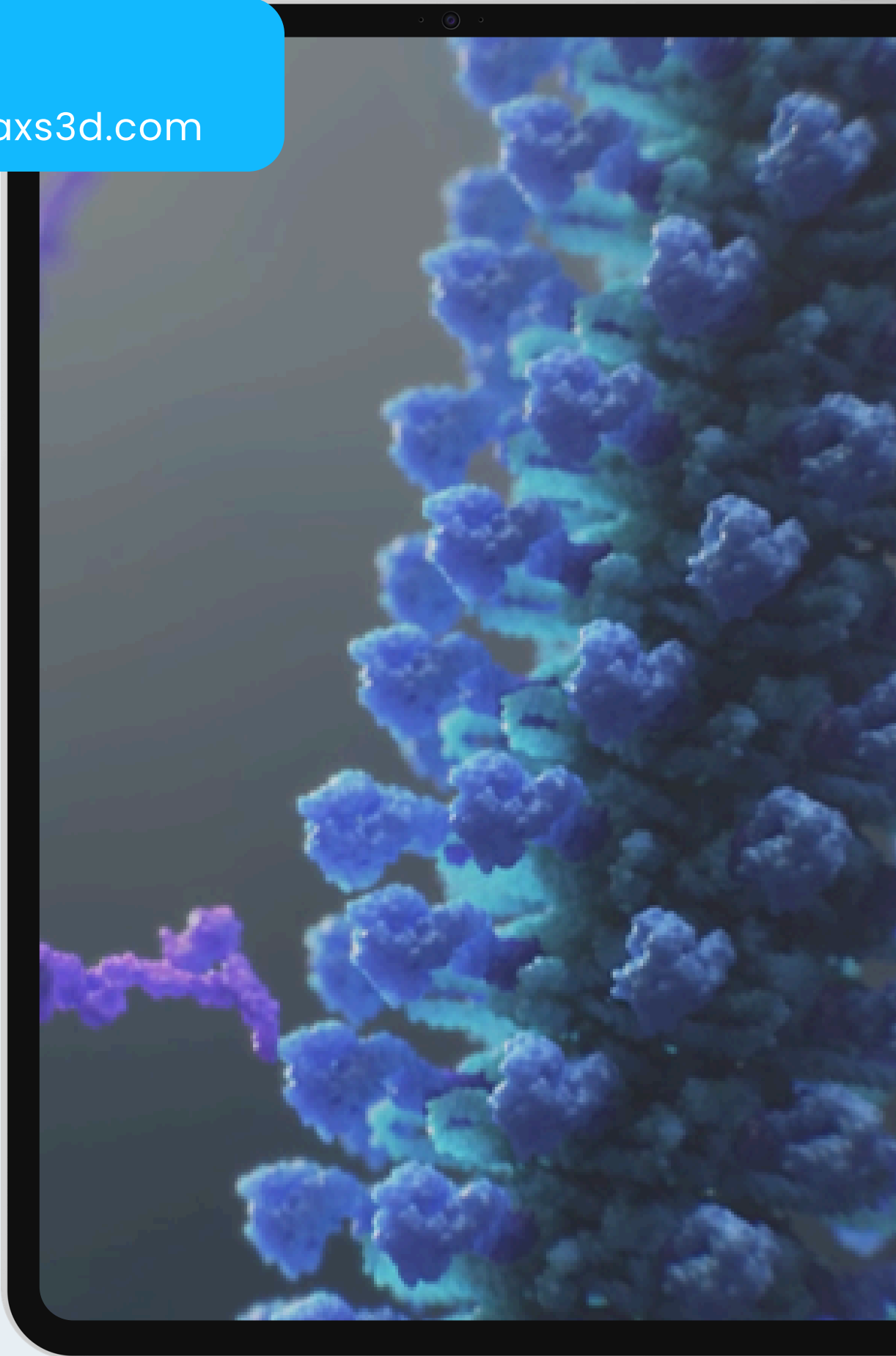


SUSTAINABILITY REPORT 2025



Covering 2024–2025 performance





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 2025 reporting period.

AXS has always been committed to fostering a workplace that is both innovative and responsible. In 2024, we took steps to formalize our sustainability efforts. In 2025, we aligned our goals with industry best practices, and have set measurable targets for improvement.

These figures provide a snapshot of our impact in 2025, workforce development, and commitment to continuous improvement here at AXS Studio.

Labour & HR

Employees Receiving Professional Development

100%

Employee Access to Healthcare

100%

Work Related Accidents (Number)

0

Ethics

Completion of IT Training

100%

Number of Whistleblower Reports

0

Number of Corruption Incidents

0

Environment

Scope 1 emissions

0 tCO₂e/year

Scope 2 emissions

1.57 tCO₂e/year

Annual waste produced per office-based employee

110 kg



Environmental impact

Energy Consumption
GHG Emissions
Waste

KPIs	2024	2025	2027 Targets
Scope 1 GHG Emissions (tCo2e)	0	0	Maintain Scope 1 emissions at 0 tCO ₂ e/year.
Scope 2 GHG Emissions (tCo2e)	1,566	1,566	Maintain Scope 2 emissions at 1,566 tCO ₂ e/year.
Energy Consumption (Kwh)	52,100	52,100	Maintain energy consumption into 2027 at 2024 levels.
Renewable Energy Consumption (Kwh)	15,631	15,631	
Natural Gas Consumption (GJ)	0	0	Maintain Scope 1 emissions at 0 tCO ₂ e/year.
Non-Hazardous Waste (kg)	110	110	Maintain current waste levels at 110 kg per 1-2 employees.



Energy Consumption & GHG Emissions

- Initiatives:
 - Optimize energy efficiency through technology and equipment upgrades.
 - Promote sustainable transportation and remote work.
 - Employee awareness training on energy conservation.

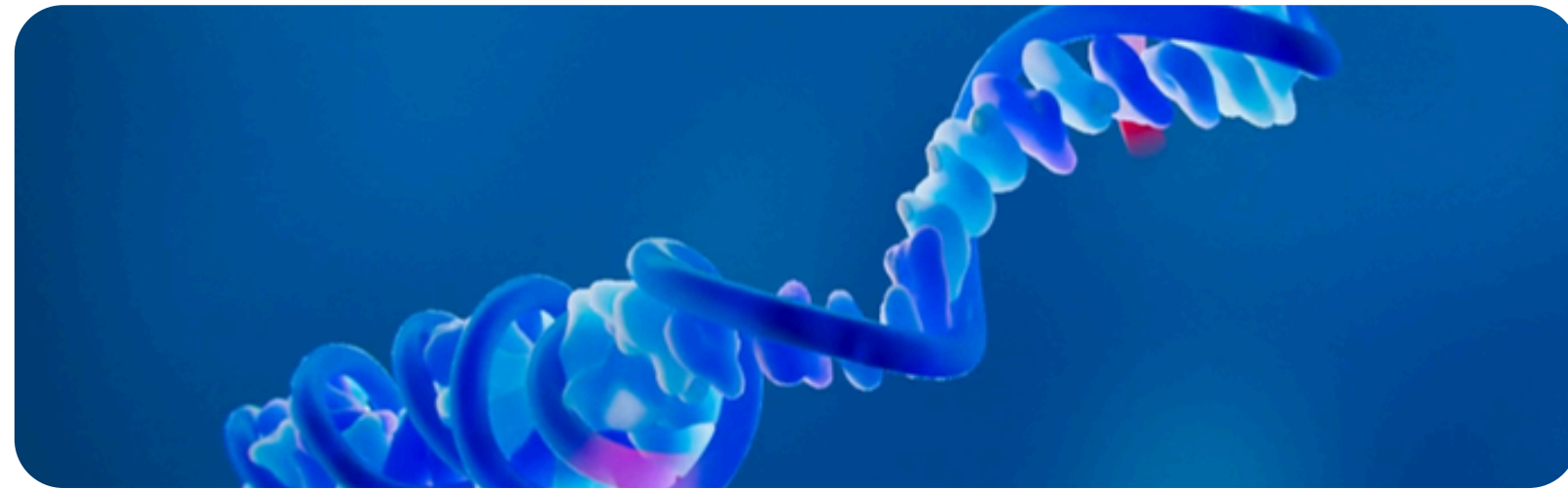
Waste

- 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 & Human Rights

Employee Health & Safety
Working Conditions
Career Management & Training
Discrimination & Harassment



KPIs	2024	2025	2027 Targets
Absenteeism Rate	1.92%	2.13%	Maintain absenteeism below 3%.
Employee Access to Healthcare & Benefits	100%	100%	Maintain 100% access to health care and benefits.
Employee Training (Hours)	29	15	Increase average training hours to 30 per year.
Employees Trained on Discrimination & Harassment (%)	5%	100%	100% employee participation in Accessibility training.

Employee Health & Safety

- Initiatives:
 - Health care coverage for all employees.
 - Ergonomics training and workplace safety measures.
 - Business Continuity and Disaster Recovery Plan.

Working Conditions

- Initiatives:
 - Flexible and remote work arrangements.
 - Family-friendly policies.

Career Management & Training

- Initiatives:
 - Skills development programs.
 - Regular performance assessments.
 - Continuous learning opportunities.

Diversity, Equity & Inclusion (DEI)

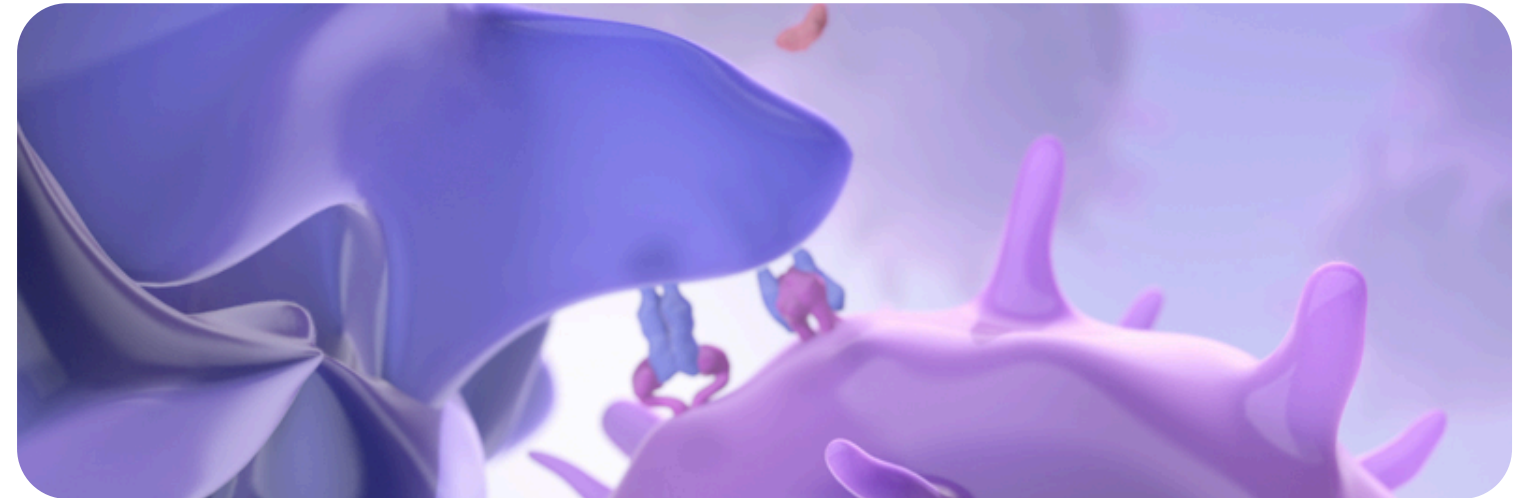
- Initiatives:
 - Awareness training on human rights.
 - Promoting inclusion of minority and vulnerable groups.



Ethics

Corruption Prevention
Responsible Information Management

KPIs	2024	2025	2027 Targets
Number of reports submitted via whistleblower procedure	0	0	Maintain zero security incidents.
Number of confirmed corruption incidents	0	0	Maintain zero security incidents.
Number of confirmed serious information security incidents	0	0	Maintain zero security incidents.
Annual completion of ethics & IT training (%)	0%	100%	100% of employees trained in anti-corruption practices.



Corruption Prevention

- Initiatives:
 - Maintain anti-corruption training.
 - Maintain a strong whistleblower procedure with defined approval procedures for sensitive transactions.

Responsible Information Management

- 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

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.

03

Material Issues

- AXS Studio is committed to understanding the ESG topics that matter most to our business and stakeholders.
 - Next step: We will continue exploring emerging material issues and evaluating new areas of responsibility to ensure our approach remains relevant, accountable, and forward-looking.



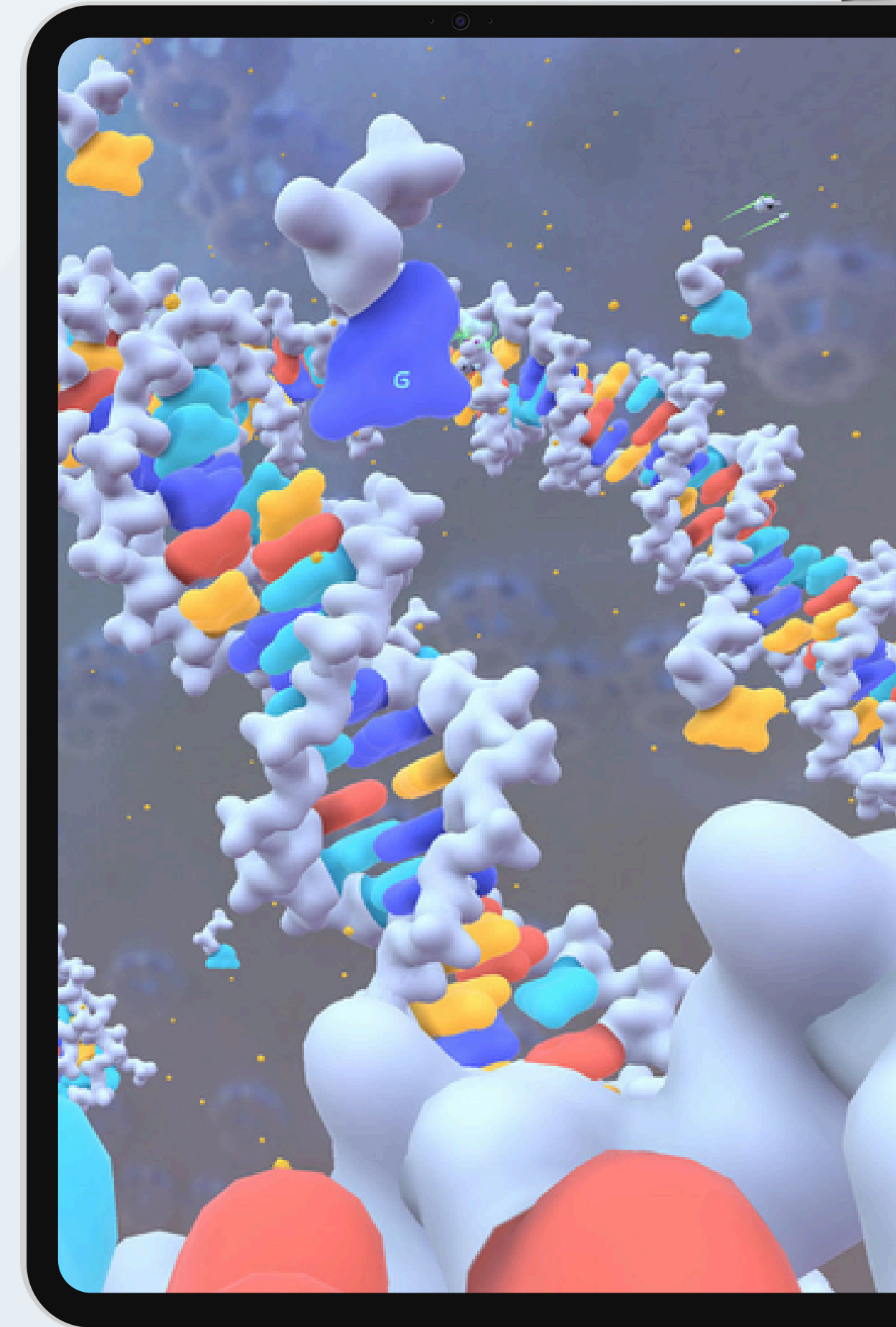
THANK YOU

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.

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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) + WWF Stair Climb
- 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 RESPONSE (2025)
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	In 2025, 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"> 68% Female, 32% 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

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Activity	CATEGORY	UNIT OF MEASURE	CODE	AXS RESPONSE (2025)
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	1) 19 FTEs, 2) 0 Temporary, 3) 0 Contract
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	39,520 hours, AXS services are typically not billed based on hours worked; therefore, this item is not applicable.

Report Preparation Statement

This Sustainability Report was prepared using information and data provided by AXS Studio for the 2024 & 2025 reporting period. The report was developed with advisory support from ThisRock Inc., which assisted in compiling and organizing ESG related information, aligning disclosures with relevant sustainability reporting frameworks, and reviewing the structure and clarity of the report content.

AXS Studio greenhouse gas (GHG) emissions data and environmental metrics are prepared in alignment with the GHG Protocol Corporate Accounting and Reporting Standard, using internally available operational data and reasonable estimates where applicable.

Consultant Credentials – ThisRock Inc.

- FSA Credential (IFRS Foundation) – Competency in sustainability and climate-related disclosure standards
- Sustainability Leadership Certification – Training in sustainability strategy development and implementation
- Accredited EcoVadis Training Partner – Recognized to support sustainability assessment understanding and improvement

Statement of Responsibility

This report reflects AXS Studio’s self-reported data, policies, and practices as provided by internal teams and records, unless otherwise stated. The information presented has not been independently verified or assured by a third party.