kg/PLN thousand]		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Mass of product packaging introduced to the market ¹³	4 962	2 787	2 287	1 644	1 562	4 645	3,02	1,78	0,49

¹³ The table lists the total mass of packaging materials regardless of type, including product packaging, bulk packaging, and shipment packaging..





Water (W)

Indicator	Water consumption [m³]			Employment [persons]			Water consumption coefficient [m³/person]		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Water consumption ¹⁴	6 698	17 805	9 342	984	868	946	6,8	20,5	9,9

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

Following an incident involving damage to the water supply network, which occurred in 2024, we undertook a range of actions to eliminate its root causes and minimize the likelihood of reoccurrence. In the scope of our goal to reduce water consumption by 10% compared to the 2023–2024 average, we constructed a new uplink to the municipal water network, and deployed external plumbing at some structures at our Warsaw campus. We also introduced regular monitoring of the technical status of water piping, meters and submeters. These activities resulted in a year-on-year decrease in water consumption at the Company by 48% - despite increased demand for water related to opening of our new office buildings, and significant expansion of green zones with plants requiring regular irrigation.

In addition to the above, we reported a 24% decrease in water consumption compared to the 2023–2024 average, which translates into improved environmental performance. Rainwater is collected at our new office building and parking lot, and used to irrigate plant life lining the facades of these structures. At the new office building, rainwater and grey water from sinks is also used to flush toilets, thus reducing demand for fresh potable water.

¹⁴ Data is derived from MPWiK invoices, the BMS system, and information received from propriety managers of our Kraków and Wrocław offices, based on utility meter readings.



Waste (O)

Our activities involve generation of hazardous waste, non-hazardous waste and 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 is divided by the average employment at CD PROJEKT RED during the reporting period

The aggregate quantity of waste generated by us, as presented in the above table, decreased by 6 836 kg (76%) year-on-year. In 2025 we generated 5 547 kg less non-hazardous waste (72% reduction) and 1 289 kg less hazardous waste (98% reduction) compared to 2024. The total quantity of waste per employee was 78% lower in 2025 than the year before – despite the increase in employment. This is mainly due to replacement of a portion of our electronic equipment to adapt it to development requirements, which took place in 2024. 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 generated in spite of our efforts 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.

Type of waste	Mass of waste [kg]			Employment [persons]			Waste coefficient [kg/person]		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Non-hazardous waste	9 083	7 735	2 188	984	868	946	9,2	8,9	2,3
Hazardous waste	646	1 317	28				0,7	1,5	0
Total waste generated¹⁵	9 729	9 052	2 216				9,9	10,4	2,3

¹⁵ The aggregate figures are derived from our inventory of waste maintained in the BDO system.

Our campus

In the buildings which comprise our Warsaw campus we deploy various novel solutions aimed at adapting to climate change, improving energy efficiency, and reducing greenhouse gas emissions. These include:

- photovoltaic plant with a combined generating capacity of 164 kWp,
- use of modern technical solutions at the data processing facilities in our new server room,
- recuperation of heat from the server room for preheating water in the new office building,
- deployment of a BMS¹⁶ system in new structures at the campus for monitoring all installations and facilities at each building,
- purchases of energy from renewable sources,
- electrified heating at the new MOCAP studio,
- modern and effective air conditioning and ventilation system which relies on ozone layer-friendly coolant agents,
- 39 electric and hybrid car charging stations at the campus, with an option for further expansion of the network,
- vertical garden lining the façade of the office building, with over 800 m² of green walls hosting over 40,000 plants,



¹⁶ Building Management System – a system used for centralized, automatic management of key installations at a building, including air conditioning, heating, ventilation, lighting, security systems and metering of utilities.

- terraces along all glazed facades of the building, overgrown with vines which prevent excessive illumination and heating of interior spaces during summer months,
- freecooling system which makes use of favorable external atmospheric conditions to facilitate air cooling,
- retention of rainwater, which can be used to irrigate plants,
- reuse of grey water from sinks to flush toilets at the new office building,
- 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,
- use of low-emissions concrete, 90% recycled rebar and reinforcements made from low-emissions recycled steel (relying entirely on renewable energy sources) in the construction of the office building.



Team activities benefiting the environment

Less Emissions with RED

In 2025 we organized the fourth edition of our *Less emissions with RED* challenge, which encourages team members to commute using zero-emissions means of transportation. The challenge lasted from July to August, and involved 122 participants, who together logged 3 108 commutes, totaling over 16 400 km. Choosing eco-friendly ways to commute prevented the emission of approximately 1.3 tons of CO₂ compared to commuting by passenger car.

Mobile bike service station

In the framework of our preparation for a safe cycling season, as well as another edition of the *Less Emissions with RED* campaign, we set up a mobile bike service station where specialists prepped a total of 57 bicycles for the upcoming season.

Earth Day voluntary work

In May, in the scope of Earth Day celebrations, we teamed up with the Panda Foundation to invite 30 CD PROJEKT RED employees to participate in voluntary work at the Warsaw zoo. Our goal was to support the “ecovillage” situated on garden grounds – a unique space for outdoor educational activities aimed at children and young people, and for cultivation of herbs and vegetables.

Energy conservation

In our effort to promote good habits, since October 2025 we have been carrying out an educational campaign which encourages team members to conserve energy – mainly by switching off their computers when they’re done with work for the day. The campaign involves informational content, technical solutions and infographics which promote changes in daily habits. These activities are ongoing as of 2026.

The Geralt Oak

In May 2025 we applied to the Warsaw City Hall to grant natural monument status to a tree – a pedunculate oak facing our campus at Jagiellońska 74 in Warsaw. This majestic tree, with a height of over 22 meters, a trunk circumference of 4 meters, and an exceptionally dense crown, has become an inspiration for the Studio’s artists, and was immortalized in *The Witcher 3: Wild Hunt*. To celebrate the game’s tenth anniversary, we applied to have the tree officially recognized as a natural monument named The Geralt Oak in honor of the game’s main protagonist. In spring 2026 The Geralt Oak was granted protected status. It went on to take 2nd place in the Warsaw Tree of the Year competition.





Your opinion matters to us – please direct all questions or suggestions related to CD PROJEKT RED'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 our *Sustainability statement for 2025*, 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 Rev. 2) / NACE 58.2; (KOD NACE Rev. 2.1)** oświadcza, że przeprowadził weryfikację, czy Organizacja, o której mowa w Deklaracji Środowiskowej z dn.: 09.2026

CD PROJEKT RED S.A.

ul. Jagiellońska 74, PL / 03-301 Warszawa

z obiektami:

- **CD PROJEKT RED S.A., ul. Jagiellońska 74 03-301 Warszawa**
- **CD PROJEKT RED S.A., al. 3 Maja 9 30-062 Kraków**
- **CD PROJEKT RED S.A., ul. Gen. Władysława Sikorskiego 26 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 ekzarządzania i audytu we Wspólnocie (EMAS).

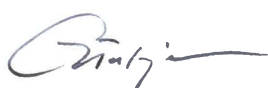
Podpisując niniejszą deklarację oświadczam, że:

- 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 zastosowanie wymaganiami prawnymi dotyczącymi środowiska;
- dane i informacje zawarte w 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 ekzarządzania 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 ekzarządzania i audytu we Wspólnocie (EMAS).



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

Oświadczenie nr EMAS/0320/5739/2026_0

Katowice, 15-10-2026

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