PROTECT
RESPONSIBILITY

PROTECT
LIFE

AXON

"We are reminded each day that our mission to protect life is both urgent and timeless."

Fellow Stakeholders,

We are reminded each day that our mission to protect life is both urgent and timeless. We believe that technology, created with humanity at its core, has the power to forge a better future. We see this as not only our opportunity, but our responsibility—our north star guiding us as we boldly go.

Our vision is clear: a world where bullets are obsolete, where communities are safer, and where empathy, transparency and accountability take precedence over force. This is not a utopia—it is a possible and necessary reality. Innovation, driven by purpose and care, is bringing our vision to life.

Our success is not just about groundbreaking technology, but about the positive impact we make on the communities we serve. It is about taking responsibility—to our customers, our people and our communities. It is holistic and extends beyond products and services to include our commitment to sustainability, our dedication to social equity and our unwavering support for governance that ensures we act with integrity and transparency in everything we do.

As we look ahead, we are committed to thinking bigger, challenging the status quo and empowering our customers to achieve better outcomes. Our journey is one of progress—grounded in purpose and focused on our mission. Thank you for being a part of it.

Rick Smith
CEO & Founder

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, 2024, and includes data and initiatives across our global operations unless otherwise noted.

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/A filed with the SEC. We undertake no obligation to update any forward-looking statements contained in this report.

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INTRODUCTION

AXON

OUR MISSION IS TO PROTECT LIFE

We envision a world where bullets are obsolete, where social conflict is dramatically reduced and where everyone has access to a fair and effective justice system.

Axon was founded in 1993 by our CEO, Rick Smith. Rick's ambition and vision are fueled by a passion for science fiction and a timeless human challenge—how to resolve conflict without using lethal force. He believes the way to solve this problem is through technological advancement, and he has dedicated his career to developing tools that make the world a safer and more just place for all.

Today, Axon is building the public safety technology ecosystem of the future by integrating a suite of hardware devices and cloud software solutions designed to solve everyday challenges faced by public and private safety professionals. Our products include cloud-hosted digital evidence management, productivity and real-time operations software, cameras and sensors, TASER devices, drone and robotic security, training solutions and more. Our mission guides us to continually expand our opportunity, and Axon's product portfolio continues to grow.

Founded
1993

Employees
4,100+

TASER uses by officers
5M+

Customer Net Promoter Score
60+

Global offices
20+

Estimated lives saved*
300K+

OUR VALUES:

BE OBSESSED
Immerse yourself completely to transform the world.

JOIN FORCES
Act as one global team.

AIM FAR
Think big with a long-term view.

EXPECT CANDOR
Deliver with respect. Assume positive intent.

OWN IT
Commit, take action and deliver.

BOLDLY GO
Embrace the unknown.

WIN RIGHT
Win with integrity and honor.

*Estimated lives saved from death or serious injury through less-lethal technology

OUR RESPONSIBILITY JOURNEY

Axon has been focused on achieving better societal outcomes through innovation from the very beginning. Learn more about our 30-year journey at **axon.com/30**.

Responsibility is a foundational element of our business and part of our journey. We believe our success is driven by creating value for society and promoting social good through safer, innovative solutions that solve persistent challenges our communities face each day—including violence, social conflict and injustice. To that end, **100% of Axon revenue is tied to promoting social good.**

With the release of our 2025 Responsibility Report, we center our framework on our mission to Protect Life—and the work we do to protect innovation, our people, our planet and our principles.

We understand success is best measured through continuous improvement, and we are proud to share these updates as we track our progress. At Axon, we Aim Far and we are still at the beginning of our journey.

2020
- ► Created Justice, Diversity, Equality 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.

2021
- ► Launched first Responsibility Report.
- ► Aligned reporting with Sustainability Accounting Standards Board (SASB).
- ► Acquired My90 to enhance community engagement.
- ► Hosted first investor ESG roadshow.

2022
- ► Introduced our Moonshot Goal.
- ► Created Ethics and Equity Advisory Council (EEAC).
- ► Shareholders approved proposal to declassify Board of Directors structure.
- ► Implemented an environmental management system.

2023
- ► Published second Responsibility Report.
- ► Expanded footprint of Axon Employee Resource Group.
- ► Published Environmental Policy.
- ► Achieved ISO 14001 certification.

2024
- ► Aligned long-term executive compensation with company performance.
- ► Published Human Rights Policy.
- ► Expanded Corporate Governance Guidelines and Committee Charters.
- ► Formalized our Cybersecurity Policy.
- ► Published our Responsible Innovation Framework.
- ► Aligned reporting with Global Reporting Initiatives (GRI) Standards.

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[1]

| 2021 | 2022 | 2023 | 2033 |
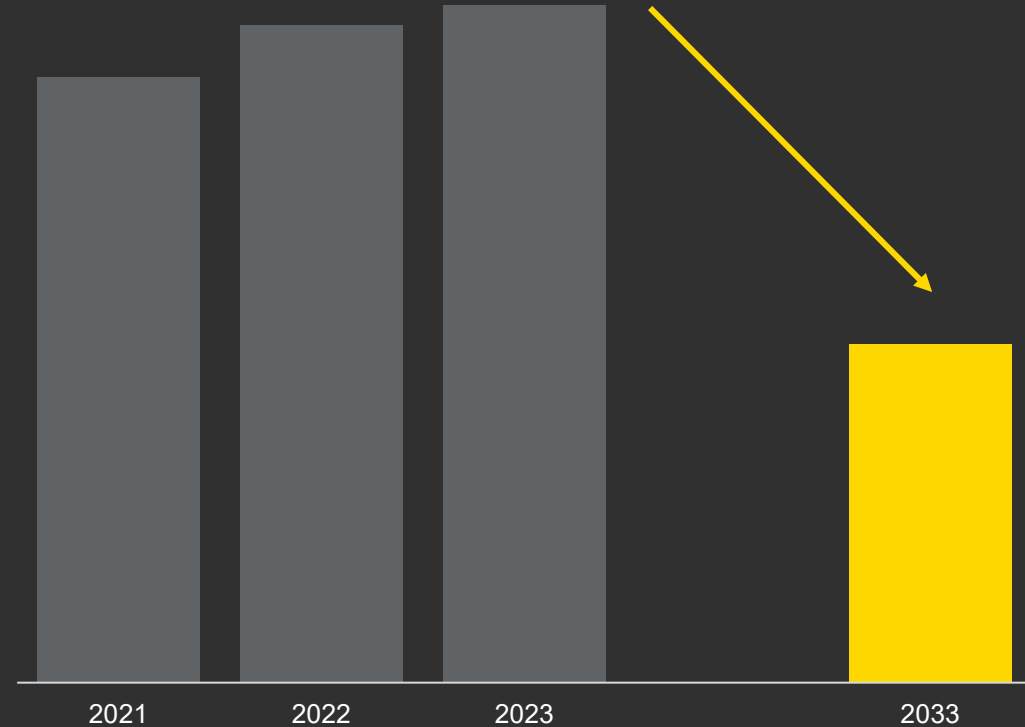
CUT GUN-RELATED DEATHS BETWEEN POLICE AND PUBLIC BY 50% BY 2033.

[1]Axon Public Safety Gun Fatality Database. Published October 2023.

"

Rick Smith,
CEO & Founder

Through a shared commitment to research, dialogue, innovation and implementation, we believe we can become greater than the sum of our parts to protect life. **This is not Axon's moonshot. This is *our* moonshot."**

PROTECT INNOVATION

AND OUR PRODUCTS

RESPONSIBLE INNOVATION FRAMEWORK

We believe technology should serve humanity. Our approach to responsible innovation is purpose-driven—designed to empower communities, build trust and advance public safety through effective, ethical and just systems. By aligning our work with our values, we aim to elevate human potential and contribute to a safer, more connected world. Axon's Responsible Innovation Framework ("Framework") centers on the belief that how we create our products is just as important as what we create. This Framework guides our efforts to build technologies that not only improve safety but also elevate humanity and foster trust.

OUR APPROACH IS:

Human-Centric:
We design with people at the center—guided by empathy, ingenuity and our mission to Protect Life. We value the inherent dignity of every person and their right to feel safe, be safe and live freely in the world.

Collaborative:
We co-create with public safety agencies, impacted communities and individuals. By seeking diverse voices and embracing difficult conversations, we build more inclusive, responsible technology.

Principled:
We focus where we can make a meaningful difference. Our work is data-informed and mission-driven, balancing urgency with care.

Accountable:
We embed responsibility into our development process—with transparency, inclusion and ethical rigor at every stage. Our goal is to Win Right and earn trust through every decision.

> "
> **In our pursuit of ethical and inclusive product development, we always aim to make the 'right things' easier and the 'wrong things' harder. Every day."**
>
> **Jeff Kunins,**
> Chief Product Officer & Chief Technology Officer

RESPONSIBLE INNOVATION FRAMEWORK

This Framework 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. It helps ensure our technologies are developed and deployed ethically, inclusively and sustainably. In addition to engaging with these groups, we work closely with our Ethics and Equity Advisory Council (EEAC)—an independent body of

U.S. and U.K.-based community leaders, restorative justice advocates and scholars. Their insights are instrumental in shaping a more inclusive and responsible approach to innovation during the early stages of product development.

Read more about our Responsible Innovation Framework at **axon.com/responsibility/responsible-innovation**.

OUR PRINCIPLES ARE:

PROTECT LIFE FIRST	CHAMPION TRANSPARENCY	REDUCE DANGER, DEFEND PRIVACY	AMPLIFY HUMANITY	SUPPORT HUMAN-CENTERED INNOVATION

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.

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.

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.

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

► We use AI to extend human capability while preserving human decision-making.

► We never remove human decision-making in critical moments.

► We test rigorously to reduce inherent bias in AI-based products.

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 transparency and oversight of robots in public safety.

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, drones and robotics, digital evidence management, virtual reality training, productivity software, and real-time operations tools—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.

> **Axon's ecosystem is one of our most powerful differentiators—and one of our most important investments. By continually expanding and strengthening the connective tissue across our platform, we're unlocking new value for our customers, driving compounding innovation and building defensibility into every layer of our business. This isn't just a product strategy—it's a growth strategy, a resilience strategy and a reflection of how we lead with intention and scale with purpose.**

Brittany Bagley,
Chief Operating Officer & Chief Financial Officer

TASER DEVICES

TASER devices are designed to stop threats safely—without taking a life. The foundational idea behind Axon's innovation in this product area stems from a simple but powerful question: why is a bullet the best way to stop a threat or de-escalate a conflict? The answer is that it isn't—yet for much of history, firearms were the most effective option available.

Today, TASER devices are the most widely used and trusted less-lethal tool in public safety. Backed by more than 30 years of innovation, they have become the safest alternative in the field. Looking forward, we remain committed to our long-term goal of making the bullet obsolete. Through advances in TASER technology and emerging capabilities in drones and robotics, we believe we can significantly reduce fatalities in public safety.

TASER DEVICES ARE:

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, robust accountability mechanisms and ongoing oversight to ensure responsible development and deployment. From rigorous testing and safety reviews to digital audit trails and use-of-force reporting, TASER technology is designed with transparency, ethics and public trust at the forefront. All law enforcement and professional models released since 2011 are built on a digital platform, enabling objective analysis of use. This includes event logs for every user action with time and date stamps, pulse logs recording delivered electrical output, and body-worn camera footage to support both real-time and post-incident review.

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.

KEY FIGURES:

80+
Countries and territories utilize TASER devices.

300,000+
Lives saved from death or serious bodily injury.[1]

99.75%
Resulting in no serious injury in 1,200 field cases of TASER use.[2]
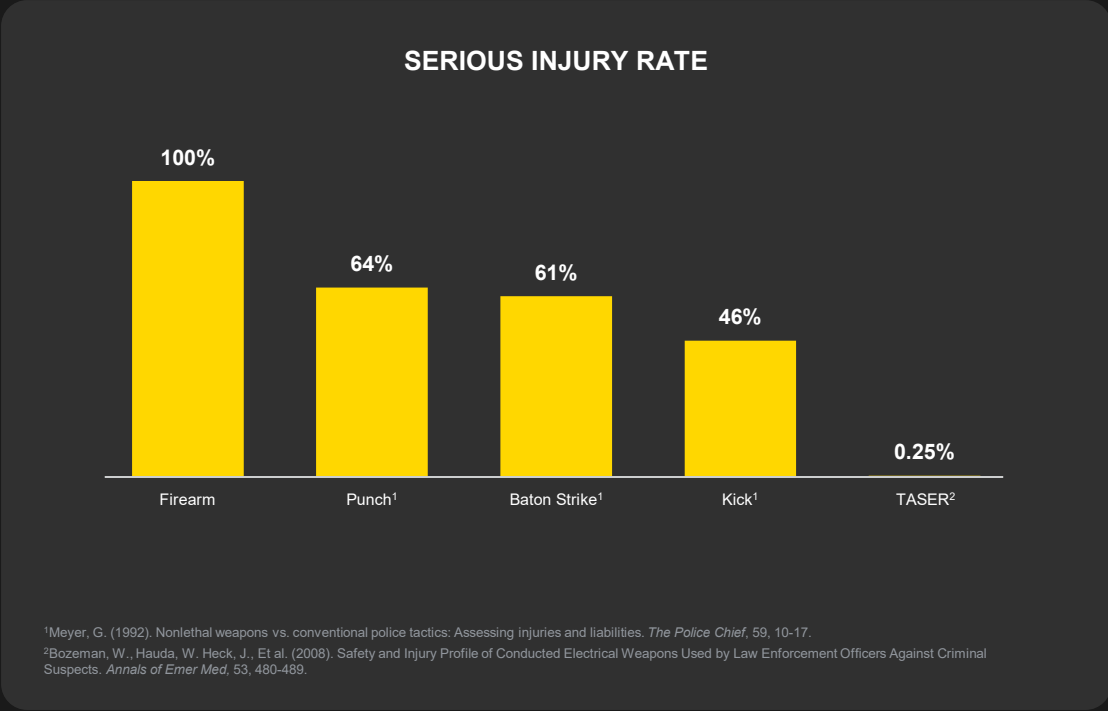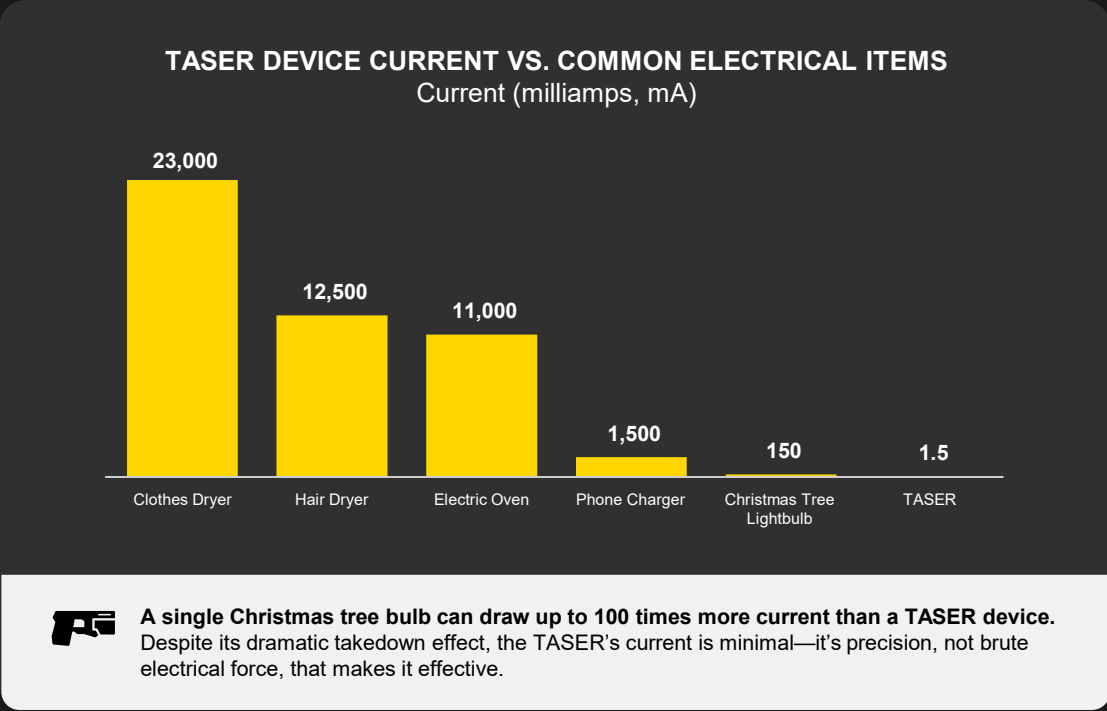
TRUTH ABOUT TASER

HOW TASER WORKS

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. The amount of current delivered is extremely low—far below the threshold required to cause electrocution.

For more information, visit **axon.com/resources/the-truth-about-taser**.

SUPPORTED BY DECADES OF RESEARCH & DATA

TASER energy devices are the most studied use-of-force tool available to law enforcement today. With more than 1,000 reports, abstracts, letters, studies and technical resources—and over 5 million field deployments over the past 30 years. TASER technology is proven to be the safest and most effective less-lethal tool on an officer's belt.

Learn more about the safety of TASER devices at **axon.com/resources/how-safe-are-taser-weapons**.

TASER DEVICE CURRENT VS. COMMON ELECTRICAL ITEMS
Current (milliamps, mA)

Item	Current (mA)
Clothes Dryer	23,000
Hair Dryer	12,500
Electric Oven	11,000
Phone Charger	1,500
Christmas Tree Lightbulb	150
TASER	1.5

A single Christmas tree bulb can draw up to 100 times more current than a TASER device. Despite its dramatic takedown effect, the TASER's current is minimal—it's precision, not brute electrical force, that makes it effective.

SERIOUS INJURY RATE

Method	Rate
Firearm	100%
Punch[1]	64%
Baton Strike[1]	61%
Kick[1]	46%
TASER[2]	0.25%

[1]Meyer, G. (1992). Nonlethal weapons vs. conventional police tactics: Assessing injuries and liabilities. *The Police Chief*, 59, 10-17.
[2]Bozeman, W., Hauda, W. Heck, J., Et al. (2008). Safety and Injury Profile of Conducted Electrical Weapons Used by Law Enforcement Officers Against Criminal Suspects. *Annals of Emer Med*, 53, 480-489.

VIRTUAL REALITY TRAINING

Axon's Virtual Reality (VR) training platform was developed to help officers improve decision-making, build empathy and navigate complex situations with greater awareness and effectiveness. By immersing users in real-life scenarios—such as responding to mental health crises or engaging in community interactions—VR training goes beyond traditional methods to foster emotional intelligence, de-escalation skills and officer preparedness.

Axon VR combines live-action, 360-degree video with interactive computer-generated imagery elements to create highly realistic training environments. Integrated with TASER 7, TASER 10 and the new Handgun VR Controller, trainees experience high-stress calls for service complete with simulated dispatcher radio traffic, requiring them to make rapid, critical decisions. This scalable format promotes safer, more compassionate policing while equipping agencies with tools to better understand the communities they serve. As adoption grows, Axon continues to measure outcomes by evaluating the impact of VR training on officer behavior, community feedback and operational performance—supporting both officer readiness and public trust.

VIRTUAL REALITY IS:

Fostering empathy and emotional intelligence through realistic, community-centered scenarios such as mental health crises and bias-related encounters. This approach enhances readiness, promotes de-escalation, **supports officer wellness and ensures equitable, consistent training across agencies**—contributing to safer, more informed public safety outcomes.

Strengthening governance by enabling **consistent, policy-aligned instruction that supports accountability and oversight**. It helps agencies track compliance, align with reform mandates and reduce risk through improved training quality and defensible documentation—all in more cost-effective ways than legacy training solutions.

Reducing environmental impact by **lowering reliance on physical resources and minimizing travel**—which helps decrease material waste and the carbon footprint associated with traditional in-person training.

KEY FIGURES:

40%
Increase in confidence when utilizing VR for learning.[1]

75%
Increase in training retention, significantly boosting training efficacy.[2]

85%
Cost savings in training when utilizing VR, highlighting its value in readiness and cost efficiency.[2]

VIRTUAL REALITY: RESULTS & IMPACT

The Joliet Police Department faced a pressing challenge: training nearly 300 officers effectively amid staffing shortages, overtime constraints and limited training infrastructure. Traditional methods—often limited to annual in-person sessions—couldn't keep pace with the evolving demands of modern policing. The introduction of the TASER 10, with its independent probe deployment mechanism, further emphasized the need for more frequent, hands-on instruction.

To address these challenges, Joliet PD adopted Axon's VR Training platform. This solution provided monthly, scenario-based sessions that officers could complete within their precinct—eliminating the need for specialized facilities or travel. The result: more flexible, accessible training at a fraction of the cost.

Axon VR modules covered a wide range of critical scenarios, from high-stress tactical incidents to nuanced community interactions. Officers practiced TASER 10 deployments, refined de-escalation strategies and engaged in simulations focused on mental health crises. The immersive experience enabled officers to build muscle memory, sharpen decision-making and strengthen empathy in a safe, repeatable environment.

Read more about their experience **here**.

KEY BENEFITS:

💲 Cost and resource savings
The department achieved meaningful savings, with more than 16,000 virtual probe firings translating to an estimated $384,000 in avoided costs compared to traditional live-fire training methods.

👥 Empathy in practice
Some veteran officers were initially skeptical of the Community Engagement Training module. However, after experiencing scenarios from the perspective of civilians in crisis—including domestic violence victims and individuals experiencing mental health episodes—many reported greater empathy and improved de-escalation during field interactions.

> "One of the biggest challenges we faced at Joliet PD was scheduling in-person training for a department of our size, especially given the manpower shortage it created. Backfilling the streets required additional officers, leading to significant overtime costs."
>
> **Deputy Chief Christopher Botzum,**
> Joliet Police Department

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 transparency, 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 to 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:

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.

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**.

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.

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

KEY FIGURES:

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

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

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

5
Officer equivalence when utilizing ALPR sensors.[3]

CAMERAS & SENSORS: RESULTS & IMPACT

Mardi Gras in New Orleans is a vibrant celebration that draws nearly one million attendees each year. For the city's Emergency Medical Services (EMS), ensuring safety during the event was once a significant logistical challenge. New Orleans EMS relied on a 12-by-15-inch corkboard with pushpins to track unit locations—a manual system that risked miscommunication and delayed response times.

To modernize operations, New Orleans EMS adopted Axon body-worn cameras connected through Axon Respond, a real-time operations platform that streams live video from Axon Body 4 cameras worn by EMS personnel. This solution replaced the outdated corkboard method, allowing command staff to monitor citywide activity through a dynamic digital interface.

Beyond emergency response, the integration of Axon's technology also fostered transparency and trust. Clear policies governed access to body-worn camera footage, and recorded video became a valuable training tool—supporting the rollout of new programs like in-field blood transfusions. This digital transformation illustrates how interconnected technology can revolutionize public safety operations and ensure that, even during the city's busiest moments, every individual has the best possible chance at life.

Read more about their experience **here**.

KEY BENEFITS:

Optimized Resource Allocation: Real-time tracking improved deployment of EMS units, which was critical during a 40% increase in call volume amid a 35% reduction in staff.

Enhanced Situational Awareness Live video feeds enabled rapid incident assessment, allowing for swift and informed response.

Improved Patient Outcomes In critical cases like cardiac arrest, instant unit location and coordination enabled life-saving support.

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 surveillance 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]

>94%
Lower carbon consumption than any other vehicle.[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

DRONES & ROBOTICS: RESULTS & IMPACT

The Campbell Police Department is pioneering the future of community-first policing with its Drone as First Responder (DFR) program—leveraging autonomous drones to respond faster, reduce risk and enhance transparency. After receiving a historic waiver from the Federal Aviation Administration for 24/7 beyond visual line of sight (BVLOS) operations, including nighttime flights, Campbell PD has demonstrated how scalable, responsibly deployed technology can improve public safety outcomes while reducing harm. Read more about their experience **here.**

HOW IT WORKS:

When a high-priority call comes in, a drone is dispatched immediately—often arriving before ground officers. This provides real-time overhead visuals of the scene, enabling informed tactical decisions, reducing risk to responding personnel and supporting de-escalation when possible. Campbell PD's DFR program is powered by a suite of advanced technologies from trusted public safety partners, including Dedrone by Axon. Together, these tools provide remote operators with a unified airspace picture, facilitating safe BVLOS operations through enhanced situational awareness, flight deconfliction and centralized mission control.

KEY BENEFITS:

Faster, Safer Responses
Drones arrive before ground units in most cases, giving officers live situational intel before entering uncertain environments.

BVLOS Night Operations
24/7 aerial coverage with real-time video improves safety for both officers and the community.

Effective Innovation
The DFR model serves as a force multiplier, delivering proactive monitoring and emergency response support without requiring additional patrol staffing.

De-Escalation & Transparency
Early visuals give officers more time and information to defuse tense encounters. Live video feeds can also be shared with the public to build trust and accountability.

> "This FAA approval is a major milestone for our department and our community. With the ability to conduct drone operations day or night without the need for visual observers, we can respond faster and more effectively to emergencies, improving both officer and public safety. This technology is a game changer in ensuring we have the tools to support our community when it matters most."
>
> **Chief Gary Berg,**
> Campbell Police Department

SOFTWARE

Axon's software is the connective tissue of our ecosystem—built to ensure that technology not only works, but works ethically, transparently and efficiently. From digital evidence management to real-time communications and case reporting, our software enables agencies to act with greater speed, accuracy and accountability.

Our investments in software reflect a broader vision: to reduce administrative burdens, eliminate inefficiencies and free up time for professionals to focus on what matters most—whether that's officers engaging more meaningfully with their communities or enterprise teams protecting their employees and customers. By integrating hardware with secure, cloud-based systems, we help preserve evidence with integrity, ensure records are auditable and strengthen public trust. For Axon, software isn't just infrastructure—it's a force multiplier.

AXON SOFTWARE IS:

Built with robust data security, audit trails and compliance frameworks. Axon's software **ensures responsible data stewardship**, evidentiary integrity and alignment with global privacy and governance standards.

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.

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**.

KEY FIGURES:

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

65%
Increase of body-worn camera use when utilizing Axon Performance. [2]

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

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

SOFTWARE: RESULTS & IMPACT

In 2005, the Cobb County Police Department in Georgia endured a grueling 27-hour manhunt for an active shooter—armed only with printed photos and fragmented radio updates. Nearly two decades later, the department faced a similar threat. This time, equipped with Axon's connected technologies—including Axon Fusus real-time crime center platform—officers located and apprehended the suspect in just six hours.

That dramatic improvement was the result of intentional investment in integrated systems designed to put real-time intelligence into officers' hands. Captain Darin Hull describes the department's approach as "precision policing": using data to inform fast, coordinated responses that protect lives and build public trust.

IMPACT BEYOND EMERGENCY RESPONSE

Across shifts and departments, Axon's AI-powered software is transforming how agencies operate. And it's not just about efficiency. With Axon Evidence.com, agencies have a secure, centralized system for managing digital case evidence. Axon Auto-Transcribe and Transcript Keyword Search convert hours of video and audio into searchable insights—helping investigators save more than six hours per week while improving accuracy and case closure rates.

This transformation comes at a critical time. Axon's 2025 **AI Trends Report** reveals that only 36% of non-patrol officer time is spent on active policing, while command staff spend up to 76% of their time on administrative work. AI is helping flip that ratio—enabling agencies to do more with less and freeing officers from paperwork that often keeps them out of the field.

Importantly, officers aren't asking for technology to replace them. Seventy-five percent say AI should assist—not automate—decision-making, underscoring the need for ethical, transparent innovation. Axon designs its tools specifically for public safety, ensuring they serve as trusted partners to law enforcement, not black-box solutions adapted from consumer tech.

Cobb County's story is just one example—but it illustrates what's possible when real-time systems, secure evidence platforms and responsibly deployed AI come together. What once took days now takes minutes. More importantly, officers are freed to focus on what they do best: protecting their communities.

Read more about their experience **here.**
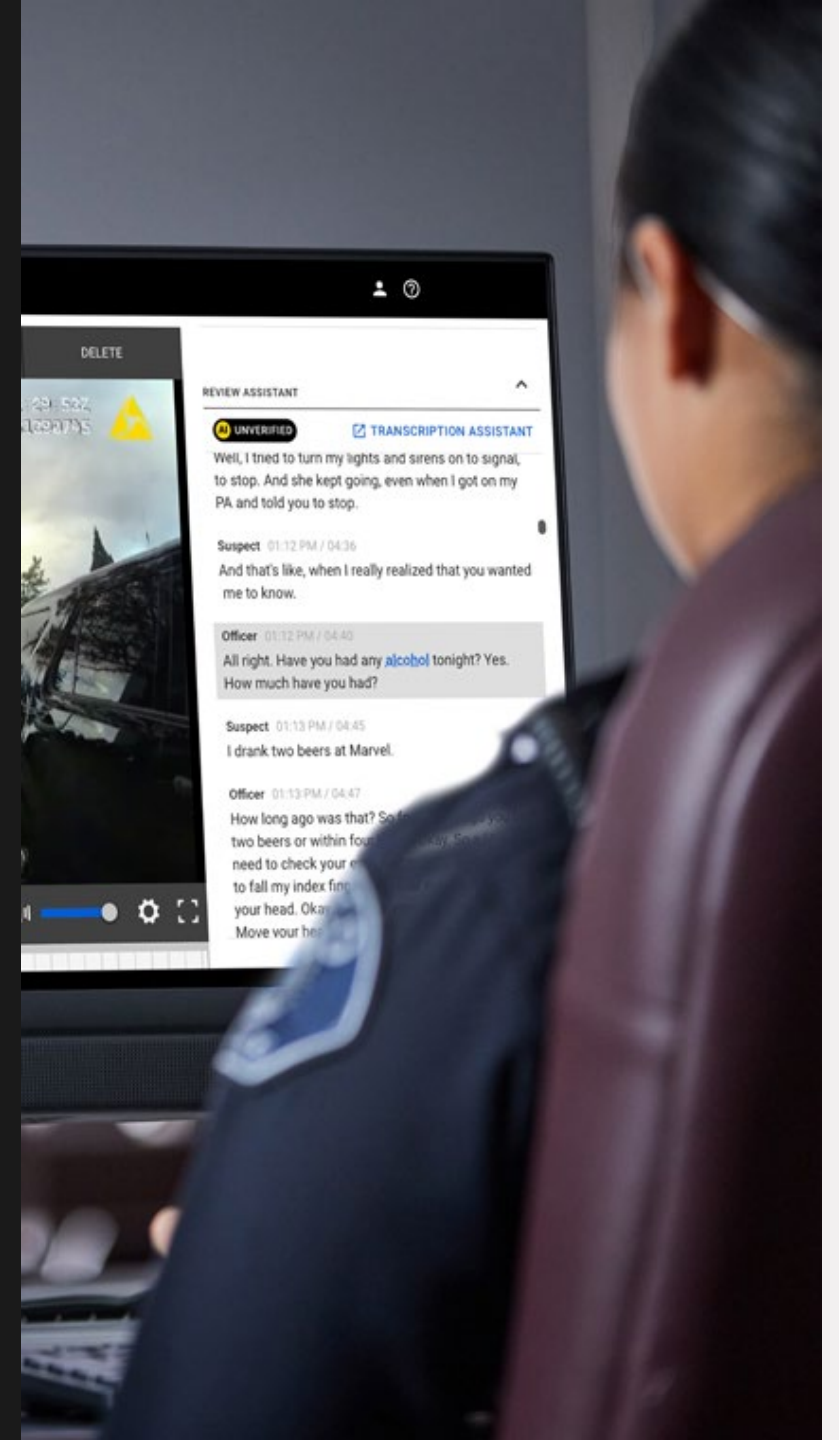
SUPPLY CHAIN

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—with every step aligned to our values and mission. This ensures that every link in our supply chain upholds these standards. **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 accepting 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.

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. We proactively manage our supply chain down to third-tier suppliers to mitigate material shortages and enhance resilience. This approach aligns with our strategy to meet strong product demand while maintaining flexibility in scheduling and inventory management to minimize supply disruptions. 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—rooted in strong supplier relationships, dynamic build planning and agile logistics—minimizes disruptions and supports 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. Read more at **axon.com/company/suppliers**.

> **Building a responsible, sustainable and flexible supply chain is about more than logistics—it's about ensuring resilience, transparency and trust at every stage. From sourcing to manufacturing, we're committed to making principled decisions that support our customers, partners and long-term success."**

Eric Hertz,
EVP of Global Operations

SUPPLY CHAIN

QUALITY MANAGEMENT SYSTEM

Axon has ISO 9001 certification, reflecting our commitment to delivering quality across the product lifecycle. Axon's Quality Management System is designed to embed product excellence at every stage—from concept through customer use in the field. **This system is structured across three primary stages:**

PRE-LAUNCH READINESS

Before production begins, we ensure quality is built into every aspect of the product through:

► **Design, Manufacturing and Supplier Quality:** Cross-functional collaboration and rigorous reviews through the product lifecycle process.

► **Reliability Testing:** Accelerated life and environmental testing to validate product durability and performance.

PRODUCTION TEST & INSPECTION

During production, we maintain strict quality controls to ensure each unit meets our standards:

► **Component Inspection:** Verification of incoming materials from our vendors.

► **In-Process & Final Testing:** Products are tested daily during assembly and final validation. Inspection also includes quarterly audits and annual management reviews.

FIELD PERFORMANCE

We monitor product performance and use field data to drive improvements:

► **Return Merchandise Authorizations (RMAs):** Structured root cause analysis is used to feed insights into our design and manufacturing processes.

⚠️

We have reduced defective product returns by nearly 60% over the past five years—enhancing customer satisfaction and ensuring our products perform reliably when they're needed most.

CONFLICT MINERALS

Axon upholds ethical, transparent sourcing practices throughout our global supply chain. Our due diligence aligns with the OECD Due Diligence Guidance, and we support industry-wide progress as an active member of the Responsible Minerals Initiative (RMI). As part of our ethical sourcing program, we assess the presence of tantalum, tin, tungsten and gold (3TG) in our products and identify associated smelters or refiners using the RMI Conflict Minerals Reporting Template (CMRT).

In 2024, we expanded our efforts by engaging directly with smelters in our supply chain and encouraging them to maintain or achieve RMAP-conformant status. Our full process and findings are available in the 2024 Conflict Minerals Report, filed with the SEC as an exhibit to our Form SD.

PROTECT OUR PEOPLE

AND OUR COMMUNITIES

AXON

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.
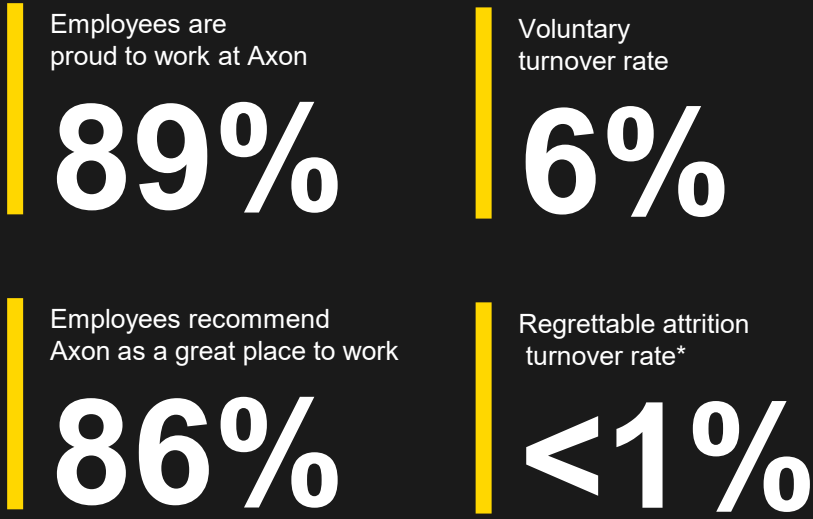
TALENT MANAGEMENT

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. All employees receive annual performance reviews, including evaluation against Axon's core values to reinforce cultural alignment and guide professional growth. Leaders at the Vice President level and above are also reviewed in 360-degree feedback from peers and direct reports. Company-wide manager training is offered monthly, and executive coaching is encouraged to support leadership development.

To foster transparency and connection, we host quarterly company-wide town halls and recurring engagement forums such as Axon Connects and Ask Me Anything (AMA) sessions. These events highlight team achievements and create space for candid dialogue between employees and leadership.

2024 GLOBAL WORKFORCE

Employees are proud to work at Axon
89%

Voluntary turnover rate
6%

Employees recommend Axon as a great place to work
86%

Regrettable attrition turnover rate*
<1%

"At Axon, our most powerful advantage is our people. We're building a team that's **sharp**, **adaptable** and truly **unstoppable**—the kind of talent that thrives in complexity, embraces bold challenges and doesn't flinch when the stakes are high."

Josh Isner,
President

SHARP | ADAPTABLE | UNSTOPPABLE

* Regrettable attrition turnover 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

Justice, Equity, Diversity and Inclusion (JEDI) is a core part of how we operate. At Axon, JEDI is about performance, removing barriers, equipping leaders and ensuring every teammate has the resources and support to do their best work.

We are committed to a workplace where every employee feels respected, valued and empowered to contribute. We base hiring, evaluations and promotions on merit, skills and performance—and we maintain a zero-tolerance policy for harassment, discrimination, violence or retaliation. This includes protections against bias based on race, color, religion, national origin, gender, sexual orientation, gender identity, gender expression, age, disability or veteran status.

All employees complete anti-harassment training at onboarding and renew it annually. In parallel, our leadership training equips managers to support their teams and foster a culture of trust and advocacy.

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. Every team member plays an active role in maintaining a safe workplace by completing annual safety training and adhering to health and safety policies.

In 2024, we maintained a low U.S. **incident rate of 0.70%** 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.

EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) accelerate belonging and performance at Axon. ERGs provide leadership opportunities, mentorship, community and business insight, helping teams innovate faster, recruit stronger and develop talent. We view inclusion as essential to how we learn, grow and conduct business. This commitment is embedded across our organization, including corporate social responsibility, community engagement, supplier diversity and product development. Our vision is to cultivate an inclusive mindset that empowers every team member. It shapes how we make decisions, develop talent and collaborate, ensuring equity and belonging are part of our everyday experience.

ERGs foster connection, provide professional development and create space for dialogue, mentorship and cultural exchange. By supporting shared identity and community, our ERGs help build a workplace where everyone can thrive.

2024 GLOBAL WORKFORCE

Employee population by racial diversity[1]

38%
Racially diverse
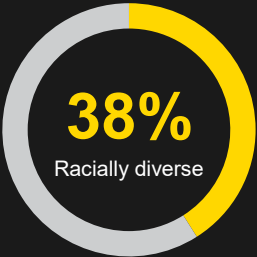
Employee population by gender[2]

31%
Women
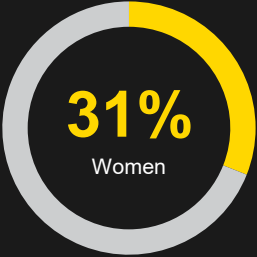
Leadership by gender[2]

25%
Women
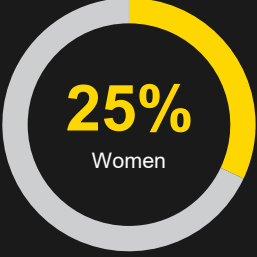
As of December 31, 2024, we had approximately 4,100 full-time employees–a 23% increase from the prior year.

[1] Racially diverse population includes employees who self-identified as non-white.

[2] Gender population excludes employees who chose not to specify.

OUR BENEFITS

LEARNING & DEVELOPMENT

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.

To further support development, employees have access to curated content through LinkedIn Learning and Udemy—a platform geared toward R&D employees, offering specialized content in engineering, software development, data science and other technical fields. These platforms also provide courses in leadership, technical training, people management and bi-lingual training to support our global workforce.

OUR PROGRAMS

► **Health Insurance**: Medical, dental and vision coverage with flexible plan options.

► **Compensation**: Competitive salaries, annual performance bonuses and equity-based compensation for eligible employees.

► **Paid Time Off**: Unlimited PTO for full-time employees, plus designated "quiet weeks."

► **Flexible Workplace**: Remote and hybrid roles for eligible positions.

► **Parental Leave**: Industry-leading family policies provide up to 20 weeks of paid parental leave.

► **Retirement Tools**: Includes 401(k) with company match, Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) for health, care and commuting expenses.

► **Wellness Programs**: Partnership with Wellhub provides access to over 50,000 gyms and fitness studios worldwide.

► **Mental Health**: Through Modern Health, employees have access to on-demand coaching and therapy. In regions where Modern Health is not available, we work with local providers to ensure access to support.

► **Life & Disability Insurance**: Financial protection in the event of unexpected life events, with optional additional coverage available.

"Responsibility starts with how we show up for each other. At Axon, we're building a culture where people feel safe to speak up, supported to grow and empowered to do meaningful work. That means creating space for different voices, making equity a daily practice and holding ourselves accountable to the kind of workplace–and world–we want to be part of."

Elizabeth Hart,
EVP of People Operations

OUR COMMUNITY

We believe protecting our people means standing shoulder to shoulder with the first responders who dedicate their lives to serving others. They are the heart of our community, and their courage and commitment inspires us every day. By working alongside them, we gain the insight to design better technology, deepen trust and help strengthen resilience across the communities we all share.

SAFE JOURNEYS
Safe Journeys highlights the human stories behind public safety—stories of protection, empathy and resilience. Honored as a 2024 Webby Award Honoree in the Public Service & Activism Video and Film category, the series shines a light on the personal stories that often go untold. Watch the **Safe Journeys Series**.

At the heart of Safe Journeys is the powerful, human storytelling of our customers. These are stories of courage, connection and innovation—moments where Axon's technology becomes a silent partner in protecting lives and strengthening communities. Every journey our customers take—from split-second decisions to long-term change—helps shape a safer, more just world."

Abi Stock,
EVP of Marketing

Episode 1: Los Angeles, CA

LAPD Officer Christopher Aboyte responded to a plane crash on a Los Angeles railway. With a train rapidly approaching and the pilot still trapped inside the wreckage, Officer Aboyte acted within seconds, risking his own safety to save the pilot's life just in time.

Episode 2: Marion County, FL

Sergeant Jeremie Nix of the Marion County Sheriff's Office encountered a stalled vehicle while off-duty. Inside, he found two women and an unresponsive baby. Without hesitation, Sergeant Nix stopped and administered life-saving first aid.

Episode 3: Arvada, CO

Sergeant Josh Mazone and fellow officers from the Arvada Police Department braved a burning apartment building, urgently working to rescue families from the smoke-filled hallways.

Episode 4: St. Petersburg, FL

Highway Patrol Trooper Toni Schuck heard reports of a speeding vehicle heading toward the course while working security for the Skyway 10K race. As it bypassed multiple checkpoints, she recognized the imminent danger—prompting her to take decisive action to protect the runners.

Episode 5: Apache Junction, AZ

Apache Junction Traffic Unit Detective Josh Dupont rescued an elderly woman from a vehicle trapped in rapidly rising monsoon floodwaters, breaking windows and pulling her to safety before the car was swept away.

Episode 6: Hereford, TX

Officer Chance Perry responded to a domestic disturbance alongside his Field Training Officer, Carlos Luna. Upon arrival, the officers were confronted by a subject armed with a hammer and two knives, requiring immediate and decisive action to ensure safety.

Episode 7: Scottsdale, AZ

Officer Jaecob Hanser and trainee Nick Hackelton of Scottsdale Police Department responded to a domestic disturbance involving a subject with a history of mental health issues. Upon arrival, they were met by the subject armed with a large kitchen knife, prompting a high-stakes encounter requiring swift judgment.

Episode 8: Bernalillo County, NM

Community Service Aid Carlos Sweeney and Deputy Connor Otero of the Bernalillo County Sheriff's Office investigated an abandoned vehicle. Upon arrival, they sensed something was wrong, revealing a situation that would quickly escalate beyond a routine call.

Episode 9: Buffalo, NY

Lieutenant Timothy Perrott and Officer Nicholas Poblocki responded to a missing person call of an individual that wandered out of a local hospital in Buffalo, NY, during a snowstorm. Knowing every second counted in the life-threatening conditions, they utilized drone technology.

Episode 10: Kaua'i, HI

Officers Matthew Kaluahine, Jesse Castro, and Sergeant Jason Scalzo responded to a RapidSOS alert in Hanalei, where they found a car hanging 30 feet off a cliff. After stabilizing it with tow straps, Officer Kaluahine rappelled down to assist the unconscious driver until firefighters arrived.

OUR COMMUNITY

AXON AID

Our commitment to protecting life extends to our support of the people behind the badge. As a purpose-driven organization, we partner with nonprofit organizations and provide direct, no-cost support to initiatives that deliver critical aid during emergencies, serve the communities that serve us and enhance officer wellness. **Axon Aid** is our program supporting first responders, their families and the communities they protect.

AXON AID PILLARS

Emergency response: In the aftermath of natural disasters—including hurricanes, floods and earthquakes—Axon Aid deploys fully self-sufficient emergency response teams to assist with damage assessment and search-and-rescue operations at no cost to public safety agencies or communities. With 28 deployments to date, trained volunteer drone pilots from across Axon bring deep emergency response experience and are equipped with Axon's full suite of public safety technologies. This rapid-response capability helps ensure critical support reaches impacted areas before, during and after a crisis.

Philanthropy: We are deeply committed to the well-being of first responders, offering direct financial support through initiatives like the Family First Memorial Fund, which has aided 230 families during a time of grief. Beyond crisis response, Axon Aid fosters community engagement through local partnerships and charitable events. Our employees show incredible dedication to giving back, volunteering a record number of hours through a wide range of events and activities that made a meaningful impact in communities around the world.

Mental health & wellness: We recognize the emotional toll public safety work can take on responders and their loved ones. Through culturally competent resources—including mental resiliency training, peer support guidance and wellness programming—Axon Aid provides support to both agencies and families. These wellness resources have already been accessed more than 750,000 times by the public, all from the comfort of home.

Emergency response deployments	Families funded by the Family First Memorial Fund	Wellness resources accessed
28	**230**	**750k**

OUR COMMUNITY

COMMUNITY IMPACT

We believe it's our responsibility to listen to the communities we serve. Axon's Community Impact Team was established to align innovation with evolving community needs. The team integrates equity and ethics into product development, strengthens partnerships with community-based organizations and expands programs that create lasting value.

In 2024, initiatives included:

► Expanding ethical training for product, engineering and design teams.

► Strengthening community partnerships in cities such as Seattle, Philadelphia and Chicago.

► Leading legislative advocacy, including service as Chair of the Public Safety & Technology Policy Committee for the African American Mayors Association (AAMA).

By collaborating with policymakers, nonprofit leaders, educators and technologists, the team ensures that Axon's technologies are developed with intentionality and inclusion. A key partner in this work is Axon's Ethics and Equity Advisory Council (EEAC). Established in 2022, the EEAC includes independent advisors from the U.S. and U.K. with expertise in racial equity, criminal justice, social work, AI ethics and responsible innovation.

In 2024, the Community Impact Team partnered closely with the EEAC to:

► Provided early-stage input on product development.

► Led Voice of Community feedback sessions.

► Helped shape and publish **Axon's Responsible Innovation Report**.

A showcase example of this collaboration in action is the development of Draft One, Axon's AI-powered report-writing tool. As Axon's product and engineering teams led development, they collaborated with the EEAC for guidance and input. The team made foundational decisions on naming, usage guardrails and fairness testing—demonstrating the value of community-informed design. In addition, the EEAC recommended and guided the product team to conduct a double-blind study comparing AI-generated reports with officer-written reports. Results showed that Draft One produced accurate, professional narratives while saving officers time. Read the full story **here**.

Attendees of the Ethical Tech Training Program
685

Product demonstrations with activists for feedback
50

Ethical Tech Training sessions in 2024
8

PROTECT
OUR PLANET

AND OUR SUSTAINABILITY

AXON

PRODUCT SUSTAINABILITY

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

Our Environmental Management System (EMS), certified to ISO 14001 international standard, guides how we monitor, manage and continuously improve our environmental performance across the organization. **ISO 14001 certification** affirms our focus on pollution prevention, resource efficiency and sustainable design. By aligning our practices with credible certifications, we uphold rigorous standards that support both regulatory compliance and long-term sustainability.

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.

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 European regulations, we monitor evolving laws in the U.S., Canada, Australia and other regions to maintain a global standard. 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.

MATERIALS MANAGEMENT

Our approach to materials management reflects our commitment to developing processes that reduce waste, enhance recyclability and support a circular economy. We embed sustainability considerations into packaging and end-of-life planning from the outset—prioritizing lower-impact materials, minimizing excess volume and improving shipping efficiency. By aligning with global standards and partnering with responsible recyclers, we help keep resources in use and waste out of landfills, advancing long-term environmental benefits for our customers and our communities.

PRODUCT PACKAGING

Our commitment to sustainability is evident in how we approach packaging across our product lines. We prioritize recyclable materials where possible, including corrugated cardboard with post-consumer content, and design packaging that minimizes excess volume—reducing raw material use and improving shipping efficiency by lowering dimensional weight and energy requirements during transit.

Starting in 2024, we eliminated non-recyclable packaging materials for all new product introductions (NPI) that we manufacture, ensuring our packaging choices reflect our dedication to reducing environmental impact. Specifically, in our TASER product line, we have transitioned both bulk and single packaging for the TASER 7 and TASER 10 from non-recyclable materials to recyclable options. This shift is part of a broader initiative to incorporate sustainable materials such as molded fiber, recycled polyethylene terephthalate (PET) and corrugated byproducts—with the goal of making our packaging widely recyclable through curbside programs.

Our commitment continues to extend beyond packaging. We continuously seek opportunities across our operations to reduce waste, conserve resources and contribute to a more sustainable future—ensuring that our practices reflect both our values and the needs of our planet.

WASTE & RECYCLING MANAGEMENT

We remain focused on reducing waste and advancing circularity throughout the product lifecycle. Our end-of-life programs are designed to meet environmental goals and regulatory requirements in the regions where we operate. For products that are not yet at the end of their lifecycle, we are actively transitioning to recyclable packaging materials where feasible, prioritizing solutions that meet environmental standards while maintaining the integrity and protection of our products.

We comply with the European Union's Waste Electrical and Electronic Equipment (WEEE) Directive, which holds producers accountable for the proper collection, treatment and environmentally responsible recycling or disposal of electronic products. We also monitor emerging chemical regulations, including restrictions on per- and polyfluoroalkyl substances (PFAS) in the U.S., EU and other regions. We are preparing for regulatory shifts that may affect end-of-life treatment and are adapting processes to stay compliant.

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 and recycled material includes business operations, production and consumer products.

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

OUR IMPACT

As part of our commitment to environmental transparency and continuous improvement, we are introducing our first Scope 1 and Scope 2 greenhouse gas (GHG) emissions analysis with this report. This marks a key step in managing our environmental footprint across global operations.

To ensure the accuracy and reliability of our reporting, we have partnered with a trusted third-party platform to monitor and track our energy usage and associated emissions. This partnership enables us to collect high-quality, verifiable data across our facilities and lays the foundation for future emissions reduction initiatives.

As we scale our operations, we consider energy efficiency, clean energy adoption and climate-aware decision-making. This initial disclosure is a first 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.

As of the date of this report, the below numbers have been verified by a third party.

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

PROTECT OUR PRINCIPLES

AND OUR INTEGRITY

BOARD OF DIRECTORS

Axon's Board of Directors represents a diverse and experienced group of individuals who bring a strong sense of fiduciary duty, strategic vision, independent thinking and commitment to upholding the interests of shareholders while providing effective oversight and guidance to the management team.

While recognizing that any group of people is more than the sum of its parts—that biography does not always define identity, and that attempting to quantify diversity is an imperfect exercise in a world of unique individuals—we celebrate that our board intentionally reflects a wide range of experiences and perspectives.

Erika Ayers Badan,
Director

Adriane Brown,
Director

Julie Anne Cullivan,
Director

Michael Garnreiter,
Chairman of the Board

Caitlin Kalinowski,
Director

Dr. Matthew R. McBrady,
Director

Todd Morgenfeld,
Director

Hadi Partovi,
Director

Graham Smith,
Director
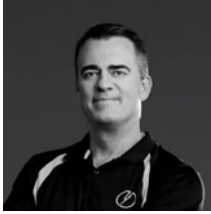
Rick Smith,
Director, CEO & Founder

Chief Jeri Williams,
Director

5
Female directors

27%
Racially diverse

82%
Independent directors

1
Independent chairman to enable robust oversight

100%
Independence on our Audit, Compensation and Nominating and Corporate Governance Committees

"

Responsible governance starts with knowing that the decisions we make today–about technology, policy and partnerships–have long-term impacts on public trust and safety. At Axon, we take that seriously. Our responsibility is to lead with integrity, ensure our systems are accountable by design and stay grounded in the values that define our mission."

Isaiah Fields,
Chief Legal Officer

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. In 2024, we strengthened this foundation by completing the declassification of our Board, requiring the annual election of all nominees and enhancing accountability to shareholders.

► **Audit Committee**: Our Audit Committee oversees the integrity of the company's financial reporting, internal controls and compliance with legal and regulatory requirements. The committee selects and monitors external auditors, ensuring their independence while pre-approving audit and non-audit services. It also reviews financial statements, accounting policies and risk management practices to uphold transparency and accuracy.

► **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. For detailed breakdowns of our executive team compensation, please review the Executive Compensation section in our latest Proxy Statement **here**.

► **Enterprise Risk and Compliance Committee**: Our Enterprise Risk and Compliance (ERC) Committee oversees Axon's risk management framework to ensure alignment with strategic objectives and regulatory requirements. It identifies and assesses enterprise-level risks—including cybersecurity threats—ensures internal and external data protection, oversees AI governance and risk, and drives mitigation strategies. The ERC Committee works closely with the Audit Committee on compliance matters and receives regular reports from the Chief Information Security Officer and Information Security Team to monitor the effectiveness of risk management initiatives.

► **Nominating and Corporate Governance Committee**: Our Nominating and Corporate Governance Committee oversees the nomination process for Board membership and addresses corporate governance matters. The committee establishes criteria and policies for selecting new directors, identifies and evaluates potential candidates and recommends nominees for Board membership. It also reviews and recommends policy material on environmental and social matters. Additionally, it oversees the evaluation of the Board's performance and effectiveness, recommending improvements, as necessary.

► **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 Axon's strategic objectives and provides guidance on optimal capital structures to support growth and financial stability.

GOVERNANCE

BUSINESS CONDUCT

We take pride in conducting business with integrity, transparency and respect. These values guide how we operate—across every transaction and interaction. Our **Code of Business Conduct and Ethics** serves to:

► **Emphasize Axon's commitment to ethical behavior and legal compliance.**

► **Define clear standards for responsible conduct.**

► **Provide channels to report suspected violations of law or policy.**

► **Support the prevention, detection and resolution of misconduct.**

Alleged violations are promptly investigated, and Axon prohibits retaliation against those who report concerns in good faith. Our commitment to ethics strengthens trust, drives long-term value and helps us lead with integrity in every market we serve.

ANTI-CORRUPTION POLICY

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), which prohibits improper payments to foreign officials and requires accurate financial recordkeeping, including political contributions.

Internal approval is required before using company funds or resources for any political contributions—in the U.S. or abroad. Oversight is shared across all levels of management, and all internal and third-party stakeholders must acknowledge and comply with our Anti-Corruption Policy. This reflects our commitment to the highest standards of ethical conduct in every market we serve.

COMPLIANCE TRAINING

Compliance is a shared responsibility at Axon. All employees complete core legal, compliance and security training at onboarding and through mandatory annual refreshers. Topics include information security, ethics, insider trading, harassment prevention, anti-bribery and corruption, export control, data privacy, environmental awareness and more.

Specialized modules—such as antitrust, modern slavery and human trafficking, and TASER 10 awareness— address emerging risks and reinforce our values. Our goal is to equip employees with the knowledge and tools to apply these principles in their daily work.

GOVERNANCE

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 guide our policies, training and daily decision-making.

Our Board of Directors oversees our Human Rights Policy and regularly reviews progress with management to ensure accountability. All employees complete mandatory annual training focused on respect, integrity and inclusion.

Our Supplier Code of Conduct extends our expectations to business partners, reinforcing a shared responsibility for human rights. 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, transparency and trust. By fostering a culture of fairness and inclusion, we identify and address human rights risks and 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 allows for the recovery of both cash and equity compensation that was awarded in error if financial results are subsequently restated.

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 pay to true company performance, we safeguard against unintended rewards and underscore our responsibility to deliver results with integrity.

The Clawback Policy is an integral part of our broader governance framework, reinforcing our focus on accuracy, accountability and responsible leadership.

WHISTLEBLOWER POLICY

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, without fear of 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 carefully reviewed and addressed. Management conducts initial assessments, and significant matters are escalated to the Audit Committee of the Board. Where appropriate, we also engage independent third parties to ensure investigations are impartial and thorough.

CYBERSECURITY & DATA PRIVACY

Axon is a category leader in data protection and security. Our investments in information security 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—it is also a core strategy of our software business. Learn more about our security and privacy program at **trust.axon.com**.

AXON INFORMATION SECURITY OVERSIGHT

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 comply with global cybersecurity regulations in the jurisdictions where we operate. Oversight is provided by our Chief Information Security Officer and governed by the Board's Audit Committee and Enterprise Risk and Compliance Committee.

As of this report period, **we have not identified any material risks from known cybersecurity threats—including prior incidents—that have affected our operations**, business strategy, financial condition or results. 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.

CUSTOMER DATA OWNERSHIP

Our customers own their data. Axon contractually affirms that customers retain full ownership and control over their content. We do not access customer data without explicit authorization—except in rare system emergencies where access is required to maintain service continuity.

CERTIFIED SECURITY & PRIVACY PRACTICES

Axon not only follows established security best practices but also remains agile to adjust practices and protection techniques as the threat landscape evolves. Axon invests continually in security and privacy excellence, validated through a suite of globally-recognized certifications and authorizations, including:

ISO/IEC 27001	ISO/IEC 27701	ISO/IEC 27017	ISO/IEC 27018	ISO/IEC 22031	FedRAMP High	SOC 2
Information Security Management System	Privacy Information Management System	Cloud Security Controls	Protection of Personally Identifiable Information	Business Continuity Management System	U.S. Federal Risk and Authorization Management Program	System and Organization Controls

REPORTING REFERENCES

GRI STANDARDS

DISCLOSURE	REPORT SECTION	REPORT PAGE	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	Introduction		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	Introduction	About This Report	
2-5 External assurance			SEC Form 10-K
2-6 Activities, value chain and other business relationships	Innovation	Supply Chain	SEC Form 10-K
2-7 Employees	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	Our Principles		Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts			Proxy Statement
2-13 Delegation of responsibility for managing impacts	Our Principles	Governance	Proxy Statement
2-14 Role of the highest governance body in sustainability reporting	Our Principles	Governance	Proxy Statement
2-15 Conflicts of interest	Our Principles	Governance	Proxy Statement
2-16 Communication of critical concerns	Our Principles	Governance	Proxy Statement
2-17 Collective knowledge of the highest governance body	Our Principles	Governance	Proxy Statement
2-19 Remuneration policies			Proxy Statement

GRI STANDARDS

DISCLOSURE	REPORT SECTION	REPORT PAGE	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	CEO Letter	
2-23 Policy commitments			Code of Ethics
2-24 Embedding policy commitments	Our Principles	Governance	Code of Ethics
2-25 Processes to remediate negative impacts	Our Products	Supply Chain	
2-26 Mechanisms for seeking advice and raising concerns	Our Principles	Governance	
2-27 Compliance with laws and regulations	Our Planet	Product Sustainability	SEC Form 10-K
2-29 Approach to stakeholder engagement	Introduction	About This Report	
2-30 Collective bargaining agreements	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	Our Principles	Governance	Code of Ethics

GRI STANDARDS

DISCLOSURE	REPORT SECTION	REPORT PAGE	ADDITIONAL REFERENCE
GRI 305: Emissions			
305-1 Direct (Scope 1) GHG emissions	Our Planet	Our Impact	
305-2 Energy indirect (Scope 2) GHG emissions	Our Planet	Our Impact	
GRI 306: Waste			
306-2 Management of significant waste-related impacts	Our Planet	Materials Management	
306-3 Waste generated	Our Planet	Materials Management	
GRI 401: Employment			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People	Our Benefits	
401-3 Parental leave	Our People	Our Benefits	
GRI 403: Occupational Health & Safety			
403-1 Occupational health and safety management system	Our People	Our Talent	
403-5 Worker training on occupational health and safety	Our People	Our Talent	
403-8 Workers covered by an occupational health and safety management system	Our People	Our Talent	
403-9 Work-related injuries	Our People	Our Talent	
GRI 405: Diversity & Equal Opportunity			
405-1 Diversity of governance bodies and employees	Our Principles	Board of Directors	Proxy Statement
GRI 418: Customer Privacy			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Principles	Cybersecurity & Data Privacy	SEC Form 10-K

SASB FRAMEWORK

METRICS	CODE	REPORT PAGE	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	
Fuel Economy & Emissions in Use-Phase			
Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	RT-AE-410a.2	Our Impact	
Materials Sourcing			
Description of the management risks associated with the use of critical materials	RT-AE-440a.1	Product Sustainability	
Managing Systematic Risks from Technology Disruptions			
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Supply Chain	