

Unlocking Our Full Potential: The Axiom 2025 Inclusion Report

Axiom believes that creating an unbiased, inclusive, and high-performance culture is crucial to our mission, strength as a business, and leadership position within the legal ecosystem. We believe in the benefits of hiring outstanding talent and building a company in which every employee has equal opportunity to achieve their goals and dreams. Our commitment to an Axiom that represents the breadth of our associates, creates a space in which everyone can strive for excellence, and rewards achievement is a driving force to our success.

Our 2025 Inclusion Report features voices from Axiom leaders and Employee Resource Groups (ERGs)—the champions driving our belonging efforts. It also includes updates on improving the accuracy and inclusivity of our data, refreshed inclusion metrics, and our latest benchmarking results. Tracking this data over time helps us ensure we’re objectively hiring and retaining the best talent from all

backgrounds. Sharing this data transparently holds us accountable and we hope it helps our broader industry make progress.

The findings from our 2025 data reflect our commitment to do the work: Axiom’s legal talent continues to lead the legal industry in terms of diversity from a race, ethnicity, and gender perspective, as well as professional achievement as reflected in our industry leading client Net Promoter Scores. We believe that Axiom’s model – which offers legal professionals a career rooted in autonomy, flexibility, and choice – supports a broad variety of lifestyles while delivering exceptional value to clients. We are committed to creating dedicated, programmatic initiatives that empower our entire team to perform at the highest level. This commitment to employee opportunity also extends beyond our legal talent population to our corporate employee and executive populations. Specific findings and a roadmap for continued improvement follow.

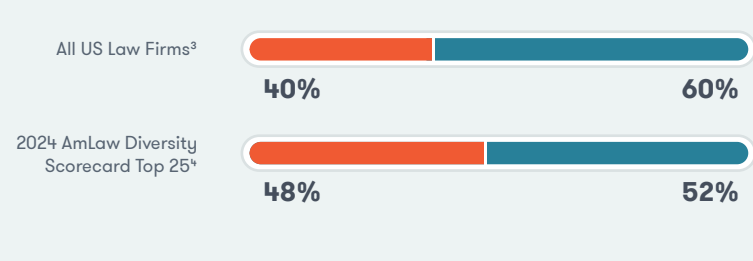
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“We have always been committed to helping our employees achieve their full potential regardless of race, sex, religion, national origin, or any other demographic factor. We do everything we can to ensure that our employees have the opportunity to thrive and feel valued and accepted for who they are.

Our Employee Resource Groups (ERGs), which are available to all employees, have played an instrumental role in helping us create and maintain a workplace that is inclusive and fair for everyone. We are excited to continue to invest in them going forward.”

DAVID MCVEIGH, CEO

Axiom’s Legal Talent



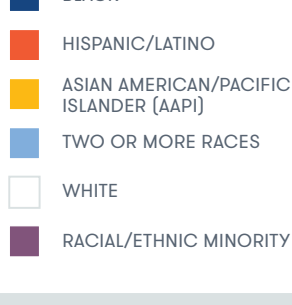
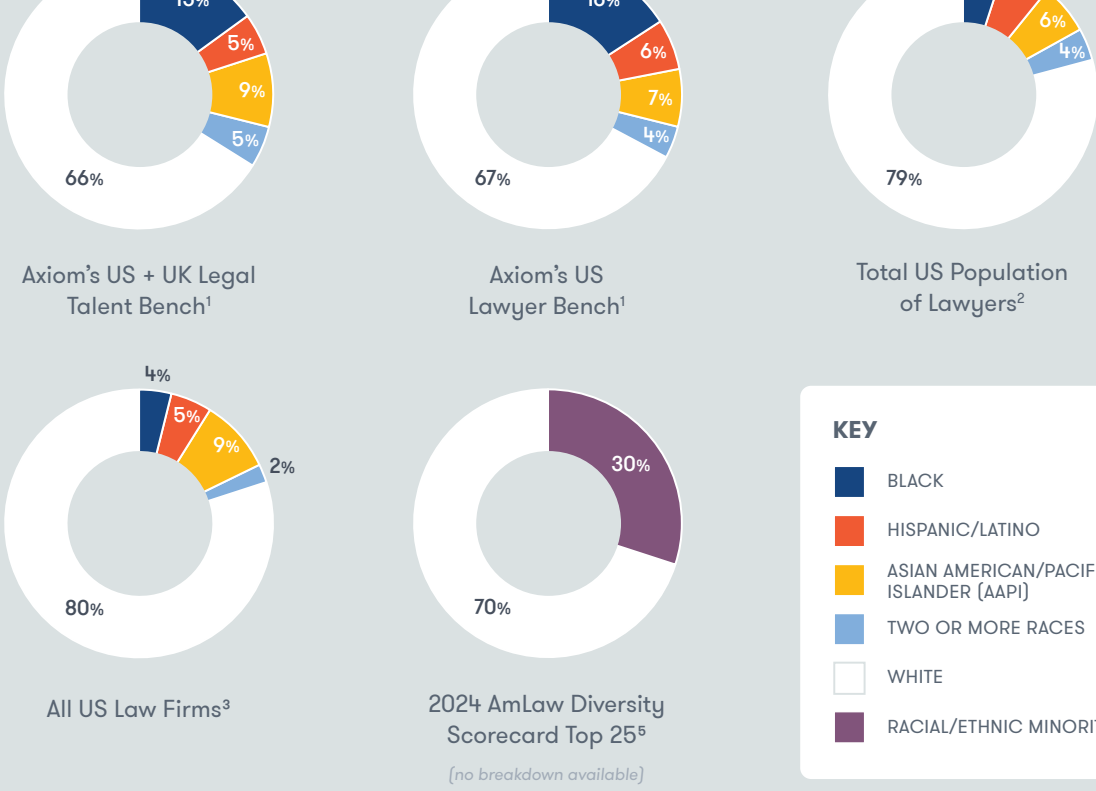
Lawyers and Legal Professionals Gender Identity

Axiom’s legal talent population includes significantly more people 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 and Legal Professionals Race/Ethnicity Representation

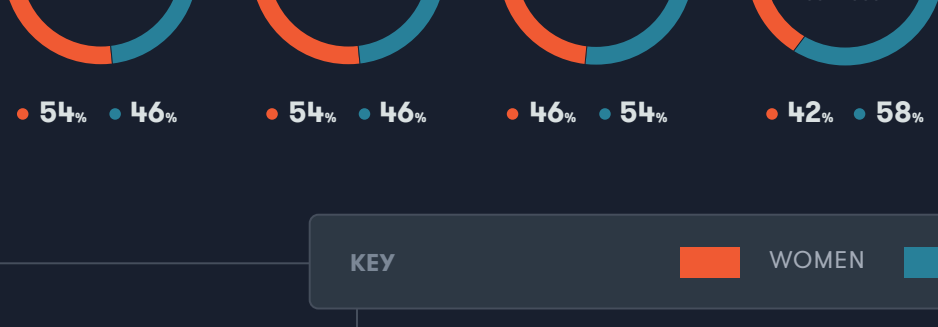
Axiom’s legal talent population is significantly more racially and ethnically diverse than the total population of lawyers, lawyers at law firms in aggregate, and lawyers at the nation’s largest firms.



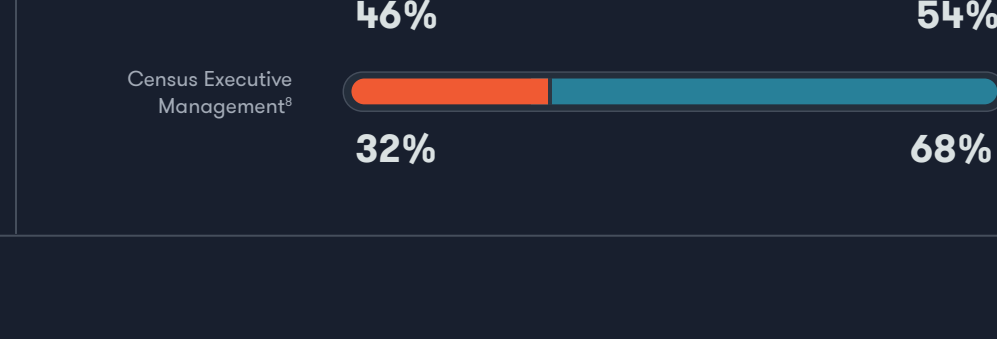
Lawyer and Legal Professional Gender & Orientation (LGBTQIA+) Representation



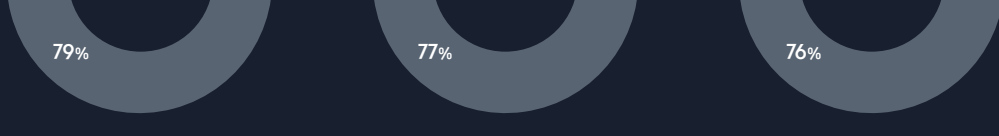
Axiom’s Corporate Employees



GENDER Corporate Employees Gender Identity



RACIAL/ETHNIC MINORITIES Corporate Employees Race/Ethnicity Representation



Corporate Employees Gender and Orientation (LGBTQIA+) Representation



Inclusion at Axiom

We believe measuring the experiences of our team members is critical to creating an Axiom where everyone feels they belong and has the opportunity to succeed. To do so, we leverage data and feedback from our semi-annual engagement survey, Axiom’s primary mechanism for measuring our success around building a culture where everyone feels engaged and can perform to their maximum potential.

Our survey is designed to measure parity, which we define as no demographic group having an experience that substantially deviates [by more than 5 percentage points] from company averages. **We call this our Engagement score:**

Engagement Parity

HQ Team	Legal Team
GENDER <ul style="list-style-type: none"> ● Global Parity in Engagement ● US Parity in Engagement ○ UK Men <small>Under Engagement Parity by 3 points</small> RACE/ETHNICITY <ul style="list-style-type: none"> ● US Parity in Engagement LGBTQIA+ <ul style="list-style-type: none"> ● US + UK Parity in Engagement 	GENDER <ul style="list-style-type: none"> ● Global Parity in Engagement ● US Parity in Engagement ● UK Parity in Engagement RACE/ETHNICITY <ul style="list-style-type: none"> ● US Parity in Engagement ● UK Parity in Engagement LGBTQIA+ <ul style="list-style-type: none"> ○ US + UK <small>Sample Size too small to accurately measure LGBTQ+ Engagement for Legal Talent</small>

Note: While Gender data is collected globally, Race/Ethnicity & LGBTQIA+ status data is only collected in the US and UK. If a team is not mentioned, the sample size was too small for accurate assessment or local laws prohibited us from collecting data on the demographic.

Recent and Future Steps

56

“We share this snapshot to hold ourselves accountable for maintaining a fair culture that supports equal opportunity for all employees. This annual exercise helps spark conversations with clients and talent around best practices, allows us to benchmark ourselves against the legal industry, brings internal transparency to our workplan, and spurs the industry forward in helping people achieve their full potential. Highlighting our strategic workplan and next steps is an integral part of achieving those goals, and we welcome feedback and partnership.”

ERIC CARTER
CHIEF PEOPLE OFFICER

Our roadmap is ever evolving as our data, learnings, insights, and partnerships grow over time. We focus our roadmap on improving every component of the Axiom employee experience lifecycle, from recruiter outreach to wellbeing to career growth. Key highlights include:

- **Expanding** our data efforts to support candidate data collection, disability & veteran status data collection, and Middle East and North Africa (MENA) representation
- **Partnering** closely with industry experts Paradigm to achieve a top score in the “Innovating” category of their Culture for Everyone Maturity Model
- **Achieving** a perfect 100% score on the Human Rights Campaign’s Corporate Equality Index in both 2023/24 and 2025
- **Welcoming** a new ERG and onboarding a new group of ERG leaders

We also continued many of the hallmark initiatives we defined last survey, including publishing compensation bands in all job postings, conducting a benefits parity review, and running a compensation parity review.

Our Employee Resource Groups are the lifeblood of our employee communities at Axiom.

ERGs at Axiom meet with our Chief People Officer, Chief Marketing Officer, and other key figures regularly to provide valuable insight on key business processes. All of our ERGs and ERG programs are open to every employee at Axiom. Below are a few highlights of what they’ve achieved this past year:

- Engaged the Axiom Executive Leadership Team in fireside chats and Ask-Me-Anything’s (AMAs)
- Hosted speaker events on pressing current events, lived experiences, intersectional identities, corporate growth, and much, much more
- Held in-person offsite events across over half a dozen geographies
- Cross-collaborated to bring non-ERG members—including clients—opportunities to connect through allyship and global events
- Created access to financial coaching, mentorship, wellbeing, and industry expertise
- Created resources and glossaries for all Axiomites on inclusive language and LGBTQIA+ terms

APAXIOM

Supporting our Asian & Asian American Community

Blaxiom

Supporting our Black community

DNA

Supporting our Disabled & Neurodiverse Community

E.R.A

Supporting our Women

Outlaws

Supporting our LGBTQIA+ community

Continuing Our Momentum in 2025

While we are proud of the belonging and opportunity we have built at Axiom, we continue to be driven by higher standards. These are some areas we’ll continue to make progress on in 2025:



How do we best ensure that everyone, regardless of background, is set up to succeed at Axiom?



How do we continue to shape and strengthen our multi-year career path trajectories within our key functions?



What backgrounds and experiences are not represented in our equality and inclusion data?



How do we continue to effectively communicate what we believe and what we do, both internally and externally?