

CONCLUSION ON COURT DECISIONS AND ADMINISTRATIVE CONTROLS OF QUANTIC DREAM FOLLOWING PRESS ARTICLES PUBLISHED IN JANUARY 2018.

In January 2018, three articles published in the French press made extremely serious accusations against Quantic Dream, claiming in particular a «toxic» corporate culture, characterized by «misogynistic», «sexist», «homophobic» and «racist» behaviors, as well as alleged financial malpractice and supposed «liberties taken with labor laws». These accusations, formally denied by the company, its managers, its Staff Representatives, and its employees, and contradicted by the reality of objectively verifiable facts, seriously damaged the honor and reputation of the studio.

On September 9, 2021, the 17th Correctional Chamber of Paris rendered a definitive verdict recognizing without ambiguity the defamatory character of many passages of the said articles published by Le Monde and Mediapart.

- The judgment condemns the Director of the Publication of the newspaper Le Monde for public defamation towards individual. This conviction is accompanied by damages for the civil action and also for the public action. It finally ordered the deletion of several passages from the article.
- The second judgment acquitted Mediapart on the sole basis of good faith, certain statements being considered by the judge as defamatory, and the exception of truth raised by Mediapart being rejected in its entirety, as Mediapart failed to demonstrate the truth of the elements reported in its article.

On April 7, 2021, the Paris Court of Appeals issued a new court decision, which once again very clearly establishes the facts and responsibilities in this case, by dismissing the plaintiff's claims in their entirety. This decision completes the 4 previous rulings, which already invalidated the 2018 investigations against Quantic Dream:

- Three judgments handed down by the Paris Labor Court on January 19, 2018 (2 judgments) and November 21, 2019 initially confirmed, indisputably, that no «toxic» atmosphere prevailed in the company, that no discrimination of any kind had taken place, and that the management had immediately taken the necessary measures, on the very day it became aware of certain problematic photomontages.
- Two rulings by the Paris Court of Appeal on September 22, 2020 and April 7, 2021 have again highlighted all these points. The latest ruling on April 7 dismissed all the employee's claims, ordering them to pay substantial damages to Quantic Dream. Finally, this last judgment does not find any safety defect on the part of Quantic Dream.
- Two previous judgments handed down on January 19, 2018 by the Paris Labor Court also pointed to an opportunistic «windfall effect» of ex-employees who tried to «monetize» an incident to obtain financial compensation. All of them were perfectly satisfied with the atmosphere in the company, as the judgment of April 7, 2021 recalls, based on the plaintiff's own writings.

The absence of a «toxic atmosphere» or any kind of discrimination in the studio had already been expressed unambiguously by the Staff Representatives back in January 2018. Many employees and ex-employees have also denied these accusations on social networks and in the press.

- Their testimonies were violently attacked by people acting under false identities, sometimes claiming to be ex-employees of Quantic Dream and/or usurping their gender. More than 10,000 tweets were sent in a few days by a single account on Twitter, with the aim of getting the allegations against the company to the top of the search engines. There is evidence that a very small number of people are behind these actions, which are aimed at deliberately tarnishing the studio's image and damaging its team.

The Occupational Medicine, the Labor Inspectorate, the CNIL*, as well as all the other state control bodies that have had to investigate the studio as part of their process, have not reported any problems either:

- Concerning the alleged «liberties taken with labor law» and accusations of financial malpractice, the company has been the subject of numerous inspections by government services in recent years, including an URSSAF** inspection in 2019 covering the last three years declared, all our employment contracts, transactions - including the one pointed out by the articles -, social declarations, and in general, the integrity of our social practices. Not only did URSSAF find nothing to blame the company for, including on all items reported in the press articles, but the audit even resulted in a refund to Quantic Dream for an overpayment of fines.
- In addition to this social investigation, we had a tax investigation covering the same period, as well as several audits, in addition to the regular controls carried out by our chartered accountants and our auditor, carried out by two renowned firms in the context of a capital increase.

None of these controls or audits revealed any irregularities in the management of the company and/or its contracts, nor the slightest trace of any «liberties taken with labor law» or malpractice.

- Concerning the internal surveys conducted by the company to follow up on these accusations, as well as the one entrusted to the independent institute «People Vox» specialized in social surveys (conducted anonymously on all employees) in 2019 and 2020, none of them brought up the slightest trace of any «toxic atmosphere», harassment or other reprehensible behavior. On the contrary, these surveys revealed a very strong attachment of employees to their company, its projects, and its values.
- Three independent media investigations, conducted by journalists in 2020, and based in particular on testimonies collected from employees and ex-employees, have moreover led to findings in total contradiction with the allegations contained in the articles published in January 2018.

These objective, factual and verifiable elements, confirmed by the competent judicial or administrative institutions, show indisputably that the allegations contained in these articles were untrue and likely to damage the studio's honor and reputation. Quantic Dream has chosen to make these elements public today in order to set the record straight.

Quantic Dream reaffirms once again the values that the studio has always defended in its games and within the company, which are values of humanism, inclusiveness, and the right for individuals to express themselves uniquely. We will continue to defend them with the same passion and determination as always. Quantic Dream remains firmly committed to continuing to work with its employees to create a serene work environment conducive to the professional and personal development and fulfillment of everyone.

QUANTIC DREAM

* CNIL: The National French Commission on Information and Freedom is responsible for ensuring that information technology is at the service of the citizen and that it does not infringe on human identity, human rights, privacy, or individual or public freedoms.

**URSSAF: The institutional body in charge of managing the collection of social contributions of employers and their redistribution to guarantee the financing of the French social model.