



CD PROJEKT S.A. UPDATED ENVIRONMENTAL STATEMENT

2nd Edition – September 2024



CD PROJEKT®

Disclaimer

This English language translation has been prepared solely for the convenience of English-speaking readers. Despite all the efforts devoted to this translation, certain discrepancies, omissions or approximations may exist. In case of any differences between the Polish and the English versions, the Polish version shall prevail. CD PROJEKT, its representatives and employees decline all responsibility in this regard

Dear Readers!

I am pleased to hand over to you an update of [first edition](#) of the CD PROJEKT S.A. Environmental Statement, summarizing activities which we undertook in 2023 in the framework of the EMAS Eco-Management System in place at the Company.

We are very proud to have obtained an EMAS certificate in 2023 – as the first company in the global gamedev industry. We regard this as confirmation of our to-date achievements, but also as a commitment to undertake further effort to more effectively manage our environmental impact.

In 2023 we registered increases in key environmental indicators at our Polish locations. This is mainly due to the fact that more of our employees returned to their offices, a new parking structure was officially opened, and a significant new release – *Cyberpunk 2077: Phantom Liberty* – was launched. We are aware that as we expand our activities our effect on the environment and the climate will increase accordingly. This is why we undertake a range of activities to limit our environmental impact. For example, last year we upgraded our photovoltaic infrastructure, increasing its generating capacity by over 30%. We also partly modernized our server farm, swapping out existing equipment for more modern and energy-efficient alternatives. Our new parking structure hosts greenery on its rooftop and facades, is equipped with a rainwater collection tank, and has dedicated spaces for bike

storage along with electric car charging stations. We understand that promoting electromobility (which is still something of a novelty in Poland) and reducing transport-based emissions entails increased consumption of energy at our campus. Following up on our previous achievements, in late 2023 we also set an ambitious decarbonization goal for CD PROJEKT in the scope of internal activities.

Investing in infrastructure matters, but of equal importance is fostering awareness of the need to reduce our environmental footprint among CD PROJEKT teams. In 2023 a total of 175 employees took part in the second edition of our *Less Emissions with RED* campaign, which promotes healthy and eco-friendly means of commuting. Together, participants logged nearly 58 thousand kilometers of travel.

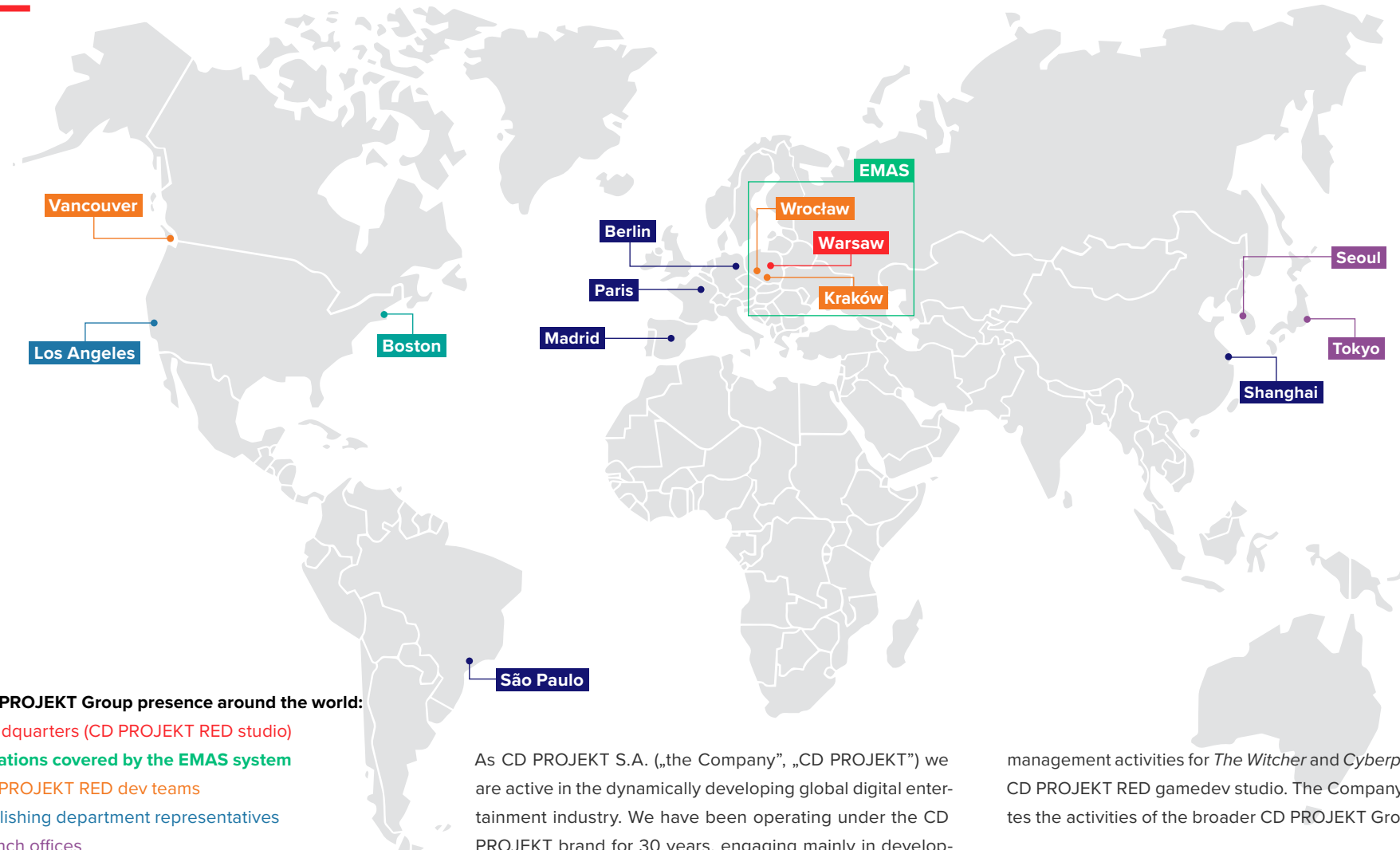
At CD PROJEKT we want to be ambitious in everything we do – whether it's developing games, organizing marketing campaigns or undertaking environmental and climate protection activities. We want to expand our business in an environmentally conscious manner – this represents an important goal both for me personally, as well for a great many of my colleagues from the CD PROJEKT team.

Piotr Nielubowicz

CFO, MEMBER OF THE BOARD



ABOUT CD PROJEKT



CD PROJEKT Group presence around the world:

- Headquarters (CD PROJEKT RED studio)
- Locations covered by the EMAS system
- CD PROJEKT RED dev teams
- Publishing department representatives
- Branch offices
- Media and community managers
- CD PROJEKT RED Inc. and The Molasses Flood studio

As CD PROJEKT S.A. („the Company”, „CD PROJEKT”) we are active in the dynamically developing global digital entertainment industry. We have been operating under the CD PROJEKT brand for 30 years, engaging mainly in development of video games in the framework of our proprietary franchises. We also carry out global publishing and brand

management activities for *The Witcher* and *Cyberpunk* as the CD PROJEKT RED gamedev studio. The Company coordinates the activities of the broader CD PROJEKT Group.

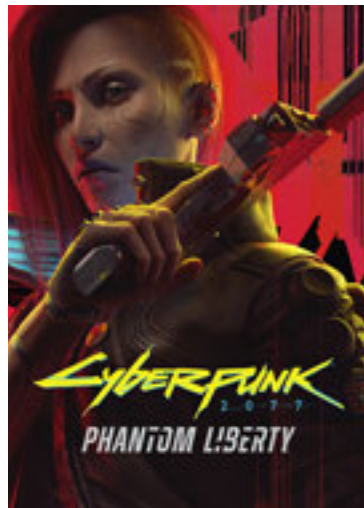
CD PROJEKT S.A. is a publicly traded company listed on the Warsaw Stock Exchange.

Our major releases

Over
1300 global awards
for CD PROJEKT RED games

Over
25 million
copies of *Cyberpunk 2077* sold

Over
75 million
copies of games from *The Witcher*
trilogy sold



Share of digital distribution channels in total distribution carried out in 2023:



PHANTOM LIBERTY



Environmental goals and tasks

In line with our [Environmental Policy](#), we have set certain environmental goals and tasks for CD PROJEKT for the 2024–2030 period. The purpose of these goals is to reduce the negative impact of our activities on the natural environment. They are based on key environmental aspects identified in the [first edition of our Environmental Statement](#). For each of the stated goals we have defined specific tasks, setting deadlines, allocating the necessary resources, and indicating responsible persons.

We have also assessed the implementation status of our environmental goals set for 2023, as presented in the table on the next page. ▼



CD PROJEKT ENVIRONMENTAL GOALS FOR 2024–2030

Relevant aspects	Goal	Task	Timeframe
<ul style="list-style-type: none"> ▶ Carbon footprint from general use of electrical Energy Scope 2); ▶ Production and use of electrical energy from renewable sources; ▶ General use of electrical energy; ▶ Use of electrical energy at server room 	Reducing absolute Scope 1 and 2 GHG emissions at CD PROJEKT by 42% by 2030 (compared to 2023 baseline values).	Concluding a contract regulating supply of electrical energy from renewable sources for the Warsaw campus	2024
		Deploying solar panels at the parking structure and building no. 1 at the CD PROJEKT campus	2024–2025
		Constructing a new server room in Warsaw while acknowledging modern best practices applicable to data processing centers	2025–2026
		Applying eco-friendly solutions in the ongoing construction of a new office building in Warsaw	2024–2025
		Calculating the embodied and operational carbon footprint, along with an energy model, for the new office building	2024–2025
<ul style="list-style-type: none"> ▶ General use of electrical and thermal energy; ▶ Supporting eco-friendly means of commuting 	Fostering involvement of team members in pro-environmental activities	Organizing at least 4 campaigns which encourage employees to engage in eco-friendly activities	2024

IMPLEMENTATION STATUS OF CD PROJEKT ENVIRONMENTAL GOALS AND TASKS SET FOR 2023–2024

Goal	Task	Timeframe	Implementation status	
Improving the generating capacity of own renewable energy infrastructure by at least 40% compared to 2022 figures	Expansion of solar panel arrays at CD PROJEKT's Warsaw campus	2023–2024	In progress	In 2023 we increased the generating capacity of our infrastructure by over 30%. The number of solar panels has grown to more than 400. Further upgrades are scheduled for 2024–2025.
	Feasibility study concerning expansion of renewable energy facilities at CD PROJEKT's Warsaw campus with a micro wind farm	2023	Implemented	Wind force measurements have been taken at the tallest buildings on the CD PROJEKT campus, feeding into an analysis of the potential for expanding our renewable energy facilities with a micro wind farm.
Optimizing management of energy and equipment in the server room (to ensure peak efficiency in terms of energy consumption)	Analysis of energy use at the server room. Optimizing server parameters to minimize energy use while maintaining high efficiency	2023	Implemented	Server room energy consumption analysis is carried out on an ongoing basis; the server infrastructure has been optimized for energy efficiency while maintaining optimal performance
	Upgrades to main server architecture	2023	Implemented	Selected devices deployed in the main server room have been upgraded.
Improving management of carbon footprint – scopes 1+2	Developing a decarbonization (reduction of carbon footprint) strategy within Scopes 1+2	2023–2024	In progress	In 2023 we calculated the Scope 1 and 2 carbon footprint of our organization for the whole of 2023. We also organized workshops devoted to carbon footprint reduction, which enabled us to set reduction goals for 2030 and define the main points of our decarbonization strategy. The decarbonization plan is currently in preparation.
	Calculating the carbon footprint of the new office building and monitoring the carbon footprint of its construction process	2023–2025	In progress	In 2023 we calculated the carbon footprint of the office building under construction, covering the full lifecycle of the building, based on its executive design. In accordance with the project's schedule we intend to update these calculations once construction is finished.
Reduction of carbon footprint from use of thermal energy	Upgrading the central heating facility at the Warsaw campus	2024	In progress	In 2023 we developed design documentation for the upgrade, and deployed a system for automatic management of the heating facility, which reduced in reduced use of thermal energy. We expect to finalize the upgrade by the end of 2024.
Continuation of the "green transformation" process at the Warsaw campus	Deploying eco-friendly infrastructural solutions at the Warsaw campus other than those already mentioned	2023	Implemented	A rainwater collection and plant irrigation system has been deployed; the parking structure has been equipped with 20 electric car charging stations; more than 4800 plants have been planted – including the "green" facade of the parking structure; we have continued to upgrade our light fixtures with energy-efficient solutions.
Fostering involvement of team members in pro-environmental activities	Supporting eco-friendly commuting – second edition of the <i>Less Emissions with RED</i> campaign	2023	Implemented	We organized the 2nd edition of our emissions-free commuting initiative, which lasted between 8 May and 30 September, and involved over 175 participants at our Warsaw, Kraków and Wrocław offices.
	Organizing at least 4 campaigns which encourage employees to engage in eco-friendly activities	2023	Implemented	We organized a training webinar and released an eco-guide, explaining how to care for the environment and save energy, to our employees. For the second time our company picnic included an eco workshop; moreover, our employees were provided with educational document concerning eco-friendly means of travel.



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 carry out periodic compliance audits which focus on environmental regulations, and develop policies for adapting to legal changes.



ASSESSMENT OF COMPLIANCE WITH MAIN LEGAL REQUIREMENTS

Environmental subject	Requirement	Means of ensuring compliance	Outcome	
Waste	<ul style="list-style-type: none"> ▶ BDO database entry¹ ▶ Waste segregation ▶ Waste management ▶ Logging and reporting ▶ Municipal waste 	<ul style="list-style-type: none"> ▶ We're registered in BDO as a waste producer ▶ We carry out selective recycling and separate municipal waste into five fractions ▶ We have implemented solutions that reduce the amount of waste generated ▶ We register our waste in the DBO database on an ongoing basis ▶ We store waste in accordance with legal regulations 	<ul style="list-style-type: none"> ▶ We hand over waste only to authorized disposal agents ▶ We compile reports of our waste generation, and submit them to the appropriate authorities ▶ We segregate municipal waste into five fractions ▶ We train our team on proper waste segregation techniques ▶ We have a waste disposal contract in place, and abide by its terms 	✓
Atmospheric emissions	<ul style="list-style-type: none"> ▶ KOBIZE² registration and submission of reports ▶ Quantitative monitoring of GHG emissions ▶ Monitoring of air conditioning devices 	<ul style="list-style-type: none"> ▶ We are registered with KOBIZE ▶ We monitor consumption of fuels ▶ We calculate emissions in accordance with the published indicators 	<ul style="list-style-type: none"> ▶ We compile reports and submit them to authorities in a timely manner ▶ We regularly inspect our air conditioning devices for leaks ▶ We calculate our carbon footprint in 3 scopes 	✓
Water and sewage management	<ul style="list-style-type: none"> ▶ Water supply/sewage collection agreement ▶ Water law permit 	<ul style="list-style-type: none"> ▶ 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 	<ul style="list-style-type: none"> ▶ We regularly monitor the composition of our sewage 	✓
Packaging	<ul style="list-style-type: none"> ▶ BDO database entry ▶ Inventory of packaging ▶ Contract with recycling contractor 	<ul style="list-style-type: none"> ▶ We are registered in BDO as an entity which introduces packaging to the market ▶ We maintain an inventory of packaging materials 	<ul style="list-style-type: none"> ▶ We have a valid contract with a packaging recycling contractor, and abide by its terms ▶ We submit reports in accordance with legal requirements 	✓
Electronic and electrical equipment, and batteries	<ul style="list-style-type: none"> ▶ BDO database entry ▶ Inventory of equipment and batteries ▶ Contract with recycling contractor 	<ul style="list-style-type: none"> ▶ We are registered in BDO as an entity which introduces batteries to the market ▶ We maintain an inventory of equipment and batteries 	<ul style="list-style-type: none"> ▶ We have a valid contract with an equipment recycling contractor, and abide by its terms ▶ We submit reports in accordance with legal requirements 	✓

To the best of our knowledge, in 2023:

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

- ¹ BDO is the database of products, packaging and waste management maintained by voivodship marshals' offices
- ² The National Centre for Emissions 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 System in Poland, which includes maintenance of the Polish component of the EU emissions permit registry.

Environmental effects of CD PROJEKT activities

The EMAS Eco-management System (the System; EMAS) at CD PROJEKT covers activities carried out in office buildings in Warsaw, Kraków and Wrocław. Our headquarters are located at the Warsaw-based campus, at Jagiellońska 74, which is owned by CD PROJEKT. We rent office space in Kraków in Wrocław to carry out additional activities.

At CD PROJEKT we monitor and assess the environmental impact of our activities, taking into account legal and other regulations. Data and environmental indicators in the System are collected 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 EMAS regulation obligates all participating organizations to include in their respective Environmental Statements information concerning their environmental effect using, at a minimum, the so-called “core indicators”. These concern energy, materials, water, waste, biodiversity in the use of land, and emissions.

Given the fact that we primarily carry out office activities, and that there is limited capacity for further changes in the means in which our Warsaw campus grounds are utilized, we have decided to forgo presentation of the biological diversity indicator related to our land use. The Warsaw campus has already undergone a significant number of changes promoting biological diversity – including stripping sizeable areas of pavement and replacing it with greenery. In 2023 green facades and a rooftop green zone was added to our parking structure, along with additional plants in its vicinity. We try to shape our grounds in a way which appeals to their occupants while also being eco-friendly.

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. In the case of CD PROJEKT, we have settled on the average employment in each year.

B coefficient	Unit	CD PROJEKT		
		2022	2023	2023
Average employment ³	[persons]	879	924	984

- ³ 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 deployed in Warsaw and Wrocław,
- thermal energy purchased to ensure heating at the offices.

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 ,
- for diesel fuel we apply a ratio of 43 GJ/t⁶.

Types of energy	A – energy consumed [GJ]			B – average employment			$W_E=A/B$		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Electrical energy ⁴	5 479	6 065	7 720				6,2	6,6	7,8
Thermal energy ⁵	3 820	3 565	4 595				4,3	3,9	4,7
Diesel fuel	137	27	50				0,16	0,03	0,05
Gasoline	390	356	386	879	924	984	0,44	0,39	0,39
Total direct consumption of energy	9 826	10 013	12 751				11,2	10,8	13,0
including consumption of energy from renewable sources	343	334	392				0,39	0,36	0,40

⁴ CD PROJEKT S.A. owns the property complex at Jagiellońska 74 and 76 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 used by CD PROJEKT and other member companies of the CD PROJEKT Group, as well as spaces involved in property maintenance, is fully included in the figure reported for CD PROJEKT. All electricity produced in our own photovoltaic installation is fully included as CD PROJEKT's renewable energy consumption.

⁵ 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 used by CD PROJEKT and other member companies of the CD PROJEKT Group, as well as spaces involved in property maintenance, is fully included in the figure reported for CD PROJEKT.

⁶ 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 per employee increased by 20% in 2023 compared to the 2022 figure. The reported increase in the use of electrical energy per employee (by 20% y-o-y) is related to the launch of a new parking structure at the Warsaw campus, and the attendant demand for electrical energy (including for electric car charging stations provided to employees), along with a larger number of employees who commuted to their offices in 2023. Demand for thermal energy per employee also increased (by 21%) compared to 2022, which is due to an expansion of office space utilized by our Company. In 2023 we also purchased a supply of diesel fuel for the generator used to supply emergency power to our server room. In addition, expansion of the photovoltaic plant deployed at the Warsaw campus resulted in a 10% increase in the amount of solar power generated per employee.



Materials (W_M)

Indicator	A – mass of packaging [kg]			B – average employment			$W_M=A/B$		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Mass of packaging of our games introduced to the market ⁷	2 355	3 162	4 962	879	924	984	2,7	3,4	5,0

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 packaging of our games per employee increased by 47% in 2023 compared to 2022. This increase was due to a larger number of product orders placed by customers

compared to 2022 – itself a consequence of the launch of *Cyberpunk 2077: Ultimate Edition* bundle, consisting of the base game and the *Phantom Liberty* expansion. 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 2023 its share amounted to 12% for *Cyberpunk 2077*, 4% for *Phantom Liberty* and 8% 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.



⁷ The table lists the total mass of packaging materials regardless of type, including bulk packaging and shipment packaging.

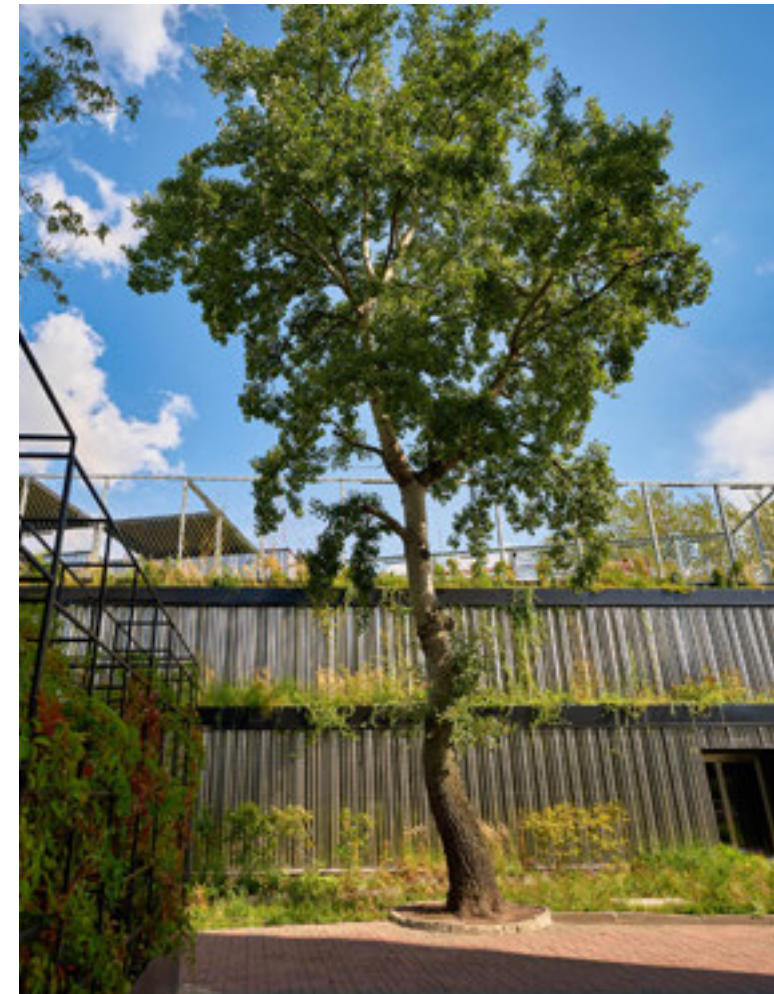
Water (W_w)

Indicator	A – use of water [m ³]			B – average employment			$W_w=A/B$		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Use of water ⁸	2 131	5 250	6 698	879	924	984	2,6	5,7	6,8

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.

Use of water per employee increased by 20% in 2023 compared to 2022. This is due to employees returning to office work, and the launch of the new multi-story parking structure in Warsaw. Increased water consumption is also linked with use of water to irrigate the extensive green zones at the CD PROJEKT campus. The parking structure in Warsaw is equipped with an underground rainwater collection tank. Following purification, the collected water is used to irrigate the numerous plants on top of the parking structure and in its neighborhood, reducing our reliance on tap water for this purpose. We also organize educational campaigns for our employees which address the topic of water conservation.

⁸ 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 quantity of waste generated per employee in 2023 increased by 34% compared to 2022. An increase was also noted in the quantity of hazardous waste (computer monitors and TV screens) – given the fact that in 2023 we upgraded a large portion of our electronic equipment to adapt it to the needs of our dev teams. 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.



Type of waste	A – mass of waste [kg]			B – average employment			W _o =A/B		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Non-hazardous waste	9 925	6 711	9 083				11,3	7,3	9,2
Hazardous waste	40	104	646	879	924	984	0,05	0,1	0,7
Total waste generated⁹	9 965	6 815	9 729				11,35	7,4	9,9

⁹ The aggregate figures are derived from our inventory of waste maintained on the basis of Waste Transfer Cards issued in the BDO system.

Emissions (W_{sw})

Carbon footprint	A – carbon footprint[t CO ₂ e]			B – average employment			$W_{sw}=A/B$		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Direct GHG emissions (Scope 1)	35	25	28	879	924	984	0,04	0,03	0,03
Indirect energy-based GHG emissions (Scope 2)	1 427	1 458	1 811				1,62	1,58	1,84

Atmospheric emissions are calculated as the total annual emissions of greenhouse gases (the so-called carbon footprint), expressed in tons of CO₂ equivalent [eq CO₂]. 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 according to the GHG Protocol methodology¹⁰.

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.

We have adopted the following assumptions:

- emissions coefficients for liquid fuels are based on DEFRA¹¹ criteria.
- We monitor leaks of coolant agents. No such leaks were identified in 2023.

- Intensity indicators for thermal energy are based on data published by the Polish Energy Regulatory Office.
- For electrical energy, we have adopted 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.

In 2023 we updated our Scope 1 emissions calculation methodology. For emissions from liquid fuels, instead of KOBIZE indicators we applied the DEFRA indicators, which account for a broader range of greenhouse gases. Scope 1 emissions for 2021-2022 were recalculated according to the new methodology, and the presented data has been updated accordingly. Direct GHG emissions per employee in 2023 were similar to 2022 values; however, indirect emissions per employee increased by 17%. This increase in Scope 2 emissions is due to increased use of electrical and thermal energy in 2023 compared to 2022, which is mainly the result of

opening a new parking structure at the Warsaw campus, along with a larger number of employees returning to office work in 2023.

Between 2021 and 2023 our renewable energy infrastructure deployed at the Warsaw campus prevented the release of 211 t CO₂e. In 2023 we set an ambitious decarbonization goal for CD PROJEKT in the scope of internal activities. According to this goal, by 2030 we intend to reduce our Scope 1 and 2 emissions by 42% compared to 2023 values (treated as the baseline). We are currently working out a decarbonization plan which will identify key actions to be undertaken in order to reduce GHG emissions from our internal activities

¹⁰ Greenhouse Gas Protocol, GHG Protocol – accounting tool used for recording greenhouse gas emissions, co-developed by the World Resources Institute and World Business Council for Sustainable Development.

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

Eco-friendly activities at CD PROJEKT S.A. in 2023

At CD PROJEKT we engage in a variety of activities which promote care for the natural environment, counteracting climate change and supporting transition of the economy towards low-emissions standards and practices.





Environmentally friendly campus

Since purchasing the property complex at Jagiellońska 74 in October 2019, we have been at work to modernize CD PROJEKT's Warsaw campus. Our goal is to reduce consumption of electrical energy, improve the energy efficiency of our workplace, and thereby reduce greenhouse gas emissions. In 2023 we expanded our solar panel array deployed on the rooftops of our Warsaw campus structures, and upgraded part of our server infrastructure. We also launched a new multistory parking structure, which incorporates a range of eco-friendly solutions, including:

- deploying **20 electric car charging stations**, and adapting all parking spaces for future deployment of additional charging stations,
- setting aside a portion of the parking structure to cater to the needs of employees who **commute by bike**,
- deploying a **BMS system** to monitor and manage all devices and facilities throughout the building,
- **arranging a green zone**, which includes 4 800 potted plants mounted on the building's facades and in its vicinity,
- deploying a **rainwater collection system** for irrigation of plants, thus reducing our reliance on tap water,
- arranging a **green open-air work and social area**, along with a leisure zone for team members.



A major ongoing investment at the Warsaw campus, started in 2023, involves construction of a new office building and redevelopment of its surrounding areas. The building's design acknowledges modern eco-friendly practices and incorporates cutting-edge energy-efficient solutions, including:

- **use of low-emissions concrete**, 90% recycled rebar and reinforcements made from low-emissions recycled steel (relying entirely on renewable energy sources),
- **green terraces** lining all glass facades of the building, reducing insolation and preventing excessive heating of interior spaces,
- large, **openable windows** which let in much daylight and ensure direct access to fresh air,
- **a modern and effective air conditioning** and ventilation system which relies on ozone layer-friendly coolant agents,
- **a freecooling system** which makes use of favorable external atmospheric conditions to facilitate air conditioning,
- **retention of rainwater**, which can be used to irrigate plants and flush toilets,
- demand for electrical energy partly met by **solar panel arrays** incorporated in the building's structure.



Eco-initiatives for employees

Less Emission with Red – promoting eco-friendly means of commuting

In 2023 we organized the second edition of our *Less emissions with RED* challenge, which encourages team members to commute using zero-emissions means of transportation. The challenge lasted between May and September, and involved 175 participants, who together logged 4768 commutes, totaling nearly 58 000 km. Choosing eco-friendly ways to commute prevented the emission of approximately 7.8 tons of CO₂ compared to commuting by car.

Clothing swap

To promote the circular economy and circular fashion, in 2023 we organized a clothing swap. Team members could bring unneeded apparel and accessories to the office, and pick up items brought by other participants. Unclaimed items were donated to the Ubrania do Oddania Foundation; additionally, for each kilogram of collected clothing, the organization made a donation to the Ocalenie Foundation. We ended up swapping a total of 65 kg of clothing, preventing emissions of 846 kg of CO₂.

Building eco-awareness

In January 2023, in the framework of the *Green Up* webinar series, we organized a meeting devoted to eco-nutrition, where participants could learn e.g. how to avoid wasting food. In April we carried out an informational campaign, encouraging team members to conserve energy, and published *Eco Guide: How to save the environment and energy* – available to our team members and lessees. We also published a list of useful practices titled *How to be eco while traveling*. Our company picnic, held in June, included an eco-workshop with an eco toiletries crafting stand, which attracted particular attention.



Contact information

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](tel:+48225196900)

We also encourage you to familiarize yourself with the [CD PROJEKT Group Sustainability Report](#) and to visit [our website](#).

