



CANADIAN IMPACT REPORT

2023 • 2024



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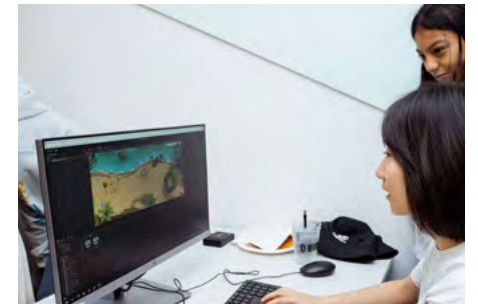
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CELEBRATING SUCCESSES, INNOVATING & CULTIVATING IMPACT

In 2023, our talented Canadian teams showed their commitment to improving in-game and real-life worlds for the benefit of our players, our communities, and our ecosystem.

This year, our Canadian studios contributed to making several games come to life for the benefit of millions of players, including Assassin’s Creed Mirage, Assassin’s Creed Nexus VR, Skull and Bones, Rainbow Six SMOL, and Avatar: Frontiers of Pandora. Our team members demonstrated creativity, resilience, and teamwork, to bring captivating worlds to life in an ever-changing environment.

We also saw a wave of technological disruption with new innovations in **artificial intelligence (AI)**. As innovators, we recognize its impact on the video game landscape and society at large. Our teams are laying the groundwork on Generative AI’s use in our productions and games so we can use these tools in a responsible way and with a people-first mindset. Once more, AI is a tool with the potential to transform our online

communities for the better. In the report, you’ll learn about ToxBuster, a prototype that can detect, identify, and counter disruptive online behaviour, keeping our online spaces safe, respectful, inclusive, and fun for everyone.

The power of togetherness

As a video game leader in Canada, we’re deeply involved in **enriching the video game ecosystem**. Through programs and initiatives - such as RADAR fund, Caravane, and the Indie Series - we’re dedicated to nurturing a vibrant and sustainable ecosystem where indie studios can thrive. We made significant investments in Manitoba, Ontario, and Quebec in particular to support the growth of local indie studios and further spark innovation to ensure the industry remains resilient, inclusive, and accessible. We’re committed to contributing to building a solid community, where everyone can level up together.

Beyond video games, we’re also looking to positively impact the communities our studios operate in, and we’re committed to contributing to a more inclusive and sustainable society. This year, our commitment to **social responsibility** has manifested itself through myriad initiatives, from charitable donations and volunteer efforts to community engagement. Across our studio communities, our colleagues have lent their time, talents, and resources to support 50+ organizations across Canada, embodying the spirit of empathy, compassion, and solidarity.

Sincerely,

Leslie Quinton

— Vice President, Communications



“As we celebrate the milestones and achievements of the past year, we want to reaffirm our commitment to making a positive difference in the world—one game, one player, one community at a time. Together, we have the power to inspire, uplift, and transform lives.”



UBISOFT IN CANADA AT A GLANCE



Ubisoft creates worlds for everyone. We're dedicated to enriching the lives of our players by developing high-quality games that resonate with all kinds of personalities, bring people together, and allow everyone to learn and grow while having fun.



At our core, we're defined by our people. We welcome talent of all backgrounds and from all over the world to create unforgettable games, engage with our communities, and bring to life ideas that would otherwise be impossible.

"I believe that increased collaboration will allow our teams to support one another, learn from each other, and above all, inspire each other to create the best games for our players."

— Christophe Derennes, Managing Director, North America

Today, Ubisoft's Canadian Studios in Halifax, Montreal, Quebec City, Saguenay, Sherbrooke, Toronto, and Winnipeg work on Ubisoft's most recognizable brands, including Assassin's Creed, Far Cry, Prince of Persia, and the Tom Clancy series. With more than 5,500 team members, we consistently strive to provide rewarding experiences for our players, our teams, and our communities.

Highlights

- Creation of the North American hub
- International expansion of our mentorship program for underrepresented gender identities
- Ubisoft Sherbrooke and Ubisoft Halifax moved into their new home
- Celebrating 20 years of Far Cry

Awards & Accolades



Canada's Top Employers for Young People 2024
Ubisoft's Canadian Studios named one of Canada's Top 100 Employers for Young People



Montréal's Top Employers 2024
Ubisoft named one of Montréal's Top Employers for 2024



Women in Governance Parity Certified 2023
Ubisoft received a Silver Certification for 2023

Key Figures in 2023-24

Data as of February 29, 2024

19,000+
employees worldwide

5,550
employees in Canada

28.5%
of all Ubisoft employees worldwide are in Canada

23.4%
of all employees are women

14.4%
of the executive team are women

22.3%
of all managers are women

19.4%
of full-time employees under 30 years old



POSITIVE IMPACT OF VIDEO GAMES

“We realize that bad behaviour does not equal a bad player, which is why the very idea of preventing disruptive behaviour is rooted in guidance. It is absolutely essential for us to shape player behaviour by engaging with our community and explaining what appropriate behaviour looks like and the importance of creating a space where everyone feels safe and included.”

— Jérémy Marchadier,
Director of Player Safety, Ubisoft

Video games have the potential to foster community, promote teamwork and reduce social isolation. We strive to make sure our spaces are safe, fair, and fun for our players.

Our player protection team on Tom Clancy’s Rainbow Six Siege is doing just that. Over the past few years, they’ve been collaborating with internal and external experts to develop two industry-first systems and to find new ways of reinforcing positive behaviours in this competitive environment.

Building Positive Reinforcement into the Game

This past year, Rainbow Six Siege integrated a system focused entirely on positive reinforcement: the Commendation System. With this system, players are able to commend other players for displaying positive social behaviours, like valour, dedication, or providing guidance to teammates. This feature was



Photo credit:
Eric Ananmalay

designed based on the idea that focusing on positivity generates positivity – and it’s worked.

Player response to the Commendation System has been overwhelmingly positive. To build on this momentum, once a player receives several commendations and is on a “streak”, a dedicated icon appears next to their name and they receive a variety of in-game rewards

such as free cosmetics. These commendations also impact their overall reputation standing, working in harmony with the overall Reputation System.



Photo credit:
Eric Ananmalay

Promoting Positive Social Behaviour with the Reputation System

In-game toxicity in Rainbow Six Siege, like other games, can include bad-faith practices such as friendly fire, deliberately spoiling other players’ enjoyment through disruptive behaviours and unwanted communication, and voice or text chat abuse. To reduce this type of behaviour, the player protection team decided it was necessary to warn and guide players and mitigate problems in a way directly related to the offense.

For example, a player is repeatedly using hateful or abusive language over voice chat. They’re given two warnings. The first signals that their behaviour is unacceptable. The second gives them an opportunity to change their playstyle. If they continue, their voice chat will be muted by default for the next 30 matches. They can still send and receive messages, but only players who choose to unmute them will receive their messages.

Since the system’s launch in March 2023, there has been a 56% reduction in chat abuse after the first warning. Of the players who continued to engage in abusive chat, 46% stopped after the second warning. Only 0.25% of players reached the point where they were sanctioned. The system is being updated on a regular basis to improve the user interface and ensure that players understand the importance of their reputation.

An ongoing project

The player protection team continues to work on both the Commendation System and Reputation System, helping to support and protect players’ journeys in Siege. The team continues to explore ways to increase the opportunities for positive interactions in-game, with the ultimate goal of giving players a more positive overall experience.



DIVERSITY, INCLUSION & ACCESSIBILITY



“Our Canadian studios’ Women in Governance’s 2023 Gender Parity Certification reflects both our achievements and the path that lies ahead. We know we have much more work to do and hope our reflections on the report will guide us towards a more inclusive future.”

— Erin Roach,
Director of Diversity and Inclusion,
Canadian studios

Creativity, innovation, and passion are at the heart of making great games, but this is only possible when people feel comfortable and safe bringing their unique perspectives and experiences to the table. We’re continuously striving to build a more inclusive work environment that reflects our players and the diversity of the world we live in.

Over the past year, our HR practices have continued to evolve to meet these conditions,

with new programs, development opportunities, discussions, and making sure our leaders have the tools and understanding they need to build a supportive team environment.

First things first: ensuring we have a level playing field for women at work

Our Canadian studios participated in Women in Governance’s 2023 Gender Parity Certification, which recognizes commitment to



gender parity in the workplace through mechanisms organizations implement to bridge equity gaps. We obtained a silver-level certification, a new milestone from our previous bronze-level certification.

Expanding leadership development for women and non-binary team members

In Winnipeg and Montreal, a leadership program empowers and supports our women to reach their goals and gain confidence through professional development opportunities and personalized mentoring. This builds on the foundation of our other development opportunities at Ubisoft, which provides emerging talent with mentorship opportunities. Meanwhile, we started a new coaching program for women of all levels of seniority on our production teams is focused on supporting women to reach their professional goals and develop their internal networks.

“The new coaching program is a game changer, and experiencing it for the first time laid the foundation for me to grow into a leader. Then, as a mentor, I was able to help build a strong community that connects women in the workplace regardless of background and race.”

— Claire Chen, Generalist
Programmer, Ubisoft Winnipeg



A new mentorship program: Project Rise

In September 2023, we launched Project Rise, a program to support the professional development of employees who self-identify as racialized people or Indigenous peoples at Ubisoft. This included the launch of a mentorship program in our Montreal and Toronto studios, focusing on tech and creative roles to connect team members with a more senior team member who can share advice and guidance that supports learning and professional development.

From September 2023 to May 2024, 31 pairs of employees across the two studios joined this new program, 42% of which were women and non-binary participants.

By supporting our team members from under-represented groups in the industry and giving them the support they need to reach their goals and aspirations, we help to reinforce the authenticity of the worlds we build, the stories we tell, the characters we create, and the technologies and systems we support.



Fostering a culture of inclusive and accessible content on our development teams

[Forty-seven per cent \(47%\)](#) of players don't play games they feel are not made for them in terms of character identities. By creating a wider array of stories and perspectives in our games, players can see themselves represented in games and participate in stories that resonate with them. To do so successfully, diversity, inclusion, and accessibility needs to be integrated into the creative process of games from early conception.

→ **Sharing best practices across our teams:** At our internal event, the Ubisoft Developers Conference, we hosted a series of discussions with production leaders on their approach to D&I, and the concrete actions teams can take at key moments in the production lifecycle to make games that reflect the diversity of our players and of a changing world.

→ **Embedding inclusion in our creative processes:** Production leaders in our Montreal studio also participated in a workshop to identify ways we can further embed inclusion in our creative processes and identified key collective actions to take on their projects.

→ **Promoting accessibility in a video game's core systems and mechanics:** The Ubisoft accessibility team, based in Montreal and Toronto, played a key role in developing accessibility features alongside Ubisoft Bordeaux for Assassin's Creed Mirage, touted by the games a11y community as one of the most accessible Assassin's Creed games to date. [Read the spotlight here.](#)

Staying true to our commitment to truth and reconciliation

We're on a journey and commitment to Truth and Reconciliation Commission Call to Action #92 for businesses. This year, we held several learning sessions, open to everyone at our studios across Canada, leading up to the National Day for Truth and Reconciliation and Orange Shirt Day. This included:

- A Conversation on Indigenous Realities in Quebec with Xavier Watso, content creator from Abenaki Nation of Odanak
- Indigenous Learning Session: Reconciliation begins with Truth with Elder Brian McLeod, Cultural Teacher & Knowledge Keeper



Photo from Assassin's Creed Mirage



Employee Resource Groups across Canada

Our Employee Resources Groups play an important role in how we foster a more inclusive and equitable workplace. They empower positive change across our studios through workshops, training sessions, and offering critical feedback on how we're doing and where we need to go.



Latin American
& Hispanic

GENTE
A UBISOFT ERG

101

Members
and allies



Asian
& Pacific Islanders

A.P.I.
A UBISOFT ERG

124

Members
and allies



2SLGBTQIA+

UBIPROUD
A UBISOFT ERG

270

Members
and allies



Neurodiversity

NEURODIVERSITY
A UBISOFT ERG

176

Members
and allies



Black Employees
at Ubisoft

B.E.A.U.
A UBISOFT ERG

109

Members
and allies



Women
for Equity

W.E.
A UBISOFT ERG

242

Members
and allies





Our key partnerships

Ubisoft sponsors [ALLIA](#), an association that supports women in creative industries, by launching the first-ever industry day for video games, alongside mentorship and networking programs. This initiative aims to enhance diversity and inclusion in the video game industry, providing women and underrepresented communities with opportunities for professional growth and career development.



Photo credit: Marilyn Aitken

Ubisoft's sponsorship of the Indigenous Voices exhibition at the [McCord Museum](#) also included workshops involving employees, fostering internal engagement and understanding of Indigenous cultures. This interactive aspect further deepened the impact of the partnership within the company.



By supporting [Poly-Out](#), Ubisoft is firmly committed to promoting awareness, education, and inclusion of 2SLGBTQIA+ individuals at Polytechnique Montréal. By combating discrimination and fostering integration, we contribute to creating a more equitable society.



Ubisoft Montreal's sponsorship as a partner for the inaugural [JAMTL/Conf](#) highlights our dedication to creating a more inclusive industry. Our support of this project underscores an ongoing commitment to accessibility innovations, contributing to a more inclusive video game landscape.



Photo credit: Véronique Duplain



EDUCATION

From elementary school students to post-secondary grads, we're investing in initiatives to promote and provide access to STEM education and training.

Our collaborations with educational partners and non-profit organizations cover everything from workshops and activities for elementary school students and mentorship from video game developers for high school students, and internship opportunities for new grads.

We want to make sure that students from all backgrounds have the opportunity to develop the knowledge and skills they need to succeed in the future.



At the Elementary School Level, we Create the Spark

At the elementary school level, we work with non-profit organizations to ignite students' curiosity in STEM subjects by supporting meaningful hands-on programs that encourage creativity, cooperation, critical thinking and problem-solving, as well as empathy and resourcefulness.

YOUTH FUSION

THROUGHOUT THE PROVINCE OF QUEBEC AND ONTARIO

Through its video game creation projects for elementary and high school students, Youth Fusion aims to help students discover technology and design with a view to empathy, peace education, and anti-bullying. This year, 28 schools and 857 students were guided through the creation of an interactive story and a video game prototype. Learn more about the partnership [here](#).

HACK THE ROM

THROUGHOUT THE PROVINCE OF ONTARIO

Ubisoft Toronto continues to be a proud supporter of the Hack the ROM program at the largest museum in Canada, the Royal Ontario Museum. This digital learning program engages Indigenous students and their peers (grades 4-10) throughout Ontario by building their digital literacy skills, including coding, and by connecting students with Indigenous knowledge and belongings at ROM. We also donated dozens of computer monitors and chairs to ROM Makerspace, a learning hub located in the museum. Learn more about the partnership [here](#).



RESEAU TECHNOSCIENCE

THROUGHOUT THE PROVINCE OF QUEBEC

Through our technology partnership with Reseau Technoscience, we facilitated 87 workshops and reached 1,925 elementary students with Decode the Code, a digital kit available in classrooms, libraries, day camps and after-school programs. Learn more about the partnership [here](#).

"Hack the ROM is one of the most rewarding outreach programs I've ever been a part of. Having been taught about Indigenous cultures primarily in the past-tense as a child (through biased history lessons), I really appreciate the genius of this program. As a mentor, I see how impactful it is to have students make video games about a topic they may not have come to on their own - reminding them that Indigenous cultures are still alive, rich, and part of the world they live in."

— Nikki Foy, Lead Scriptwriter, Ubisoft Toronto

Ubisoft Education by the numbers

71

school-related activities, including speaking opportunities and school visits

193

Ubisoft mentors supporting students across Canada

64,067

downloads of Les Jeunes décodent, Demain durable et branché, and CTRL+F, all French-speaking podcast series for children that explore the potential of emerging technology to do good

5,721

interactions between students and Ubisoft mentors through our Academos partnership



At the Secondary Level, we Feed their Curiosity

We're committed to supporting high school students, showing them that whatever their background, STEM studies offer enriching possibilities. Through workshops, school visits and more, Ubisoft mentors are introducing students to the worlds of technology, art, and design, while also fostering teamwork.

LE CODE DES FILLES

QUEBEC CITY

We support Le Code des Filles and its events for the next generation of women in digital technology. Whether it's through their coding challenge, inspirational events with role models, or collaborations with local schools, Le Code des Filles ensures female outreach within our education system. Learn more about the partnership [here](#).



TECHNOVATION

THROUGHOUT THE PROVINCE OF QUEBEC

Technovation looks to develop technology and game design skills in youth. Through Gameable, a program created by professionals in the video game industry, participants learn basic game design, production, and programming skills. Students are placed in small teams, where they work together to develop a video game prototype with support from a Ubisoft mentor. Learn more about the partnership [here](#).

LES FILLES ET LES SCIENCES EVENTS

MONTREAL AND QUEBEC CITY

This year, five female mentors from Ubisoft participated in campaigns aimed at raising awareness and attracting girls to the fields of science and technology through two Les filles et les sciences events held in Montreal and Quebec City. For the past two decades, these annual events have been giving female high school students in Quebec the opportunity to learn about STEM. Learn more about the partnership [here](#).



Photo credit: Denise Barria



Photo credit: Denise Barria

ACADEMOS

THROUGHOUT THE PROVINCE OF QUEBEC

Through our partnership with Academos, Ubisoft mentors connected with students, giving them opportunities to ask questions about their dream careers. Learn more about the partnership [here](#).

“Witnessing young students’ enthusiasm and passion for creating and conveying their own ideas and interests into video games makes me feel hopeful for the future.”

— Maria Del Carmen Casado Vila, Concept Artist, Ubisoft Montreal

“I’ve had nothing but great experiences collaborating with Ubisoft Education. I’ve been lucky to attend this event twice, and every year it’s been a real pleasure to meet and chat with young girls who are passionate about science and technology.”

— Juliette Pelletier, Gameplay Programmer, Ubisoft Quebec

“I’ve always loved sharing and talking with young people. Their interests and passion inspire me. I hope I’ve been able to help several mentees find their way and define their career paths. I love to see how Ubisoft continues to get involved and recruit new mentors.”

— Joel Tremblay, Generalist Programmer, Ubisoft Montreal

“For me, being a mentor means getting involved with the next generation, passing on my knowledge to them, just as those before me have done. It means sharing my experience and passion for video games with them.”

— Marie-Michelle Poitras, Level Artist, Ubisoft Saguenay



At the University Level, we Bring their Passion to Life

We give post-secondary students practical skills and hands-on experiences to broaden their knowledge. Through our programs, students learn from our experts and develop valuable abilities.

Key figures for competitions across Canada

1,189

participating students

Partnered with

47

universities and colleges

2

annual award ceremonies to celebrate students

DEVELOP AT UBISOFT

THROUGHOUT THE PROVINCES OF MANITOBA, ONTARIO, AND QUEBEC

250+ (DAU) participants

35

participating schools in NEXT/DAU schools across Manitoba, Ontario and Quebec

44

Ubisoft mentors

9

internships awarded

Develop at Ubisoft (DAU) is an annual competition and mentorship program aimed at developing talent from underrepresented gender identities for post-secondary students and new graduates.

This year, the program expanded to include our studios in Winnipeg and Quebec City, as well as Toronto.



Photo credit: Jordan Probst Photography

UBISOFT TORONTO NEXT

THROUGHOUT THE PROVINCE OF ONTARIO

300+ participants

21

finalists

7

internships awarded

35

Ubisoft mentors

30

schools across Ontario

Now in its 11th year, Ubisoft Toronto NEXT showcases the talent of video game development students in Ontario.

UBISOFT GAME LAB COMPETITION

THROUGHOUT THE PROVINCE OF QUEBEC

151

participants

19

teams

8

prizes

\$22,000

in scholarships

39

Ubisoft mentors

12

schools across Quebec

Across Quebec, Ubisoft's annual Game Lab Competition strives to prepare Quebec's next generation of developers. Students have 10 weeks to deliver a playable video game prototype that follows the theme, guidelines, and constraints given by a jury of Ubisoft professionals.

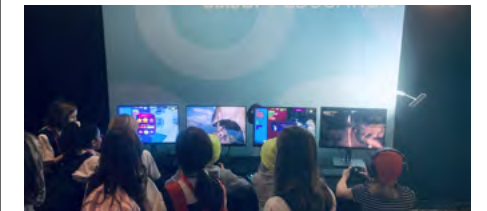


Photo credit: Véronique Duplain

TEDx de Ville Marie ED

MONTREAL

How can we prepare the younger generation for the challenges ahead? We partnered with TEDx de Ville Marie ED on a conference focused on education, bringing together students from the primary, secondary, post-secondary level, teachers, entrepreneurs, researchers, professionals and anyone interested in the future of education in Quebec. Learn more about the partnership [here](#).



Global Game Jam

HALIFAX

This year's Global Game Jam Halifax was hosted at the Faculty of Computer Science at Dalhousie University by ShiftKey Labs and HCI4Good. Our Halifax studio was out in full force, providing sponsorship, holding Q&As and acting as mentors to assist new game developers with game development best practices. Learn more about the partnership [here](#).





ENVIRONMENT



Ubisoft Montreal converted 13,763 kg of retired IT equipment into...

4,655 kg

of equipment reused in other departments or resold

8,392 kg

of equipment transformed into recycled materials

716 kg

of equipment donated to local organizations

Building a Sustainable Future Through Video Games

As the world faces pressing environmental challenges, Ubisoft is actively exploring how the immersive power of video games can contribute to global sustainability efforts.

This Climate Change commitment was a key theme in Leslie Quinton's presentation to United Nations and video game industry leaders at Games for Change's "Games and SDG Summit" in July 2023. The landmark, invite-only event explored how video games can support the United Nations's different Sustainable Development Goals (SDGs).

As Ubisoft's Vice President of Communications, Leslie shared insights into our approach to sustainability—a journey of continuous improvement rather than a final destination.

Ubisoft's strategy is two-fold: internally, we are encouraging and enhancing energy efficiency across our business practices, and externally, we aim to influence player behaviour through engaging game content that promotes environmental awareness. With our games reaching a vast, diverse audience that spans ages and cultures globally, we are seizing an incredible opportunity to effect change to encourage sustainability and conservation around the world.

Through these actions and as a founding member of the Playing for the Planet Alliance, Ubisoft not only is a leader in the video game industry in environmental stewardship, but also motivates our extensive global community to adopt behaviours that contribute to

a healthier planet. Our efforts in Canada and around the world pave the way for ongoing innovation and leadership in sustainability within the games sector and beyond.

As we progress on this path, we invite our stakeholders—players, employees, and partners—to join us in this vital mission to forge a more sustainable future.

Ubisoft's Steady Drive for Decarbonization

Over the past year, Ubisoft has made significant progress in our global decarbonization efforts, aiming to align with the international goal to limit global warming to 1.5 °C above pre-industrial levels. This ambitious target involves every Ubisoft studio, including those in Canada, implementing localized actions that support our overarching environmental objectives.

Reducing Our Carbon Footprint

Globally, Ubisoft has reduced its carbon footprint to 145 kilotons of CO₂e emissions from just over 147, progressing towards the target of reducing emissions by 42% by 2030 from a 2020 base year (Scope 1 and Scope 2). This reduction is a result of both operational changes and innovative practices across the company.

Local Initiatives in Action

As an example, Ubisoft's Montreal studio, the largest in the world, embodies the company's commitment to operational sustainability

through its proactive management of IT resources. In 2023, the studio reused 13,763 kg of IT equipment—by reallocating to less demanding departments or by selling or donating—and recycling, and by reducing waste and the demand for new resources.

On the energy front, Ubisoft has shifted towards using renewable energy sources worldwide, a critical strategy in Canada where options like hydroelectric, solar, and wind power are readily available. By the end of 2023, the majority of the electricity used in our Canadian operations came from these renewable sources.

A Comprehensive Environmental Strategy

Our global strategy also includes enhancing energy efficiency across all locations. These initiatives are integral to meeting our Science-Based Targets initiative (SBTi) validated goals, reflecting Ubisoft's holistic approach to environmental responsibility.

Through these concerted efforts, Ubisoft not only advances our sustainability agenda but also sets a strong example of how integrated global strategies, supported by localized actions, can effectively contribute to environmental stewardship.



Ubisoft’s Climate School Ignites a Global Journey Toward Sustainability

Ubisoft’s Climate School is a vibrant e-learning program tailored to enrich the understanding of climate change across our global workforce. Open to all employees, the program provides a thorough exploration of global warming, tracing its origins, highlighting the urgent risks of inaction, and underscoring the necessity for unified environmental action. The curriculum is thoughtfully customized for different job families—from tech and production to legal and general management—ensuring that every piece of knowledge is relevant and applicable. This empowers each employee to integrate sustainable practices within their professional roles effectively.

In our dedication to cultivating a culture of sustainability, Climate School marks a significant milestone in Ubisoft’s ongoing journey toward exemplary environmental practices. The initiative not only arms teams

with essential knowledge and practical tools but also fosters a proactive mindset for weaving sustainability into everyday tasks and strategic decisions.

Demonstrating the program’s wide-reaching impact, 2,019 employees in Canada enrolled in Climate School— an impressive 382% increase from last year—reflecting a robust commitment to sustainability among team members. This participation rate underscores the program’s role as a key educational tool and supports Ubisoft’s overarching goal of fostering sustainability at every level of the organization.

As we continue our global sustainability quest, Climate School remains a cornerstone of our strategy, enhancing our collective environmental impact and promoting ongoing learning and improvement within our community.

Pedalling Toward Ushuaia: A Climate Crusade

Mission Ushuaia, an employee-led initiative from Ubisoft Quebec, is a sparkling example of the team’s commitment to fighting climate change through creative engagement. In the summer of 2023, 107 team members enthusiastically embraced the virtual challenge of covering 11,316 kilometres to Ushuaia in Tierra del Fuego, Argentina. They walked,

ran, and cycled, turning each kilometre into a spirited demonstration of the simple effectiveness and benefits of active transportation. Their journey not only enhanced personal health but also showcased how sustainability can be an accessible and enjoyable choice.

Earth Day River Cleanups Across Quebec

To celebrate Earth Day 2023, teams from Ubisoft Montreal, Ubisoft Quebec, and Ubisoft Sherbrooke rolled up their sleeves for a day of river cleanup, breathing new life into their cherished local waterways. The Montreal crew tackled the St. Lawrence River shoreline, removing debris to safeguard the thriving local ecosystem. Over in Quebec City, spirits were high as the team gathered under the spring sun at the St. Charles River to pick up litter. Meanwhile, the Ubisoft Sherbrooke team dedicated their efforts to revitalizing the St. François River, each member keen to make a tangible difference.

These cleanups are a true testament to the passion and enthusiasm Ubisoft employees bring to preserving and enhancing our local environments. It’s more than just cleaning up; it’s about community, camaraderie, and making a positive impact on our planet.



“For the second consecutive year, our Green Committee has spearheaded this cleanup, and it’s always a hit! With around 40 colleagues each time, we’re reminded of the impact we can have on our nearby waterways. It’s incredibly fulfilling to help improve these areas while sharing laughs and good times. I’m looking forward to the day we return to find them pristine.”

— Guillaume Cessot, Product Specialist, Ubisoft Quebec



Ubisoft's Soft Mobility Initiatives Across Canada

Ubisoft is championing soft mobility through both public transit supports and bike-sharing programs in Canada, highlighting our dedication to sustainable, active transportation solutions. Soft mobility refers to transport options that are environmentally friendly and less reliant on motor vehicles, such as cycling and public transit. Here's how we are making strides in these areas:

Transit Perks

Ubisoft actively supports sustainable commuting with streamlined public transit initiatives in our Canadian studios. In Montreal, employees benefit from a 30% discount on transit passes, making daily commutes more accessible and affordable. Ubisoft Quebec enhances bus travel for its staff by subsidizing annual bus passes by 44%, in collaboration with the RTC. In Toronto, the TTC Subsidy Program reimburses employees for their monthly public transit expenses, encouraging wider use of Presto and GO Transit.

Bike Share Boost

Ubisoft is proud to support bike-sharing initiatives where they exist, encouraging a healthier, greener commute. In Quebec City, Ubisoft offered 10% discounts on àVélo, its 780 electric bicycles making eco-friendly rides a breeze. In Montreal, 500 employees enjoyed discounted subscriptions to BIXI, the city's widespread bike-share network that's become a staple for many urban

commuters. In Toronto, Ubisoft promoted cycling adventures by subsidizing \$99 toward annual memberships for Bike Share Toronto.

Other Green Initiatives

Our studios and employees led myriad other activities in the past year, including...

Clothing Recycling Initiatives:

- Ubisoft Toronto set up a clothing drop-off site to facilitate fabric recycling and waste reduction.
- Ubisoft Montreal and Ubisoft Winnipeg sparked a sustainable fashion movement with lively clothes swap events.



Educational Workshops and Conferences:

- Workshops on beeswax packaging and greenhouse gardening cultivated sustainable living skills for employees in Montreal and Toronto.
- E-waste drop-off sites promoted responsible e-waste management with dedicated collection events in Quebec City, Toronto, and Montreal.
- The virtual workshop "Taking action against obsolescence" by Incita dove into sustainable consumer choices and product longevity.
- Famed vegan chef Caroline Huard of Loonie Cuisine inspired greener eating habits by giving tips on veganizing daily diets in Montreal.



Spring Bike Tune-Up Events at Ubisoft Studios:

- In spring 2023, Montreal hosted its popular seasonal bike tune-up service at the studio, this time with local bike shop/café Courier Caverne, which helped employees gear up for a great bike commuting season.
- Similarly, in Quebec City, Atelier Véloce provided on-site bike maintenance, ensuring staff bikes were ready for spring commuting.



RESEARCH & DEVELOPMENT

Innovation is key to creating rich and fresh video game experiences for players. Our research group, Ubisoft La Forge, brings together experts from the video game industry and academia - filling the gap between theory and practice - to prototype tech innovations and improve the game-making process. This opens the door for our project teams (or developers) to explore how they can create exciting new entertainment possibilities.

Developers, researchers and students work side-by-side at La Forge to work on prototypes that have the potential to transform our games, while also adding to the pool of public knowledge through openly available publications.

In 2023-24, La Forge continued to strengthen partnerships with universities and colleges across Canada, including McGill University, University of Toronto, University of Sherbrooke, York University, and Mila - Quebec Artificial Intelligence Institute.

And this year, as Generative AI went mainstream with easily-to-use chatbots and text-to-image tools, La Forge continued its commitment into exploring the responsible application of AI tools when it comes to our games and communities.

Building responsible AI frameworks to empower creators - not to automate creation

AI has the potential to transform the video game industry on a massive scale. It's exciting but can also provoke some uncomfortable questions for those who may be grappling with the uncertainty of how it could potentially impact their work.

That's why it was important for us at Ubisoft to define our philosophy and approach at the very start: **We use AI to empower creators.**

Generative AI opens an immeasurable number of possibilities that are waiting to be discovered. But this also means it's more important than ever to be guided by this philosophy.

Introducing the Ubisoft-Mila Chair focused on Responsible AI

At [ALL IN 2023](#) in Montreal, we announced the creation of the Ubisoft-Mila's research Chair, Scaling Game Worlds with Responsible AI. This work is being done in partnership with [Mila - Quebec Artificial Intelligence Institute](#), the world's largest academic deep learning (DL) research institute, and [McGill University](#).

This five-year Chair will explore the ethical use of AI in large-scale game development, as well as what makes up a healthy dynamic between machine learning-based and person-based content creation methods.

Led by McGill's Associate Professor [Dr. Derek Nowrouzezahrai](#), the research team, which is made up of academic trainees, game developers, and research experts from La Forge, will work together to build and deploy applied research prototypes.

As Generative AI raises the floor and empowers anybody to create content, we want to be cautious and continue monitoring the impact of new technology. In this sense, La Forge created a new research track dedicated to player safety and improving online spaces.



“Since the creation of Ubisoft La Forge, we’ve done our best to innovate in a responsible and sustainable manner, by focusing on our creators. With the recent acceleration of AI, this Chair is an opportunity to ensure that incoming AI innovations are designed with the goal of assisting the creators at scale and not the creation. We trust the digital artists’ unique expertise and believe it is by empowering them that the next generation of large-scale, immersive game worlds will be created.”

— Yves Jacquier, Executive Director, Ubisoft La Forge



Going beyond content creation assistance, to help improve player experience

Accurately detecting and moderating toxicity in online spaces is a challenge that needs to consider slang, context, and intention of an individual. When you multiply these variables by all the different languages and cultures represented in our player communities, the task becomes ever more complex.

That's where ToxBuster comes in, a research project from La Forge that can detect, identify, and counter disruptive behaviour to keep our online spaces safe, respectful, and fun for everyone.

ToxBuster is an AI-powered prototype that accurately identifies and classifies **82.95%** of toxic chat messages. The system was trained on a relatively large dataset of **194,000** lines of game chat from Rainbow Six Siege and For Honor, which has been carefully annotated for different kinds of toxicity. Compared to the existing state-of-the-art tech, ToxBuster achieves **82.95% (+7)** in precision and **83.56% (+57)** in recall.

So, what's next? La Forge wants to dig deeper to understand what's behind the remaining 17.05% of unidentified chat lines. The follow-up project, called Toxplainer, aims to identify bias in toxicity detection and explain its root cause, as well as other facets of player safety.

Ubisoft La Forge by the numbers

Participated in

8

major conferences

Toronto Machine Learning Summit, ACL, SSW12, FM Vision, Chi Play, MIG, Neurips, GDC, ICSE

81

projects completed

70+

collaborators

8

Canadian university and institute partnerships

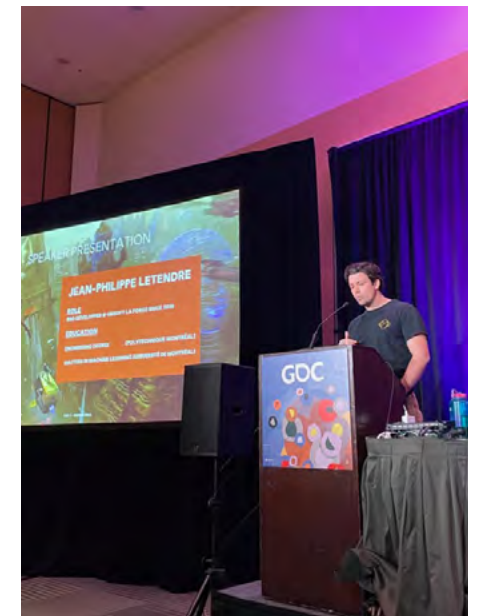
University of Sherbrooke, Queen's University, Concordia University, ETS, University of Toronto, McGill University, York University, Mila

40

projects underway

38

interns





ENTREPRENEURSHIP

Ubisoft RADAR in 2023

31

projects

8

itches to the committee

2

major investments

\$850,000

invested

With Ubisoft Entrepreneurs, we are dedicated to empowering a diverse array of indie Canadian studios, providing them with the resources and support needed to bring their creative visions to life. Our initiatives, designed to encourage innovation, have become catalysts for transforming potential into real-world success. Through strategic investments, mentorships and collaborative programs, we are supporting creators and strengthening the Canadian video game ecosystem.



Ubisoft Initiatives Fuel Innovation and Growth in Canada's Indie Game Sector

Through Ubisoft RADAR and the Ubisoft Indie Series presented by National Bank, Ubisoft has not only helped foster a generation of game developers, but also bolstered Canada's video game industry, empowering indie developers with resources, mentorship, and exposure.

"Our collaboration with Ubisoft RADAR was a major turning point for Lowbirth Games. Getting support from this key industry player was the official stamp of approval—our team was very proud. Thanks to the mentors from Ubisoft, we created a top-notch user experience."

— Chloé Lussier,
CEO of Lowbirth Games and producer of This Bed We Made

Ubisoft RADAR — A Sustainable Investment in Quebec's Video Game Future

Ubisoft RADAR, Ubisoft's pioneering investment fund now in its second year, continued its mission to support Quebec's indie game developers, emphasizing the creation of culturally resonant games. With a robust \$10 million evergreen fund, RADAR provided essential financial support and expertise to propel local studios to new heights.

RADAR also enhanced its mentorship efforts, offering access to Ubisoft's network of professionals and state-of-the-art resources to enhance the development lifecycle of supported projects.

RADAR's commitment to reinvest all generated revenues ensures an ongoing impact, sustaining a thriving game development ecosystem in Quebec.

THIS BED WE MADE

One of the highlighted successes of the last year is indie studio Lowbirth Games, whose debut game, This Bed We Made, has set a high standard for narrative and design in indie games with a third-person-narrative mystery game that takes place in the 1950s.





The Ubisoft Indie Series—Steadfast Dedication to Game Creators

The latest edition of the Ubisoft Indie Series presented by National Bank was held in February and supported Ontario’s indie game developers. It’s a competition that not only supports the financial and creative needs of indie developers, but also prepares them to succeed in a competitive market.

Indie Series’ focus on creativity, leadership, and entrepreneurship has helped discover new talent and equip the budding studios with the tools to succeed and innovate, leaving a legacy of innovation and creativity in the Canadian video game industry.



Photo credit: Jordan Probat Photography



Photo credit: Jordan Probat Photography

2024 Indie Series Winners

PLAY UNDERGROUND GAMES!

The 2024 Grand Prize winner, Play Underground Games! (PUG!), is a testament to the series’ impact. The brand-new collective, composed of LGBTQ+, BIPOC creators, received \$50,000 and mentorship that will help bring their unique vision to life.

13AM GAMES

As the winners of the National Bank Special Prize, emerging studio 13AM Games received \$25,000 along with tailored guidance to develop their forthcoming game and support their growing studio.

“We’re going to make something amazing, and it’s all because of your help!”

— Funké Joseph, cofounder of PUG!

“Everyone is incredibly passionate about this project, and we’re really grateful for this opportunity.”

— Alex Rushdy, CEO, creative director and cofounder at 13AM Games



“La Caravane entrepreneuriale Ubisoft” Launches in 2024

Announced in November 2023, we launched “La Caravane entrepreneuriale Ubisoft” in early 2024. This new program will mark a significant milestone for video game entrepreneurs in Quebec. Developed in partnership with La Guilde du jeu vidéo du Québec and supported by National Bank, this year-long program is designed as a multifaceted entrepreneurship accelerator. Participants will journey through various phases of development, from startup to commercialization, benefiting from tailored workshops, networking events, and expert guidance. This initiative promises to be a gamechanger, providing emerging actors with the tools and knowledge needed to thrive in a competitive market.

Ubisoft Champions Canadian Developer Talent

At Ubisoft, we are passionate about sparking creativity and enriching the video game industry through a variety of initiatives in Canada.

Quebec: A Hub of Creative Innovatant

Diving into Quebec, Ubisoft’s injection of \$185,000 has been making waves in the local games scene, starting with La Catapulte in May 2023. The vibrant competition had indie game developers pitch, refine, and

launch their dream projects, backed by Ubisoft’s mentorship and potential access to substantial funding.

At about the same time, La Caravane travelled to Saguenay-Lac-Saint-Jean. The unique touring event creates a prime opportunity for local developers to network, access expert talks, and showcase their projects, with Ubisoft and other big names in the industry lending their support.

Meanwhile, the latest cohort of Les Astucieuses graduated in October 2023. Les Astucieuses empowers young women in STEM in the Saguenay-Lac-Saint-Jean region, through scholarships and a packed year of workshops and networking. It’s not just about building skills; it’s about creating leaders in tech who are ready to innovate and inspire.

Empowering Ontario and Manitoba’s Creative Minds

In Ontario and Manitoba, Ubisoft’s generous infusion of \$130,000 over the past year has been sparking innovation and accelerating growth. Take Interactive Ontario’s Indie Superboost, for instance, which arms indie developers with the supercharged tools they need to thrive in today’s fast-paced market. Over at New Media Manitoba’s GameBiz Lab, aspiring leaders polish their business savvy, ready to take on the video game world.

Then there’s Gamma Space, where Ontario’s creatives collide in a cooperative hub, pushing the boundaries of what games can be. Not to be outdone, Toronto’s Dames Making Games creates a welcoming space

for marginalized game designers. It’s more than just networking and workshops; it’s about building a community where everyone can level up together.

Investments by the numbers

\$850,000

Ubisoft RADAR

\$75,000

in cash prizes for Ubisoft Indie Series presented by National Bank

\$130,000

in new partnerships in Ontario and Manitoba

\$185,000

in Quebec partnerships

40

indie projects supported across Canada through financial support and mentorship





2023–2024 Community Impact at a Glance

At Ubisoft, we think carefully about how we can contribute to the communities we're part of, always with an eye on promoting diversity, inclusion & accessibility. We're committed to supporting responsible organizations that drive sustainable development with their initiatives.

Here's a snapshot of how we've helped:

3

paid volunteering days per employee per year

28

cultural initiatives

\$340,000+

in donations and sponsorships

50+

organizations supported across our studios

COMMUNITY CONTRIBUTIONS

Ubisoft isn't just a leader in video games; we're a vibrant community of caring folks who are keen to make a positive impact. Our studios are filled with generous employees eager to support causes close to their hearts. To help turn this enthusiasm into action, Ubisoft proudly offers each employee three paid volunteer days per year, creating an environment where giving back is not just encouraged—it's a part of our culture.



Ubisoft Energizes Quebec's Art Scene

Since 1997, Ubisoft Montreal has played a pivotal role in the Mile-End neighbourhood's cultural vibrancy, sponsoring a range of initiatives that bridge communities through artistic expression. We believe in the power of art to inspire, challenge, and connect.

This past year, our commitment was particularly visible at events like the POP Montreal International Music Festival, which not only



Photo credit: Alex Pitter

featured a special concert to celebrate our decade-long partnership but also promoted myriad artists from around the globe.

We also proudly continued our support of the Centre CLARK, via its Maison Modèle, an innovative art exhibition that captured the city's creative spirit during the chilly Montreal winter. And, in continued collaboration with Art Souterrain, Ubisoft hosted "L'art s'affiche",

an outdoor exhibition that turned our streets into art galleries, making art accessible and engaging for all.

MURAL

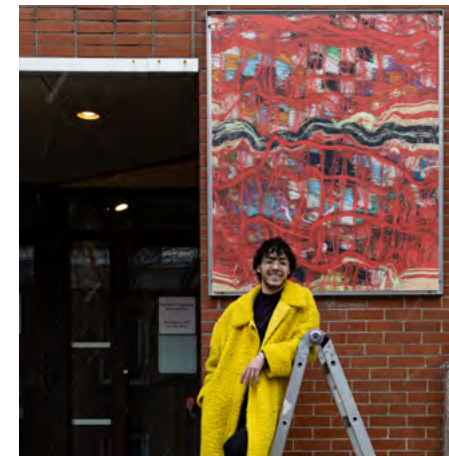
MONTREAL

In 2023, Ubisoft collaborated with MURAL, leveraging its international reach, to facilitate collaborative creativity and innovation. The partnership culminated in a block party near Ubisoft's Mile-End studio, fostering local artistic exchange within a global context.

FESTIVAL FIERTÉ MONTRÉAL

MONTREAL

In 2023, Ubisoft Montreal partnered with Fierté Montréal to present a BIPOC-focused show, demonstrating a commitment to diversity and inclusion. The collaboration aimed to amplify the voices and talents of BIPOC communities within the LGBTQ+ spectrum, fostering greater representation and celebration of diverse identities.





GALA DYNASTIE

MONTREAL

As a partner of the Dynastie Gala, Ubisoft is proud to support the highlighting of the outstanding achievements of individuals from Quebec's Black communities in media, arts, and culture. Our commitment enhances inclusivity and diversity, thereby contributing to creating a more equitable and representative environment for all.

FESTIVAL LA NOCE

SAGUENAY

The Festival La Noce in Saguenay celebrates music, dance, and visual arts, supporting cultural exchange and artistic dynamism in the community. Ubisoft partners with the festival, contributing to its success and supporting local arts and culture initiatives.

CARREFOUR DES ENFANTS DE SAINT-MALO

QUEBEC CITY

A three-year deal was signed between Ubisoft Quebec and the Carrefour Saint-Malo to collaborate on the development of Saint-Malo's services dedicated to families with kids under the age of five. The support from Ubisoft helps many endeavours including a summer camp for 4-5 year olds, the layout of the outdoor playground in collaboration with the families and kids that utilize it, and the creation of a dedicated arts and culture zone with material and tools providing an outlet for kids to express themselves.

ST-ROCH XP

QUEBEC

St-Roch XP has been enlivening Quebec City since 2016 with a distinctive musical offering that spotlights the best emerging artists from here and abroad. With dozens of free shows presented in unusual venues on rue Saint-Joseph, as well as paid indoor programming, St-Roch XP's musical offering has something to satisfy the most diverse music fans.

Ubisoft's aaa Volunteering Program Spreads its Wings

Ubisoft's aaa Volunteering Program started in Montreal and has grown into a great example of community service. This year alone, over 175 employees dedicated more than 500 hours to support a wide array of organizations, from environmental groups to women's aid facilities.

aaa Volunteering supports a range of causes as vast as our employees' interests, from providing essential supplies to the homeless with Maison du Père to creating welcome packages for refugees with the Welcome Collective.

The program has been so popular and successful at the Montreal studio that it has inspired expansion plans to all Canadian studios in the 2024-2025 fiscal year.



"A HUGE thank you to you and your super dynamic team. Everyone in the various departments was really happy to have received your help. In addition, I'd like to thank you for the kits, which will make everyone happy. With the arrival of the cold weather, we have several new users in the coming weeks who will make good use of the kits."

Marie-Lou Leduc,
Coordinator, Volunteering & Recreation, Maison du Père



Ubisoft Drives Community Connection and Support

Ubisoft’s drive to strengthen community ties is showcased through our energetic, often employee-led initiatives that are as much about inclusivity as they are about impact. Each Ubisoft studio actively engages in creating opportunities that resonate deeply with local community values.

For instance, Ubisoft Quebec held a Back to School drive at the end of the summer, where employees gathered and distributed essential school supplies to families in need. The thoughtful program ensured that children had the necessary tools to succeed academically, easing the financial burden on local families and setting the stage for a productive school year.



“At the heart of every great achievement lies a partnership based on trust. Ubisoft has been this partner for us, making it possible to create our first fund for environmental and climate justice this year. Thanks to their social involvement and their willingness to embody change, we are moving towards a more sustainable future.”

Daphné Mailloux-Rousseau,
Director, Major and Planned Gifts,
Mission Inclusion



Over in Sherbrooke, the studio’s monthly Gaming Drinks/Techno Drinks nights are not just fun social gatherings but real hotspots for innovation, where tech enthusiasts can network and generate new ideas.

Meanwhile, in Toronto, our partnership with the Dovercourt Boys & Girls Club has made a significant impact on the local community. Supported by funds raised through a company IT sale, a new games room offers a fantastic place for young people to learn, play, and grow together in a well-equipped, safe space.



YMCA IN MONTREAL

Ubisoft supports accessibility to YMCA Du Parc’s facilities by providing financial assistance for access to physical and aquatic activity programs for youth and families in the community.

YMCA FOUNDATION

The Ubisoft Quebec studio signed a five-year deal with the YMCA Foundation and brought the Zone jeunesse, a gathering space for teens, to life. Beyond the financial contribution, Ubisoft made a personal investment

in carrying out the vision, the furniture and decor of the space. The result is a mural by local artist Fred Jourdain, complete with bean bags, video and board games and bright vibrant colours.

AGAME MILE-END EN FÊTE

In 2023, AGAME organized a neighborhood party, enhancing social cohesion by bringing residents together for cultural and recreational activities. This initiative fostered a stronger sense of belonging and strengthened community ties within the neighbourhood where the Montreal studio is located.

Each initiative is carefully crafted to not just meet but enrich the lives of those we serve, embedding Ubisoft’s values of creativity, innovation, and community care into every project. These efforts reflect Ubisoft’s dedication to building a supportive and inclusive environment across all our locations.







APPENDIX

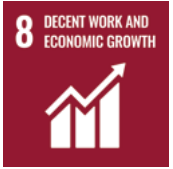





Ubisoft is committed to participating in the global eTort towards achieving the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. Through these 17 goals covering various sustainable development issues, countries worldwide are called to action to promote prosperity while protecting the planet by 2030. Recognizing the role of economic and financial actors in achieving this progress, Ubisoft willingly

acknowledges its responsibility to contribute to several SDGs that best align with our company and our commitments to corporate social responsibility: SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation, and Infrastructure), SDG 10 (Reduced Inequalities), and SDG 13 (Climate Action).

SDG	Goal	Ubisoft Actions
SDG 4: Quality Education		
	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, foremployment, decent jobs, and entrepreneurship.</p>	<p>Ubisoft places great importance on education and actively supports this goal through initiatives that promote quality education and increase diversity in the technology professions by:</p> <ul style="list-style-type: none"> • partnering with NGOs to support the development of young people’s STEM and foundational skills to prepare them for the future; • diversifying the technology talent pool; • supporting coding programs for youth; • creating educational experiences that are both engaging and accessible to people of all ages, including the Play to Learn program, which offers educational games; • providing young people with mentorships, scholarships, internships, or even job opportunities within Ubisoft.
SDG 5: Gender Equality		
	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p>Ubisoft is committed to fostering gender equality within its organization and through its games by:</p> <ul style="list-style-type: none"> • challenging gender stereotypes and crafting diverse narratives and characters to promote inclusivity; • supporting educational initiatives that encourage women to pursue careers related to STEM, and in the video game and technology industries; • increasing awareness and visibility of recruitment opportunities for women; • integrate climate change measures into national policies, strategies and planning.



SDG	Goal	Ubisoft Actions
SDG 8: Decent Work and Economic Growth		
	<p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro-, small- and medium-sized enterprises including through access to financial services.</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>	<p>Ubisoft advocates for entrepreneurship, diversity, inclusion & accessibility.</p> <ul style="list-style-type: none"> • for entrepreneurship through various programs such as the RADAR fund, and programs supporting newly established studios, such as La Catapulte in Quebec; • for diversity, inclusion & accessibility: through a range of initiatives from our partners in the Ubisoft Education program, as well as initiatives from our Employee Resource Groups (ERGs) across our studios.
SDG 9: Industry, Innovation, and Infrastructure		
	<p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.</p>	<p>Ubisoft advocates for innovation by:</p> <ul style="list-style-type: none"> • innovating within the projects at its research laboratory (La Forge); • developing partnerships with universities in Canada; • offering internships to foster dialogue between the world of research and the professional world, aiming to bring forth new ideas and innovative concepts.
SDG 10: Reduced Inequality		
	<p>10.2 By 2030, empower and promote the social, economic and political inclusivity of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>Ubisoft places particular emphasis on reducing inequalities and fostering diversity and inclusion by:</p> <ul style="list-style-type: none"> • enhancing the accessibility of its games for people with disabilities; • adjusting its recruitment process, particularly by incorporating inclusive language in job postings, and providing training for recruiters involved in hiring new employees; • supporting initiatives that promote social inclusion, diversity & accessibility within the video game industry; • implementing measures to prevent inappropriate behaviour within online communities; • forging partnerships with diverse associations to cultivate a video game ecosystem that better represents ethnic minorities and women; • allowing the player to chose the gender and ethnicity of the characters; • fostering an inclusive work environment that values diversity, offering equal opportunities to all employees; • establishing partnerships with associations that offer internal training courses covering topics such as discrimination, inclusion, and accessibility.
SDG 13: Measures Related to Fighting Climate Change		
	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.2 Integrate climate change measures into national policies, strategies and planning.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaption, impact reduction and early warning.</p>	<p>Ubisoft embraces sustainable practices and actively endeavors to reduce its carbon footprint by:</p> <ul style="list-style-type: none"> • hosting annual events that provide a platform for contributions and solutions to environmental issues within the video game sector; • equipping staff with resources to address environmental challenges; • encouraging production teams to develop narratives that raise awareness among players; • strengthening employee awareness through various tools such as Climate School, as well as initiatives like climate and biodiversity murals organized in our studios, along with several workshops involving our beehives.