PROTECT **RESPONSIBILITY.** PROTECT **LIFE.**

2026
Responsibility Report



AXON

ABOUT THIS REPORT

OUR RESPONSIBILITY

Axon is deeply committed to building a more transparent, accountable and sustainable world. This commitment is guided by our mission to protect life.

Through close engagement with both internal and external stakeholders, we shape our corporate strategy around the topics that most directly influence our financial performance, reputation and long-term impact. These areas guide our efforts for years to come. We believe they are material to our business.

To learn more about our strategy, initiatives and approach to corporate responsibility, please visit **axon.com/responsibility**. We welcome and value all stakeholder feedback, and we encourage you to share your thoughts as we continue this journey.

SCOPE OF REPORT

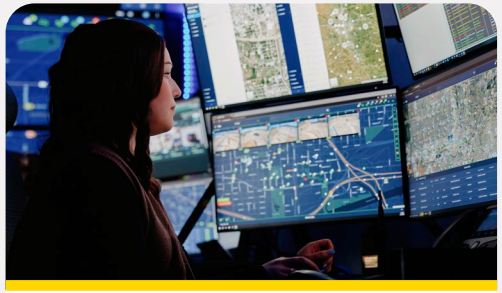
This report outlines Axon's responsibility strategy and programs for the fiscal year ended December 31, 2025, and includes data and initiatives across our global operations unless otherwise noted. The material topics that guide our strategy are reflected in the structure of this report.

This report does not include financial performance information, which can be found in our Annual Report and other public filings available through the U.S. Securities and Exchange Commission (SEC) and at **investor.axon.com**.

This report references the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) frameworks as guidance. The report's scope includes all entities addressed in our financial statements and focuses on topics relating to our business operations. We apply these standards where relevant.

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, as amended. These may include, but are not limited to: our strategy and commitments; expectations regarding future risks and opportunities; and assumptions underlying these initiatives. Forward-looking statements are based on current expectations and beliefs and involve risks and uncertainties that may cause actual results to differ materially. For additional information, please refer to the "Risk Factors" section in our most recent Annual Report on Form 10-K filed with the SEC. We undertake no obligation to update any forward-looking statements contained in this report.

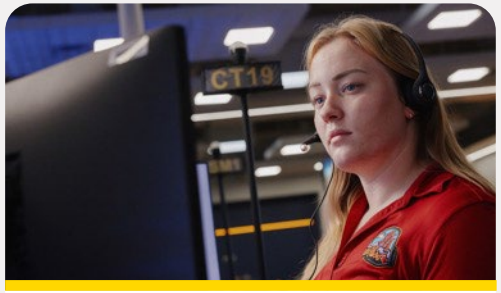
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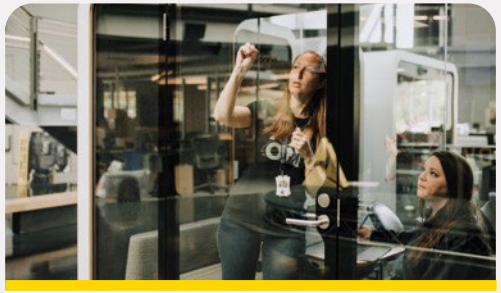
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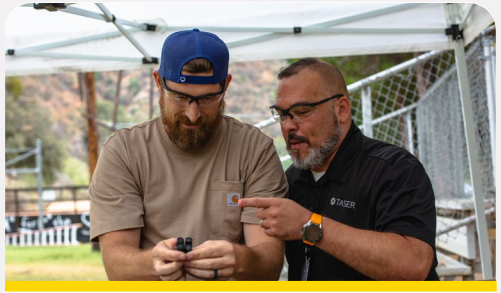
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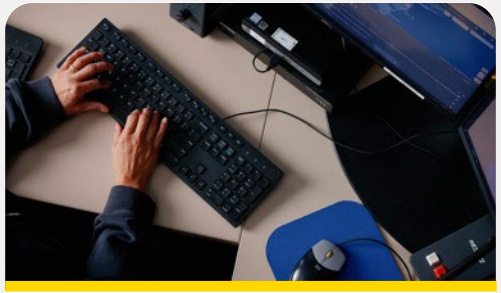
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A MESSAGE FROM RICK

Fellow Stakeholders,

When I started Axon in 1993, I was driven by a simple question: why should a bullet be the best tool we have to stop a threat? More than three decades later, that question still guides everything we do. Our mission to Protect Life remains as urgent as ever, and the work to fulfill it is far from finished.

This year, we took meaningful steps toward the future we envision. We are building the operating system for public safety: a connected ecosystem where sensors, customer-controlled data, AI-powered intelligence and response tools work together to help professionals make better decisions when it matters most. This dream doesn't stop at law enforcement, it expands across markets with the same goal.

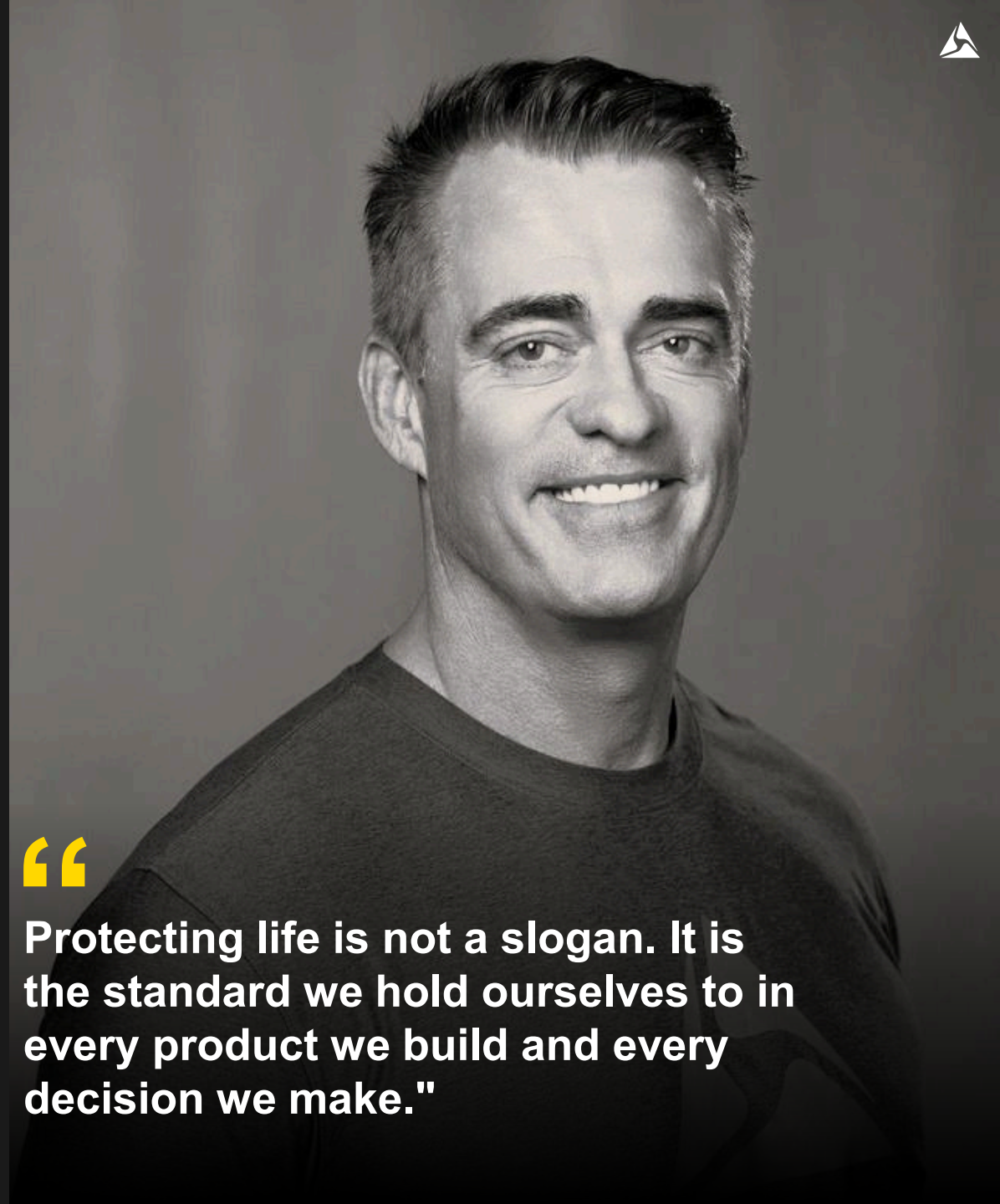
As our technology grows more capable, our responsibility grows with it. We believe the right things should be easier and the wrong things harder, and that means keeping people in control of critical decisions, protecting the privacy of the data our customers entrust to us, and earning trust through transparency.

Responsibility at Axon is not a separate effort from our business. It is how we do business. It shows up in how we innovate, how we invest in our people, how we steward our planet and how we govern ourselves. We know we have more to do, and we will keep measuring ourselves honestly against the outcomes we set out to achieve.

Looking ahead, we are committed to working side by side with the public safety professionals, community leaders and partners who share our belief that technology can help resolve conflict, reduce harm and strengthen trust. The work ahead is big, and we are glad to have you with us. Thank you for being part of it.



RICK SMITH
CEO & FOUNDER



"Protecting life is not a slogan. It is the standard we hold ourselves to in every product we build and every decision we make."

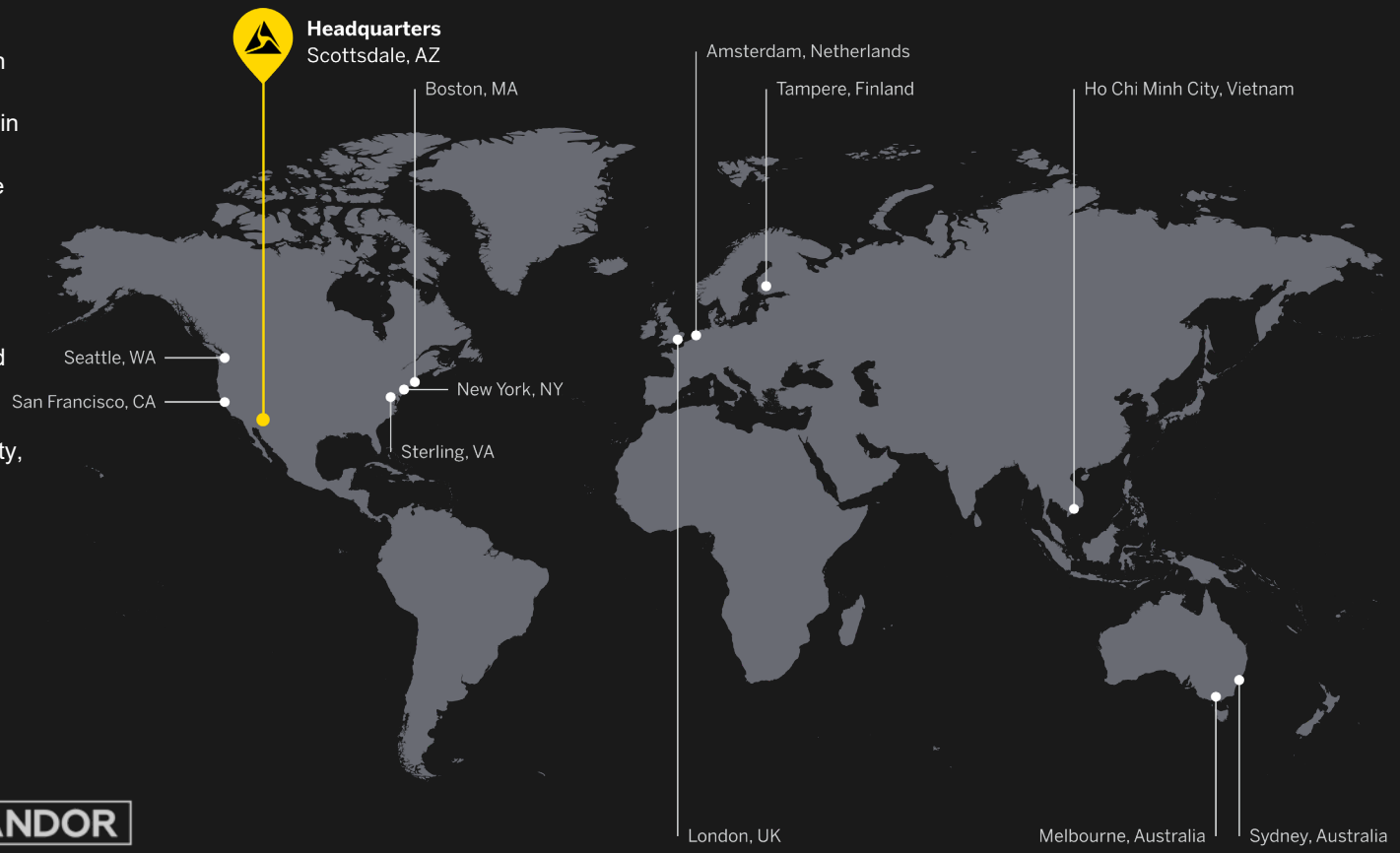
WHO WE ARE

OUR MISSION IS TO PROTECT LIFE

Axon is building the operating system for public safety: a connected ecosystem in which sensors, customer-controlled data, AI-powered intelligence and response tools work together across customer mission chains. Our CEO, Rick Smith, founded the company in 1993, fueled by a passion for science fiction and a timeless human challenge: how to resolve conflict without using lethal force. He believes technological advancement is the answer, and he has dedicated his career to developing tools that make the world safer and more just for all.

Today, Axon brings together connected hardware and cloud software to address the everyday challenges faced by public and private safety professionals. Our ecosystem spans TASER energy devices; body, fixed and in-car cameras and sensors; drones and robotics; digital evidence and records management; real-time operations; immersive training; productivity tools; and AI-driven capabilities and insights. Designed to work seamlessly together, these products give customers a single, connected picture of safety, helping protect people and places with greater speed, clarity, and accountability.

Our solutions address complex, high-stakes challenges, and our mission attracts top talent. Every day, we work to invent and deliver technology that makes the right things easier and the wrong things harder.



OUR VALUES

BE OBSESSED | JOIN FORCES | EXPECT CANDOR

AIM FAR | OWN IT | WIN RIGHT | BOLDLY GO

Founded:

1993

Global offices:

30+

Employees:

5,100+

Countries:

15+



OUR RESPONSIBILITY JOURNEY

2020

- Created Justice, Equity, Diversity and Inclusion (JEDI) initiatives within workforce.
- Introduced AI Ethics Advisory Board.
- Launched Sprint for Justice, including eight product features to support racial equity, diversity and inclusion.
- Ran “Got You Covered” campaign to provide first responders with necessary COVID-19 personal protective equipment.
- Launched first Responsibility Report.
- Aligned reporting with Sustainability Accounting Standards Board (SASB).
- Hosted first investor ESG roadshow.
- Introduced our Moonshot Goal.
- Created Ethics & Equity Advisory Council (EEAC).
- Shareholders approved proposal to declassify Board of Directors structure.
- Implemented an environmental management system.
- Expanded footprint of Axon Employee Resource Group.
- Published Environmental Policy.
- Achieved ISO 14001 certification at our Scottsdale, Arizona headquarters.
- Aligned long-term executive compensation with company performance.
- Published Human Rights Policy.
- Formalized our Cybersecurity Policy.
- Published our Responsible Innovation Framework.
- Aligned reporting with Global Reporting Initiative (GRI) Standards.
- Published Scope 1 & 2 emissions.
- Formalized our Clawback Policy.

Now

- Formalized our “Voice of Community” process for product governance.
- Enhanced our AI governance oversight framework.
- Tied our Responsible Innovation principles to performance reviews.
- Updated our Quality Management Policy.
- Encouraged an AI-first workforce.
- Achieved ISO/IEC 42001 certification.
- Expanded our ISO 14001 certification to 5 locations.
- Disclosed our Political Contribution Policy.

OUR MOONSHOT

In 2022, Axon announced our Moonshot Goal to **cut gun-related deaths between police and the public in the United States in half by 2033**. This foundational moment in our journey defined a clear, measurable outcome born from our mission and ingrained in our purpose. It aligns our focus and drives our ambition every day.

Where we are:

Each year in the United States, more than 1,000 people lose their lives in gun-related incidents involving law enforcement and the public. These tragedies arise from complex and deeply rooted challenges, but their impact is felt profoundly—by families, by communities and by the nation as a whole.

Where we are going:

We are working toward lasting change by bringing together insights, training, community engagement and technology to drive better outcomes. This effort is central to our mission, and we welcome the insight, expertise and influence of all those who share in this vision. We've launched new products, introduced new concepts and initiated new investments to help build a future where protecting life is the standard—not the exception.

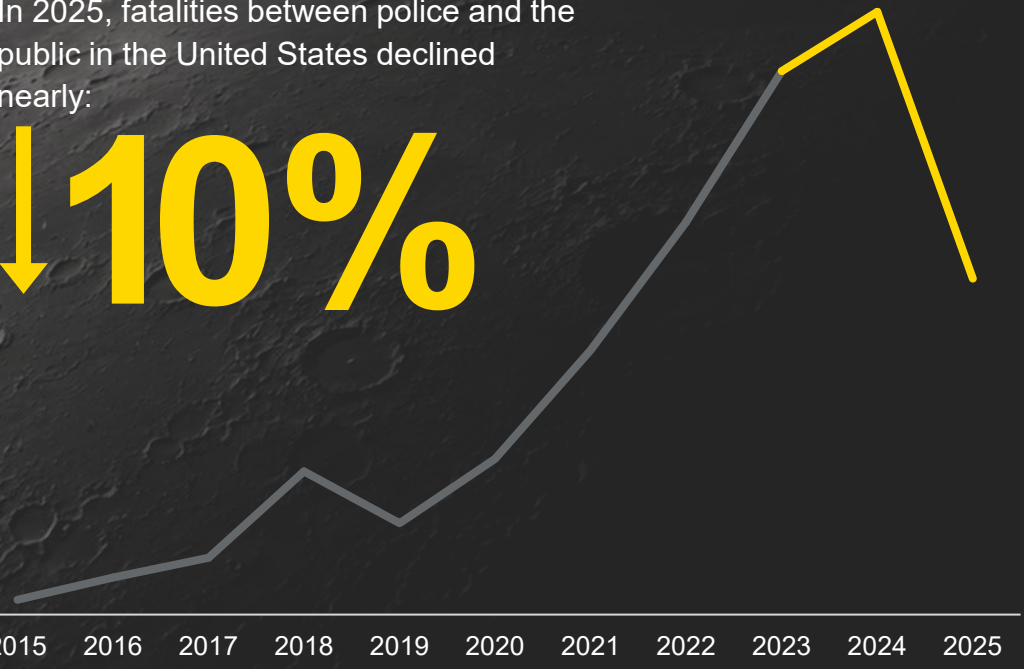
Join the movement. #thisisourmoonshot

axon.com/moonshot moonshot@axon.com

U.S. police and public total fatalities

In 2025, fatalities between police and the public in the United States declined nearly:

↓10%





PROTECT INNOVATION

AXON

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PROTECT INNOVATION

- Responsible Innovation
- Our Ecosystem
- Supply Chain

PROTECT OUR PEOPLE

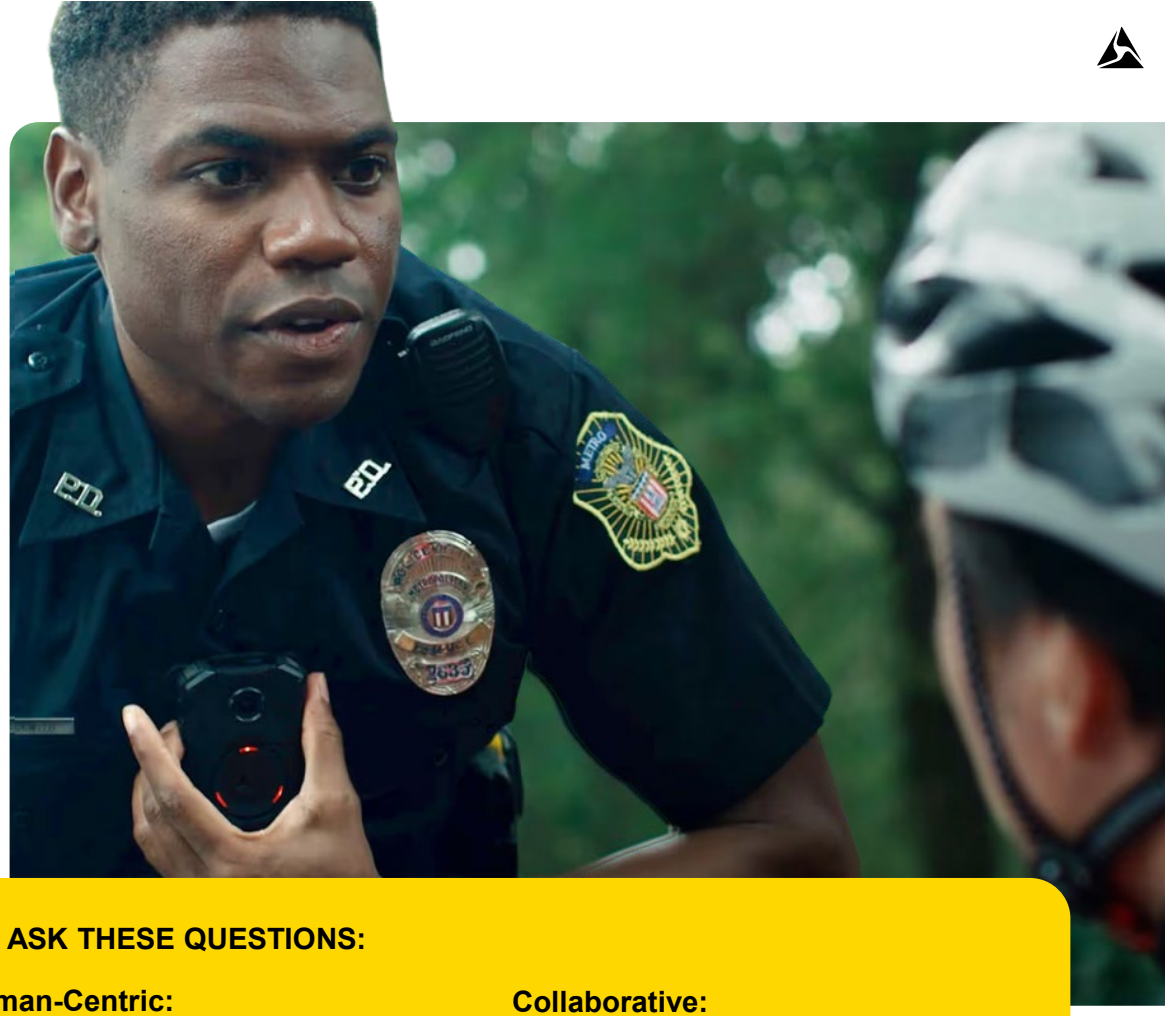
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RESPONSIBLE INNOVATION

Everything we build starts with our Responsible Innovation Framework. It comes down to one idea in practice, making the right things easier and the wrong things harder. Our Responsible Innovation Framework shapes how we design, build and deploy every product, so our customers get technology they can trust to serve the communities they protect. Following our 2025 Responsibility Report, the most common request we heard from stakeholders was for more detail on how we put the Framework into practice. In response, we enhanced our disclosures on Board oversight, employee training and tools, our Voice of Community process and results and how Responsible Innovation factors into R&D performance reviews.



OVERSIGHT

The Responsible Innovation Team and Ethics & Equity Advisory Council report to our Board quarterly, carrying community-informed ethics into the highest level of governance. Our Nominating & Corporate Governance Committee oversees the policies and controls behind the Framework, drawing directly on insight from hands-on community engagement.

EMPLOYEE TRAINING

Responsible Innovation begins long before a product reaches the public, it starts with the teams who imagine and build it. All employees cover Responsible Innovation principles in annual compliance training. Product, design, and engineering teams also take part in quarterly training that spotlights case studies of teams embedding Responsible Innovation before product launch. We also built ARIA (Axon's Responsible Innovation Assistant), an AI tool that helps teams apply the Responsible Innovation principles and run Responsible Innovation Assessments early in planning.

WE ASK THESE QUESTIONS:

Human-Centric:
Are we solving a critical issue that helps ensure everyone gets home safe?

Collaborative:
Did we work with the right people to get to the right solution?

Principled:
Are we solving the RIGHT issue, where Axon can create the most positive impact?

Accountable:
Does this help responsibly shape a safer future for all?

RESPONSIBLE INNOVATION FRAMEWORK

Axon's Responsible Innovation Framework centers on the belief that how we create our products is just as important as what we create. It guides our efforts to build technologies that not only improve safety but also elevate humanity and foster trust, informing how we ask hard questions, engage diverse stakeholders, and build protections into every product. It is the result of collaboration with a broad group of stakeholders, including our Board of Directors, industry experts, academics, policymakers, public safety professionals and community representatives. This input becomes insights that product teams use to shape safeguards and deployment guidance.

Read more about our Responsible Innovation Framework **here**.

OUR PRINCIPLES ARE:



Protect Life First

The most fundamental human right is to live safely, free from serious harm. Where lethal weapons may still be necessary, we work to expand and improve less lethal alternatives to protect lives and reduce injuries.

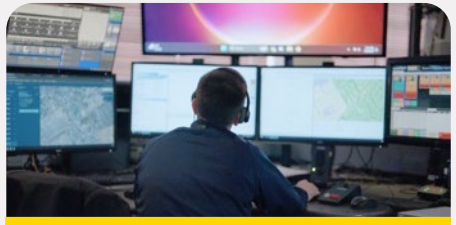
- We do not create intentionally lethal weapons.
- Our devices collect data for transparent responsible use.
- We collaborate on standards to optimize safety.



Champion Transparency

Connected cameras and evidence software have revolutionized public safety, but legal and ethical rigor must remain paramount. We prioritize privacy, fairness, accountability and transparency.

- Our devices help solve crime and promote transparency.
- Our customers own the data, we protect its privacy.
- We safeguard privacy as a human right.



Reduce Danger, Defend Privacy

Enhancing public safety depends on better information, and we prioritize this while addressing concerns about surveillance. Our solutions aim to improve transparency while safeguarding privacy and civil liberties.

- Our real-time intelligence is intended as a force for good.
- Our platform helps detect danger and promote safety.
- We use alert-based monitoring not continuous surveillance.



Amplify Humanity

We recognize the promise of ethical AI innovation. Our mission is to harness cutting-edge AI technology to revolutionize community safety, all while prioritizing the mitigation of biases and other potential risks.

- We use AI to extend human capability while preserving human decision-making.
- We enable human decision-making in critical moments.
- We test rigorously to reduce inherent bias in AI-based products.



Support Human-Centered Innovation

Robotics represent an opportunity to transform public safety. We are exploring remotely operated aerial and ground devices to support first responders and de-escalation, while ensuring human control.

- Our robots extend human capabilities, not replace them.
- Our robots never make autonomous decisions to use force.
- We promote oversight of robots in public safety.

RESPONSIBLE INNOVATION

VOICE OF COMMUNITY

We believe listening to the communities we serve is our responsibility and the process starts internally. Before a product or policy reaches the market, it moves through a deliberate cycle of input and perspective gathering, synthesizing and then translating it into actionable recommendations, all within the guidance of our Responsible Innovation Framework. We don't just build responsibly. We build with the people our work affects. Once an idea takes shape internally, our Voice of Community brings external perspective to bear, helping product teams surface blind spots, assess risks and biases, and develop trust and acceptance for early-stage products. To learn more about the Voice of Community, please visit **here.**

Three groups work together as thought partners through the development process:

Responsible Innovation Team

Axon's internal team that is dedicated to embedding Responsible Innovation into product design, development and go-to-market decisions. Established to bring the community's voice into how we build public safety technology by integrating equity and ethics from the earliest stages of product development.

Ethics & Equity Advisory Council (EEAC)

Established in 2022, the EEAC is an independent group of community leaders, restorative justice advocates, civil rights experts, technologists and scholars who help inform the responsible development of emerging technologies across the Axon Ecosystem.

National Community Partners

Through partnership with local communities and organizations, we work with organizations that advise on product development and go-to-market strategy.

AREAS OF REVIEW

Axon focuses on new products, features or capabilities where community input can meaningfully shape design, safeguards and deployment before launch. Captained by our Responsible Innovation Team, our Voice of Community looks at the following areas:

- **Who's affected**
  The product's purpose, who will use it, and which communities are most likely to be affected, including people who may experience its impact but never use it directly.
- **How it's used in the field**
  How the technology functions within real workflows: where human judgment is required, where decisions are made, and how the experience may shape community outcomes.
- **Risks**
  Privacy concerns, potential for unintended use, safety issues, and the chance of unequal impact across communities.
- **Safeguards**
  Product features, recommended policy guidelines, training, and oversight built in to prevent misuse and support accountability.
- **How it's rolled out**
  How the product is introduced, including which customers and communities are involved early, what feedback channels are in place, and how early lessons shape the wider release.

RESPONSIBLE DESIGN

Starting in 2025, our Responsible Innovation Framework became a standard our Research & Development (R&D) team is measured against, not just a program it consults. Our annual performance review now includes a self-assessment on applying the Framework in product development, with clear performance expectations across R&D levels and calibration guidance for managers. These expectations are tied to individual performance reviews, not just team-level program metrics.

RESPONSIBLE INNOVATION

VOICE OF COMMUNITY | How it works

Identify product
Products are chosen based on their potential impact on communities, especially new products or markets, new use-of-force capabilities, or a meaningful expansion in scope, risk, or when adding AI into officer workflows.

Gather community input
Ethics and equity experts, community representatives, civil rights organizations, and Axon's Responsible Innovation team all weigh in. We gather this input through structured sessions focused on the specific product and the impact on communities.

Find the key themes and risks
Axon reviews all the feedback together to surface recurring concerns, spot risk areas, and see where community perspectives agree or differ, on topics like privacy, unintended use, fairness, and impact on communities.

Turn input into recommendations
The Responsible Innovation team turns community input into clear, actionable recommendations and shares them with the product team for consideration. Recommendations name specific safeguards, design changes, or deployment guidance the team should weigh before launch.

Axon acts on each recommendation
Internal stakeholders review each recommendation and decide how to address it, whether through product design changes, validation and research, user training, or community go-to-market efforts. Every recommendation is documented and tracked, whether it's adopted, modified, or not pursued. When a recommendation isn't adopted, we document the rationale, so every input is accounted for full cycle. The Responsible Innovation team follows up as the product develops.

Publish a summary
For high-impact products, we publish a public summary of the community engagement process on the Responsible Innovation website at product launch, including key community themes and the safeguards built into the product. Explore these summaries for specific products, like **Draft One**, on our **Responsible Innovation In Practice** page.



Example of questions the Voice of Community asks when working on a product:

- ***Who** could be harmed if this is misused?*
- ***What** safeguards prevent unauthorized use?*
- ***How** will we measure impact after launch?*
- ***Does this** affect some communities more than others?*
- ***What** privacy protections are in place?*
- ***How** can affected communities provide input?*

PROTECT INNOVATION

RESPONSIBLE INNOVATION

RESULTS & IMPACT

Draft One is our flagship AI draft reporting tool that analyzes body-worn camera audio transcripts and officer-provided context to generate an initial police narrative report draft. It shows the Responsible Innovation Framework in practice – community input, gathered and synthesized through the Voice of Community process, translated directly into the safeguards we built. Draft One rests on one principle: AI should extend human capability, not replace it. It drafts a police report narrative from body-worn camera audio, but no report becomes an official record without an officer's review, edits, and explicit approval.

Draft One gives officers time back, so they can do more of what requires their human presence, while keeping accuracy, accountability, and fairness human-verified at every step.

Learn more about how Draft One was developed **here**.



KEY SAFEGUARDS:

The key themes from our community research on Draft One shape how we design, develop, and roll out this technology. We weigh those insights against rigorous ethical and inclusion standards, and the resulting safeguards directly address the core issues raised in that dialogue.

Draft One is continuously updated based on officer and community feedback, and potential bias is measured and evaluated on an ongoing basis.

HUMAN CENTERED

What we heard

Every draft should require manual officer review and approval before submission to ensure reports reflect what actually happened.

What we built

- Mandatory review and approval on every draft.
- Placeholders for details only the officer can supply or confirm.
- Optional **minimum-edit requirement** (typically 10–40%).
- **"Obvious error"** mode blocks submission until errors are fixed.
- The name “Draft One” signals every output is preliminary.

TESTED FOR FAIRNESS

What we heard

Large language models trained on internet-scale data can reflect societal biases that shape how incidents are documented.

What we built

- **Two racial bias studies** found Draft One does not produce more negative or incriminating language based on race.
- Double-blind review by 24 external experts found clearer, more professional reports with equivalent neutrality and objectivity.

BUILT-IN PAPER TRAIL

What we heard

AI use should be clearly disclosed when used, and officers must stay accountable for the accuracy of every report.

What we built

- Audit trail logging who used the tool, when, and on what evidence.
- **Optional retention** of the original AI-generated draft.
- Default AI disclosure on each report, customizable by agency.
- Officers retain full responsibility for report accuracy.

PROTECT INNOVATION

OUR ECOSYSTEM

The Axon Ecosystem empowers public safety agencies across every phase of their work—from training and response to evidence capture, collaboration and reporting. Our integrated platform combines TASER devices, body-worn and in-car sensors, digital evidence management, real-time operations tools, drones and robotics, and productivity software—all designed to work better together.

We believe our greatest contribution to corporate responsibility lies in the products we create. Every solution we build is engineered to advance ethical, transparent and sustainable outcomes in the field—helping our customers make better decisions, reduce risk and drive accountability. In the pages ahead, we highlight how our ecosystem translates into real-world impact—for communities and public safety professionals. These outcomes are the truest reflection of our values in action.



OUR PRODUCT TIMELINE

- TASER
- BODY-WORN CAMERA
- AXON EVIDENCE
- REAL-TIME OPERATIONS
- DRONE & ROBOTICS
- AI ERA PLAN

TASER DEVICES

Axon TASER devices are designed to stop threats safely without taking a life. The idea behind them starts with a simple question: why is a bullet the best way to stop a threat or de-escalate a conflict? For much of history, firearms were the most effective option available. They no longer have to be.

Looking forward, TASER technology is central to our Moonshot Goal: to cut gun-related deaths between police and the public in the United States in half by 2033. Through advances in TASER technology and emerging capabilities in drones and robotics, we believe we can make meaningful progress toward that goal and help build a future where protecting life is the standard, not the exception.

TASER devices use electrical current to temporarily incapacitate subjects by inducing neuromuscular incapacitation, or NMI. NMI is straightforward: when a TASER device is deployed and makes contact with the body, it sends an electrical signal to the muscles that causes them to contract. This is the same principle behind consumer-grade muscle stimulators used in rehabilitation and physical therapy. For more information, **visit this page**.

TASER DEVICES ARE:

- A **more environmentally responsible** option to protect the public. Their reusable and rechargeable design helps reduce pollution and supports Axon's broader environmental goals. We also offer recycling programs for devices, batteries and shipping guards and clips.
- Not just a technological innovation—they are a tool for promoting fairness, reducing harm and supporting safer communities. One of the most important **social benefits is helping democratize the use of force**, making effective self-defense and threat mitigation accessible across lines of gender, size, age or physical strength.
- **Governed by strict internal policies** and accountability mechanisms. Every law enforcement and professional model released since 2011 is built on a digital platform—event logs with time and date stamps, pulse logs recording delivered electrical output, and body-worn camera footage supporting both real-time and post-incident review.



KEY FIGURES

80+

Countries and territories utilize TASER devices.

1 million+

TASER devices have been sold.

DID YOU KNOW?

Behind every TASER device is a team of independent scientists and medical experts. Axon's Scientific and Medical Advisory Board ensures our team stays current on the latest medical research, technological advances, and regulatory standards so that our less-lethal tools remain as safe and effective as possible for everyone in the field. They perform all safety and medical testing of our TASER models before they are released, supporting our commitment to responsible innovation and the safety of both officers and the communities they serve.

PROTECT INNOVATION

TASER DEVICES

RESULTS & IMPACT

The North Carolina Department of Adult Correction (NCDAC) oversees 54 correctional institutions and more than 2,000 probation and parole officers. In environments where firearms are prohibited and officers historically relied on OC spray, batons or physical restraint, responding to violence often meant closing distance with the person they were trying to control.

After piloting TASER energy devices in 2018, NCDAC adopted TASER 10 statewide in 2024 —more than 5,000 devices issued across 35 correctional institutions and to every certified probation and parole officer, supported by roughly 250 certified instructors training at more than 50 locations. It is one of the largest TASER deployments in corrections.

Learn more about their experience **here.**



HOW IT WORKS:

TASER 10 gives officers the ability to create distance and to attempt effective probe placement more than once, without exhausting their options on a single deployment. That changes the calculation in a rapidly evolving encounter: an officer can hold position and keep working the problem rather than closing to hands-on force.

Often the device is never fired. NCDAC tracks show-of-force resolutions alongside actual deployments through Axon's TREND platform, giving leadership visibility into the incidents that ended without force at all — outcomes that traditional use-of-force reporting doesn't capture. The department pairs TASER 10 with Axon VR Training for repetition on device handling, and has deployed more than 2,200 body-worn cameras to probation and parole officers and staff on high-risk assignments.

KEY BENEFITS:

Force avoided entirely

Across 53 community supervision encounters involving a TASER 10, 46 were resolved through show of force alone—an 87% force avoidance rate. Only seven required deployment.

Confidence in the field

Officers reported greater willingness to hold distance rather than engage physically. In one encounter, a probation officer trapped against a vehicle was freed by a TASER 10 deployment in a situation the department believes could otherwise have escalated to deadly force.

Visibility into deterrence

TREND lets NCDAC measure incidents resolved without force, making the deterrent effect of the device a reportable outcome rather than an anecdote.

CAMERAS & SENSORS

Axon began investing in sensor technology in 2008, starting with body-worn cameras, well before their use became standard practice in U.S. policing. This work was driven by a belief that greater transparency leads to more accurate and equitable justice. Since then, we have expanded our ecosystem to include fleet cameras, automated license plate readers (ALPR) and a variety of other sensor-based tools, all designed to promote accountability and oversight in public safety.

Today, Axon sensors are a critical part of modern public safety—integrated with real-time software and live-streaming capabilities to enhance situational awareness, reduce use-of-force incidents and protect frontline workers. Axon body-worn cameras are also finding additional applications in enterprise settings to enhance workplace safety, deter theft and organized retail crime, and provide objective evidence in investigations.

CAMERAS & SENSORS ARE:

- Creating efficiencies by **reducing time and resources spent on evidence searches**. Axon sensors are also built for durability and rechargeability—helping reduce reliance on disposable equipment and physical media such as discs and minimizing electronic waste through longer product life cycles and cloud-based data storage**.**
- Securely stored and managed within Axon's digital ecosystem—with audit trails, access controls and chain-of-custody safeguards that **support transparency, legal integrity and ethical oversight**.
- Capturing an objective record of interactions—**promoting accountability**, reducing use-of-force incidents and helping to rebuild public trust by empowering both officers and communities.



KEY FIGURES

88%
Reduction in citizen complaints against officers when wearing a body-worn camera.[1]

59%
Reduction in use-of-force cases by officers when wearing a body-worn camera.[1]

66%
Increase in perceived safety when retail staffers wore a body-worn camera.[2]

5
Officer equivalence when utilizing ALPR sensors.[3]

[1]Source [2]Source [3]Source

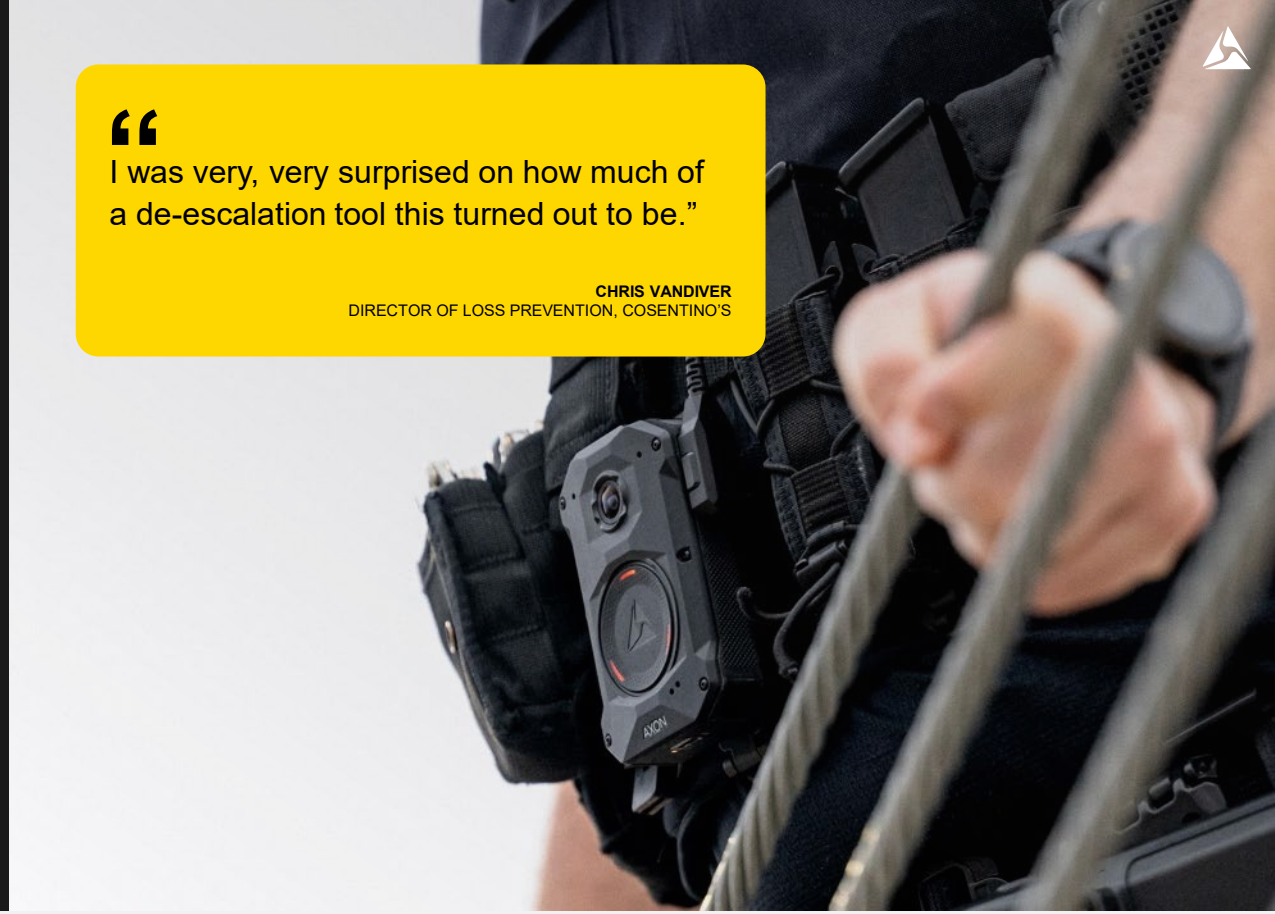
PROTECT INNOVATION

CAMERAS & SENSORS

RESULTS & IMPACT

Cosentino's Food Stores, a family-owned grocery chain operating 31 locations across Kansas and Missouri with more than 4,000 employees, deployed Axon Body 4 cameras to support employee safety, loss prevention and incident documentation. Facing increasing incidents involving shoplifting, trespassing and confrontational customer interactions, the company sought a more objective and consistent way to document events while protecting frontline employees. Following a pilot program, Cosentino's adopted Axon's body-worn camera ecosystem and found that the visible presence of cameras frequently de-escalated situations before they became confrontational. The solution also improved reporting accuracy, strengthened employee confidence and provided leadership with a clearer understanding of incidents occurring across stores.

Learn more about Cosentino's experience with the Axon Ecosystem **here**.



> "I was very, very surprised on how much of a de-escalation tool this turned out to be."
>
> **CHRIS VANDIVER**
> DIRECTOR OF LOSS PREVENTION, COSENTINO'S

HOW IT WORKS:

When a safety or loss prevention incident occurs, Cosentino's loss prevention specialists activate their Axon Body 4 cameras, capturing video and audio from the employee's perspective. Footage is automatically uploaded and securely stored in Axon Evidence, where supervisors can review incidents, investigate complaints and maintain a complete chain of custody.

Automated transcription converts conversations into searchable records, reducing administrative work and improving report quality. Combined with Auror incident management software, the system enables teams to quickly document events, share evidence and identify patterns across stores—helping create a safer environment for employees and customers alike.

KEY BENEFITS:

Reduced Confrontations
Reduced confrontational incidents through visible deterrence and de-escalation.

Improved Employee Safety
Improved employee safety and confidence when responding to difficult situations.

Provided Objective Evidence
Provided objective evidence to support investigations and customer complaint resolution.

PROTECT INNOVATION

DIGITAL EVIDENCE MANAGEMENT

Axon Evidence is the secure, AI-powered digital evidence management platform at the center of the Axon Ecosystem. Rather than simply storing files, it connects every stage of an investigation, from evidence collection and review to disclosure and case resolution, within a single, cloud-based system. By bringing together body-worn cameras, in-car video, drones, public submissions and third-party evidence into one connected platform, Axon Evidence helps agencies work more efficiently while preserving the integrity of every piece of digital evidence.

Built for investigators, officers, administrators and command staff, the platform reduces administrative burden through automation while strengthening collaboration across the entire justice process. Axon Evidence is built to help agencies spend less time managing evidence and more time advancing investigations and serving their communities.

DIGITAL EVIDENCE MANAGEMENT IS:

- Digitizing records, automating processes and minimizing the need for physical storage and paper-based workflows. Taking it a step further, we leverage cloud infrastructure providers that are working toward a renewable-powered future. This helps reduce our carbon footprint, and our customers' footprint, through advanced emissions tracking in **support of broader sustainability goals.**
- Streamlining workflows and improving case resolution—**empowering professionals to spend more time on the front line** while helping reduce bias, delays and human error in the justice system.
- Built with robust data security, audit trails and compliance frameworks. Axon Evidence **ensures responsible data stewardship**, evidentiary integrity and alignment with global privacy and governance standards.



KEY FIGURES

94%
Of videos are automatically converted for safe and untampered playback.[1]

70%
Of agencies utilize a cloud-based digital evidence management system.[1]

71%
Increase in agencies using a cloud-based evidence management system since 2023.[1]

84%
Of agencies that cite security as the most important feature of a digital evidence management platform.[1]

[1]Source

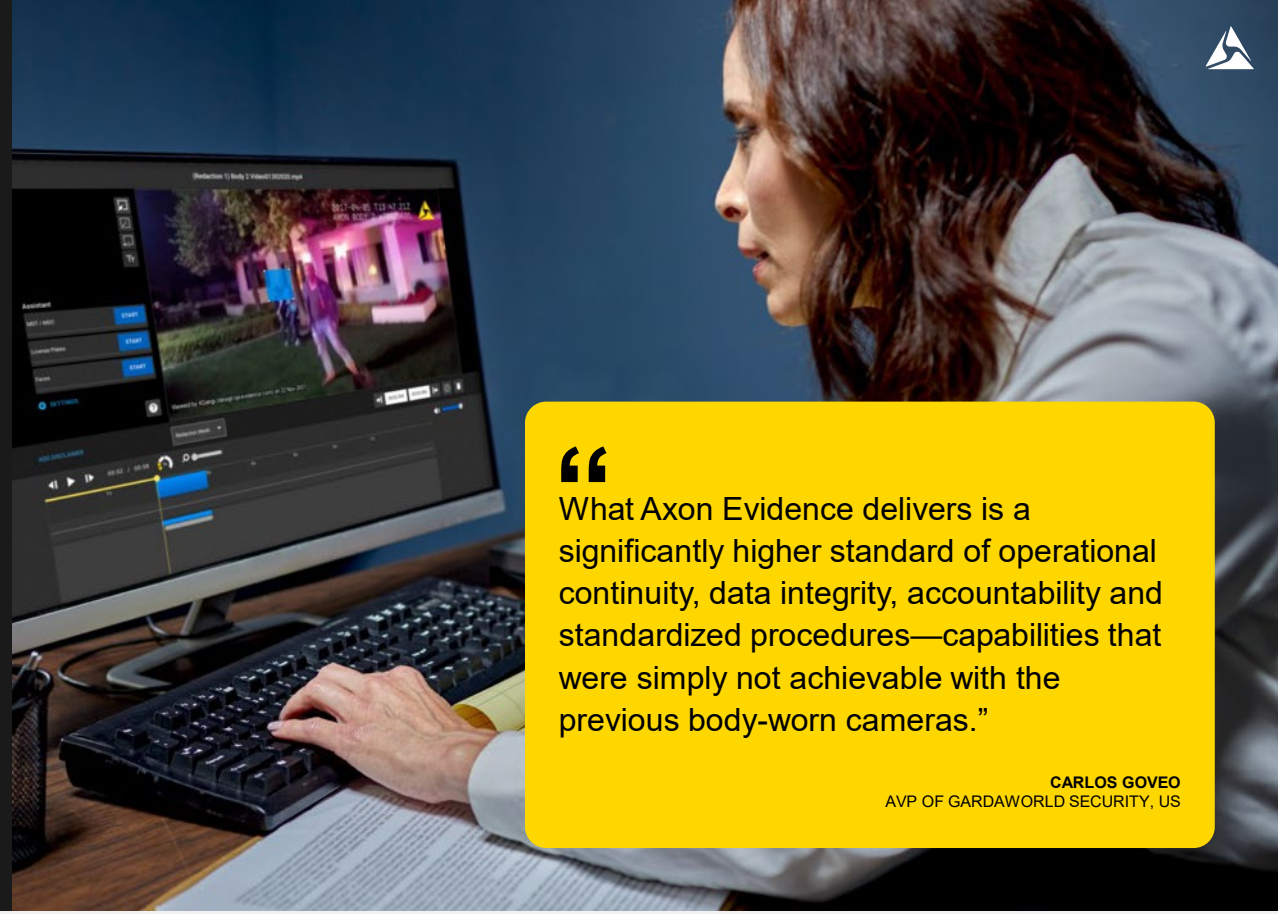
PROTECT INNOVATION

DIGITAL EVIDENCE MANAGEMENT

RESULTS & IMPACT

GardaWorld Security deployed Axon Body cameras and Axon Evidence across its security operations at DC Ranch, a 4,400-acre master-planned community in Scottsdale, Arizona. Replacing consumer-grade body cameras with Axon's connected ecosystem established a secure, standardized evidence workflow that strengthened professionalism, improved accountability and simplified collaboration between security personnel, community leadership and local law enforcement.

By connecting body-worn cameras with Axon Evidence, every interaction is securely captured, preserved and available for review –creating a trusted source of truth that supports investigations, employee development and community engagement. Learn more about their experience **here.**



> “What Axon Evidence delivers is a significantly higher standard of operational continuity, data integrity, accountability and standardized procedures—capabilities that were simply not achievable with the previous body-worn cameras.”
>
> **CARLOS GOVEO**
> AVP OF GARDAWORLD SECURITY, US

HOW IT WORKS:

When an incident occurs, security personnel activate their Axon Body cameras to capture video and audio from their perspective. Footage automatically uploads to Axon Evidence, where it is securely stored with chain-of-custody protection, searchable records and role-based access controls.

Supervisors can quickly review incidents, investigate complaints and use real-world interactions to coach employees, while authorized evidence can be securely shared with the Scottsdale Police Department when law enforcement follow-up is required. Rather than managing disconnected videos across multiple devices, Axon Evidence creates a single source of truth throughout the entire incident lifecycle.

KEY OUTCOMES:

Faster Investigations
Real-time access to video evidence helps officers quickly identify suspects, develop leads and accelerate investigative workflows.

Greater Accountability
Provides an objective record of interactions that strengthens complaint resolution, supervisory review and trust with residents and community stakeholders.

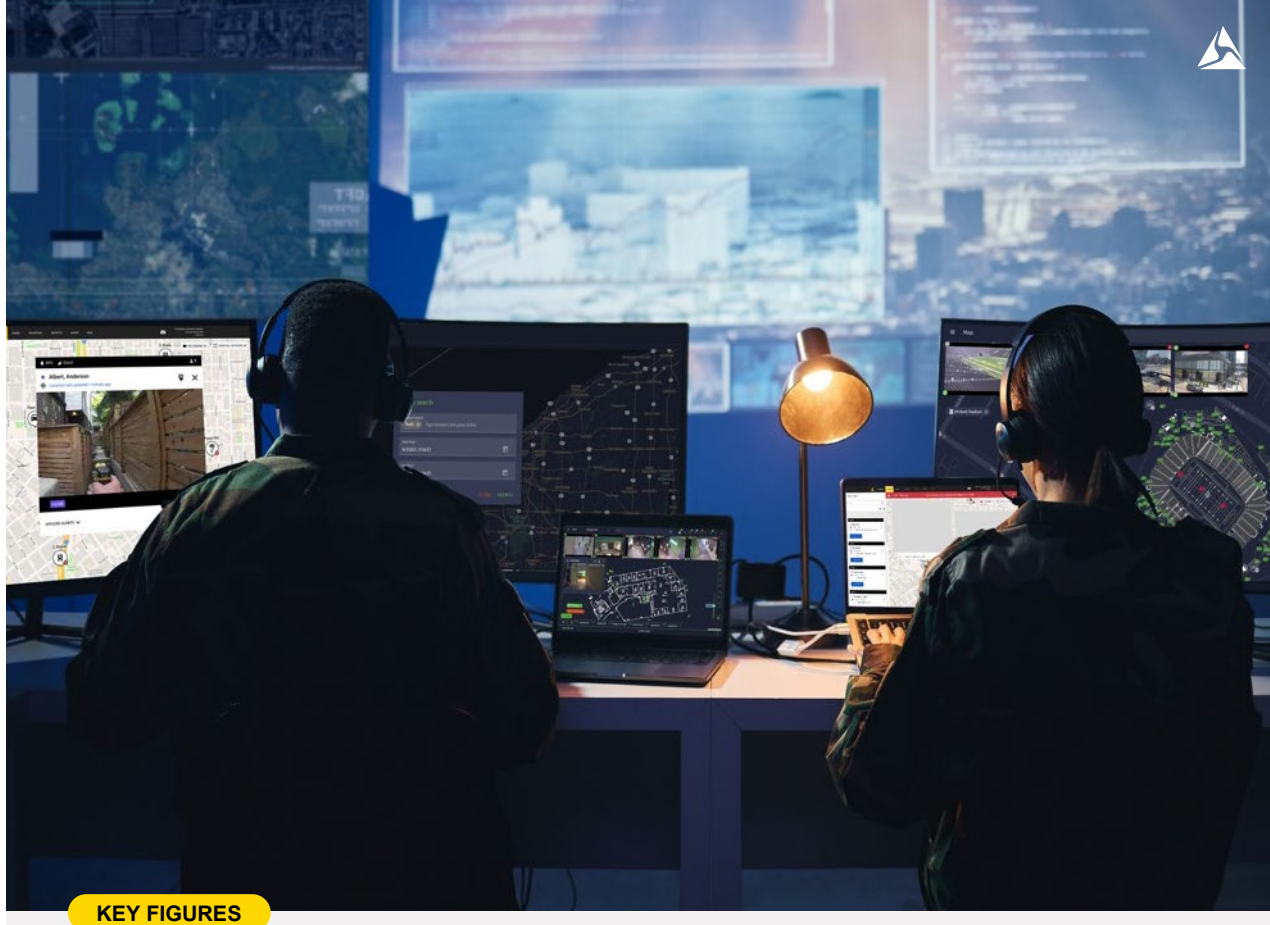
Connected Evidence Ecosystem
Integration between Axon Body cameras and Axon Evidence enables agencies to move seamlessly from live operations to evidence preservation, reducing administrative burden and improving case management.

REAL-TIME OPERATIONS

Axon's vision for real-time operations began with Axon Respond, a cloud-native platform designed to give agencies greater visibility into officer location, status and incident response.
As agencies increasingly sought to integrate live video, drones, cameras and other connected technologies into a single operational view, Axon expanded this vision through the acquisition of Fusus in 2024. Today, Axon Fusus serves as the foundation of Axon's Real-Time Operations platform.
By connecting people, devices and real-time intelligence across the Axon Ecosystem, Real-Time Operations improves situational awareness, accelerates investigations and strengthens coordination during critical incidents. The platform is designed to help agencies respond more efficiently while maintaining secure data governance and local control over information.

REAL-TIME OPERATIONS IS:

- Enabling remote assessment of incidents before dispatching additional personnel**, helping optimize resource deployment** and reduce unnecessary vehicle responses.
- Connecting agencies, schools, businesses and community camera partners through a shared operational platform **that improves emergency response** while maintaining local control of participating systems.
- **Ensuring that agencies retain ownership and control of their data**, with configurable permissions and secure integration across the Axon Ecosystem.



KEY FIGURES

32
Minutes to retrieve stolen vehicles when utilizing Axon Fusus technology for real-time awareness.[1]

25
Seconds on scene virtually for active call, on average.[2]

1,000+
Hours saved by eliminating manual video retrieval.[3]

10%
Of calls cleared, reducing unnecessary officer responses.[4]

[1]Source [2]Source [3]Source [4]Source

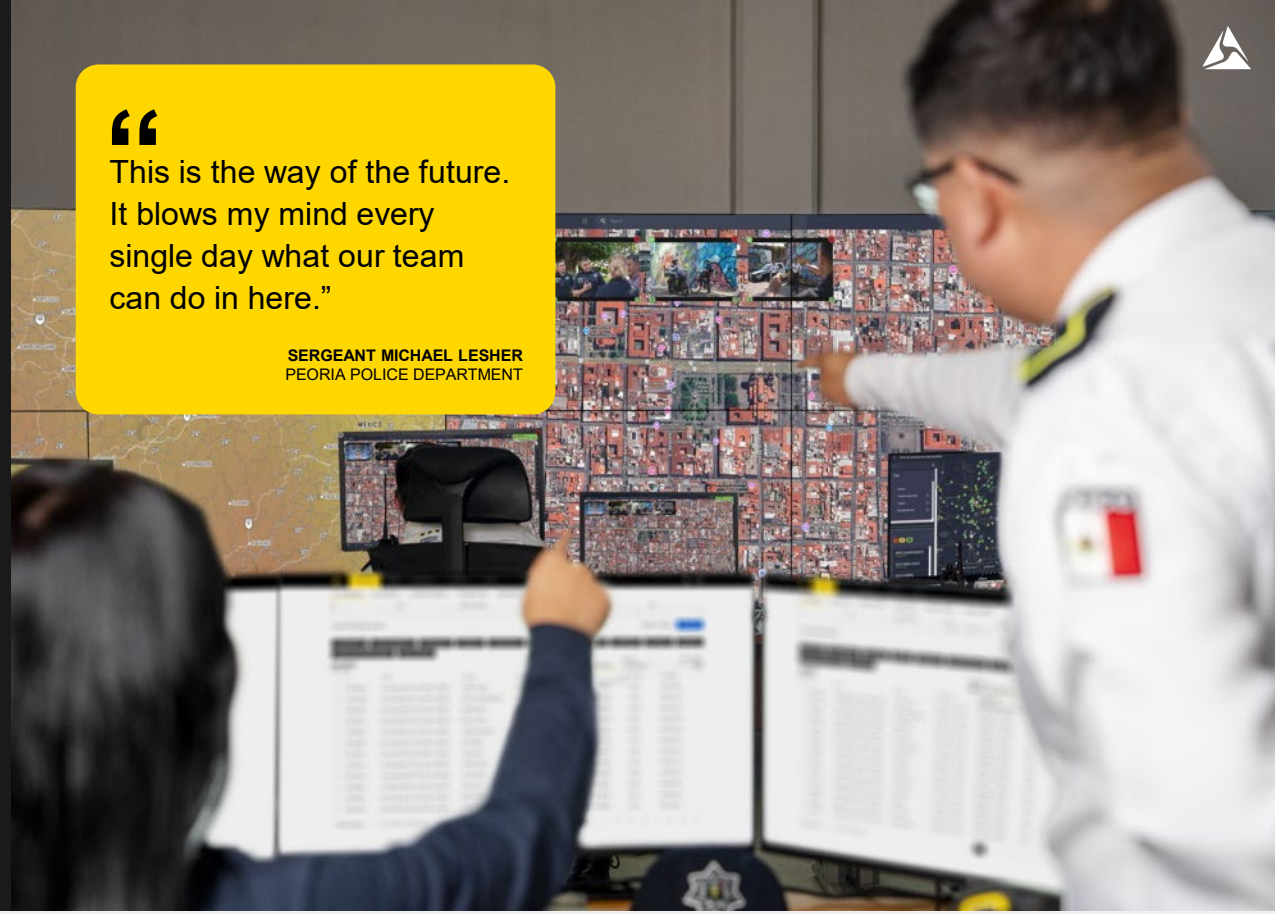
PROTECT INNOVATION

REAL-TIME OPERATIONS

RESULTS & IMPACT

Peoria Police Department built an award-winning Real-Time Crime Center by connecting Axon Fusus with cameras, drones, body-worn cameras and other public safety technologies into a single operational platform. Rather than relying on disconnected systems, dispatchers and responding officers now share the same real-time operational picture, allowing them to make faster, better-informed decisions while improving coordination across the department.

The platform has become a force multiplier for the department—enhancing officer safety, accelerating investigations and allowing existing personnel to respond more effectively without increasing staffing. Learn more about their experience **here.**



> “This is the way of the future. It blows my mind every single day what our team can do in here.”
>
> **SERGEANT MICHAEL LESHER**
> PEORIA POLICE DEPARTMENT

HOW IT WORKS:

When an emergency call is received, Axon Fusus aggregates live video feeds and data from city cameras, body-worn cameras, drones, license plate readers and other connected devices into one unified interface. Dispatchers and crime center analysts monitor incidents in real time, identify nearby camera views, track developing events and provide responding officers with actionable intelligence before they arrive.

As incidents conclude, relevant video and digital evidence flow directly into Axon Evidence, creating a seamless transition from live response to investigation while preserving chain of custody and reducing administrative work.

KEY OUTCOMES:

Faster Response
Provides officers with real-time intelligence before arriving on scene, improving decision-making during rapidly evolving incidents.

Accelerated Investigations
Quickly identifies suspects, vehicles and evidence through integrated live video, helping investigators solve cases faster.

Connected Axon Ecosystem
Automatically transfers operational data into Axon Evidence, creating a continuous workflow from response through investigation and prosecution.

DRONES & ROBOTICS

Axon believes drone and robotic technology will help shape the future of public safety. Drones offer a transformative way to gain real-time situational awareness—allowing responders to assess threats, protect lives and de-escalate dangerous situations without placing people directly in harm's way.

Integrating drones and robotics into the Axon Ecosystem empowers agencies to respond more quickly, make informed decisions and deploy resources with greater efficiency—ultimately reducing risk for both officers and the public. Use cases include search-and-rescue, tactical response, remote monitoring and drone-as-a-first-responder, among others.

DRONES & ROBOTICS ARE:

Offering **a lower-carbon alternative** to traditional aerial awareness methods, such as helicopters or fuel-powered vehicles. By **reducing the environmental footprint** of emergency response and tactical operations, they contribute to more sustainable public safety practices.

Enhancing safety by allowing first responders to assess potentially dangerous situations from a safe distance—protecting both officers and civilians. Their use supports de-escalation, improves emergency response times and enables coverage in areas that might otherwise be inaccessible, including during natural disasters or large-scale public events.

Integrated into our secure digital ecosystem—ensuring that every flight, recording and data access point is logged and traceable. We maintain **strict data privacy standards**, including encryption, user access controls and compliance with global regulations.



KEY FIGURES

25%
Reduction of calls requiring officer's physical presence.[1]

0%
Of Drone as First Responder-assisted **arrests required a trial,** as plea deals were taken.[2]

50%
Reduction in officer response time when agencies have deployed a drone as first responder program.[1]

1-2 min
Drone response time upon deployment, providing a visual of the scene before physical arrival.[3]

[1]Source [2]Source [3]Source

PROTECT INNOVATION

DRONES & ROBOTICS

RESULTS & IMPACT

Brookhaven Police Department serves 60,000+ residents across just 13 square miles on the edge of Atlanta—a dense urban corridor with retail districts, residential neighborhoods and complex airspace. With only 96 sworn officers, the department historically relied on county or state helicopter support for aerial response, which could take up to 90 minutes to arrive. That changed in 2021 when the agency launched what would become one of the most mature Drone as First Responder programs in the world. The program now supports twice as many calls, averaging drone response under one minute from the moment a 911 call is answered, often before patrol officers arrive. Learn more about their experience **here**.



> “Our response time is under 60 seconds. So while you’re still typing the call into the CAD in another jurisdiction, we’ve already got the drone on the scene of the call. That’s DFR.”
>
> **CAPTAIN ABREM AYANA**
> BROOKHAVEN PD

HOW IT WORKS:

When a 911 call is received, a drone launches automatically from a docking station, arriving on scene often before the first patrol unit is dispatched. Officers receive a live overhead feed via Axon Fusus, arriving informed and ready. For lower-priority incidents, the drone can clear the call remotely. On the ground, officers are equipped with Axon Body 4 and TASER 10, while Axon Fleet 3 captures in-car footage—all streaming into the same unified operational picture. When the incident concludes, all footage uploads automatically into Axon Evidence, where Axon Auto-Transcribe and Redaction Assistant streamline case review, saving hours of administrative work every week.

KEY OUTCOMES:

Fewer dispatch calls
10% of 911 calls cleared without dispatching officers.

Hours returned to the officers
Saved 5+ hours per week through automatic evidence uploads of DFR footage.

Improved clearance rate
Achieved a 77% shoplifting clearance rate in 2025, frequently recovering stolen merchandise and identifying suspects in real time through drone footage, ALPR systems and integrated camera networks.

Trial rate improvement
No drone case has gone to trial, as DFR evidence is so strong that suspects consistently plead out before trials.

ARTIFICIAL INTELLIGENCE

Artificial intelligence is helping transform public safety by reducing administrative burdens, accelerating access to critical information and enabling faster, more informed decision-making. At Axon, AI is designed to assist–not replace–human judgment. From emergency communications and report writing to evidence analysis and investigative workflows, AI-powered tools help public safety professionals spend less time on paperwork and more time serving their communities. Guided by Axon's Responsible Innovation Framework, every AI solution is developed with transparency, accountability and human oversight at its core.

ARTIFICIAL INTELLIGENCE:

- Helps **eliminate repetitive manual processes**, reducing paper consumption, duplicative work and the time required to manage growing volumes of digital evidence.
- Automates administrative tasks, accelerating evidence review and surfacing critical information. AI empowers dispatchers, officers and investigators to **spend more time focused on protecting and serving their communities.**
- Was developed under our Responsible Innovation Framework with human oversight, auditability and governance safeguards that help agencies deploy AI responsibly while **preserving human decision-making in critical moments**.



KEY FIGURES

75%
Decrease in time spent redacting with Redaction Assistant within Axon Evidence.[1]

10
Hours saved per week when using Redaction Assistant on video processing.[2]

67%
Decrease in time spent writing incident reports with Draft One.[1]

6
Hours saved per week when using Auto-Transcribe on evidence processing.[2]

[1]Source [2]Source

PROTECT INNOVATION

ARTIFICIAL INTELLIGENCE

RESULTS & IMPACT

As one of the fastest-growing cities in the United States, the Tampa Police Department (PD) is leveraging AI-powered tools to help officers and dispatchers respond more effectively, communicate more clearly and better serve a diverse community. Through Axon's AI-enabled ecosystem—including Axon Assistant, Policy Chat and Prepared 911—Tampa officers can access real-time translation, policy guidance and enhanced situational awareness directly in the field. By deploying AI as a tool to assist human decision-making rather than replace it, Tampa PD is demonstrating how technology can improve public safety while maintaining accountability and community trust. Learn more about their experience **here.**



HOW IT WORKS:

Tampa Police Department officers use Axon Assistant, an AI-powered voice assistant integrated within the Axon ecosystem, to access information and support while in the field. Officers can leverage real-time translation capabilities to communicate across more than 50 languages, helping bridge communication gaps during critical incidents. Through Policy Chat, officers can also ask questions using natural language and receive department policy guidance with source citations, allowing them to quickly access procedural information without interrupting interactions with the public. These AI tools help officers access information more efficiently while preserving human judgment and decision-making.

KEY OUTCOMES:

Breaking Down Language Barriers

Real-time translation capabilities help officers communicate with residents and visitors who speak different languages, improving understanding, trust and access to services during emergency and non-emergency interactions.

Improving Officer Effectiveness

AI-powered policy guidance provides officers with rapid access to department procedures, helping improve consistency, confidence and decision-making in the field.

Keeping Officers Focused on the Community

By simplifying access to information and reducing time spent searching through policies and resources, AI allows officers to spend more time engaging with the public and responding to community needs.

SUPPLY CHAIN

BUSINESS CONTINUITY & OVERSIGHT

Delivering mission-critical products to public safety professionals requires a supply chain as reliable and principled as the technologies we build. Our goal is to maintain a supply chain grounded in resilience, ethics and sustainability. Our Board of Directors has oversight of supply chain resilience, receiving updates from management at least quarterly. Day-to-day management is led by Global Operations, which reports into this oversight structure. This ensures accountability for our supply chain extends from procurement teams to the Board.



To enhance transparency and accountability in our supply chain, we take the following actions:

Verification:

All production facilities manufacturing Axon-supplied goods must be registered before we accept their products. These facilities must complete a human rights questionnaire and allow unannounced audits.

Supplier audits:

Unannounced audits are conducted at registered facilities, prioritizing higher-risk suppliers. We also perform regular product safety and quality assurance. Our auditors are trained to identify signs of forced labor and escalate concerns for investigation.

Compliance:

We require all suppliers to certify that their products comply with U.S. and local laws, regulations and standards. Forced labor is strictly prohibited, and suppliers must address any identified risks. We will discontinue relationships with vendors who fail to meet these commitments, and we extend this expectation to their upstream suppliers.

Accountability:

We partner with experts to identify and eliminate forced labor in our supply chain. If indicators are found, we assess the supplier's ability to remediate, provide meaningful remedies and drive lasting improvements. If remediation is possible, we require corrective actions. If not, we disengage responsibly.

SUPPLY CHAIN

SOURCING & PARTNER STANDARDS

We maintain rigorous standards across our global supplier network to prevent unethical labor practices, including forced labor, human trafficking and modern slavery. With a diverse network of domestic and international partners, we continuously evaluate supply chain risks, pursue alternative sourcing and logistics options and collaborate with foreign regulators to maintain uninterrupted, high-quality production. Our approach is rooted in strong supplier relationships, dynamic build planning and agile logistics, which minimize disruptions and support sustained product availability. This has been evident in our unwavering execution in delivering for our customers.

Our Supplier Code of Conduct sets standards for labor practices, health and safety, environmental responsibility, ethics and management systems, drawing from internationally recognized frameworks such as the United Nations Universal Declaration of Human Rights, Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises and ISO standards. Suppliers and their employees are encouraged to report any concerns or violations confidentially and without fear of retaliation.

Reports can be submitted securely through Axon's third-party, internationally available **whistleblower website** and ethics hotline, available in local languages. Read more **here.**

RISK ASSESSMENT

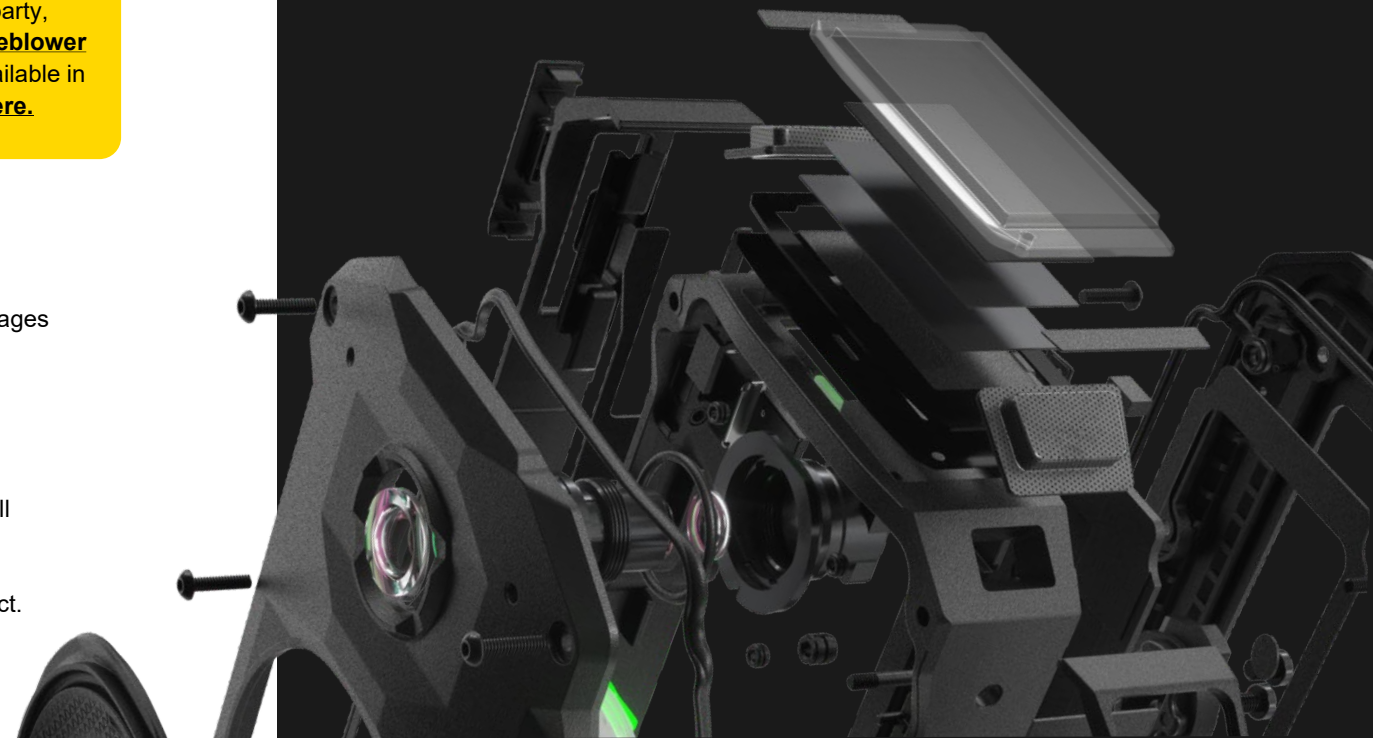
We proactively map and manage our supply chain down to third-tier suppliers to mitigate material shortages and enhance resilience. This aligns with our strategy to meet strong product demand while maintaining flexibility in scheduling and inventory management to minimize supply disruptions.

We purchase many components and raw materials used in manufacturing our products from numerous suppliers in various countries. Although we currently obtain certain components from single source suppliers, we own substantially all component tooling, designs and test fixtures used in production for all custom components. We continuously monitor our supply chain, identify alternate shipping and logistic sources, and work with foreign regulators so our suppliers can provide high-quality parts. Supply chain disruptions are an ongoing occurrence, and our continuous monitoring allows us to minimize their impact.

CONFLICT MINERALS

Axon upholds ethical, transparent sourcing practices throughout our global supply chain. Our due diligence follows the five-step OECD Due Diligence Guidance framework, and we support industry-wide progress as an active member of the Responsible Minerals Initiative (RMI). Accountability sits with a cross-functional team spanning legal, supply chain, engineering and finance, and conflict minerals requirements are built into our standard supplier contracts.

Each year we conduct a reasonable country of origin inquiry using the RMI Conflict Minerals Reporting Template (CMRT) to identify the tantalum, tin, tungsten and gold (3TG) in our products and the smelters and refiners that process them. Where a smelter is not conformant with the RMI Responsible Minerals Assurance Process (RMAP), we seek further information on its sourcing practices; where a supplier is uncooperative, we consider alternative sources. Our full process, findings and country-of-origin list are available in the 2025 Conflict Minerals Report, filed with the SEC as an exhibit to our **Form SD**.



SUPPLY CHAIN

QUALITY MANAGEMENT SYSTEM

Axon's Quality Management System (QMS) is designed to embed product excellence at every stage, from concept through customer use in the field and is implemented across Axon's global operations and manufacturing processes. **Our ISO 9001-certified locations represent the majority of Axon's global production volume,** with internal expansion for the remaining locations. All locations are subject to external audits with recertification every three years.
The globally recognized certification is critical to our operations, reinforcing customer trust, market access, and operational credibility.

This certification signals to customers, regulators and partners that Axon delivers consistent, high-quality products through disciplined processes and continuous improvement. Our QMS is supported by management review, risk-based internal audits, corrective action, controlled processes, employee competence and continuous improvement.



The system is structured across three primary stages:

1

Design & Development
Before production begins, we integrate quality into product design through supplier qualification, cross-functional reviews and reliability testing to help ensure products meet performance, safety and durability expectations.

2

Manufacturing & Validation
Throughout manufacturing, we apply rigorous quality controls, testing and regular audits to verify that products consistently meet Axon's standards for quality and reliability.

3

Field Performance & Improvement
After deployment, we monitor product performance, warranty trends and customer feedback to identify opportunities for continuous improvement and inform future product development.

Renewed global KPIs and governance improved reliability and customer experience, including a **50% reduction** in TASER 10 and Axon Body 4 warranty failures since 2024.

SUPPLY CHAIN

AXON'S QUALITY MANAGEMENT POLICY

We recently rolled out an enhanced Quality Policy that aligns the organization around a shared quality vision and goals—giving every team a common standard and a clear statement of our commitment to quality and customer trust. Employees receive ongoing quality awareness training and are expected to understand and apply Axon's Quality Policy in their day-to-day responsibilities.

Protect Life
Through uncompromising quality

Create Products
That put the customer first and exceed expectations

Innovate Boldly
Continuously improve



ADVANCEMENTS IN OUR QUALITY MANAGEMENT SYSTEM

Strengthening Supplier Quality Oversight: Increased supplier ownership of critical quality control processes across product components, enabling more efficient inspections, enhancing supplier accountability and allowing Axon teams to focus on higher-risk quality activities.

Applying AI to Continuous Improvement: Introduced AI-supported, risk-based validation testing to optimize quality assurance activities, improve issue investigations and enhance product reliability through data-driven decision-making.

Modernizing Quality Systems: Continued implementation of quality management platform to digitize quality processes, improve traceability and strengthen audit readiness, supporting greater transparency and consistency across operations.



PROTECT OUR PEOPLE

AXON

INTRODUCTION

PROTECT INNOVATION

PROTECT OUR PEOPLE

- Our Talent
- Our Culture
- Our Benefits

PROTECT OUR PLANET

PROTECT OUR PRINCIPLES

REPORTING REFERENCES

PROTECT OUR PEOPLE

OUR TALENT

Attracting, retaining and developing top talent is key to our long-term success. We foster a diverse and inclusive workplace that offers equitable opportunities for growth and development. We invest in competitive pay, meaningful benefits and mission-driven work to attract and retain individuals committed to long-term impact.

Axon's Compensation Committee, in collaboration with the Nominating and Corporate Governance Committee, provides oversight of our human capital strategy. This includes policies and initiatives related to workforce diversity and inclusion, culture, talent development, recruitment, retention and employee engagement.



TALENT MANAGEMENT

We support career growth through both traditional and cross-functional paths, often leading to promotion. Retaining top talent is a priority, and we provide mentorship, learning opportunities, and targeted support to fuel ongoing development. Each employee also receives an annual performance review that includes evaluation against Axon's core values, as well as a semi-annual performance check-in with their direct manager. Leaders at all levels participate in 360-degree feedback from peers, direct reports, and cross-functional partners to support their continued growth and development. Company-wide manager training is offered monthly, and executive coaching is encouraged for leadership growth.

We promote continuous learning to support individual growth and business performance. Training programs focus on compliance, sales and manager development—aligning with both employee priorities and business needs. Through targeted, accessible learning solutions, employees gain the skills and knowledge needed to excel in their roles, meet regulatory requirements and contribute meaningfully to Axon's mission.

2025 GLOBAL WORKFORCE

88%
Of employees are proud to work at Axon.[1]

84%
Of employees recommend Axon as a great place to work.

25%
Annual growth in employee count.

6%
Voluntary turnover rate.

<1%
Regrettable attrition rate.[2]

[1] Employee engagement survey for fiscal year 2025 had 76% participation from employees.
[2] Regrettable attrition rate is defined as rolling 12-month attrition of employees rated as top performing in the prior performance rating cycle.

OUR TALENT

FOSTERING INCLUSION & OPPORTUNITY

Solving some of the world's toughest public safety challenges requires exceptional talent, strong teams and a culture where people with different experiences and perspectives can contribute, grow, challenge one another, and do the best work of their careers. That is how we approach Justice, Equity, Diversity and Inclusion (JEDI). For us, JEDI is not separate from how we build the business, it is part of how we strengthen it. We hire, evaluate, develop and promote based on merit, skills, performance and impact, while working to remove unnecessary barriers that can prevent talented people from reaching their potential. We hold a zero-tolerance standard for harassment, discrimination, violence and retaliation because high performance and inclusion are not competing ideas. The strongest cultures demand both.

And while policies establish expectations, culture is ultimately created through everyday actions: how leaders lead, how teams collaborate, whose ideas are heard, how talent is developed, and whether people believe there is an opportunity for them to grow. Our ambition is to build an environment where employees are challenged to perform, supported to develop, and empowered to make a meaningful contribution to Axon's mission. That work begins long before someone applies for a job at Axon. It begins when a young person first decides whether engineering, technology, or business is a future they can imagine for themselves. Through our High School Internship Program in Scottsdale and Seattle, we are helping make that future tangible. In 2025, Axon welcomed 15 high school students into paid roles across engineering, robotics and business teams, where they worked alongside Axon employees on meaningful assignments and received mentorship throughout their experience.

Our Axon Scholars Program carries that commitment forward for students pursuing higher education. The program combines financial support with sustained mentorship because we believe opportunity requires more than opening a door. A scholarship can help remove a financial barrier; a mentor can help someone navigate everything a check cannot, choosing a field of study, preparing for an interview, building a professional network, considering an internship in an unfamiliar city, or simply having someone reinforce that they belong in the room.

Inclusion continues once people arrive. It shapes how we develop talent, engage communities, collaborate across teams, build products and make decisions. This work extends across our employee experience, corporate social responsibility, community partnerships, supplier diversity and product development. The goal is not simply representation. It is creating an organization where different perspectives make our thinking sharper, our teams stronger and our ability to serve customers and communities better.

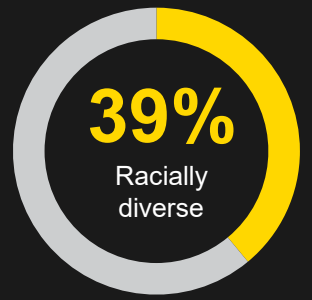
EMPLOYEE RESOURCE GROUPS

Our eight Employee Resource Groups (ERGs) are an important part of bringing that culture to life. In 2025, our ERG family grew from six to eight with the launch of two new groups: Neurospark, representing neurodivergence, and Badges, supporting active and former first responders and allies. Together, these groups create communities of connection while also serving as platforms for leadership development, mentorship, professional growth, cultural learning and meaningful dialogue across Axon. In 2025 alone, ERGs hosted more than 40 events, and DEI training and development was offered in 8 countries. Their impact reaches beyond their membership. ERG leaders and members help Axon attract talent, strengthen onboarding and employee connection, surface perspectives to leadership, engage with customers and communities, and bring valuable experience into conversations about our people, products and business.

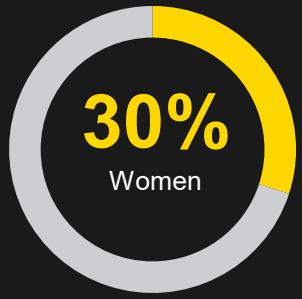
At their best, ERGs do something even bigger: they turn belonging into participation and participation into impact. They give employees another avenue to lead, contribute, learn from one another and help shape the company we are becoming.

2025 GLOBAL WORKFORCE

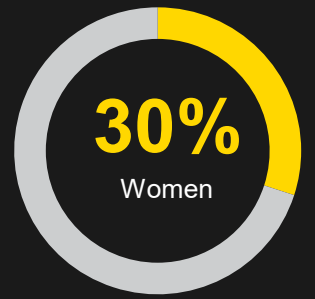
Employee population by racial diversity[1]



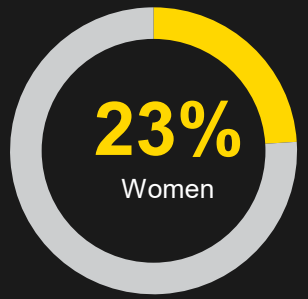
Employee population by gender[2]



Executive leadership by gender[2]



Managerial leadership by gender[2]



As of December 31, 2025, we had approximately 5,100 full-time employees, a 25% increase from the prior year.
[1] Racially diverse population includes employees who self-identified as non-white.
[2] Gender population excludes employees who chose not to specify.

OUR CULTURE

Our employees identify our purposeful culture as the foundation of an experience that is genuinely rewarding and fulfilling. Grounded in our core principles, our culture remains central to our identity, fostering a workplace characterized by innovation, collaboration and collective achievement.



Customer

Our mission starts with understanding those we serve. By listening to first responders and learning from their experiences, we build solutions that help create a safer future. Week of the Customer is Axon's annual, company-wide event dedicated to deepening employees' connection to the public safety professionals we serve. Across eight of our global offices, employees hear directly from the customers on the front lines and follow the full public safety journey, from the moment a 911 call comes in, to the point a case is closed.

Staying close to the people we serve doesn't end there. Throughout the year, employees take part in ride-alongs with local law enforcement and first responders, experiencing the realities of the job firsthand. These moments in the field give our teams the kind of ground-level understanding no briefing can replicate, building the empathy that shapes better products and stronger outcomes for the people protecting life every day.

Community

At Axon, we believe supporting first responders requires more than innovative tools; it requires investing in the people behind the mission. Through Axon Aid, our philanthropic arm, we stand alongside our customers and their families by providing aid during times of need, advancing wellness and serving the communities connected to their work.

In 2025, Axon Aid deepened its support for public safety families through the Family First Memorial Fund, assisting 56 families of fallen officers during a time of profound loss. We also celebrated our third annual Public Safety Spouses Day, bringing together 90 spouses and partners for peer connection, resilience education and wellness resources.

That same spirit of care extends to the broader communities we call home. During the holiday season, employees across the United States fulfilled more than 300 Salvation Army gift tags for children, while volunteers in Arizona processed toys for hundreds of families.

Connect

Connection doesn't happen by accident, especially in a hybrid environment, so we build it in on purpose. Our goal is simple: make sure every employee feels part of something, tied to their team, their office and the mission we all share. That intention shows up at every scale. Company moments like our Annual Kick-off and March Madness Tournament align us around a common purpose. Local traditions give each office its own personality and a reason to step away from the desk together. And small, everyday touches remind people that work can be a place they enjoy being.

The engine behind it all is our Culture Captain Network, spanning 12 of our offices, whose members take ownership of connection where it matters most: locally, and in the everyday. The majority of our employees have attended a mini event hosted across our global offices. They understand that culture isn't a calendar of events; it's the sense that you belong here. Because when people feel seen and connected, they don't just show up. They bring their full selves to the work.

OUR BENEFITS

OUR PROGRAMS

Our people power our mission, so we invest in benefits that support their health, financial well-being and life outside of work. Benefits are tailored by country to support our global workforce.

Rewards

- **Compensation:** Competitive salaries, annual performance bonuses and equity-based compensation for eligible employees.
- **Retirement Tools:** Includes 401(k) with company match, Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) for health, care and commuting expenses.

Balance

- **Paid Time Off:** Generous PTO for full-time employees, plus designated “quiet weeks.”
- **Parental Leave:** Industry-leading family policies to support growing families.

Health

- **Health Insurance:** Medical, dental and vision coverage with flexible plan options.
- **Mental Health:** On-demand support apps and paid therapy sessions.
- **Life & Disability Insurance:** Financial protection in the event of unexpected life events, with optional additional coverage available.

BUILDING AN AI-FIRST WORKFORCE

At Axon, being an employee is now inseparable from working alongside AI. We believe AI is most powerful not when it replaces people, but when it enhances them, freeing our teams to focus on the work humans do best: solving hard problems, building great products and communicating with purpose. That belief starts with access.

Every Axon employee, from teammates on the manufacturing floor to the engineers writing our software, has access to AI tools. Rather than lock into a single vendor, we give employees choice and flexibility. This multi-tool approach ensures our workforce is never limited to one way of working and can apply the right tool to the right problem. Access alone is not the goal though. Meaningful adoption is. Today, nearly 75% of our workforce uses AI across our core tools.

People choose to build their careers where they can see a future for themselves, and where the company is investing in the skills that will define the next decade of work. By giving every employee the tools, the encouragement and the room to grow with AI, we are building an environment where the most driven people can do the most meaningful work of their careers. That commitment is already reshaping how we grow our teams, including a rising number of roles created specifically to apply AI to company growth and expansion.



WORKPLACE SAFETY

We uphold high safety standards across all facilities and regularly assess and enhance our practices to minimize risk and support employee well-being. All Axon employees play an active role in maintaining a safe workplace by completing annual safety training and adhering to health and safety policies.

In 2025, we maintained a low U.S. **incident rate of 0.73** and we continue to have zero work-related fatalities in our history. We also maintain an on-site Emergency Response Team to ensure swift action in the event of emergencies at our manufacturing facilities. We empower our teams to work safely, responsibly and with purpose.

⚠ **Incident Rate** = (Number of Recordable Cases x 200,000) / Number of Employee Labor Hours Worked.



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ENVIRONMENTAL MANAGEMENT

We consider environmental impacts at every stage of the product lifecycle and design with durability and longevity in mind. From evaluating packaging, transportation and end-of-life strategies, we are embedding sustainability into how our products are conceived, built and deployed. As we grow, we remain committed to expanding the scope of our sustainability initiatives and strengthening accountability across our value chain.

ENVIRONMENTAL MANAGEMENT SYSTEM

At the enterprise level, our Environmental Management System (EMS) is the overarching framework that guides how we monitor, manage and continuously improve environmental performance across our operations. Our EMS at most of our Arizona locations along with our Daventry site is certified to the internationally recognized ISO 14001 standard, reinforcing our commitment to pollution prevention, resource efficiency, regulatory compliance and sustainable operational practices. All Axon employees and contractors receive Environmental Management System awareness and incident management training. Through our EMS, we establish environmental objectives, assess risks and opportunities, and implement processes designed to reduce environmental impact and strengthen sustainable operations over time.

Our EMS is subject to both internal and external audits annually, with full recertification occurring every three years to ensure continued alignment with evolving standards, regulatory requirements and industry best practices.

In support of our broader sustainability and workplace safety initiatives, we recently engaged external consultants to conduct a gap analysis and begin implementing programs required to pursue ISO 45001 certification, the international standard for Occupational Health and Safety (OH&S) management systems. This effort reflects our commitment to strengthening employee health, safety and well-being through structured, proactive risk management practices.

To learn more, read our **Environmental Policy**.



MATERIALS MANAGEMENT

We take a proactive approach to managing the environmental and human health impacts of materials used in our products. We ensure components—from circuitry to casings—are responsibly sourced and globally compliant. To reduce substances of concern in our products, our design guidance steers teams toward preferred recyclable materials and away from persistent toxic substances. Where a material presents a health, environmental or physical risk that cannot be readily mitigated, a safer alternative is required before it can be approved for use.

Our products are designed to comply with a wide range of substance restriction regulations, including:

- **European Union's Restriction of Hazardous Substances (RoHS) Directive:** Limits the use of substances such as lead and mercury in electronic products.
- **REACH Regulation:** Requires the safe use, evaluation and reporting of chemicals in products, including substances of very high concern.
- **SCIP Database (EU Waste Framework Directive):** Ensures transparency on chemicals used in complex articles.

Beyond these regulations, we monitor evolving laws in the U.S., Canada, Australia and other regions to maintain a global standard, and we are actively developing our approach to emerging per- and polyfluoroalkyl substances (PFAS) requirements. Materials governance is embedded early in the design and sourcing process to ensure compliance and support Axon's broader commitment to responsible innovation, environmental health and transparency.

We collaborate with suppliers to uphold these standards—without compromising product safety, performance or quality.

WASTE MANAGEMENT

Reducing the waste generated by our operations is central to how we manage our environmental footprint. We classify and route each waste stream responsibly, divert what we can from landfill through recycling, and manage regulated waste in full compliance with applicable requirements. As our facilities and headcount grow, we continue to look for ways to cut the waste we produce and improve how much of it is recycled.

WASTE & RECYCLING MANAGEMENT

We support responsible end-of-life outcomes for our products through recyclable packaging, a customer battery-recycling program and compliance with the EU Waste Electrical and Electronic Equipment (WEEE) Directive. A standard operating procedure available to all employees provides clear direction on the correct handling of every waste stream, and comparable practices apply across our international operations in line with local requirements.

We provide our customers with the ability to recycle product batteries through our partnership with Cirba Solutions, a nationwide provider of responsible battery recycling. Customers can recycle directly through Cirba's dedicated collection network, which helps divert hazardous materials from landfills and promotes safer handling of electronic waste. This partnership also eliminates the need for customers to ship used batteries back to Axon for disposal.

Our total waste includes hazardous and non-hazardous wastes, of which 3% is hazardous which includes electronic waste in countries where electronic scrap is regulated as hazardous waste. The decline in our recycling rate was driven primarily by an increase in municipal solid waste as headcount grew and office occupancy increased. We are expanding recycling programs to improve diversion.

WASTE & RECYCLING	2024	2025
Total waste generated (metric tonnes)	444	630
Waste per employee (tonnes/employee)	0.11	0.12
Recycling rate	69%	66%

These figures reflect waste generated by our facilities and operations only; they do not include consumer or customer products.

PRODUCT PACKAGING

We design packaging by evaluating environmental impact alongside product protection, customer experience, cost and manufacturability. In FY2025, our Packaging Strategy & Design Team completed approximately 25 packaging development projects, advancing a strategy built on four areas: better materials, less material, greater product density and lifecycle integration.

Packaging introduced in FY2025 built on our 2024 commitment to eliminate non-recyclable packaging for new product introductions. We continue to prioritize molded fiber and corrugated fiberboard and to design around materials that can enter commonly available recycling streams. Material reduction begins at the design stage, where we evaluate opportunities to reduce component count, consolidate structures and right-size solutions while maintaining product protection. The objective is not to substitute one material for another, but to avoid using material that does not need to be there.

We also design packaging around how efficiently products move through the supply chain. One FY2025 redesign improved product shipping density by approximately 33%, reducing the cartons, pallets, storage space and transportation resources required to move equivalent quantities of product. In 2025, we extended our packaging strategy upstream into our contract manufacturing network. Axon increasingly designs and specifies the packaging used by our manufacturing partners, supported by a global packaging supplier network, enabling greater consistency in materials, quality and sizing regardless of where products are manufactured. Where possible, that packaging continues through our downstream fulfillment network rather than being discarded and replaced, reducing redundant handling and waste.



HAZARDOUS WASTE MANAGEMENT

Our Environmental, Health and Safety team classifies hazardous waste through a formal waste determination process that evaluates each material against Resource Conservation and Recovery Act (RCRA) criteria. Regulated waste is assigned a waste profile and routed to qualified third-party vendors for collection, transport and treatment. Each of our Arizona facilities is registered with the U.S. Environmental Protection Agency as a hazardous waste generator, and the volumes we produce place Axon in the very small quantity generator category.

We also work to reduce substances of concern in our products and operations by prioritizing recyclable materials and limiting the use of persistent toxic materials where feasible.

OUR IMPACT

To support accurate, reliable reporting, we use a trusted third-party platform to collect, track and review our energy usage and associated emissions data. This gives us high-quality, verifiable data across our facilities and lays the foundation for our ongoing emissions-management efforts.

Although total emissions grew with our business, our emissions intensity decreased per $100,000 of revenue, demonstrating that scaling our business does not come at the expense of our sustainability efforts. This improvement highlights the effectiveness of our ongoing efforts to reduce our environmental impact across our operations.

As we scale our operations, we consider energy efficiency, clean energy adoption and climate-aware decision-making. This disclosure is a step in building a more resilient and sustainable energy strategy, and we are committed to expanding our data coverage and aligning with evolving global standards over time.

GREENHOUSE GAS EMISSIONS (in metric tons carbon dioxide equivalent)	**2024**	**2025**
Scope 1	275	327
Scope 2 (location-based)	2,550	3,342
Total Scope 1 & 2	**2,825**	**3,669**
Total Scope 1 & 2 emissions intensity by revenue (mtCO2e/$100,000 of revenue)	0.14	0.13

DID YOU KNOW?

Axon has been a proud member of The Green Organisation since 2023, a non-profit that's been championing environmental best practice worldwide since 1994. As part of our membership, they plant trees on Axon's behalf every single day of the week. We're now closing in on 1,000 trees planted in our name.



EMPLOYEE INITIATIVES

Since 2025, we've run an e-bike program for our Arizona employees to encourage a more sustainable commute to work and one we're committed to sustaining year over year. Employee response has been overwhelmingly positive, with strong buy-in for the chance to lean into environmental initiatives.

Per site, e-bike riders reduced single-occupancy vehicle (SOV) trips by

3-10%

At our Phoenix manufacturing facility, the vanpooling and carpooling program reduced SOV trips by

20%

GHG emissions saved by e-bike riders and vanpoolers in 2025 are equal to 100 mtCO2e, equivalent to the annual carbon absorption of about

4,500 trees



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BOARD OF DIRECTORS



Axon's Board of Directors brings together a diverse range of experiences, skills and perspectives that support effective oversight of the company's strategy, risk management and long-term value creation. Our directors contribute expertise across technology, public safety, finance, operations, governance and innovation, helping guide the company as we pursue our mission to Protect Life. For our complete Board Skills Matrix please refer to our latest **Proxy Statement**.

The Board is committed to independent judgment, strong corporate governance and accountability to shareholders. Through active oversight and engagement with management, our directors help ensure Axon remains focused on responsible growth, innovation and delivering sustainable value for all stakeholders.



Erika Ayers Badan
Director



Adriane Brown
Director



Michael Garnreiter
Director



Caitlin Kalinowski
Director



Eiso Kant
Director



Vivek Mohindra
Director



Todd Morgenfeld
Director



Hadi Partovi
Director



Graham Smith
Chair of the Board



Rick Smith
Director, CEO & Founder



Chief Jeri Williams
Director

PROTECT OUR PRINCIPLES

GOVERNANCE

Strong governance is essential to delivering long-term value, earning stakeholder trust and advancing our mission responsibly. We're guided by clear policies, including our Corporate Governance Guidelines, Code of Business Conduct and Ethics and Human Rights Policy, that shape decision-making at every level. Our Board of Directors provides strategic, financial and organizational oversight while ensuring accountability at the leadership level. With a focus on objectivity and sound judgment, the Board fosters a culture of integrity, innovation and sustained impact.

ENTERPRISE RISK MANAGEMENT

No organization is immune to risk, and for Axon that exposure cuts across several dimensions. Day-to-day management of these risks rests with leadership, while the Board of Directors holds ultimate responsibility for risk oversight, overseeing the risk management framework as a whole and delegating focused review of specific areas to its standing committees. At the enterprise level, the Board's focus spans our business strategy and financial performance, our product innovation and sales roadmap, product safety and the scientific, medical, human factors and product efficacy questions that inform it, our operations and infrastructure, and the brand, reputation and public trust central to our long-term success.



- **Audit Committee:** Our Audit Committee oversees the integrity of the company's financial reporting, our internal control system, the internal audit function and compliance with legal and regulatory requirements. The committee appoints, compensates, retains and oversees our independent accountants, evaluates their independence, qualifications and performance, and pre-approves audit and non-audit services. It reviews our financial statements, accounting policies and critical accounting estimates. The committee oversees our enterprise risk management process and our risk assessment and risk management policies for major financial, cybersecurity, data privacy, information technology, supply chain, product safety and quality, compliance, and legal and regulatory risks. It also oversees our regulatory compliance programs, including trade, sourcing and anti-corruption compliance, our business continuity and operational resilience planning, our liquidity, cash management and treasury functions, related party transactions, and our Code of Business Conduct and Ethics compliance program, including the confidential and anonymous channels through which employees can raise concerns.
- **Compensation Committee:** Our Compensation Committee oversees executive compensation to ensure alignment with the company's objectives and shareholder interests. This includes setting corporate goals for executive officers, evaluating their performance and approving compensation packages. It reviews and recommends compensation plans and policies, ensuring they are competitive and support the company's strategic goals. Additionally, it assesses incentive structures to confirm they do not encourage excessive risk-taking. The committee also oversees human capital, culture and workforce-related risks, including workforce-related artificial intelligence considerations, and reviews and recommends compensation for our non-employee directors. For detailed breakdowns of our executive team compensation, please review the Executive Compensation section in our latest Proxy Statement **here**.
- **Mergers and Acquisitions and Capital Structure Committee:** Our Mergers and Acquisitions and Capital Structure Committee oversees the company's strategies concerning mergers, acquisitions and capital structure. The committee evaluates potential opportunities, assesses their alignment with the company's strategic objectives and provides guidance on optimal capital structures to support growth and financial stability. The committee also oversees transaction-specific diligence and integration risk, including artificial intelligence, cybersecurity, data privacy, intellectual property, data rights, supply chain, product quality and safety, regulatory, and public trust and reputational considerations arising in connection with transactions.
- **Nominating and Corporate Governance Committee:** Our Nominating and Corporate Governance Committee oversees Board composition and our corporate governance framework, including committee structure and how oversight responsibilities are allocated among the Board's committees. It identifies and evaluates director candidates and recommends nominees for Board membership, oversees director independence determinations, the annual Board, committee and director evaluations, director onboarding and education, the leadership structure of the Board, and succession planning for the Board and executive officers. The committee oversees our artificial intelligence governance framework, including the policies, processes and technical controls that support the responsible, ethical, safe and lawful development and deployment of artificial intelligence across our products and operations, and receives reports from our Ethics & Equity Advisory Council. It also oversees our policy on political spending and related disclosures, our stockholder engagement program on governance matters, and material environmental, sustainability-related and social matters of significance to the company.

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BUSINESS CONDUCT

We take pride in conducting business with integrity and respect. Our Code of Business Conduct and Ethics applies to all employees, officers, contractors and directors, and sets clear standards for ethical behavior, legal compliance and the reporting of suspected violations. Our Board and its committees provide oversight of Axon's compliance program, and reports of suspected violations are reviewed and investigated.

Read the full Code **here**.

COMPLIANCE TRAINING

Compliance is a shared responsibility at Axon. Employees complete core legal, compliance and security training as part of onboarding, with key topics reinforced through ongoing and annual training. Topics include information security, ethics, insider trading, harassment prevention, anti-bribery and corruption, export controls, data privacy, environmental awareness and more.

Specialized training on topics such as antitrust and modern slavery and human trafficking helps employees understand risks relevant to their roles and responsibilities.

ANTI-CORRUPTION AND POLITICAL ENGAGEMENT

We have a zero-tolerance policy toward bribery and corruption. All employees, contractors and representatives must comply with the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable anti-corruption laws wherever we operate. Our Global Anti-Corruption Policy prohibits bribery in any form, whether paid directly or through a third party, and requires accurate books and records. Employees and third parties acting on Axon's behalf are expected to uphold these standards, reflecting our commitment to conducting business with integrity in every market we serve.

Axon participates in the public policy process on issues relevant to our mission, business operations and shareholders. We engage with policymakers, industry associations and other stakeholders to help inform legislation and regulations that impact public safety technology, responsible innovation and the communities we serve. Our Board of Directors, through the Nominating and Corporate Governance Committee, oversees Axon's political engagement activities, including policies governing political contributions and public policy participation.

Any use of company funds or resources for political contributions, in the U.S. or abroad, requires internal approval in accordance with applicable law and our internal review processes.



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HUMAN RIGHTS

Respect for human rights is core to our mission—especially our commitment to Win Right and act with integrity. We believe every person deserves dignity, safety and the freedom to thrive. This belief shapes our operations, partnerships and broader impact.

We align with internationally recognized human rights standards, including the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. These frameworks help guide our policies and business practices. Our Board committees provide oversight of human rights and related risks, including through our Nominating and Corporate Governance Committee.

Axon respects the right of employees to freely associate and bargain collectively, in accordance with local laws. We promote a healthy workplace through open communication and trust. We foster a culture of fairness and inclusion, and we look closely at our operations, partners and suppliers to spot and address human rights risks. It's part of how we work toward a more just, equitable world. For more information, please review our **Human Rights Policy**.

CLAWBACK POLICY

Axon's Clawback Policy reflects a commitment to ensuring that incentive-based compensation for executives is grounded in accurate and reliable financial reporting. In alignment with SEC rules and NASDAQ listing standards, the policy applies to our executive officers and requires recovery of erroneously awarded incentive-based compensation when Axon is required to prepare a qualifying accounting restatement.

The purpose of this policy is clear: to reinforce trust with our shareholders, customers and employees by holding leadership accountable to the highest standards of transparency and fairness. By directly linking executive incentive pay to accurate financial results, we safeguard against unintended rewards and underscore our responsibility to deliver results with integrity.

WHISTLEBLOWER REPORTING

We Expect Candor—open and honest communication is core to our culture. We are committed to maintaining an environment where individuals feel safe and supported in raising concerns in good faith. Our policy strictly prohibits retaliation.

Employees and non-employees, across all geographies where we operate, may report suspected violations of company policy, ethical standards or applicable laws—including concerns related to accounting or auditing matters—through secure, confidential channels. These include our internationally available **whistleblower website** and ethics hotline, available in local languages.

All reports are reviewed and addressed. Matters are assessed and investigated based on the nature and circumstances of the report, with oversight provided by the Audit Committee of the Board. Where appropriate, independent third parties may also be engaged to support a thorough and impartial review.



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CYBERSECURITY & DATA PRIVACY

Axon invests heavily in data protection and security, and those investments have played a critical role in helping customers choose our solutions over others. The data that our customers collect belongs to them and to the public they serve. Protecting that data is not only the right thing to do but also a core strategy of our software business. To date, we did not identify any cybersecurity incident that materially affected our business strategy, results of operations or financial condition. Further, Axon did not identify any substantiated complaints concerning breaches of customer privacy or losses of customer data in 2025. Learn more about our security and privacy program at **trust.axon.com**.

BOARD OVERSIGHT & EMPLOYEE AWARENESS

The Information Security Team and executives meet regularly with the Audit Committee and its Chair regarding cybersecurity, information security, data privacy, information technology, business continuity and related enterprise risks, and the Audit Committee reports on the same to the Board. The Audit Committee's oversight is not intended to involve day-to-day incident management, which remains the responsibility of the Information Security Team and the Security Incident Response Team (SIRT).

Security and privacy are shared responsibilities at Axon. All employees, contractors and third-party vendors are expected to follow our security principles and contribute to a culture of vigilance and resilience. Our security awareness program includes annual computer-based training, simulated security attacks and social engineering testing.

A PROGRAM BUILT FOR RESILIENCE

Axon follows established security best practices and remains agile to adjust practices and protection techniques as the threat landscape evolves. Our Information Security Team maintains an information security program designed to monitor, prevent, detect, mitigate and remediate cybersecurity vulnerabilities, including the prompt investigation and management of all reported or discovered security events, in the ordinary course of business. The Information Security Team leads our SIRT in connection with the response to any security incident, which will be led by our Chief Information Security Officer and an executive management team.

Our cybersecurity and information security programs are aligned with standards set by the International Organization for Standardization (ISO), the American Institute of Certified Public Accountants (SOC 2), the Criminal Justice Information Services (CJIS), the Federal Risk and Authorization Management Program (FedRAMP) and the National Institute of Standards and Technology (NIST). These programs are designed to support compliance with applicable cybersecurity requirements in the jurisdictions where we operate.

CUSTOMER DATA OWNERSHIP

Our customers own their data. Axon contractually affirms that customers retain full ownership and control over their content. This principle holds across the Axon Ecosystem: agencies retain ownership and control of their data, with configurable permissions and local control over information.

Access is authorized and controlled. We do not access customer data without explicit authorization, except in rare system emergencies where access is required to maintain service continuity. Customer data is protected by role-based access controls and configurable permissions, and is not shared beyond its intended purpose without authorization.

Data integrity is preserved and traceable. Content is stored with chain-of-custody protection and searchable records, and data access points are logged and traceable, supporting a trusted, auditable source of truth throughout the data lifecycle.

Data is safeguarded through encryption, user access controls and security practices designed to meet applicable customer and regulatory requirements.

CERTIFIED SECURITY & PRIVACY PRACTICES

Axon invests continually in security and privacy excellence, validated through a suite of globally recognized certifications and authorizations, including:

- **ISO/IEC 27001** Information Security Management System
- **ISO/IEC 27701** Privacy Information Management System
- **ISO/IEC 27017** Cloud Security Controls
- **ISO/IEC 27018** Protection of Personally Identifiable Information
- **ISO/IEC 22301** Business Continuity Management System
- **ISO/IEC 42001** Artificial Intelligence Management System
- **SOC 2** System and Organization Controls
- **FedRAMP High** U.S. Federal Risk and Authorization Management Program



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DISCLOSURE	PILLAR	REPORT SECTION	ADDITIONAL REFERENCE
GRI 2: General Disclosures			
2-1 Organizational details	Introduction	Who We Are	SEC Form 10-K
2-2 Entities included in the organization's sustainability reporting			SEC Form 10-K
2-3 Reporting period, frequency and contact point	Introduction	About This Report	SEC Form 10-K
2-4 Restatements of information			SEC Form 10-K
2-6 Activities, value chain and other business relationships	Protect Innovation	Supply Chain	SEC Form 10-K
2-7 Employees	Protect Our People	Our Talent	SEC Form 10-K
2-9 Governance structure and composition			Proxy Statement
2-10 Nomination and selection of the highest governance body			Proxy Statement
2-11 Chair of the highest governance body	Protect Our Principles	Governance	Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	Protect Our Principles	Governance	Proxy Statement
2-13 Delegation of responsibility for managing impacts	Protect Our Principles	Governance	Proxy Statement
2-14 Role of the highest governance body in sustainability reporting	Protect Our Principles	Governance	Proxy Statement
2-15 Conflicts of interest	Protect Our Principles	Governance	Proxy Statement
2-16 Communication of critical concerns	Protect Our Principles	Governance	Proxy Statement
2-17 Collective knowledge of the highest governance body	Protect Our Principles	Governance	Proxy Statement
2-19 Remuneration policies			Proxy Statement

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DISCLOSURE	PILLAR	REPORT SECTION	ADDITIONAL REFERENCE
GRI 2: General Disclosures			
2-20 Process to determine remuneration			Proxy Statement
2-21 Annual total compensation ratio			Proxy Statement
2-22 Statement on sustainable development strategy	Introduction	A Message from Rick	
2-23 Policy commitments	Protect Our Principles	Governance	Code of Ethics
2-24 Embedding policy commitments	Protect Our Principles	Governance	Code of Ethics
2-25 Processes to remediate negative impacts	Protect Innovation	Supply Chain	
2-26 Mechanisms for seeking advice and raising concerns	Protect Our Principles	Governance	
2-27 Compliance with laws and regulations	Protect Our Planet	Environmental Management	SEC Form 10-K
2-29 Approach to stakeholder engagement	Introduction	About This Report	
2-30 Collective bargaining agreements	Protect Our Principles	Governance	Human Rights Policy
GRI 3: Material Topics			
3-1 Process to determine material topics	Introduction	About This Report	
3-2 List of material topics	Introduction	About This Report	
3-3 Management of material topics	Introduction	About This Report	
205: Anti-Corruption			
205-2 Communication and training about anti-corruption policies and procedures	Protect Our Principles	Governance	Code of Ethics

GRI STANDARDS

DISCLOSURE	PILLAR	REPORT SECTION	ADDITIONAL REFERENCE
GRI 305: Emissions			
305-1 Direct (Scope 1) GHG emissions	Protect Our Planet	Our Impact	
305-2 Energy indirect (Scope 2) GHG emissions	Protect Our Planet	Our Impact	
GRI 306: Waste			
306-2 Management of significant waste-related impacts	Protect Our Planet	Waste Management	
306-3 Waste generated	Protect Our Planet	Waste Management	
306-4 Waste diverted from disposal	Protect Our Planet	Waste Management	
GRI 401: Employment			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protect Our People	Our Benefits	
401-3 Parental leave	Protect Our People	Our Benefits	
GRI 403: Occupational Health & Safety			
403-1 Occupational health and safety management system	Protect Our Planet	Environmental Management	
403-5 Worker training on occupational health and safety	Protect Our Planet	Environmental Management	
403-8 Workers covered by an occupational health and safety management system	Protect Our Planet	Environmental Management	
403-9 Work-related injuries	Protect Our People	Our Benefits	

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DISCLOSURE	PILLAR	REPORT SECTION	ADDITIONAL REFERENCE
GRI 405: Diversity & Equal Opportunity			
405-1 Diversity of governance bodies and employees	Protect Our People	Our Talent	Proxy Statement
GRI 416: Customer Health & Safety			
416-1 Assessment of the health and safety impacts of product and service categories	Protect Innovation	Responsible Innovation; Supply Chain	
GRI 418: Customer Privacy			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protect Our Principles	Cybersecurity & Data Privacy	SEC Form 10-K

SASB FRAMEWORK

METRICS	CODE	REPORT SECTION	ADDITIONAL REFERENCE
Data Security			
(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	Cybersecurity & Data Privacy	SEC Form 10-K
Description of approach to identifying and addressing data security risks (1) entity operations and (2) products	TC-SI-230a.2	Cybersecurity & Data Privacy	SEC Form 10-K
Data Privacy & Freedom of Expression			
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Cybersecurity & Data Privacy	
Environmental Footprint of Hardware Infrastructure			
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Our Ecosytem; Our Impact	
Materials Sourcing			
Description of the management risks associated with the use of critical materials	RT-AE-440a.1	Environmental Management	
Managing Systemic Risks from Technology Disruptions			
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Supply Chain	SEC Form 10-K


AXON