

AKAMAI'S ESG OFFICE

Empowering Our Environmental & Social Progress

We're proud of the progress Akamai has made in environmental, social, and governance (ESG) performance. From reducing our greenhouse gas emissions by 30% and powering our platform with 50% renewable energy, to the millions invested in global STEM education programs for underserved students, employee volunteerism and disaster relief efforts, giving back to our planet and our communities is a big part of who we are and 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

Key Achievements

In its 2020 Sustainability Report, Akamai achieved the following goals set in 2015:



Renewable Energy - Reduced network energy need by **30%**



Powered our network with **50%** renewable energy



Maintained emissions below **2015 levels**



Recycled **100%** of our e-waste

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

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): 11 employee-led groups, representing close to 1600 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.

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

\$70M

Endowment, giving in 16 countries and 21 cities, 120+ partnerships

\$1.1M

Pandemic response, COVID-19 Public Matching Gift Program, Racial Equality + Social Justice Public Matching Program, #GiveWithAkamai, Disaster Relief, and Employee Resource Group collaboration

\$1M

STEM education grants with global partners such as Girls Who Code, The Hidden Genius Project, Rocket Girls, and Akshara Foundation.

PARTNERS & ACCOLADES



For Additional Information Please Visit:

AKAMAI.COM

[INVESTOR RELATIONS](#)