



AXS Studio

Sustainability Report

2024



Welcome

At AXS Studio, we believe that sustainability is a responsibility we all share.

Our work creating animations, apps and experiences to explain medical science is one way we contribute to a positive future. We are committed to doing so in a way that respects people and the planet.

This report outlines our sustainability efforts, achievements, and goals as we move towards a more sustainable future.

By the numbers

At AXS Studio, our commitment to sustainability is reflected in our operations and people. To the right are key figures from our 2024 reporting period.

While we have always been committed to fostering a workplace that is both innovative and responsible, we took steps in 2024 to formalize our sustainability efforts. We now align our goals with industry best practices, and have set measurable targets for improvement.

These figures provide a snapshot of our environmental impact, workforce development, and commitment to continuous improvement here at AXS Studio.

- **Number of employees:**
18
- **Office locations:**
3 leased locations
- **Baseline reporting period:**
August 1, 2023 – July 31, 2024
- **Scope 1 emissions (2024):**
0 tCO₂e/year
- **Scope 2 emissions (2024):**
1.566 tCO₂e/year
- **Annual waste produced per office-based employee:**
110 kg
- **Average training hours per employee:**
29



Environmental impact

Energy Consumption
GHG Emissions
Waste

Energy Consumption & GHG Emissions

- 2024 Baseline:
 - 52,100 kWh of energy used across three leased locations.
 - Scope 1 emissions: 0 tCO₂e/year.
 - Scope 2 emissions: 1.566 tCO₂e/year.
- Targets for 2026:
 - Maintain energy consumption into 2026 at 2024 levels.
 - Maintain Scope 1 emissions at 0 tCO₂e/year.
 - Maintain Scope 2 emissions at 1.566 tCO₂e/year.
- Initiatives:
 - Optimize energy efficiency through technology and equipment upgrades.
 - Promote sustainable transportation and remote work.
 - Employee awareness training on energy conservation.

Waste

- 2024 Baseline:
 - Annual office waste: 110 kg per 1-2 office-based employees.
- Targets for 2026:
 - Maintain current waste levels at 110 kg per 1-2 employees.
- Initiatives:
 - Improve recycling and waste sorting practices.
 - Reduce paper consumption through digital workflows.
 - Donate e-waste to local charities.
 - Employee training on waste reduction and sorting.



Labour and human rights

Employee Health & Safety
Working Conditions
Career Management & Training
Diversity, Equity & Inclusion (DEI)

Employee Health & Safety

- 2024 Baseline:
 - Absenteeism rate: 1.92%.
- Target for 2026:
 - Maintain absenteeism below 2%.
- Initiatives:
 - Health care coverage for all employees.
 - Ergonomics training and workplace safety measures.
 - Business Continuity and Disaster Recovery Plan.

Working Conditions

- 2024 Baseline:
 - 100% of employees have access to health care and benefits.
- Target for 2026:
 - Maintain 100% access to health care and benefits.
- Initiatives:
 - Flexible and remote work arrangements.
 - Family-friendly policies.

Career Management & Training

- 2024 Baseline:
 - Employees received an average of 29 hours of training per year.
- Target for 2026:
 - Increase average training hours to 30 per year.
- Initiatives:
 - Skills development programs.
 - Regular performance assessments.
 - Continuous learning opportunities.

Diversity, Equity & Inclusion (DEI)

- 2024 Baseline:
 - 5% of employees received Diversity and Accessibility training.
- Target for 2026:
 - 100% employee participation in Accessibility training.
- Initiatives:
 - Awareness training on human rights.
 - Promoting inclusion of minority and vulnerable groups.



Ethics

Corruption Prevention
Responsible Information Management

Corruption Prevention

- 2024 Baseline:
 - 0% of employees trained in anti-corruption practices.
- Target for 2026:
 - 100% of employees trained in anti-corruption practices.
- Initiatives:
 - Implement anti-corruption training.
 - Establish a whistleblower procedure.
 - Potentially define approval procedures for sensitive transactions.

Responsible Information Management

- 2024 Baseline:
 - Zero IT security incidents.
- Target for 2026:
 - Maintain zero security incidents.
- Initiatives:
 - Maintain strong IT security measures.
 - Conduct continuous employee training on information security.
 - Maintain a whistleblower procedure for reporting security concerns.

Looking ahead

AXS Studio is committed to continuous improvement in sustainability. As we refine our policies and initiatives, we will monitor our progress, engage with stakeholders, and explore new opportunities to enhance our environmental and social impact.

01

Deepen employee safety

- AXS Studio has always cared about the health of our people
 - Next step: we are transitioning to a 2-person Joint Health and Safety Committee as part of its commitment to strengthening harassment training initiatives.

02

Set a science-based target



- AXS Studio has been successfully registered with SBTi Services
 - Next step: we are setting a target through SBTi SME validation.

03

Keep learning

- AXS Studio employees are trained on Sustainability 101
 - Next step: keep the conversation (and conservation) education coming with slack channel topics across environmental, social and ethics.



Thank you

We appreciate the collective efforts of our team, clients, and partners in supporting AXS Studio's journey. By working together, we can drive meaningful change and create a better future for all.

AXS Studio

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Our priority SDGs

At AXS Studio, we are committed to making a positive impact on people and the planet. By aligning our policies and initiatives with key UN Sustainable Development Goals (SDGs), we contribute to a healthier, more equitable, and sustainable future.

From fostering well-being in the workplace to promoting lifelong learning, fair work practices, and environmental responsibility, we continuously seek ways to improve. To the right are four SDGs where AXS is actively making a difference today - along with our goals for the future.



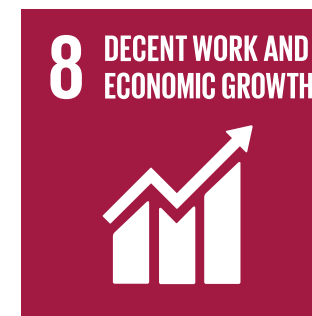
SDG 3 – Good health and well-being

- Current Actions: Health benefits, safety policies, wellness programs, team donations (Movember).
- Future Goals: Expand workplace well-being through internal communications (Slack), and flexible policies.



SDG 4 – Quality Education

- Current Actions: Employee training, professional outreach (Vesalius Trust, AMI, BMCAA), public science literacy (Scientific American, HHMI).
- Future Goals: Expand outreach, and develop new training programs



SDG 8 – Decent Work and Economic Growth

- Current Actions: Fair hiring, HR policies, inclusive team culture.
- Future Goals: Strengthen Accessibility training, continue to enhance career growth, and integrate sustainable business practices.



SDG 11 – Sustainable Cities and Communities

- Current Actions: Remote work, transit-friendly office, environmental and housing support (e.g. Don't Mess with the Don).
- Future Goals: Reduce office waste, and support local sustainability.

Our alignment to SASB

AXS Studio aligns with the Sustainability Accounting Standards Board (SASB) framework for Professional & Commercial Services. Why? To ensure our sustainability strategy meets global best practices.

Table 1. Sustainability Disclosure Topics & Metrics					
TOPIC	METRIC	CATEGORY	UNIT	CODE	AXS BASELINES (2024)
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	AXS Studio identifies and addresses data security risks by adhering to information security protocols, conducting regular security awareness training, and enforcing data classification and handling procedures to prevent unauthorized access or breaches. With a goal of maintaining zero security incidents, the company continuously updates its practices to align with evolving data privacy regulations and best practices.
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	AXS collects, uses, and retains customer information in accordance with data privacy policies outlined in its Information Security Policies. Customer data is collected only for legitimate business purposes, securely stored with access controls, and retained for the necessary duration to fulfill contractual and regulatory requirements. Data handling procedures ensure compliance with privacy laws, and regular reviews are conducted to uphold security and confidentiality standards.
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, Percentage (%)	SV-PS-230a.3	For the baseline year 2024, AXS Studio has reported zero (0) data breaches. <ul style="list-style-type: none"> Percentage involving customers' confidential business information: 0% Percentage involving personal data breaches: 0% Number of customers affected: 0 Number of individuals affected: 0 AXS Studio remains committed to maintaining this record through continuous monitoring, strict access controls, and regular security training.
Workforce Diversity & Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation: <ul style="list-style-type: none"> 67% Female, 33% Male Diversity Group Representation: Not tracking
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	Not tracking
	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	100%
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	AXS Studio ensures professional integrity through a commitment to ethical business practices, transparency, and accountability. Our Ethics Guide outlines anti-corruption policies, and employee conduct expectations.
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	\$0