AKAMAI'S ESG OFFICE

Empowering Our Environmental & Social Progress

At Akamai, we make the world a better place for billions of people billions of times a day.

This purpose comes to life in our environmental, social, and

governance (ESG) program, where our commitment to positively impacting the world is equally far-reaching. We are proud of our track record in reducing Akamai's greenhouse gas emissions by 30% and powering our platform with 50% renewable energy. We embrace diversity in all its multiplicity and invest millions in global STEM education programs for underserved students with the same rigor. We are humble pacesetters in giving back to our planet and our communities through employee volunteerism and disaster relief efforts. Our purpose defines who we are and is a key reason for our

success as a business. THE AKAMAI ESG OFFICE WAS ESTABLISHED TO

Develop and execute on a cohesive Akamai ESG strategy and culture through sustainable business practices



Determine material ESG risks & opportunities;

continually assess, measure, and report on progress

both internally and externally



AKAMAI SUSTAINABILITY

Akamai is committed to reducing our emissions through platform efficiencies, data center partnerships, and renewable energy procurement. We recognize that in our role as the leading

performance, security, and delivery provider, we share in the

responsibility for reducing the world's emissions. Despite capacity increases of 60%, we have reduced emissions output by over 47% in 2021



Powered with 50% renewable energy globally

Akamai helped cause more than 125,000 MWh of renewable energy on the grid in 2021, enough to

power over 10,000 homes for one year

of 273M miles driven by one passenger car

Avoided over 110,000 MT of emissions the equivalent

2030 SUSTAINABILITY GOALS

Under the network pillars of Network, Community, and Supply Chain, we will drive to achieve:

100% Renewable Zero Carbon Supply Chain Prioritize implementation Prioritize strategies that Work with top suppliers to and procurement of help achieve a zero-carbon establish meaningful



offices, AANP, and more)



OUR COMMITMENT TO THE PLANET Akamai is proud to participate in the Science-Based Targets Business Ambition for 1.5° C, The Race To Zero, and Global Citizen Live. These efforts are at the core of what Akamai values. The



initiatives focus on gathering leadership and support from

jobs, and unlocks inclusive, sustainable growth.

businesses, cities, regions, and investors for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent

SCIENCE

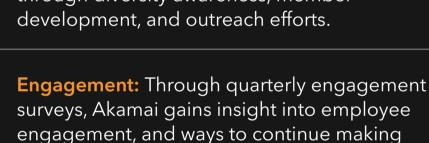
INCLUSION, DIVERSITY, ENGAGEMENT (IDE)

We strive to foster an inclusive, representative, and engaged workplace, where all employees are able to share and benefit from each other's diverse contributions as One Akamai. Our most recent initiatives include:

Akamai Technical Academy: a technical

training program for underrepresented talent not formally educated in STEM related fields. Close to 200 participants with ~70% female

representation since launch. **Employee Resource Groups (ERGs): Nine**



regularly places us in the 90+% percentile against the benchmark of top performing

Akamai a great place to work. Our engagement

employee-led groups, representing close to



companies.

of our employees. Our pay equity analyses are recognized outside consultant and cover gender globally and race and gender in the United States.

1,800 employees, ERGs are a place to connect, develop, and contribute to Akamai's culture through diversity awareness, member

Akamai believes in fair and equitable pay for all conducted with the assistance of a nationally

THE AKAMAI FOUNDATION

Key Achievements

other STEM fields can create for humanity's future.

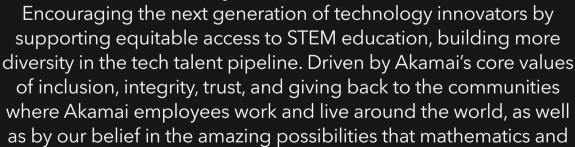
In 2021, Akamai employees logged

volunteer hours and participated in 80

community activities and contributed to communities through the Employee Matching

Gift Program in support of Disaster Relief

efforts and Akamai Compassion Fund.



The Akamai

in (STEM) grants

to 52 partners

around the globe

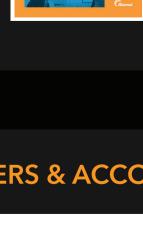
in 2021

Foundation disbursed

AKAMAI REPORTS



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Sustainability Indices owered by the S&P Global CSA



Sustainability

Report



VALUE REPORTING FOUNDATION

STANDARDS

S&P Global

Ratings

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The Boston Globe

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