



UBISOFT

IN QUEBEC

| PRESS KIT



THE UBISOFT GROUP IN BRIEF



Founded in 1986



Present on five continents with over 45 development studios



The biggest internal creative force in the industry, with over 85% of our teams devoted to creation



An international network of employees from 90 countries who speak 50 different languages



Over 20,000 employees



100 million unique active players (mobile excluded)

2

IN CANADA



Seven video game studios: Montreal, Quebec City, Saguenay, Sherbrooke, Toronto, Winnipeg and Halifax, with over 5,000 employees



Named one of the 5 best employers in Canada by Forbes magazine



Canadian studios' objective for 2025: go from 20 to 200 million active players every month



UBISOFT MONTRÉAL



Founded in 1997



Over 4,000 employees



The biggest video game developer in the world



Creator of five of Ubisoft's biggest franchises worldwide (Assassin's Creed, Far Cry, For Honor, Rainbow Six, Watch_Dogs)

3



The four most represented areas:

PROGRAMMING

ART

GAME AND LEVEL DESIGN

IT



Over 100 games developed



UBISOFT

UBISOFT QUÉBEC



Founded in 2005



Over 500 employees



The largest video game studio
in Quebec City



Over 30 games
developed to date



Creators of Assassin's Creed
Odyssey and Immortals Fenix
Rising

4



UBISOFT SAGUENAY



Founded in 2018



Mission: build Ubisoft's expertise in online gaming, a key area of growth and innovation in the video game industry



Over 80 employees

13% have returned to their region of origin

46% are from Saguenay-Lac-Saint-Jean



UBISOFT SHERBROOKE



Opening in 2022



80 employees within 3 years

250 employees within 10 years



Mission: will co-develop some of the company's major franchises, and contribute to the development of the latest innovations in entertainment and technology.



UBISOFT IN QUEBEC
IS ALSO...

UBISOFT HYBRIDE



Founded in Quebec in 1991 and
acquired by Ubisoft in 2008



World leader in visual effects and
digital imaging



Worked on 95 major international
productions, including blockbuster
movies such as Avatar, The Hunger
Games, Jurassic World and Star
Wars



195 employees split between two
studios in Piedmont and Montreal



THE VIDEO GAME INDUSTRY IN QUEBEC

Third-largest global centre for
video game development
after the State of California
and Tokyo

Over
13,500 direct jobs in Quebec

More than 290 companies

Economic impact:
1 billion

Average annual salary:
\$78,600

Education:
45 college and professional
programs and 16 university
programs in multimedia and video
gaming in 11 regions of
the province

A 64% increase
in gaming-sector companies
between 2017 and 2021

Represents 31% of studios
and 42% of jobs in the industry
in Canada

OUR EXECUTIVES



CHRISTOPHE DERENNES

MANAGING DIRECTOR,
UBISOFT MONTREAL

Christophe Derennes joined Ubisoft Montreuil in 1990, where he was in charge of management, purchasing, and operations control, as well as the organization's computerization. After seven years at HQ, he left France for Quebec, launching the Montreal studio in close collaboration with Sabine Hamelin. He was then responsible for setting up and managing Ubisoft's quality control.

In 2000, he briefly left to open Gameloft's Montreal studio as managing director, returning to Ubisoft Montreal two years later to take on the role of editorial vice-president, and then executive vice-president of production from 2006-2020, where he ensured that the production portfolio was delivered in alignment with the studio's and organization's strategy.

With over 25 years of experience in the organization, Christophe Derennes was appointed as head of the Montreal studio in July 2020.



NATHALIE BOUCHARD

MANAGING DIRECTOR,
UBISOFT QUEBEC

Driven by transformational leadership, Nathalie Bouchard has been working for over 20 years to mobilize collective intelligence around organizational change. Endowed with a keen strategic sense, a strong analytical mind and an energetic personality, she has made her mark in the entertainment industry and acquired solid experience in an international context, notably at Cirque du Soleil, where she served as General Manager of the Costume Workshop and Artistic Services. She joined the Ubisoft Québec team as Managing Director at the beginning of 2021 and takes the reins of a talented, innovative and passionate team that has the wind in its sails.

Founded in 2005, the studio has been involved in a number of key Ubisoft franchises, most notably assuming leadership of Assassin's Creed Syndicate and Assassin's Creed Odyssey. In December 2020, the studio also launched Immortals Fenyx Rising, a brand new gaming experience.



JIMMY BOULIANNE

MANAGING DIRECTOR,
UBISOFT SAGUENAY

Jimmy Boulianne has more than 22 years of experience in product development and innovation for online services. Prior to joining Ubisoft, he honed his experience at technology companies such as Hyperchip, Beltron and Matrox Networks. During his 14 years at Ubisoft he has worked as technology lead on several brands, including Splinter Cell, Assassin's Creed and Rainbow Six, and as Director of Development for the Online Technology Group. In 2017, Jimmy became Managing Director of Ubisoft Saguenay, with the mandate to develop leading online experiences in collaboration with the other Ubisoft Canadian Studios.



Nathalie Jasmin

MANAGING DIRECTOR,
UBISOFT SHERBROOKE

Nathalie started her video game career at PTM Kids in 2000, moving on to Behaviour Interactive in 2002, where she took on the roles of Producer and then Senior Producer for the next 10 years. She joined Ubisoft in early 2012 as a Senior Producer, working on such notable games as The Mighty Quest for Epic Loot, Assassin's Creed Syndicate, and Rainbow Six Siege. In May 2019, she joined Harbour, Ubisoft's Online Services Platform, where she served as director until becoming the first Managing Director of Ubisoft Sherbrooke in 2021.

Over the years, Nathalie developed a talent for building strong teams, focusing on team chemistry, organization and collaboration, and honed her technical skills. Today, her well-rounded expertise allows her to understand and anticipate challenges across all facets of change management and production to artistic direction.

Nathalie's experience, bridging high-caliber production and tech teams, gives her unique, rich insight into Ubisoft's opportunities and challenges over time. As the Ubisoft Group's ambitions continue to grow and evolve, her leadership and knowledge will be put to good use at Ubisoft Sherbrooke, where she aims to dedicate her attention to production management and building relationships with the region's community.

UBISOFT'S ENGAGEMENTS IN QUEBEC



UBISOFT ÉDUCATION



ATTRACT MORE YOUNG PEOPLE
TO STEM* DISCIPLINES



DEVELOP YOUNG PEOPLE'S SKILLS IN
STEM-RELATED FIELDS



DIVERSIFY QUEBEC'S TALENT POOL
IN STEM DISCIPLINES

PRIMARY, SECONDARY AND CEGEP LEVELS

OVER
 **75,000**
YOUNG PEOPLE
PARTICIPATING
IN ACTIVITIES

SUPPORTS
 **200**
KIDS CODE JEUNESSE
CODING CLUBS
IN QUEBEC

(programming workshops
to develop the computer skills
of kids between 8 and 12 years
old)

NEARLY
 **300**
EMPLOYEES
INVOLVED

SEVERAL
 **PARTNERSHIPS**
WITH HIGH-RANKING INSTITUTIONS
TO DEVELOP FUTURE SKILLS AND
INTRODUCE YOUNG PEOPLE TO
PROGRAMMING

RÉSEAU TECHNOSCIENCE, FUSION
JEUNESSE, ACADEMOS, CODE MTL, ETC.

SUPPORT AND CREATION
 **OF INITIATIVES
TO PROMOTE**
STEM JOBS
FOR GIRLS AND YOUNG WOMEN

TECHNOVATION, LES AUDACIEUSES,
LES FILLES & LE CODE, LE CODE DES FILLES, ETC.

UNIVERSITY LEVEL

GAME LAB COMPETITION



10

WEEKS TO
DEVELOP A GAME
PROTOTYPE



12

PARTICIPATING
UNIVERSITIES



NEARLY

200

EMPLOYEES FROM OUR
THREE QUEBEC STUDIOS
INVOLVED IN
THE PROGRAM



30

INTERNSHIPS OR
HIRES FROM AMONG
PARTICIPANTS AT
THE LAST EDITION



168

PARTICIPANTS
IN THE CONTEST
AT THE LAST
EDITION



\$22,000

IN SCHOLARSHIPS

OTHER INITIATIVES



**\$5,000 to
\$10,000**

IN SCHOLARSHIPS GRANTED AT
8 UNIVERSITIES, HALF OF WHICH
WENT TO WOMEN



SEVERAL PAID

INTERNSHIPS



UBISOFT ENTREPRENEUR.ES



MENTORSHIP

ACCELERATE EMERGING TECHNO-CREATIVE ENTREPRENEURSHIP



PARTNERSHIPS

CONNECT LOCAL COMPANIES TO UBISOFT'S GLOBAL ECOSYSTEM



VENTURE CAPITAL

BOOST TECHNO-CREATIVE COMPANIES VIA WHITE STAR CAPITAL

THE INDIE SERIES

A competition to drive Canadian leadership in the independent video game industry



18

CANDIDATE STUDIOS
IN 2021



A GRAND PRIZE OF
\$50,000
AND A SPECIAL
PRIZE OF **\$25,000**



11 FINALISTS



A
**MENTORING
PROGRAM**

WITH OUR EXPERTS

19



A
JURY

MADE UP OF EXPERTS
FROM UBISOFT'S
STUDIOS IN QUEBEC

Since its inception, 72 independent studios have participated in the competition, \$375,000 CAD in grants have been offered and over 300 hours of mentoring have been provided to 10 independent development studios.

WHITE STAR CAPITAL INVESTMENT FUND

With an investment of five million dollars, Ubisoft joined forces with Caisse de dépôt et placement du Québec, Fonds de solidarité FTQ, Investissement Québec, and Business Development Bank of Canada to create the White Star Capital (WSC) investment fund for Quebec's techno-creative businesses.

Two Quebec companies received \$20 million in funding from WSC: Dialogue, a telemedicine provider, and Vention, a cloud-based computer-assisted design platform.

BUSINESS PARTNERSHIPS

Since 2017, Ubisoft's Montreal, Quebec and Saguenay studios have collaborated with more than 350 Quebec companies from all sectors, including 85 techno-creative companies. The sales revenues of these Quebec entrepreneurs amounted to more than \$61 million

UBISOFT LA FORGE



ACCELERATE R&D
THROUGH PROTOTYPES



ENCOURAGE COLLABORATION
BETWEEN ACADEMIC RESEARCHERS
AND
PRODUCTION TEAMS



IMPLEMENT TECHNOLOGICAL
IDEAS



OVER
25

UBISOFT EMPLOYEES AND
NEARLY 40 STUDENTS AND
RESEARCHERS INVOLVED



7

QUEBEC
UNIVERSITIES
INVOLVED



NUMEROUS
SCIENTIFIC
PUBLICATIONS



A CONFIRMED PRESENCE IN

2

STUDIOS (MONTREAL
AND TORONTO)



Hybrid & flexible work

Balance work and personal life by offering you the choice of working from the office or from home. The best of both worlds.



Part-time work

Du temps pour vous ou vos projets grâce à des occasions de travail à temps partiel.



Droit à la déconnexion

Lorsque la journée de travail est terminée, c'est terminé. Une division claire entre le travail et le temps personnel.



Universal Vacation Time

Six weeks of vacation in your first year. Time for you, your passions and important moments.



Enhanced Parental Leave Program

More flexibility and support to fully enjoy the arrival of your child. Receive 75% of your full salary during your parental leave.



Gym

The on-site Gym Ubi offers group classes, customized training programs and team sports



Healthcare

Ubisoft Clinic in Montreal offers general medical services, massage therapy, myotherapy, nutrition, physiotherapy and vaccination services, combined with telemedicine services



Development

Training, conferences, workshops and focus groups encourage employees to share their expertise and move forward in their careers



Salary

Overall competitive pay, insurance policies and advantageous group RRSP plan

LIFE AT UBISOFT



| **OUR CORE BRANDS**

A promotional image for Assassin's Creed Valhalla. It features several Viking characters in a rugged, mountainous landscape at sunset. In the foreground, a character is seen from behind, holding a bow. In the middle ground, a bearded man with a blue tunic and a shield sits on a rock, holding a spear. Other characters are visible in the background, some with bows. The sky is filled with warm, golden light from the setting sun.

ASSASSIN'S CREED

 OVER
155 MILLION
UNITS SOLD

 OVER
120 MILLION
PLAYERS

25

TWO "DISCOVERY TOUR" VERSIONS GIVE PLAYERS THE CHANCE TO LEARN MORE ABOUT THE HISTORY OF ANCIENT EGYPT AND GREECE IN AN ENVIRONMENT WITH NO CONFLICTS OR GAMEPLAY LIMITS.

 OVER
60 MILLION
PLAYERS

 MORE THAN
40 PROFESSIONAL
TEAMS COMPETING

IN OUR ESPORTS LEAGUES IN EUROPE,
NORTH AMERICA, LATIN AMERICA
AND ASIA.



RAINBOW SIX



FAR CRY

🏆 OVER
60 MILLION

UNITS SOLD SINCE FAR
CRY 2

✳️ FAR CRY 5 HAS BECOME
**UBISOFT'S
GREATEST SUCCESS**

IN NUMBER OF UNITS SOLD ON
LATEST GENERATION CONSOLES
IN 2018-2019

🏍️ MORE THAN
10 MILLION
UNITS SOLD FOR FAR CRY 5

OVER
36 MILLION
PLAYERS



WATCH_DOGS



 OVER
25 MILLION
PLAYERS

FOR HONOR

MONTREAL

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