

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

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

- 2 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
- Avoided over 110,000 MT of emissions the equivalent of 273M miles driven by one passenger car
- 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

2030 SUSTAINABILITY GOALS

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



100% Renewable
Prioritize implementation and procurement of renewable energy that contributes to new renewable power generation for 100% of our global operations (includes data centers, offices, AANP, and more)



Zero Carbon
Prioritize strategies that help achieve a zero-carbon future through platform-continued hardware and software efficiencies and credible Greenhouse Gas (GHG) offsets



Supply Chain
Work with top suppliers to establish meaningful environmental & social goals, and expand our recycling partnerships globally to ensure 100% responsible e-waste disposal

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 businesses, cities, regions, and investors for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.



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 employee-led groups, representing close to 1,800 employees, ERGs are a place to connect, develop, and contribute to Akamai's culture through diversity awareness, member development, and outreach efforts.



Engagement: Through quarterly engagement surveys, Akamai gains insight into employee engagement, and ways to continue making Akamai a great place to work. Our engagement regularly places us in the 90+% percentile against the benchmark of top performing companies.



Akamai believes in fair and equitable pay for all of our employees. Our pay equity analyses are conducted with the assistance of a nationally recognized outside consultant and cover gender globally and race and gender in the United States.

THE AKAMAI FOUNDATION

Key Achievements

Encouraging the next generation of technology innovators by supporting equitable access to STEM education, building more diversity in the tech talent pipeline. Driven by Akamai's core values of inclusion, integrity, trust, and giving back to the communities where Akamai employees work and live around the world, as well as by our belief in the amazing possibilities that mathematics and other STEM fields can create for humanity's future.

The Akamai Foundation disbursed
\$1.1M
in (STEM) grants
to 52 partners
around the globe
in 2021

In 2021, Akamai employees logged
3,000+
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.

AKAMAI REPORTS



For Additional Information Please Visit:

AKAMAI.COM