

# Axiom's DEI Snapshot



Axiom believes Diversity, Equity, and Inclusion (DEI) is crucial to our mission, strength as a business, and leadership position within the legal ecosystem. Each component of DEI is both critical and unique. Diversity creates an Axiom that appropriately represents the world around us, equity ensures our people and teams are recognized and rewarded for their performance, and inclusion builds a culture wherein every Axiomite feels like they belong.

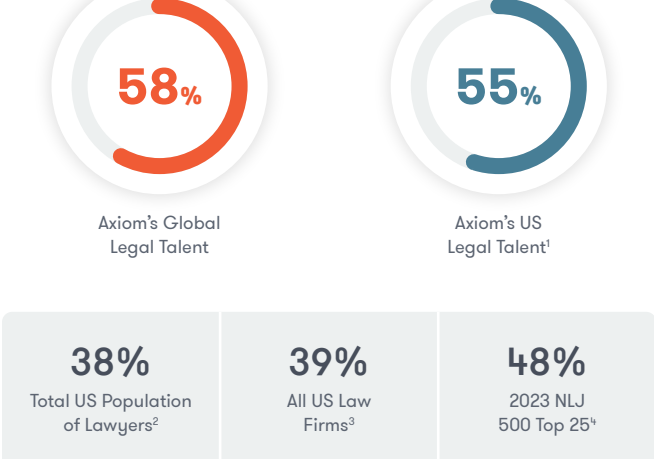
Our 2023 Diversity Snapshot – which represents our promise to be transparent about the current state of Axiom's DEI programs and areas for improvement – includes several enhancements to the prior year version. **Our DEI data is now more inclusive, better representing the entirety of Axiomites including our LGBTQIA+ community.** In addition, we have expanded our geographic data to include Axiomites based in the UK.

The findings from our 2023 data reveal that Axiom's legal talent continues to lead the legal industry in terms of race, ethnicity, and gender diversity. We believe that Axiom's model – which offers legal professionals a career rooted in autonomy, flexibility, and choice – naturally leads to a more diverse ecosystem than industry peers. However, we also remain committed to creating dedicated, programmatic initiatives that reinforce our inherent diversity. This commitment to diversity also extends beyond our lawyer and broader legal talent population to our corporate employee and executive populations. Snapshot findings and a roadmap for continued improvement follow.

## Axiom's Legal Talent Bench

### Lawyers and Legal Talent Identifying as Women:

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.

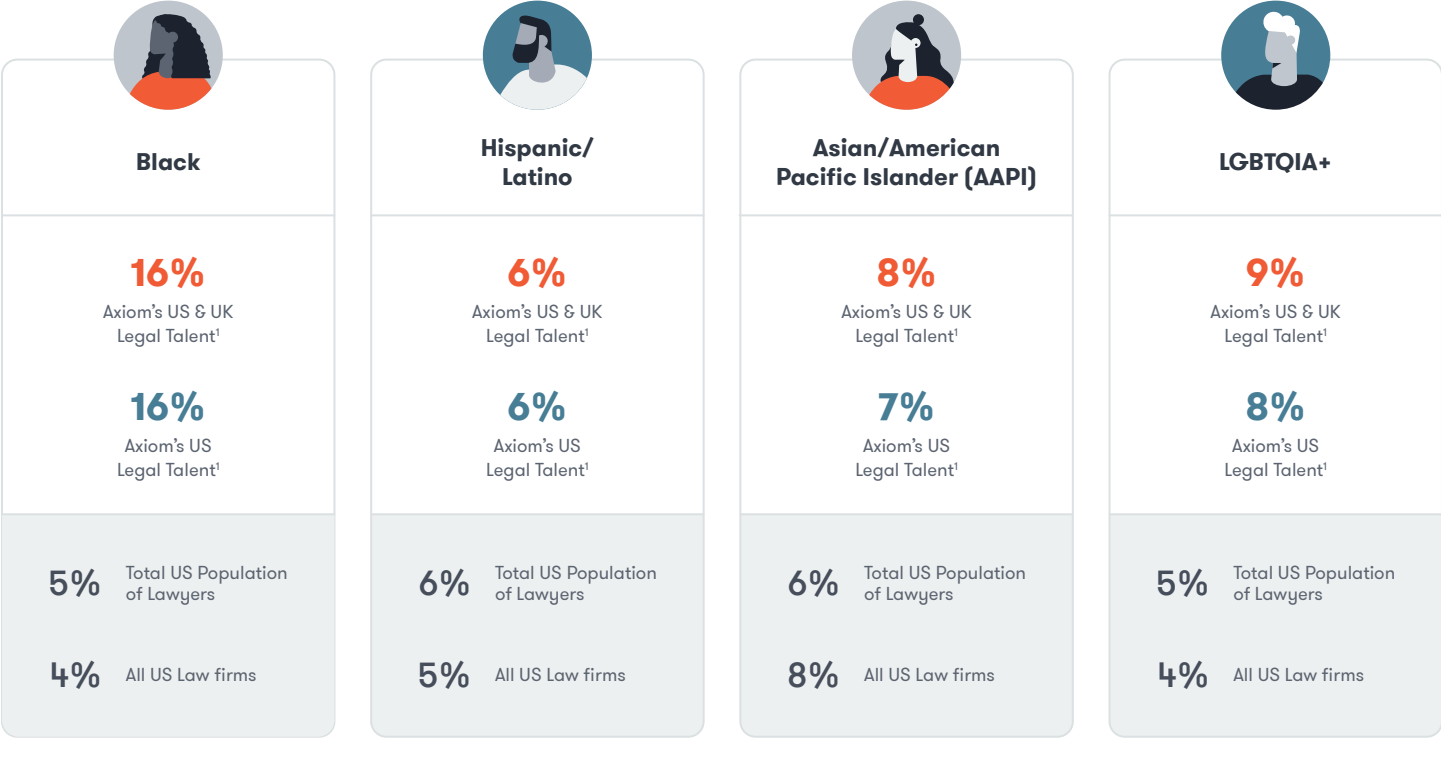


### Lawyers and Legal Talent Identifying as Racial/Ethnic Minorities:

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.

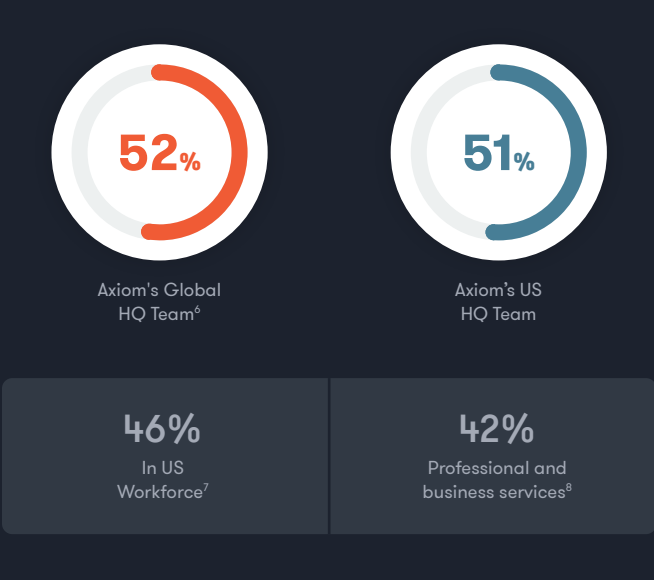


### Lawyers and Legal Talent Identifying as...

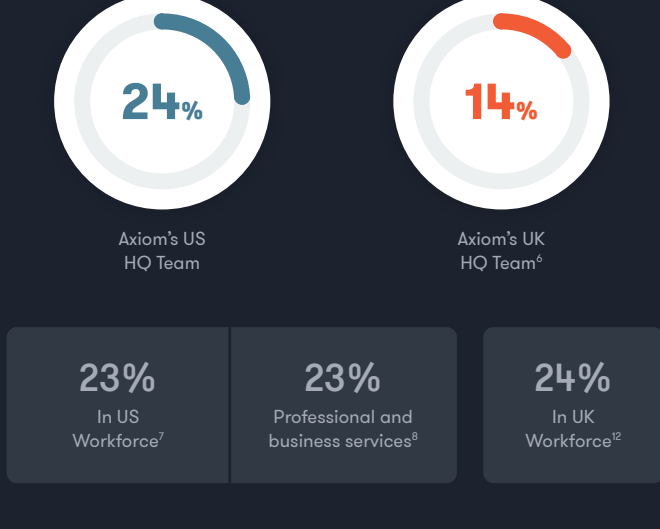


## Axiom's Corporate Employees

### Corporate Employees Identifying as Women:



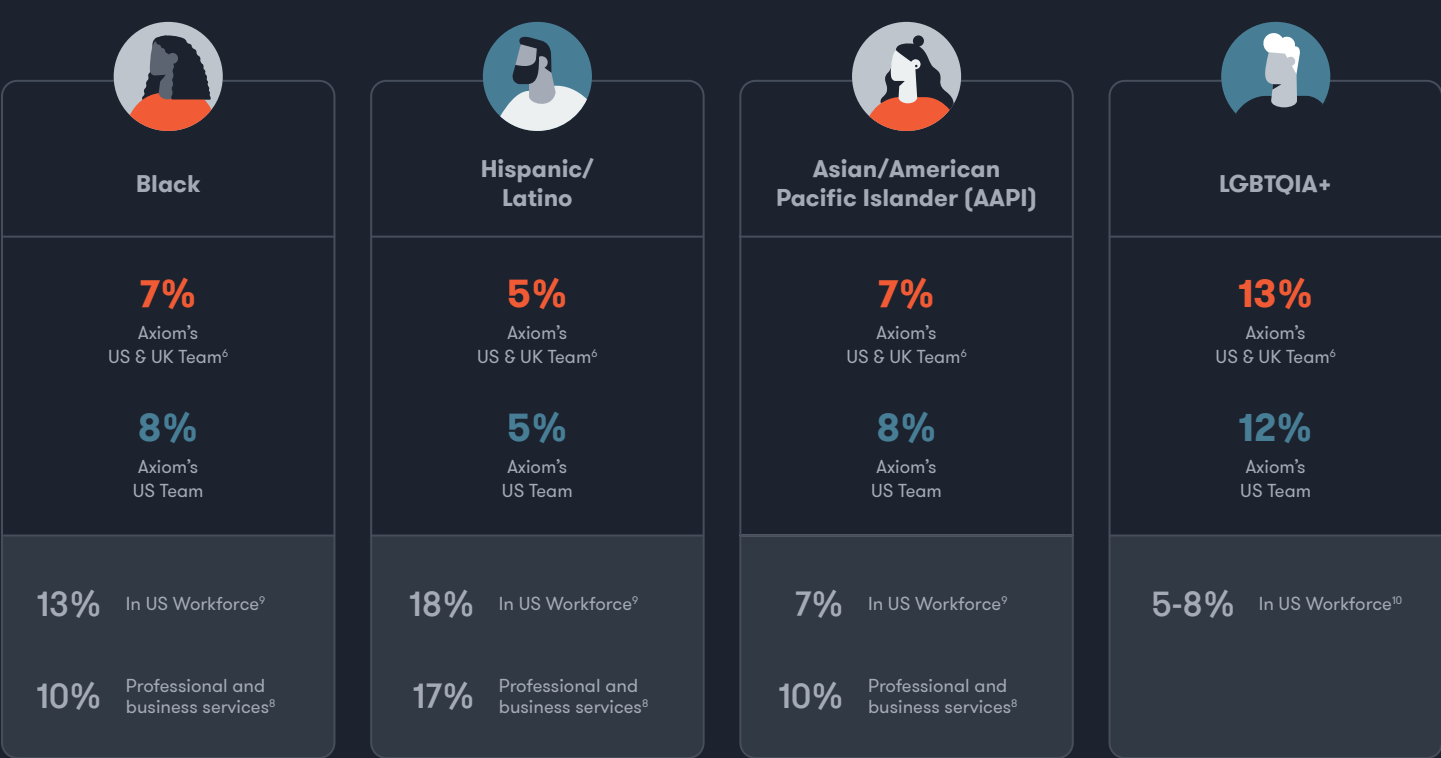
### Corporate Employees Identifying as Racial/Ethnic Minorities:



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



### Percentage of Corporate Employees Identifying as.....



## Inclusion at Axiom

For the first time, our Diversity Snapshot shines a spotlight on inclusion at Axiom. In so doing, we have leveraged data and feedback from our semi-annual DEI engagement survey, which is Axiom's primary mechanism for measuring our success building a culture where all people feel they belong, are seen, and can thrive.

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:

HQ Team:	Legal Talent:
<b>GENDER:</b> <ul style="list-style-type: none"><li>US Parity in Engagement</li><li>UK Parity in Engagement</li></ul> <b>RACE/ETHNICITY:</b> <ul style="list-style-type: none"><li>US Parity in Engagement</li><li>UK Parity in Engagement</li></ul> <b>LGBTQIA+:</b> <ul style="list-style-type: none"><li>US &amp; UK Parity in Engagement</li><li>UK sample size is too small to break out LGBTQIA+ Engagement into US &amp; UK</li></ul>	<b>GENDER:</b> <ul style="list-style-type: none"><li>US Parity in Engagement</li><li>UK Parity in Engagement</li></ul> <b>RACE/ETHNICITY:</b> <ul style="list-style-type: none"><li>US Parity in Engagement</li><li>UK sample size is too small to accurately measure Race/Ethnicity for Legal Talent</li></ul> <b>LGBTQIA+:</b> <ul style="list-style-type: none"><li>US &amp; UK sample size is too small to accurately measure LGBTQ+ Engagement for Legal Talent</li></ul>

## Recent and Future Steps

This snapshot's expanded insight into our diverse population and inclusive practices is designed to bring public accountability to our progress as an organization and encourage industry-wide transparency. Our DEI roadmap continues to evolve, informed by data, learnings, and expert guidance, with projects underway in almost every part of the Axiom experience—from recruitment to career planning.

Over the past year, **we have taken additional steps to create a more diverse and inclusive workplace for our corporate employees and our legal professionals.** Those initiatives include, but are not limited to:

- Hiring a DEI Leader...**  
responsible for Axiom's strategic DEI initiatives including representation, engagement, and data.
- Expanding our data efforts...**  
to ensure that we can measure and action across even more diverse groups.
- Increasing our legal talent engagement survey cadence...**  
from annually to semi-annually to better support the changing needs of our diverse bench.
- Publishing compensation bands...**  
in all job postings, both internal and external.
- Completing a DEI benefits and policy review...**  
resulting in several enhancements for many of our Axiomite groups.
- Furthering our ERG integration...**  
as our ERGs reach maturity and become core facets of Axiom's DEI and employee value proposition.

While we are proud of the diverse workplace we have built, we continue to be driven by higher standards. **Over the next year, we plan to:**

- 1 PARTNER**  
with an industry leading DEI analytics platform to provide benchmarks and actions against equity and inclusion goals in Axiom policies and procedures.
- 2 CONTINUE**  
data expansion into collecting candidate data, disability status, veteran status, and more in order to best serve all groups at Axiom.
- 3 BUILD**  
new enhancements from our partnership and data that we will share in our next snapshot.

### REFERENCES:

- Statistics on Axiom's "Lawyer Bench" reflect information collected through 7/1/23 for US Axiom lawyers
- ABA Profile of the Legal Profession
- NALP Report on Diversity in US Law Firms
- NALP 500: The Women in Law Scorecard (<https://www.law.com/nationallawjournal/2023/06/20/the-2023-nlj-500-ranked-by-head-count/>) (<https://www.law.com/nationallawjournal/2023/06/20/the-2023-nlj-500-women-in-law-scorecard/>)
- ALM: Diversity Scorecard (AmLaw200 and NLJ250)
- Statistics on Axiom's "Corporate Employees" reflect information collected on July 1, 2023, for our global employee population
- <https://www.dol.gov/agencies/wb/data/widget> & <https://www.census.gov/quickfacts/fact/table/US/LFE046221>
- <https://www.bls.gov/opub/cpsaat18.htm>
- <https://www.bls.gov/opub/reports/race-and-ethnicity/2021/home.htm>
- <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Employee-Perceptions-Discrimination-Apr-2021.pdf>
- SRA Legal Profession Data: <https://www.sra.org.uk/sra/equality-diversity/diversity-profession/diverse-legal-profession/>
- UK Home Office Workforce Diversity Statistics <https://www.gov.uk/government/statistics/home-office-workforce-diversity-statistics-2021-to-2022> & <https://www.gov.uk/government/statistics/home-office-workforce-diversity-statistics-2021-to-2022-comparison-to-targets-and-population-estimates>