

# Axiom Diversity Snapshot



Axiom recognizes diversity as a critical mandate for performance, problem-solving, innovation, transformation, productivity, and resilience. We remain committed to creating a diverse, equitable, and inclusive (DEI) workplace.

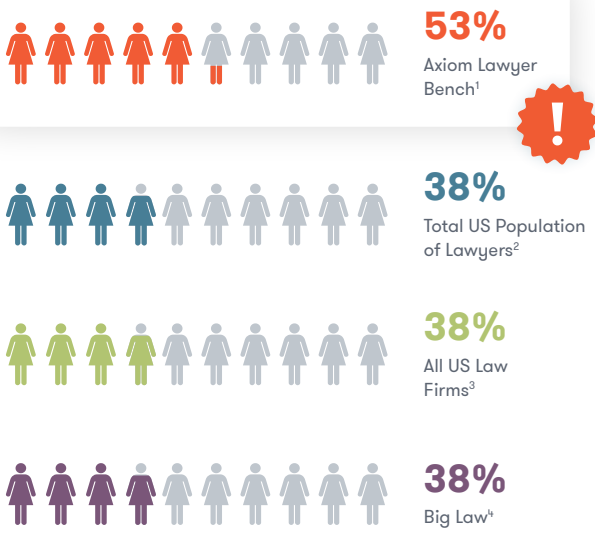
The 2022 Axiom Diversity Snapshot represents our promise to be transparent about the current state of Axiom's DEI programs, progress, and identified areas for improvements.

This year's snapshot reveals that Axiom's lawyer bench continues to be more diverse in terms of race, ethnicity, and gender than legal industry standards. We believe that Axiom's model – which offers lawyers a career rooted in autonomy, flexibility, and choice – naturally leads to a more diverse universe of legal talent than industry peers. Our **commitment to diversity** also extends beyond our lawyer and broader legal professional population to our corporate employee and executive populations.

## Axiom's Lawyer Bench

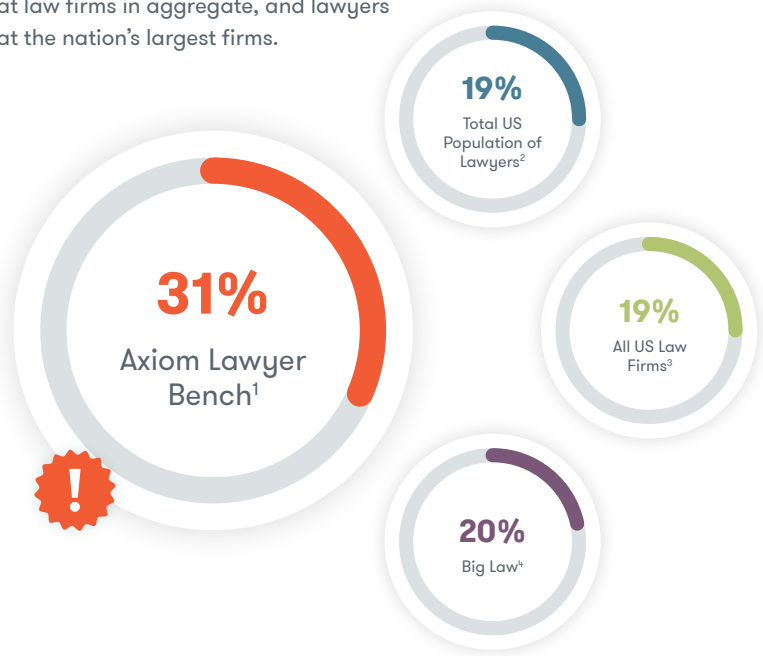
### Lawyers Identifying as Women:

Axiom's lawyer population includes significantly more lawyers who identify as women than the total population of lawyers, lawyers at law firms in aggregate, and lawyers at the nation's largest firms.



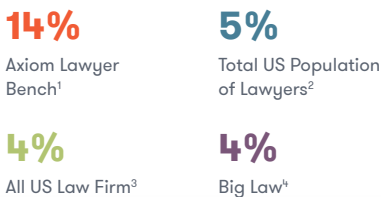
### Lawyers Identifying as Racial/Ethnic Minorities:

Axiom lawyers are significantly more racially and ethnically diverse than the total population of lawyers, lawyers at law firms in aggregate, and lawyers at the nation's largest firms.



### Lawyers Identifying as...

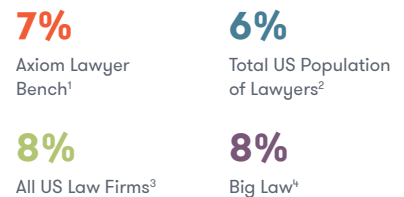
#### BLACK/AFRICAN AMERICAN:



#### HISPANIC/LATINO:



#### ASIAN/AMERICAN PACIFIC ISLANDER (AAPI):

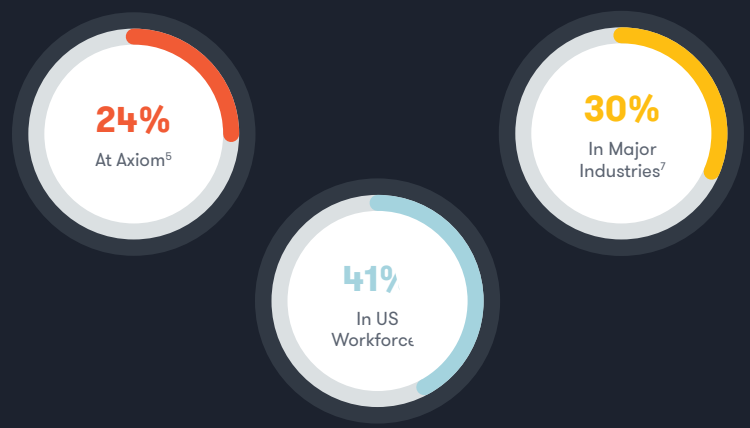


## Axiom's Corporate Employees

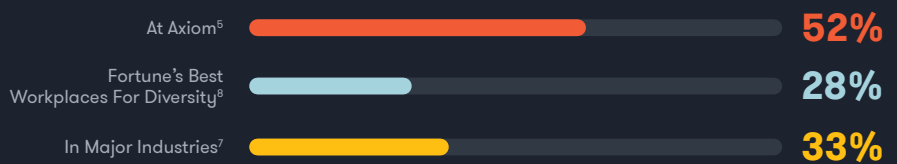
### Corporate Employees Identifying as Women:



### Corporate Employees Identifying as Racial/Ethnic Minorities:



### Corporate Employees in Leadership Roles Identifying as Women:



### Corporate Employees Identifying as...

#### BLACK/AFRICAN AMERICAN:



#### HISPANIC/LATINO:



#### ASIAN/AMERICAN PACIFIC ISLANDER (AAPI):



## Recent Steps & Future Plans

Over the past year, we have taken steps to create a more diverse and inclusive workplace for our corporate employees and our legal professionals including:

- Created new DEI programming including the formalization of four new Employee Resource Groups (including gender, ethnicity, and LGBTQIA-centric ERGs) and financial compensation for ERG leadership
- Developed annual diversity targets for Executive Leadership Team members and bi-annual pay parity reviews for corporate team members
- Introduced a Corporate Social Responsibility Program which includes an Axiom financial investment in ERG-selected non-profit organizations

**We have also celebrated notable milestones, including our achievement of gender parity across Axiom's Senior Leadership Team for the first time in company history.**

While we are proud of the diverse workplace we have built, **we continue to be driven by higher standards**, which is why we have recently partnered with a third-party DEI consultant to review our people practices, gather input directly from our employees, and advise on the next phase of our diversity journey. After the initial phase of our partnership is complete, Axiom is committed to outlining our updated approach to DEI, and articulating the steps we are undertaking to create a world-class DEI workplace.

### REFERENCES:

1. Statistics on Axiom's "Lawyer Bench" reflect information collected through 7/1/22 for Axiom US based lawyers
2. ABA Profile of the Legal Profession 2022
3. NALP 2021 Report on Diversity in U.S. Law Firms
4. ALM: 2022 Diversity Scorecard (AmLaw200 and NLJ250)
5. Statistics on Axiom's "Corporate Employees" reflect information collected through May, 2022 for our US-based employee population
6. U.S. Department of Labor Statistics: Women's Bureau
7. Gartner 2019 Current State of Diversity Representation in the US
8. Fortune Best Workplace for Diversity 2020
9. US Population & Workforce data; US Census & Bureau of Labor Statistics