2023 ESG Impact Report

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Letter from Our CEO

We believe in delivering business results the right way. That means operating in ways that reflect our core values of integrity and trust, inclusion, and giving back to the communities in which our employees work and live around the world.

Akamai approaches environmental, social, and governance priorities not as isolated initiatives, but as fundamental components of a holistic strategy to be the most innovative and best performing company we can be — on all fronts. That means operating our business in ways that we believe best serve the interests of all our stakeholders, which include our customers, shareholders, employees, partners, communities, and our planet. This important work is integral to our overall purpose to make life better for billions of people, trillions of times a day.

We seek to have a positive impact on the places where we work and live. We do this in multiple ways. For example, we work with environmentally conscious suppliers and partners to reduce our environmental impacts collectively. We partner with sustainability organizations, through public advocacy, and with like-minded companies focusing on expanding the benefits of a carbon-free internet.

A core component of our commitment to corporate responsibility has been supporting K-12 STEM education programs to encourage today's students to become tomorrow's innovators and technology leaders. This work is carried out by our philanthropic arm, the Akamai Foundation, which in recent years has broadened its impact in response to needs caused by the global COVID-19 pandemic and other humanitarian crises.

In 2023, CDP named Akamai among the top 8% of 18,700 companies worldwide that are engaging in efforts to address climate change. And The Wall Street Journal once again named Akamai to its list of America's best-run companies, the WSJ Management 250. This ranking of management effectiveness by the Drucker Institute considers customer satisfaction, employee engagement and development, innovation, financial strength, and social responsibility.

This report is one of the ways that we fulfill our commitment to remain transparent about our business practices and accountable to you. Thank you for supporting us in this work.

Tom Leighton

Co-Founder and Chief Executive Officer

About this Report

2023 marked Akamai's 25th anniversary. Founded in 1998, Akamai set out to solve the toughest challenge of the early internet: the "World Wide Wait," and we've been solving the internet's toughest challenges ever since, working toward our vision of a safer and more connected world.

Our company has evolved significantly over the years, but our core values and passion for tackling some of society's biggest technological challenges remain unchanged. From the start, our core beliefs have defined our purpose and guided everything we do: to make life better for billions of people, trillions of times a day.

This is also true for our environmental, social, and governance (ESG) initiatives. We have made important progress in recent years thanks to our dedicated and talented colleagues and teams. At the same time, we know there is more to be done and we are committed to continuing and building on our efforts to drive even greater impact in the coming years.

This is our second year reporting on our ESG work in a unified report. The report highlights our programs, processes, and initiatives across five critical pillars: Sustainability, Our People, Communities, Governance, and Data Privacy and Security. Unless otherwise noted, this report covers information from January 1, 2023, through December 31, 2023.

In developing our sustainability programs and ESG disclosures, we considered the guidance of leading international standards and frameworks, including those of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). In 2023, we also completed the CDP Climate Change Questionnaire and the S&P Global CSA survey, which are available on our website.

About Our Company

Every day, billions of people connect with their favorite brands to shop online, play games, share ideas, manage money, and so much more. They may not know it, but Akamai is there, powering and protecting life online.

More than 25 years ago, when Tom Leighton and Danny Lewin created Akamai, they saw a huge opportunity to tackle the challenges of the early internet, which gave Akamai purpose and created a foundation to become the global leader we are today.

Solving the internet's biggest challenges still drives us today. The internet has become a critical lifeline to us all, powering the way we work, live, learn, and play. The speed and hyperconnectivity of the modern world has further magnified the importance of a secure, reliable, and fast internet in our lives — and the importance of operating with purpose.

Akamai Connected Cloud — the world's most distributed cloud platform — makes it easy for businesses to develop and run applications, workloads, and experiences closer to users — and keep threats farther away. That's why innovative companies worldwide choose Akamai to build, secure, and deliver their digital experiences.

Our suite of leading cloud computing, security, and content delivery services help global companies make life better for billions of people, trillions of times a day.

Purpose
We make life better for billions of people, trillions of times a day

Mission
Power and protect life online

Vision
A safer and more connected world

Values
Customer First, One Akamai, Innovation, Urgency & Persistence, Integrity & Trust, Inclusion, Giving Back

Akamai at a Glance

Akamai Connected Cloud

130+
countries

1+ Pbps
edge capacity

~750
cities

2000+
services experts

1200+
networks

24/7
monitoring

4,100+
edge points of presence

Biggest DDos attack mitigated in 2023:
900+ gigabits per second (Gbps)

Biggest DDos attack mitigated so far:
1.44 terabits per second (Tbps)

1998
Founded

$3.8 Billion
2023 Revenue

3 Product Lines
Cloud Computing, Security, Content Delivery

10,000+
Employees Worldwide

Akamai at a Glance

We power and protect life online for:

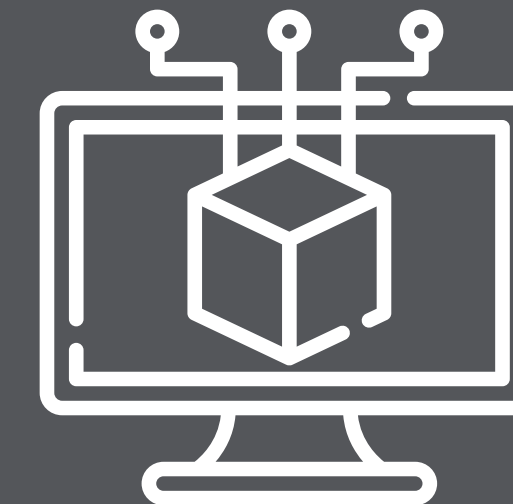**All top 10** video streaming services

8 out of the 10 top automotive companies

18 of the top 20 video gaming companies

All top 10 software companies

9 out of the top 10 retail companies

9 of the top 10 telco carriers

45 of the top 50 brokerages

7 of the top 10 fintech companies

9 of the top 10 healthcare providers

Honors and Recognition

Sustainability

Continued to make progress on our net zero emissions target
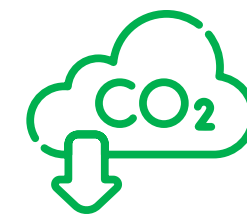
Signed a new VPPA to support renewable energy development on a carbon-intensive grid

Worked with data center vendors to measure and increase use of renewable energy
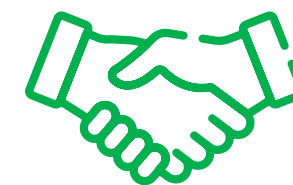
Joined the ZEROgrid initiative to work to accelerate the transition to a reliable, zero-emissions grid

Advocated for a more sustainable future during events, conferences, and engagements with public officials

Sustainability at Akamai

As a leader in the internet ecosystem, we reaffirm our commitment to reducing our environmental impact across all Akamai business operations by 2030 with the release of this report. Over the last year, we integrated our cloud computing business into our 2030 sustainability goals and have refined our 2030 goals to include five areas of focus:

Five Areas of Focus

1 Net-Zero Emissions

2 100% Renewable

3 Build Efficiency

4 Engage Suppliers

5 Circularity
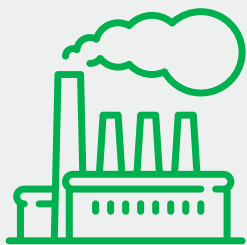
To learn more about the sustainability program, visit our website.

Net-Zero Emissions

In 2023, we continued to make progress toward our goal of net-zero emissions across Akamai Connected Cloud by 2030.

Global Emissions Reduction Progress Update*

112,701 tonnes
Scope 2 Emissions

73,700 tonnes
Scope 3 Platform
Related Emissions

160,634 tonnes
Avoided Emissions

25% YoY
Connected Cloud
Power Growth
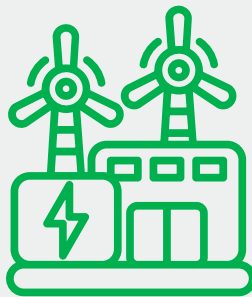
116
Renewable DCs

Akamai accounts for direct and indirect emissions across our global operations. Services running on Akamai Connected Cloud are deployed across a globally dispersed footprint of servers, switches, routers, and network devices. Our widely distributed footprint brings complexities that make tracking energy consumption difficult. We have selected an approach to measure our impact based on the World Resources Institute (WRI) Greenhouse Gas Protocol (GHGP), a global standard for measuring and managing GHG emissions.

*This data is as of Dec. 31, 2023 and has been verified by an external independent auditor as of May 23, 2024. For more information please also see our emissions verification statement.

**Typical Operational Control for Colocation
Scope 3 for Akamai**

Colocation Vendor
(Leased Space
Provider - behind
the meter)

**Colocation Data
Center Equipment**
(HVAC, UPS, Common
Area Services)

**Global Platform
Hardware**
(Services, Switches,
Routers)

**Akamai Operational Control Approach under FoIP Guidelines
Scope 2 for Akamai**
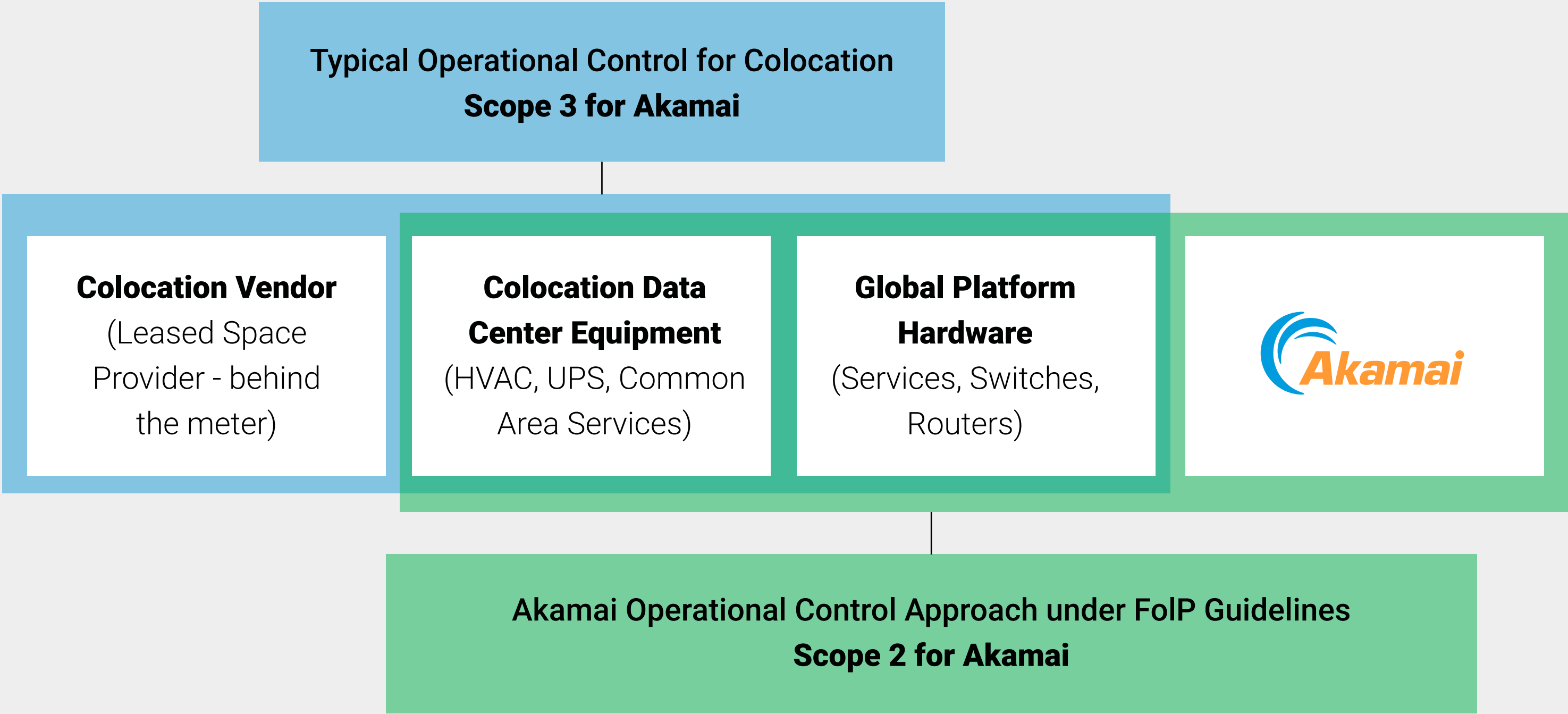
The green outline in the chart above highlights our approach and includes our portion of the power usage effectiveness (PUE) in a given facility. PUE in our model can consist of the power used for uninterruptible power supplies (UPS), ventilation and air conditioning, and related power usage.

Science-based Targets Progress

We finalized our Science-Based Targets (SBTi) pursuant to our commitment to the Business Ambition for 1.5° C campaign. This campaign stemmed from an urgent call to action from a global coalition of UN agencies and business and industry leaders, in partnership with the Race to Zero Campaign. The finalization of our approach to SBTi marks a milestone and Akamai's entry point into the SBTi community.

Reaffirming our 2030 Approach

As sustainability is a multifaceted issue, we recognize various paths to achieving our 2030 targets, with a goal of reducing emissions while ensuring grid stability. We remain dedicated to achieving our net-zero targets for Akamai Connected Cloud by 2030, focusing on "emissionality."

We constantly seek new opportunities to meet the evolving environmental needs of Akamai Connected Cloud. In 2024, we plan to make further strides toward our objectives by procuring additional renewable energy from responsible sources globally and implementing measures to mitigate and remove carbon emissions across Akamai Connected Cloud.

Supplier Engagement

We take a broad view of our emissions impact by including our suppliers in the quantification of operations under our direct control. Like many companies in the Information and Communication Technology space, our data center colocation footprint makes up a considerable portion of our global operations and, as a result, our emissions impact.

Along with the support of the Supply Chain Partner Education Program, under the Clean Energy Buyers Association (CEBA), we have participated in developing solutions for data center services, customers, and providers to collaborate on energy management and clean energy procurement, with an aim to power the internet with 100% clean energy. We encourage our partners to join the initiative on CEBA's website.

Akamai Carbon Calculator

Many Akamai customers share our focus on reducing emissions, including those generated by their IT suppliers. That's why we created the Carbon Calculator, a tool that shows the estimated emissions produced by an individual customer's actual use of Akamai's delivery and security services.

Emissions and Edge Bytes

Total Emissions
108.84 Kilograms

Total Edge Bytes
3.15 Petabytes
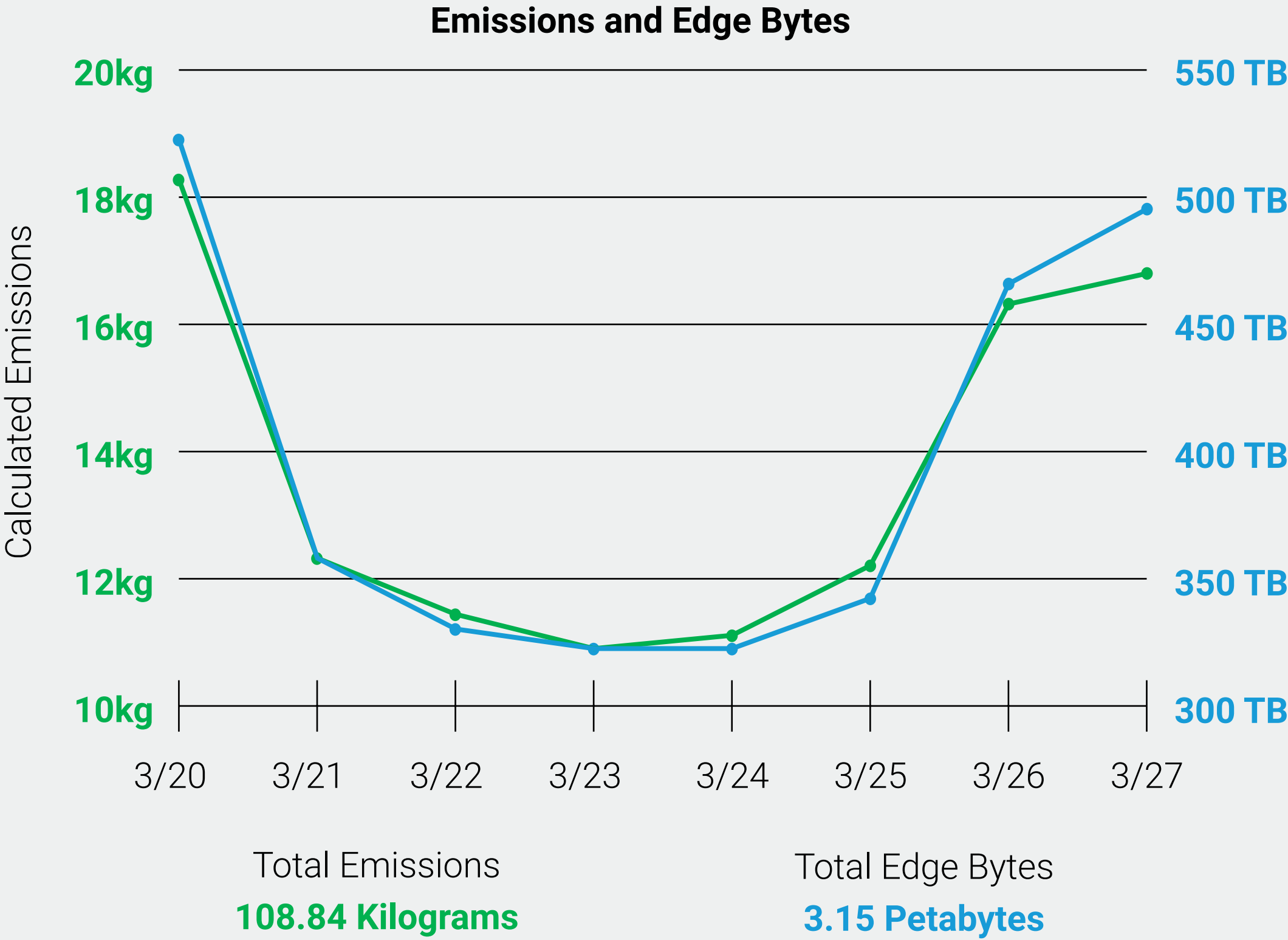
The Carbon Calculator is an innovative tool that can visualize estimated emissions and Edge Bytes by geography to keep Akamai customers informed and engaged on emissions reductions.
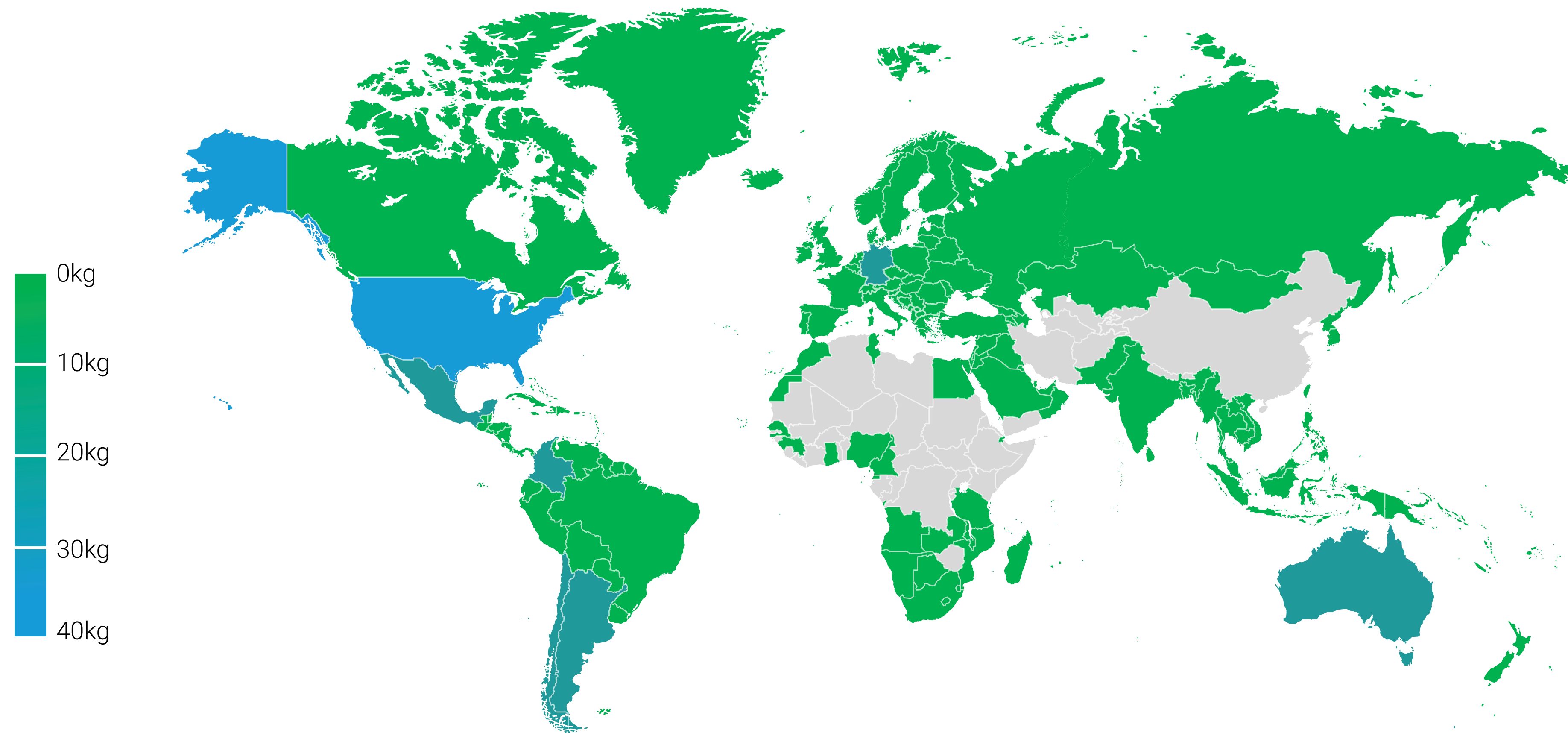
In partnership with the Akamai Data Experience and Analytics team, we are currently developing the next version of our carbon emissions calculator tool that functions across the Akamai Connected Cloud. With our in-depth approach to emissions measurement, coupled with our industry-leading analytics expertise, we are working to offer a more customized way for customers to better understand their impact.

100% Renewable*
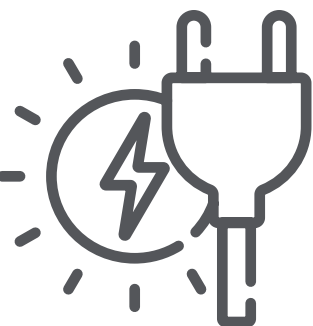
In 2023, we continued to make progress toward our goal of using 100% renewable energy to power Akamai Connected Cloud by 2030.
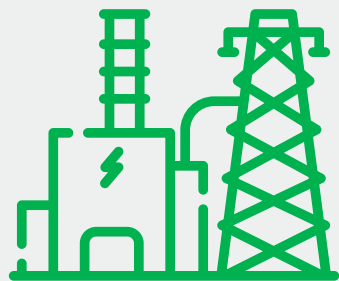
56%	**1.4**	**161,813 MWh**	**302,534 MWh**	**0.13**
Renewable Power	**Average PUE Used**	**Akamai Caused Renewables**	**Renewables Provided by Colocation Partners**	**MT CO_2e Per Gbps Capacity**
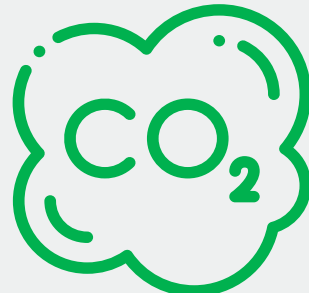
We aim to power Akamai's global operations with 100% renewable energy. To achieve this, we plan to continue strategically investing in purchaser-caused renewable energy, such as power purchase agreements (PPA) or virtual power purchase agreements (VPPA). We aim to add net-new renewable energy to the grid whenever possible and obtain bundled and traceable renewable energy credits to align against our operations.

*This data is as of Dec. 31, 2023 and has been verified by an external independent auditor as of May 23, 2024.
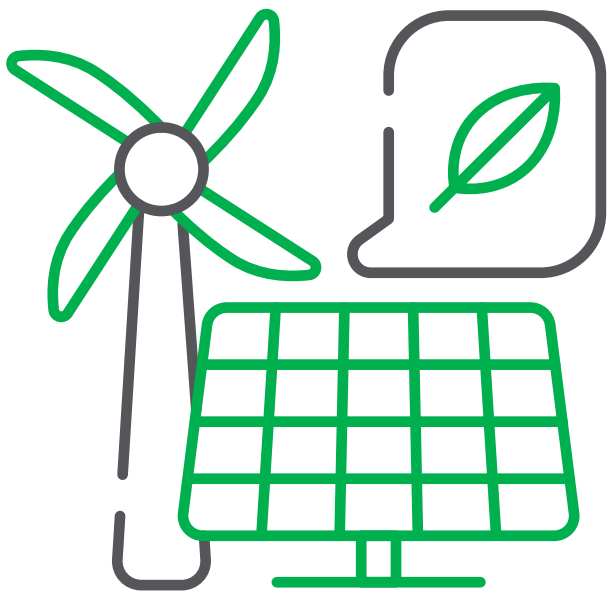
Prairie Solar: Our Latest VPPA

In 2023, in aggregation with Teradyne and Wayfair, Akamai signed a new VPPA to support the development of new renewable energy that will generate power on a carbon-intensive grid in Champaign County, Illinois, on the Midcontinent Independent System Operator (MISO) North. Under our emissions-first approach, we prioritize reducing emissions in the areas across the globe that we believe require it the most. We anticipate that our 30 MW share in this project will generate about 67,000 MWh and help prevent an average of 52,000 m tonnes of CO_2e emissions annually. We believe Prairie Solar will benefit the environment, help create jobs, reduce the emissions impact for the local community, and add more renewable power to Akamai's U.S. portfolio. The project is expected to come online in Q4 of 2025.

Akamai Purchaser Caused Clean Energy Projects

Green River Wind
Amboy, IL

Total MWh Production in 2023	22,842 MWh

Highlander Solar
Locust Grove, VA

Total MWh Production in 2023	48,845 MWh

Prairie Solar
Champaign County, IL

Expected to come online Q4 2025

Azure Sky Wind
Throckmorton, TX

Total MWh Production in 2023	59,292 MWh

Seymour Hills Wind
Seymour, TX

Total MWh Production in 2023	30,835 MWh

Renewable Colocation Partnerships

We work closely with our data center partners, who share our environmental concerns, to work to ensure that our operations are powered to the greatest extent possible by renewable energy sources. As of December 2023, more than 83% of our network deployments are in facilities leased from our colocation partners, many of whom have demonstrated a strong commitment to renewable energy.

Akamai Connected Cloud Energy Mix*
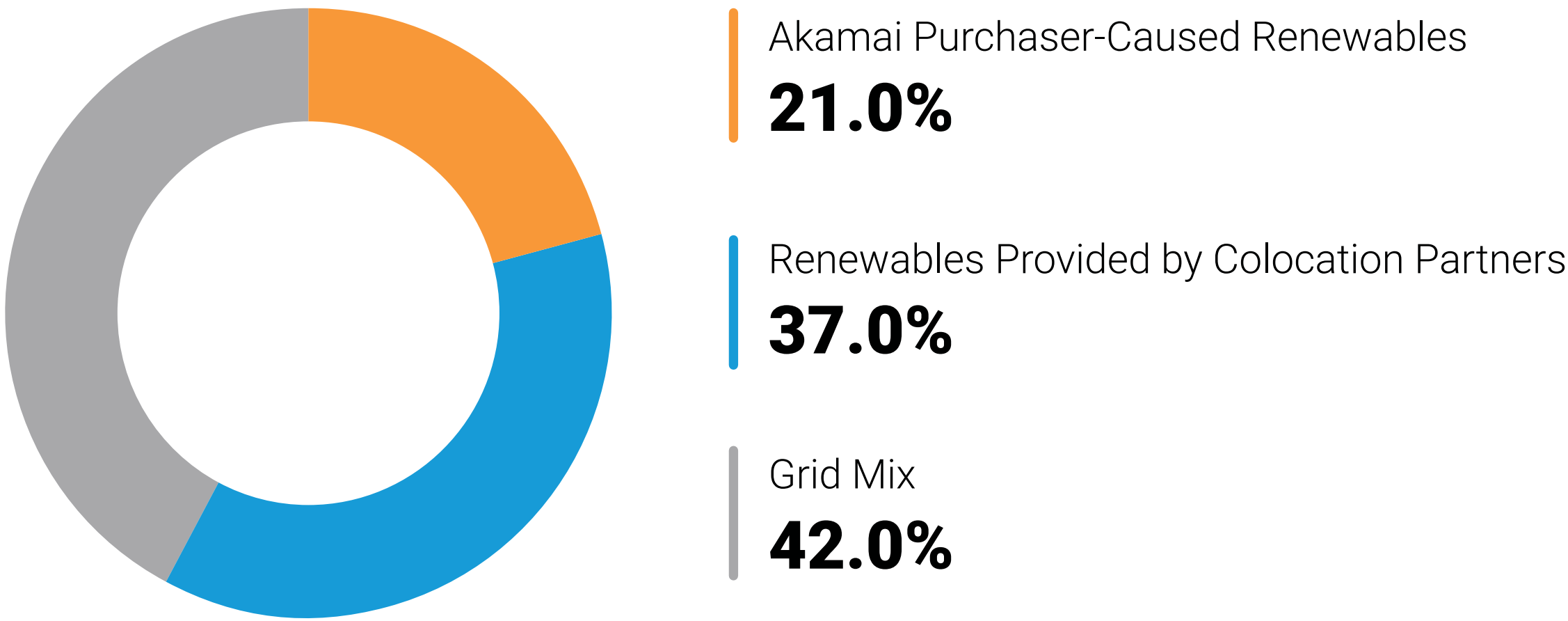
Akamai Purchaser-Caused Renewables
21.0%

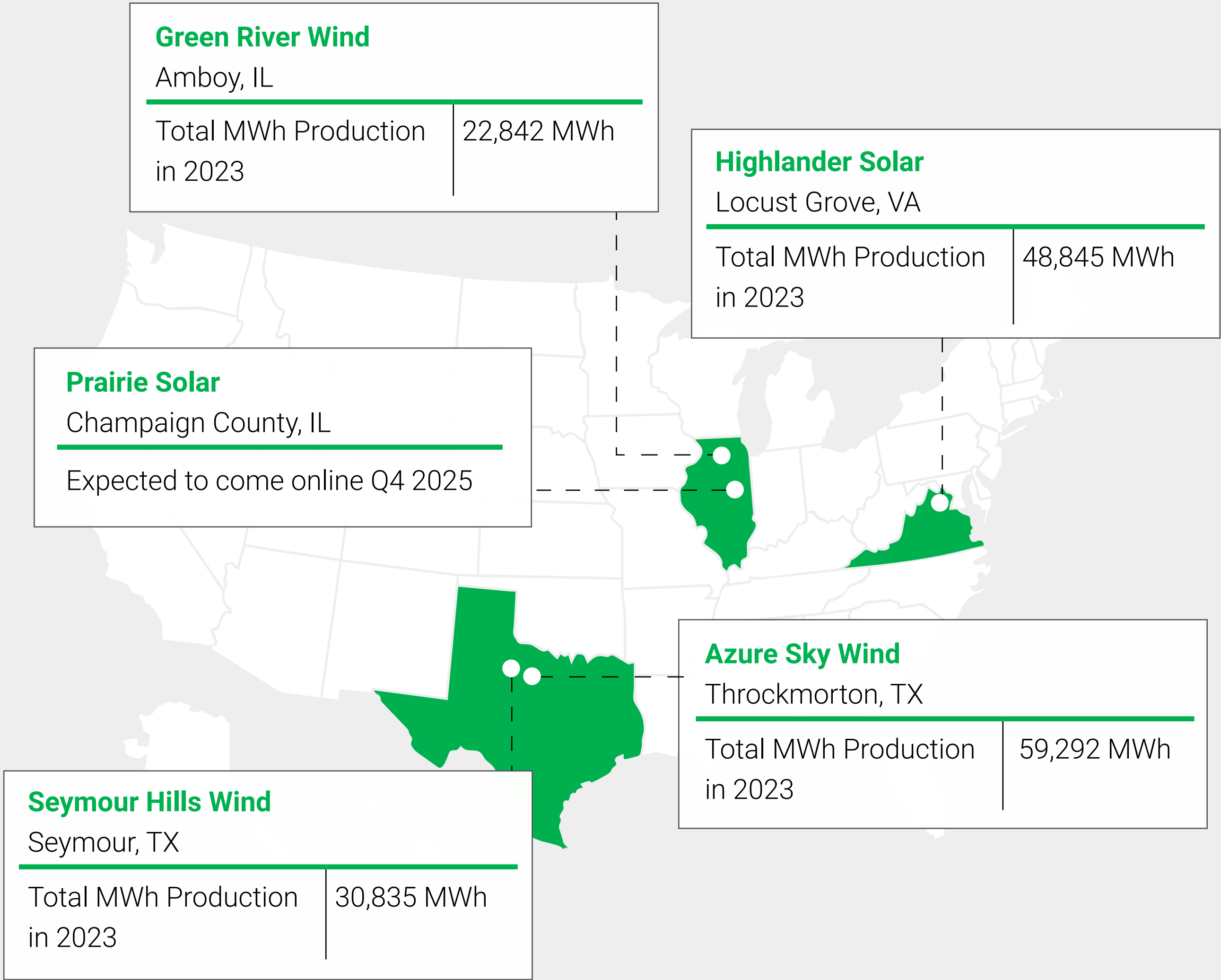Renewables Provided by Colocation Partners
37.0%

Grid Mix
42.0%

*This data is as of Dec. 31, 2023 and has been verified by an external independent auditor as of May 23, 2024.

ZEROgrid Initiative

In 2023, Akamai, General Motors, Meta, Prologis, Salesforce, Walmart, and other leading companies joined together with RMI to launch the Zero-Emissions Reliability Optimized (ZERO) Grid Initiative to accelerate the transition to a reliable, zero-emissions grid. ZEROgrid will start by building a holistic framework, defining targeted metrics for engagement and impact, informed by reliability and emissions experts.

Together with these leading corporations, we strive to solve some of the most pressing challenges in clean energy procurement, policy, investment, research and development, and operations, by promoting investment in a broad range of decarbonization and grid reliability activities and defining effective metrics to measure progress.

Emissions First Partnership

The Emissions First Partnership (EFP) was created by a group of companies working to reduce our emissions from electricity use with impactful clean energy projects. Moving beyond megawatt-hour matching to focus on the quantified emissions impact of electricity consumption and generation is at the heart of this approach. We believe this maximizes our carbon reductions and enables us to have a more significant effect where we operate.

The Greenhouse Gas Protocol is working with stakeholders to examine potential updates to corporate reporting and accounting standards, including Scope 2 Guidance. In 2023, EFP members worked diligently to align best practices with an "emissionality" approach. The aim of these updates is to align with best practices to ensure GHG Protocol standards provide a rigorous and credible accounting foundation for businesses to measure, plan, and track progress toward science-based and net-zero targets.

The work carried out with EFP in relation to the GHG Protocol is consistent with the partnership's core principles: prioritizing and promoting decarbonization across the grid, encouraging innovation in the emissions data ecosystem, and ensuring transparency and integrity in accounting governance.
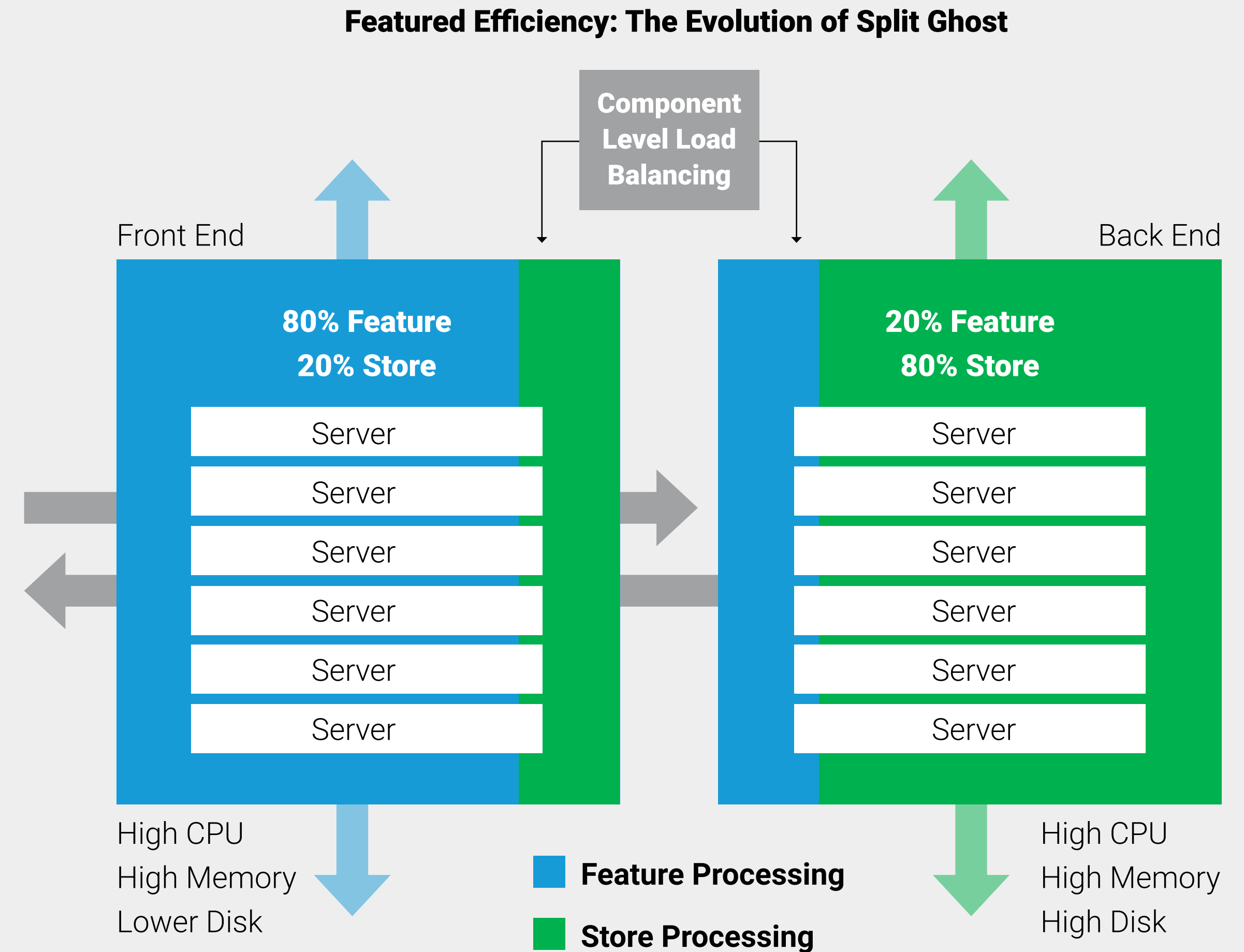
Build Efficiency

Akamai takes pride in our world-class team of engineers and architects who constantly work to find innovative and efficient ways to enhance the performance of our global platform. With an unwavering focus on delivering cutting-edge solutions that meet evolving customer needs, the team pushes the boundaries of what's possible in our cloud computing, security, and delivery services. Through our efficiency work, our teams continuously work to improve our services while reducing our impact on the planet through process improvement, software performance, and hardware optimizations.

Featured Efficiency: The Evolution of Split Ghost

Global Host, known to Akamai engineers as "Ghost," is the edge software and caching engine that runs Akamai's underlying services. In recent years, we have been working to reimagine and re-engineer Ghost into a microservices architecture named Split Ghost.

The Split Ghost initiative aims to make content delivery faster while using servers more efficiently. Through a sustainability lens, we believe this will help Akamai reduce our long-term energy consumption, lower our emissions impact, and limit the need to grow the number of servers.

Featured Efficiency: The Evolution of Split Ghost

Component Level Load Balancing

Front End

80% Feature
20% Store

Server
Server
Server
Server
Server
Server

High CPU
High Memory
Lower Disk

Back End

20% Feature
80% Store

Server
Server
Server
Server
Server
Server

High CPU
High Memory
High Disk

Feature Processing
Store Processing

Introduction

Sustainability

Our People

Communities

Governance

Data Privacy and Security

Annex

Engage Suppliers

In 2023, in collaboration with our data center vendors, we implemented a new process that aims to capture the renewable energy mix at each data center in use by Akamai. While we traditionally receive annual attestations for sites powered entirely by renewable energy, our efforts this year extended beyond those achieving 100%. We documented the energy mix at all data centers, noting renewable energy sources.

This approach enables us to construct a global database of the renewable energy mix used by our global platform. Tracking these details empowers us to collaborate closely with our partners to predict how our future power requirements will impact their energy mix and identify opportunities to enhance the renewable energy balance.

Circularity

Circularity is an essential concept for Akamai as we deliver on our commitment to reduce our environmental impact and promote sustainable practices globally. At its core, circularity refers to the idea that resources should be used to minimize waste and maximize efficiency while advancing our long-term sustainability goals and aspirations.

We take a holistic approach to circularity through lifecycle management, best-in-class electronic waste (e-waste) practices, customer and employee engagement, community events, and public advocacy.

e-Waste

Proper disposal of e-waste is a pressing global concern. As a part of our circularity commitment, we recycle 100% of our e-waste in compliance with all relevant environmental and security standards. Our responsible approach to end-of-life hardware aims to ensure that hardware is recycled in an environmentally sound manner and that any raw materials and potentially hazardous waste are handled with care and in line with local and international standards and best practices.

Today, The Basel Convention is the world's only legally binding e-waste agreement, preventing industrialized countries from dumping hazardous and household waste in developing countries. We follow the Basel Action Network (BAN) electronics stewardship known as the e-Stewards Enterprise Standard to support a unified global approach to the Basel Convention.

Customer Engagement

Each year, more customers look to Akamai to help steward their sustainability journey. Our industry-leading emissions reporting helps customers navigate everything from complex regulatory requirements to sustainability commitments made to their board of directors. We empower customers to tell their stories with a unique level of data specificity.

In 2024, we plan to continue listening and learning from our customers to understand their needs in meeting these commitments. We'll use this feedback to launch a global program enabling our Sales and Marketing teams to have the tools and skills to weave sustainability into every customer interaction.

Event Highlights

The Akamai Sustainability team actively participates in global conferences to increase awareness, share knowledge, and foster collaboration to help build a sustainable future. By attending these conferences, our team gains a deeper understanding of the challenges and opportunities in sustainability and works toward finding ways to address them.

Featured Event:
New York City Climate Week

During New York City Climate Week 2023, Akamai participated in a variety of events, including sessions on messaging the benefits of responsible investing and business, carbon dioxide removal, ESG reporting metrics and tools, and global net-zero strategies. In addition to participating in these events, our Sustainability team was also honored at a Nasdaq MarketSite Closing Bell Ceremony, recognizing us as climate leaders.

Sustainability Advocacy

As a part of our 2030 sustainability goals, we acknowledge the importance of legislative and public support to achieve our objectives. We aim to support environmental legislation that directly contributes to our broader sustainability efforts. By advocating for sound environmental policy, we know these efforts help us reduce our carbon footprint and promote the development and use of renewable energy close to our operations while supporting and ultimately minimizing the environmental impact of our operations.

The Environmental Impact of AV

Akamai participated in a study of the environmental impact of audiovisual services (AV) in France to help evaluate the industry's ecological impacts. Sponsored by ADEME, ARCOM, and ARCEP, the program helped analyze AV energy consumption, greenhouse gas emissions, and other environmental impacts across the country to help develop sound ecological industry regulation. The study provides insights into the industry's environmental performance and identifies areas to reduce its short- and long-term environmental impact.

Environimental Management System

In 2023, we made significant progress toward expanding our environmental management system (EMS). Our objective was to enhance our ability to manage environmental risks, identify opportunities to reduce environmental impact, and improve our sustainability program. We have developed our EMS and initiated the third-party verification audit process to obtain attestation that our EMS aligns with the ISO 14001:2015 standard. We plan to secure external ISO 14001 attestation by the end of 2024.

Building a More Sustainable Future

In 2023, Akamai achieved noteworthy progress in our pursuit of becoming a more sustainable company. By confirming our public 2030 goals and now interlinking cloud computing, security, and content delivery under the framework of our objectives, we reaffirmed our dedication to pursuing a comprehensive approach to sustainability.

In 2024, we will continue to strive to make a meaningful impact in everything we do, from developing innovative products and solutions for our customers to driving sustainability excellence across our organization. We recognize that achieving our sustainability goals requires a clear and measurable plan of action, so we will continue to refine our strategies, set measurable targets, and deliver results.

Our People

Continued to promote an inclusive, diverse culture through our hiring practices, engagement programs, and Employee Resource Groups (ERGs)
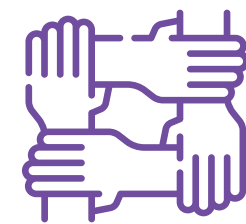
Provided opportunities for all Akamai employees to learn, grow, and advance their careers

Increased representation of women overall, in technical, non-technical, manager and VP+ roles

92% of U.S. open roles received at least one applicant from a demographic group that is underrepresented in the tech sector

Helped employees take care of themselves and their families through our award-winning health and wellbeing benefits

Inclusion, Diversity, and Engagement (ID&E)

ID&E at Akamai

At Akamai, inclusion means treating one another with respect and dignity. Inclusivity means we value and celebrate diversity while providing opportunities for all individuals to grow and flourish. We believe diversity means bringing together our unique skills, talents, and backgrounds to solve some of the world's toughest challenges. We seek to build better processes that mitigate bias and promote inclusion, in turn creating opportunities for all to participate.

Inclusion and diversity go hand in hand with workforce engagement. Research shows that inclusive and diverse teams are more creative, more resilient, and better at tackling complex tasks. We believe that inclusion and diversity, paired with strong engagement programs, allow us to deliver a world-class experience to our customers, our investors, our vendors, and each other.

Policies, Systems, and Procedures

By empowering global teams to review the employee and customer experience through a diversity lens, we continue to work to make the Akamai experience even more inclusive. At both the organizational and team level we consistently audit and review our practices, systems, and policies, and implement changes where applicable.

For example, we evaluate all job descriptions against inclusion criteria, resulting in a more equitable application process. In 2023, we also added a field to our internal directory platform that allows employees to insert phonetic pronunciation and/or videos of how to say their name. This is in addition to the existing option of providing one's preferred name and pronouns – a field already in use by 18% of our employee population. Employees can also select their gender as non-binary within Akamai IT tools, allowing them to express themselves within the workplace. These actions are part of Akamai's ongoing efforts to create a more inclusive and diverse workplace in alignment with our values of respect, openness, and inclusivity.

Connection

With the introduction of FlexBase, our global flexible workplace strategy, we empower employees, source a broad range of talent, and diversify our global footprint. At the same time, working remotely presents unique workforce challenges. One of those challenges is how best to ensure our thousands of global employees stay connected.

To proactively reinforce connection, Akamai has developed a novel approach. We view it as a multi-faceted experience that includes connection to the company, one's job, one's manager, and one's peers. To measure connection at the team and company level, we include targeted questions in our quarterly employee engagement survey, Pulse, and use results to inform areas of reinforcement and places of opportunity. We also use our extensive existing resources, such as our company Intranet, Aloha, our employee engagement site, Spark, our Employee Resource Groups (ERGs), and numerous training and development tools to help employees stay connected.

Akamai is also partnering with the NeuroLeadership Institute – a leader in science-based skill development – to build content and a new Connection Assessment. This assessment will allow users to answer a brief collection of questions and use those insights to identify what connections are most valuable to them, while pointing toward resources that can be useful for increasing their connection, such as joining an ERG, discussing role clarity with their manager, or finding a mentor through Akamai's mentor program, just to name a few examples. This will further embed connection as a core competency and differentiator for how we attract, retain, and develop our employees, and maintain a world-class culture.

Cultural Buddy Program

Recognizing the need to support and engage new hires as they transitioned to Akamai, our Polish team created a Cultural Buddy Program. This program strives to improve the new hire experience and reinforce company culture by assigning each new employee group a buddy that is available in the office and remotely to answer questions, listen to concerns, share experiences, and more. It also allows buddy volunteers to develop valuable leadership and mentoring skills while contributing to new hire development.

Diverse Recruitment and Inclusive Hiring

Inclusive Hiring

Inclusive hiring practices are critical for attracting top talent and creating a positive candidate experience. To simplify our process, a cross functional team of individuals from Human Resources, Talent Acquisition, and ID&E, created a written guide to serve as a central resource for hiring managers. The guide provides inclusive interviewing best practices, including activities prior to interviewing, interviewing, and post-interview. Some tips include leveraging behavioral interviewing techniques, allowing candidates to provide their pronouns to create a safe and welcoming interview environment, and providing transparent and timely feedback.

Diverse Interview Panels

To build a diverse workforce, we believe we must also create diverse hiring panels. In 2023, 67% of all interview panels included at least one female interviewer – a modest improvement over 2022. In the U.S. in 2023, 64% of our interview panels for open positions included at least one interviewer from a racial or ethnic group that is underrepresented in the tech sector. Though this was a 10% decrease from 2022, it represents adjustments in our calculation methodology, reflecting only filled positions, instead of filled, open, and closed positions.

92% of Akamai's open positions in the U.S. received at least one applicant from a demographic group that is underrepresented in the tech sector in 2023, a slight increase from 2022.

Emerging Talent

Emerging Talent at Akamai encompasses all student programs, including internships, co-op contracts, recent graduate opportunities, and non-traditional hiring programs. These programs help us build a robust, diverse pipeline of future Akamai leaders. In 2023, we hired 105 interns and co-ops across four countries, including six interns in Brazil – Akamai's first class of interns in that country. Eight recent graduates were hired into two rotational programs in the U.S., and 21 trainees were hired into a six-month training program in India.

In addition to Talent Acquisition collaborations, our ID&E office collaborates with Akamai's Employee Resource Groups to partner with organizations that drive minority representation and awareness in the workplace. As part of this collaboration, in 2023, Akamai supported Human Rights Campaign dinners in California, Washington DC, and also sponsored the LGBTQ Legal Advocates and Defenders' Annual Spirit of Justice Award Dinner in Boston.

Partnerships

Throughout 2023, our Emerging Talent team engaged in partnerships that allowed us to continue our diversity and inclusion journey. One of these key partnerships was with SkillBridge, which enables military service members to gain valuable professional experience through industry training, apprenticeships, or internships at civilian organizations during their last 180 days of service. As a result of this partnership, two SkillBridge apprentices joined Akamai in 2023.

We also continued our partnership with NPower, a training and internship placement program in the U.S. providing opportunities for military veterans and underrepresented minorities in technology. Our first three NPower interns joined us in 2023. Similarly, we hired four U.S. interns through the Hopeworks training and internship placement program, which connects underrepresented students in technology with professional opportunities.

Last year, our Talent Acquisition team collaborated with ID&E to establish a partnership with iRelaunch supporting people returning to work after a career break. We also launched our internal ReVive program, active in the U.S. and India, which aims to facilitate systemic pathways for professionals with technical backgrounds who are looking to return to work after a break.

In EMEA, we participated in the "Mamriot" program that promotes equal opportunities for women in the high-tech industry. The Israel office hosted a group of high school girls to discuss tech career opportunities and pathways.

Through our partnership with Women in Technology, we hosted global events to upskill women in our industry. In Poland, Akamai hosted an employee panel on effective management of remote teams.

In Costa Rica, employees took part in a CyberSec Cluster Summit and networking event, as well as the CyberSec Cluster Challenge. Employees also hosted workshops and sessions on cybersecurity, women in technology, and engaging high school students in the technology sector.

ID&E Training and Learning

Akamai Technical Academy

Originally developed in 2015, the Akamai Technical Academy (ATA) relaunched in June 2023 as an online certificate program. By shifting to an online model, courses now reach far more people around the world, and with fewer barriers to access. We also partnered with organizations to offer program scholarships, eliminating the financial barrier to entry for some participants.

Through the ATA we offer two self-paced certificate programs: Network Engineering and Customer Consulting & Support. These courses are designed by Akamai to train people worldwide in the foundational skills needed for entry-level IT jobs, as well as build a talent pipeline for entry-level Akamai roles. In the first six months, more than 3,700 learners have enrolled in at least one of the programs, with 33 certificate completions and a 4.94 out of 5 rating.

Akamai's Women's Leadership Programs

Our internal Employee Programs exemplify the "One Akamai" spirit of collaboration, support, and engagement. Our two flagship women's leadership programs – Stand Tall, held in India; and LeaderShe, held in Poland – help women leaders learn how to overcome obstacles and build leadership skills.

Since their inception, over 150 women have graduated from our women's leadership programs.

Diversity Metrics

We are dedicated to making Akamai an increasingly diverse and inclusive workplace. One way we demonstrate our commitment to diversity is by measuring and transparently reporting employee diversity metrics.

In analyzing our workforce diversity metrics, there is a key distinction between technical and non-technical roles. Technical roles designate jobs directly linked to delivering our technological services, such as Developer, Network Designer, and Solution Engineer. Non-technical roles are jobs that contribute to the overall management and operations of Akamai as a business, for example, Account Executives, Marketing, Finance, Human Resources, and Legal. Year over year percentage point changes for all categories are noted in green or red text.

Gender

In 2023, our representation of women increased among all groups.

The global percentage of nonbinary employees is 0.1%. Because of the statistically small population size, we have not specified the number of nonbinary employees by division or geography. Our goal is always to preserve confidentiality and anonymity in our reporting.

Women
27.4%

YoY Change
+0.7%

Men
72.6%

YoY Change
-0.3%

% of Women in Different Roles

Technical
22.5%   +1.7%

Non-Technical
45.1%   +1.5%

Manager
25.5%   +3.4%

VP+
18.9%   +11.6%
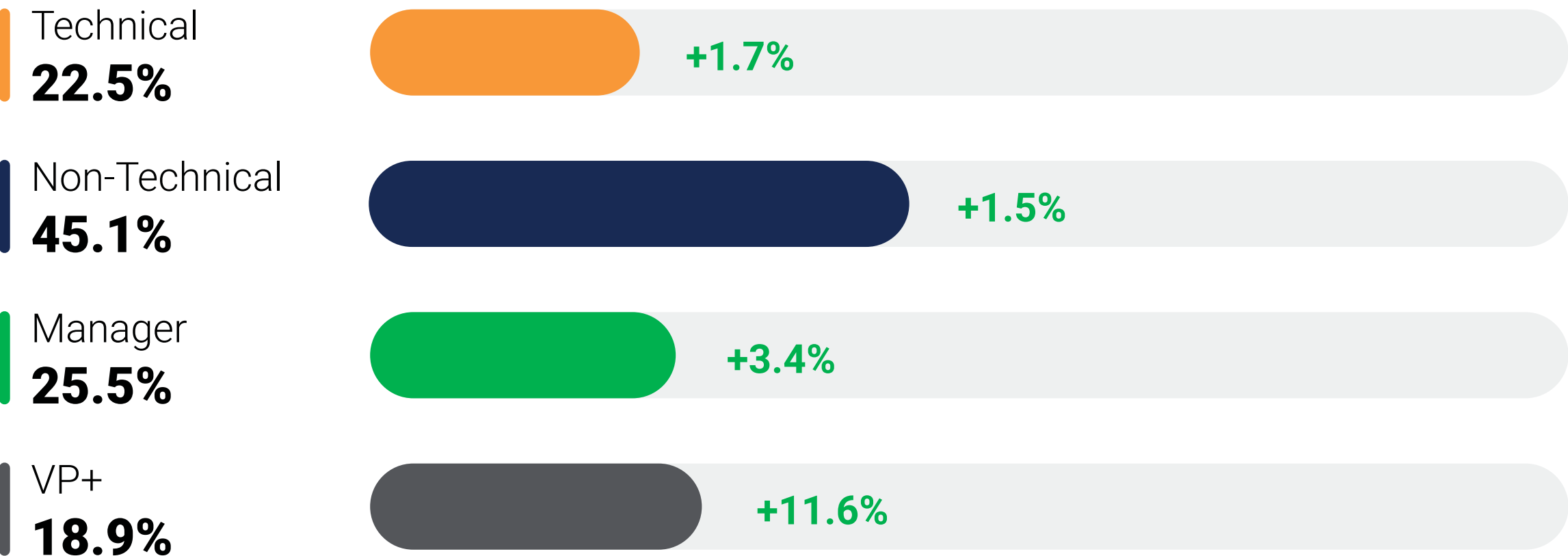
Racial and Ethnic Diversity

When compared to end of year 2022, the overall minority representation increased in the U.S. among all groups other than representation of "other minority" individuals.

For non-technical roles within the U.S., all minority representation increased by year over year percentage.

Race/Ethnicity (U.S.)

Asian
28.0%   +2.2%

Black/African American
4.1%   +2.0%

Hispanic/Latino
7.0%   +5.4%

Other Minority*
2.0%   -9.7%
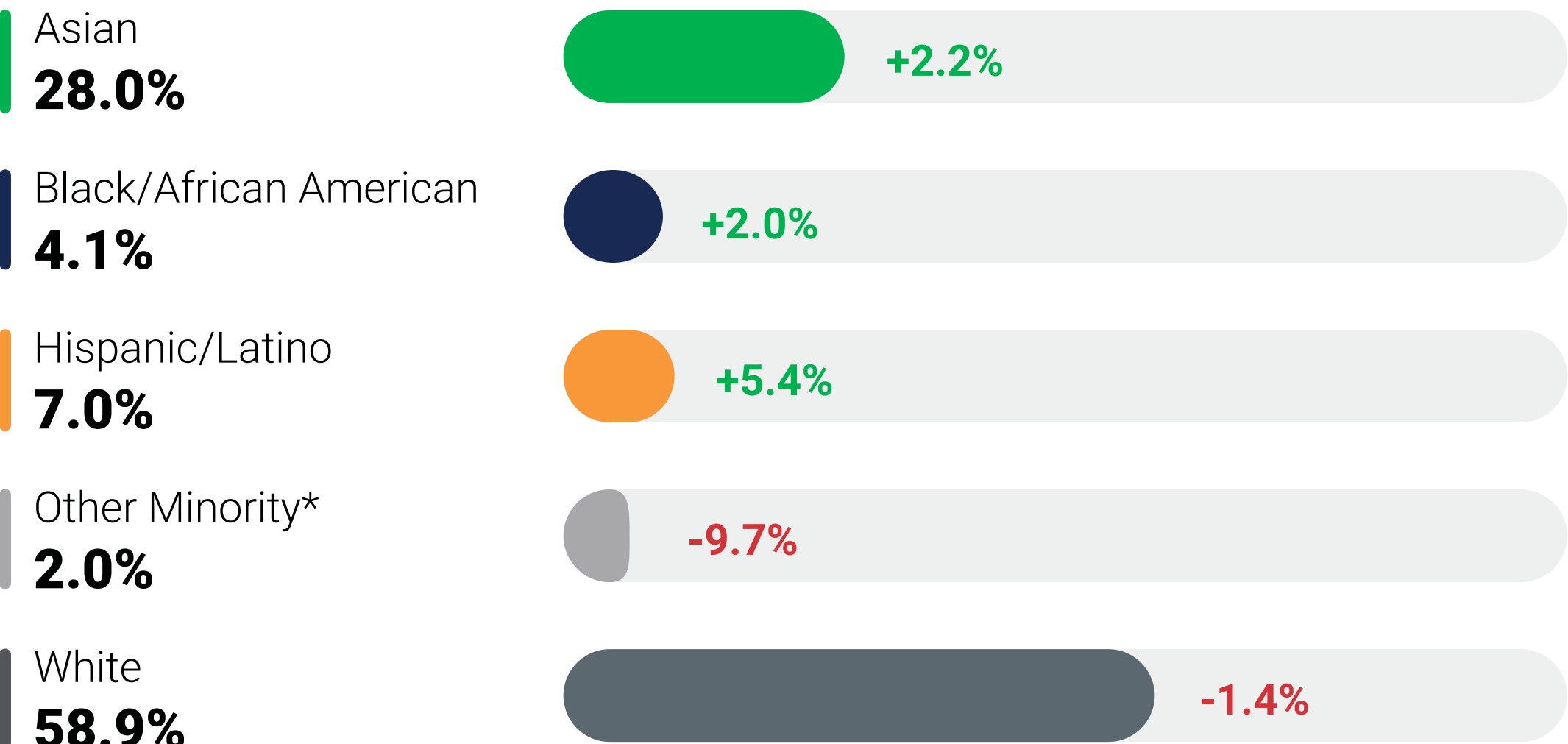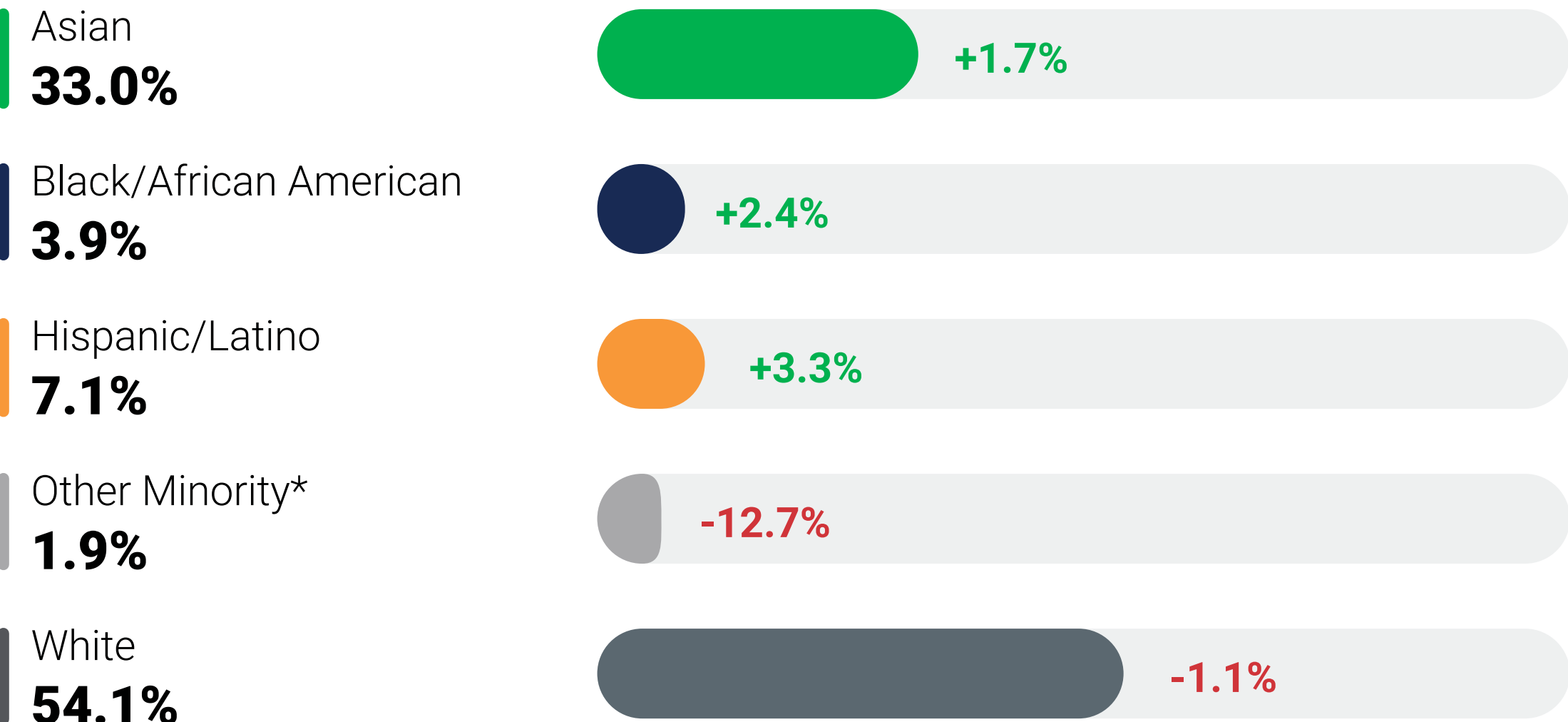
White
58.9%   -1.4%

*Other Minority includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Two or More Races.

Race/Ethnicity (U.S.) Technical

Asian
33.0%   +1.7%

Black/African American
3.9%   +2.4%

Hispanic/Latino
7.1%   +3.3%

Other Minority*
1.9%   -12.7%

White
54.1%   -1.1%

Race/Ethnicity (U.S.) Non Technical

Asian
10.5%   +1.4%

Black/African American
5.1%   +1.4%

Hispanic/Latino
6.6%   +13.6%

Other Minority*
2.1%   +1.4%

White
75.7%   -1.4%

Racial and Ethnic Diversity (Continued)

Race/Ethnicity (U.S.) Manager
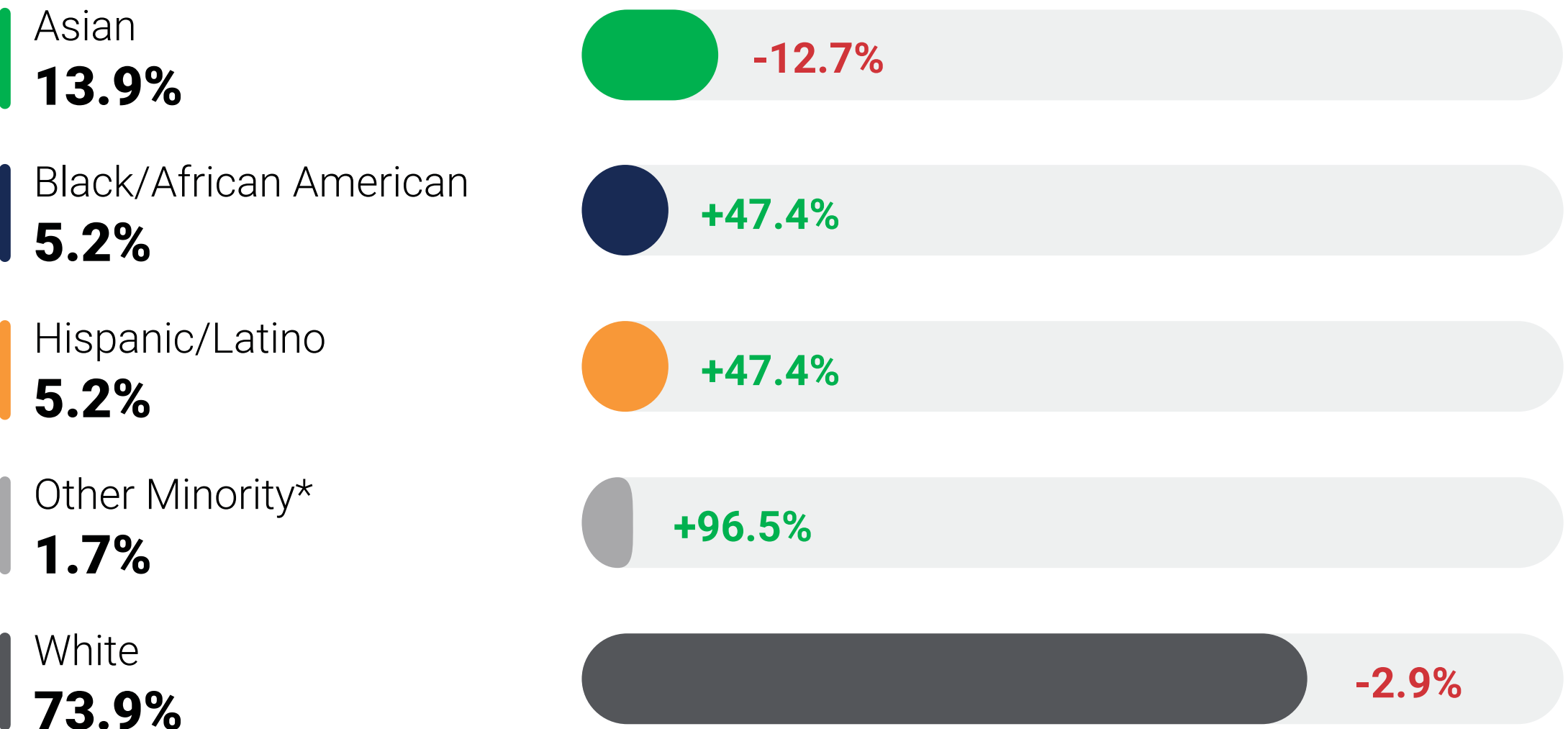
Asian
23.4%   +3.3%

Black/African American
2.6%   +5.1%

Hispanic/Latino
5.1%   +18.0%

Other Minority*
1.7%   -13.4%

White
67.2%   -2.7%

Race/Ethnicity (U.S.) VP+

Asian
13.9%   -12.7%

Black/African American
5.2%   +47.4%

Hispanic/Latino
5.2%   +47.4%

Other Minority*
1.7%   +96.5%

White
73.9%   -2.9%
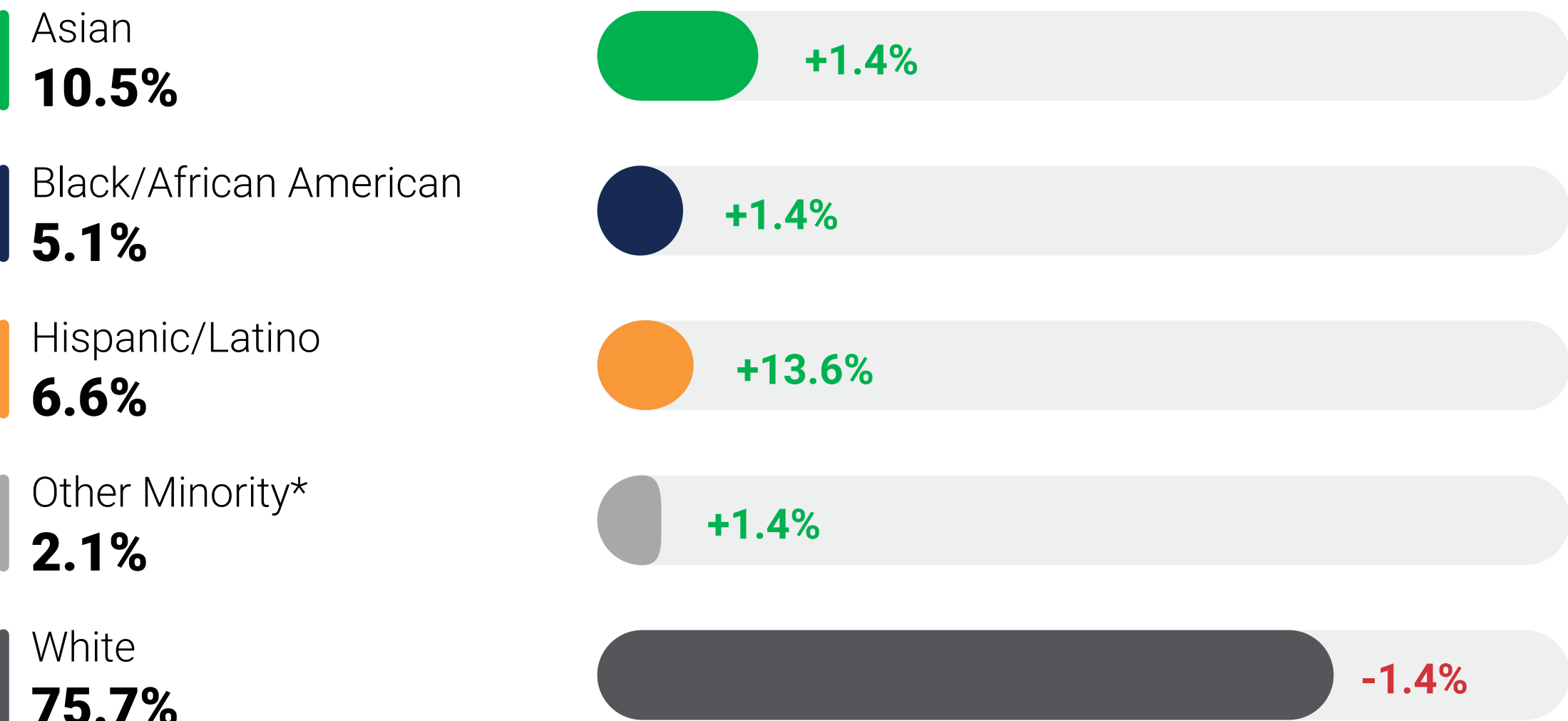
*Other Minority includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Two or More Races.
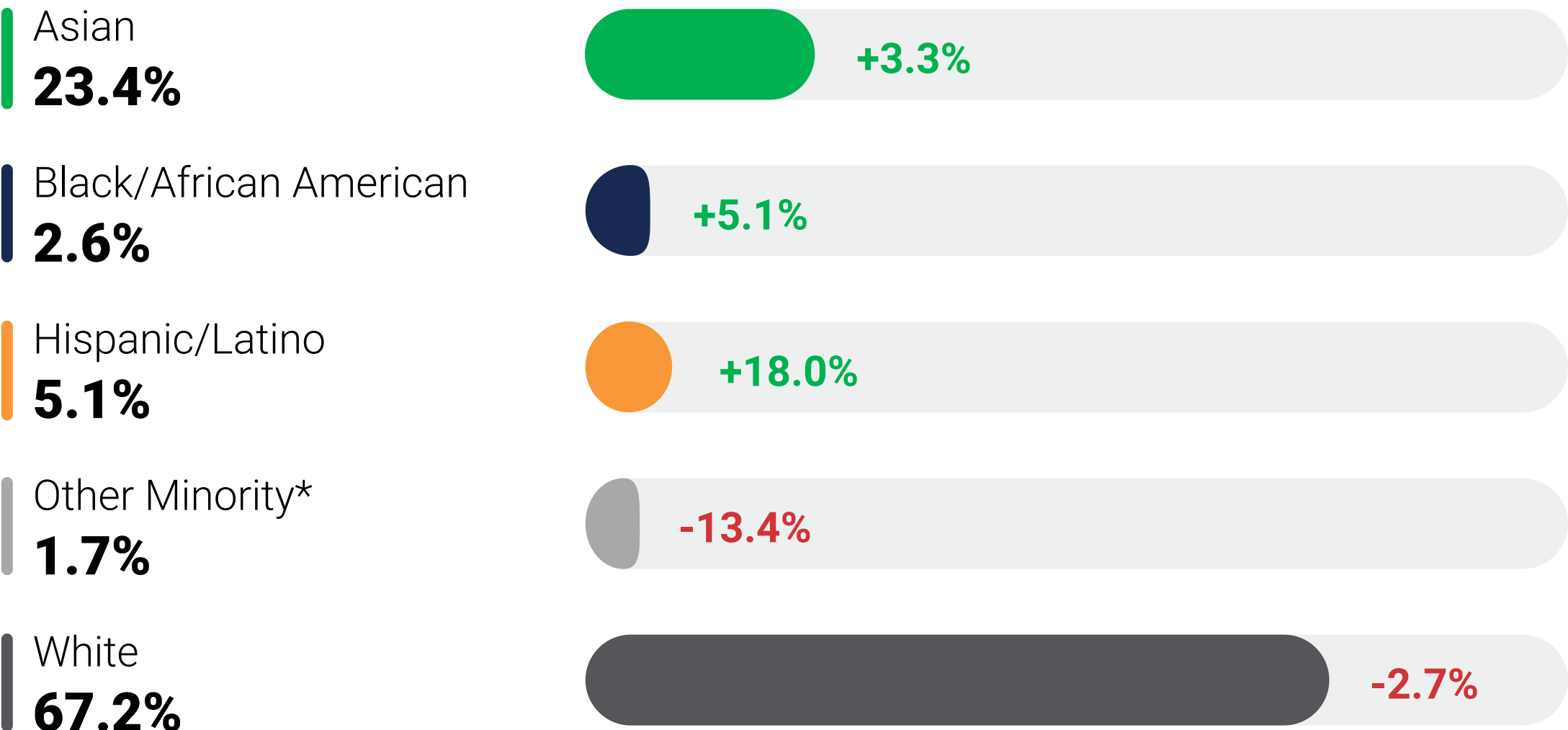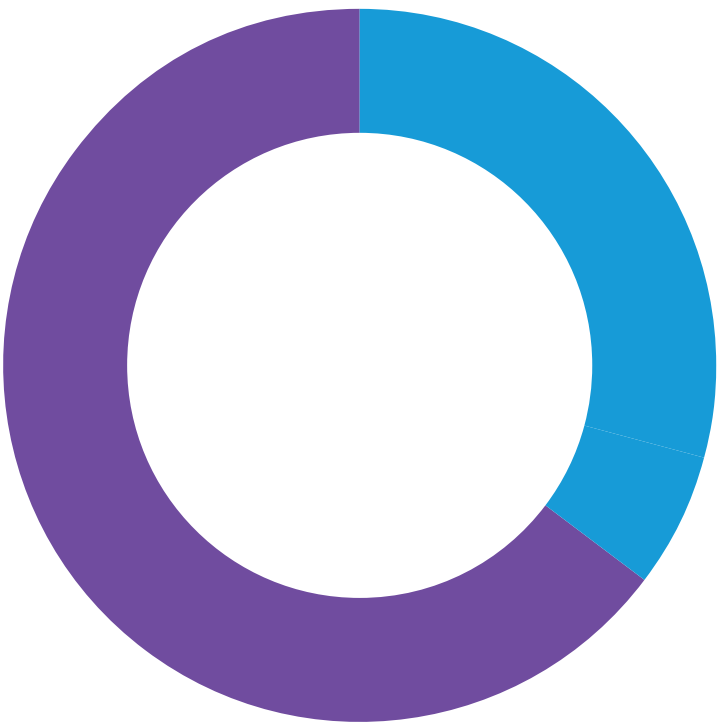
New Hires and Attrition

In 2023, the total percentage of new hires who are women (including and excluding employees who joined Akamai as the result of a merger or acquisition (M&A)) increased year over year.

The total volume of women hired outpaced the total volume of women leaving Akamai.
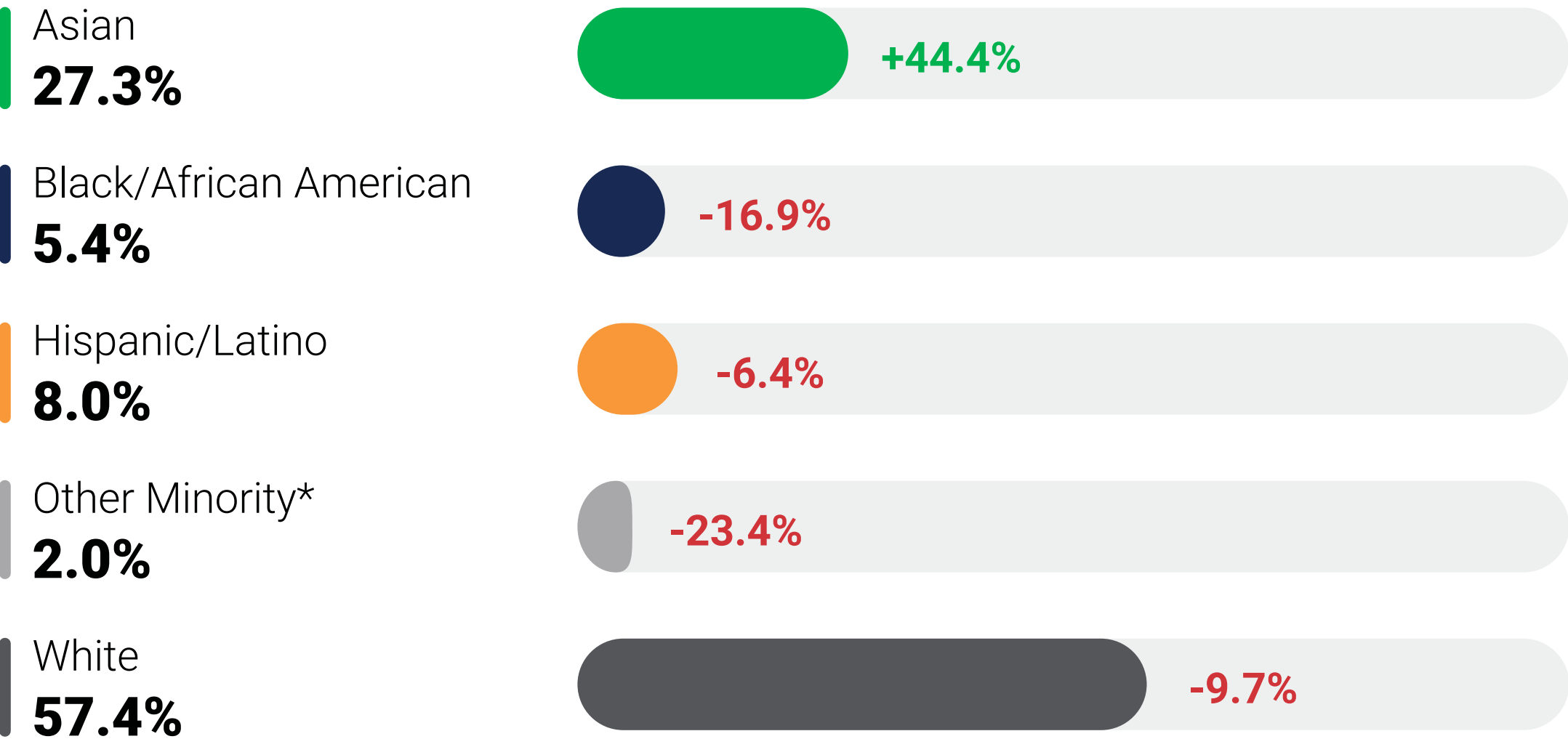

New Hires (U.S.) Including M&A

Women	Men
29.2%	**70.8%**
YoY Change	YoY Change
+6.1%	**-2.3%**

New Hires (U.S.) Excluding M&A

Women	Men
30.0%	**70.0%**
YoY Change	YoY Change
+4.5%	**-1.8%**

*Other Minority includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.

New Hires (U.S.) Including M&A

Category	%	YoY
Asian	**27.3%**	**+44.4%**
Black/African American	**5.4%**	**-16.9%**
Hispanic/Latino	**8.0%**	**-6.4%**
Other Minority*	**2.0%**	**-23.4%**
White	**57.4%**	**-9.7%**

New Hires (U.S.) Excluding M&A

Category	%	YoY
Asian	**27.7%**	**+15.7%**
Black/African American	**5.5%**	**-27.5%**
Hispanic/Latino	**8.2%**	**-17.1%**
Other Minority*	**2.0%**	**-42.8%**
White	**56.6%**	**+2.8%**

New Hires and Attrition (Continued)

All of our attrition rates decreased significantly year over year.

Attrition Rate: Global**

Women	Men
6.3%	**5.9%**
YoY Change	YoY Change
-55.5%	**-57.6%**

Attrition Rate: U.S.**

Asian	-74.4%	Other Minority*	-66.7%
3.4%		**4.0%**	
Black/African American	-53.3%	White	-63.8%
6.3%		**4.6%**	
Hispanic/Latino	-57.2%		
5.2%			

Data is an aggregate of reports from various Akamai internal systems. Data was pulled periodically throughout 2023 and provided by Akamai's internal People Analytics team. Akamai is a GDPR compliant company.
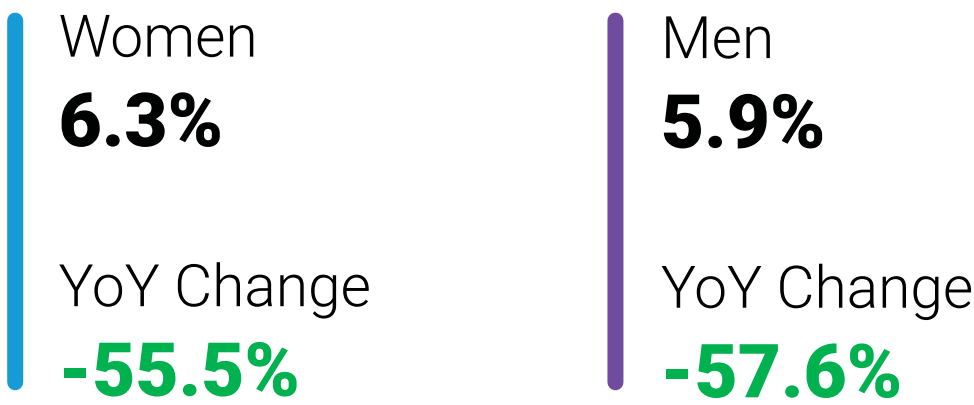
**Exludes the impact of any reduction in force.

*Other Minority includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Two or More Races.

ID&E Employee Sentiment Data
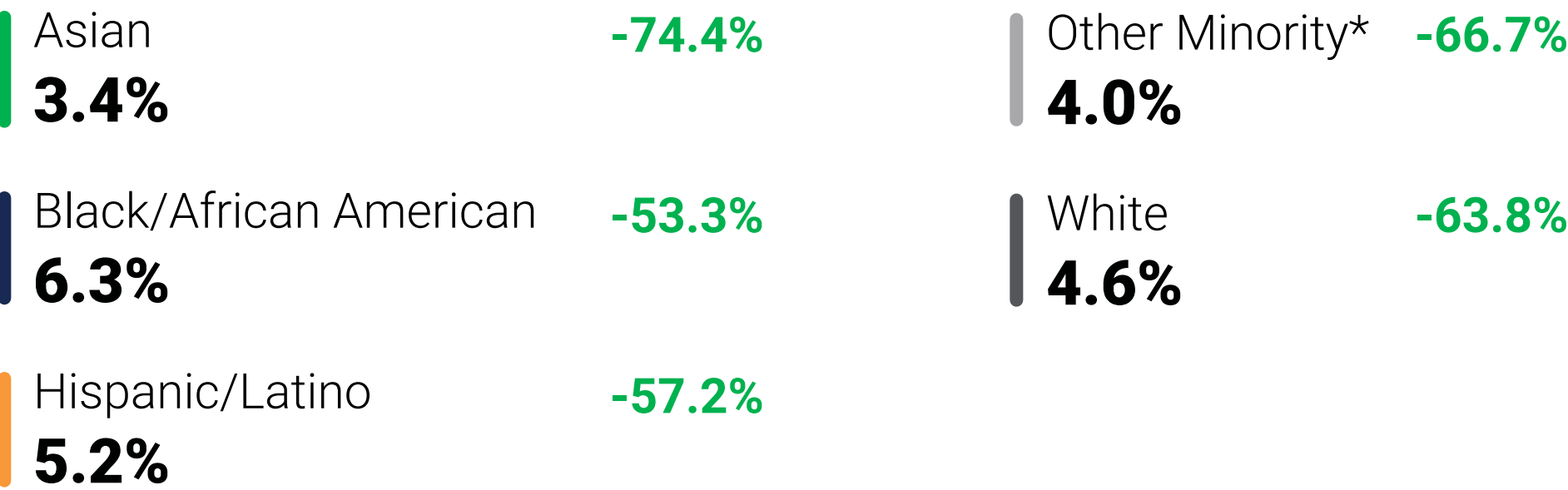
Engagement and Inclusion are two of the 11 dimensions that we pay particularly close attention to in Pulse, our quarterly engagement surveys. Engagement consists of four statements, including 'I am very confident in the future success of Akamai' and 'I feel energized by my job.' Engagement and Inclusion scores performed well this year and consistently outperform the industry benchmarks provided by our survey vendor.

This year, we added an additional 'Connection' dimension to track and measure how connected our employees feel to Akamai, to their colleagues, and to their roles. This dimension consists of 14 statements including 'If I were offered a comparable position with similar pay and benefits at another company, I would stay with my company' and 'I have positive working relationships with many of my colleagues.' While 'Connection' does not have an industry benchmark, we will use our 2023 scores to inform our data moving forward.

Pulse Survey Results

Legend:
- **Inclusion**
- **Engagement**
- **Connection**
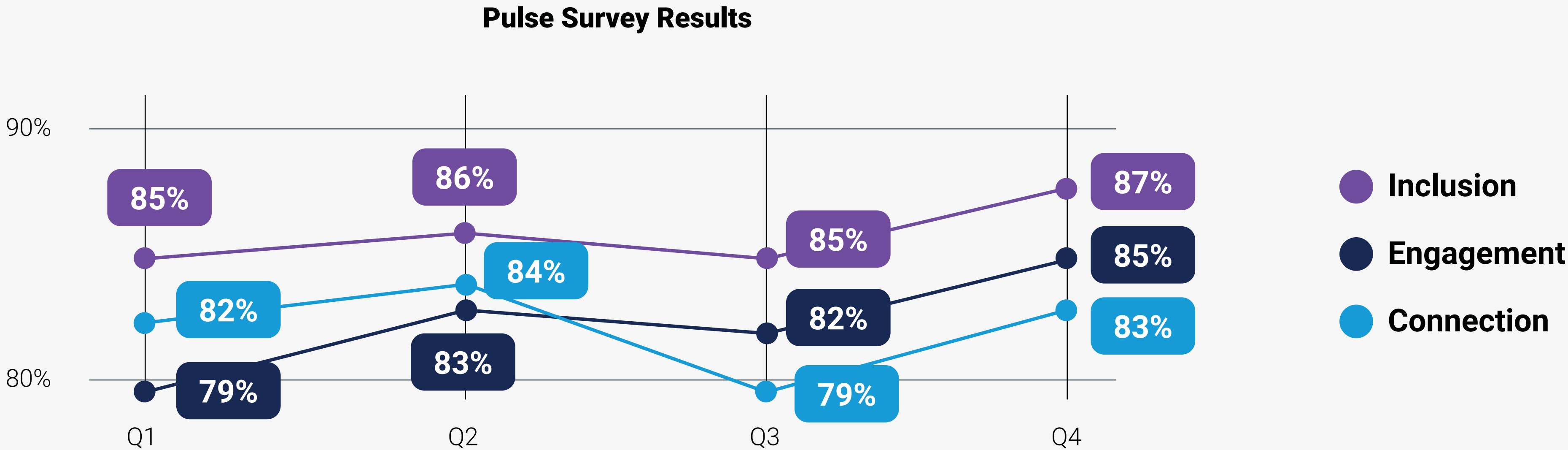
Pay Equity

Pay equity is core to our values at Akamai. We are strongly committed to fostering an inclusive workforce that welcomes diversity and embraces equal pay for equal work. We design our compensation systems to be fair and equitable for all employees, and because this is a human process, it's essential for us to work toward meeting our intended outcomes. Since signing the White House Equal Pay Pledge in 2016, we have committed to monitoring our pay practices and making adjustments accordingly. Akamai conducts biennial internal pay equity analyses on gender globally, as well as race and gender in the U.S. with the assistance of a nationally recognized outside consultant. We completed our most recent analysis in 2023. In the event that a discrepancy is identified, we take swift action when we deem it advisable to remedy the identified discrepancy.

Employee Resource Groups (ERGs)

Akamai's Employee Resource Groups (ERGs) have more than 2,000 members combined. ERGs aim to create community among employees while developing leaders and members through meaningful programming and engagement opportunities. In addition, they drive business impact by vocalizing member needs, bolstering representation, and encouraging cooperation with other internal and external stakeholders (e.g., NGOs, vendors, partners, etc.).

2023 saw an increase in ERG membership representation numbers especially in Latin America and EMEA due to targeted promotional campaigns and ERG outreach. We will continue to focus on increasing our representation numbers and participation, particularly in regions outside of the U.S.

ERG Programs and Events

ERGs collaborate internally and externally to create meaningful educational programs and events. Notably, the number of events held in 2023 was almost double the number held in 2022. These programs and events included:

A Memorial Day event organized by the Military Veterans ERG

Partnerships with external organizations like Lyra to promote mental wellbeing

Volunteer opportunities with Goodera, including one event with our In Reach disability advocacy ERG where employees recorded audiobooks for children with visual impairments

In 2023, we launched an ERG Candidate Connect pilot program. New hire candidates in the U.S. have the opportunity to request a conversation with an ERG leader in the final stage of their interview process as an opportunity to discuss Akamai's culture, our approach to employee engagement, and our perspective on representation.

Celebrates and honors Asian and Pacific Islander heritage, promoting a safe and inclusive space.

Unifies South Asian employees, enhancing recruitment, assimilation, and cultural development.

Highlights the diverse and valuable contributions of veterans and military families.

Focuses on employees with physical disabilities and/or mental health conditions, and their allies.

Supports caregivers, nurturing career growth and addressing working parenthood challenges.

Empowers Akamai's racially diverse talent, with ties to Black, Hispanic, and Latinx backgrounds.

Provides support, resources, and a safe space for LGBTQIA+ employees and allies.

Fosters awareness; shares challenges, advice, and education; and advances women's careers.

Employee Feedback and Listening

Each quarter we conduct an engagement survey – called Pulse – to collect anonymous feedback from employees. Pulse gathers insights on the employee experience, as well as opportunities for improvement.

Each survey is sent to roughly half of our global population. Recipients are asked a series of statements, which they evaluate on a five-point favorability scale. Consisting of around 37 questions, these statements are grouped into categories called 'dimensions' that give us specific areas of focus and aid in our analysis.
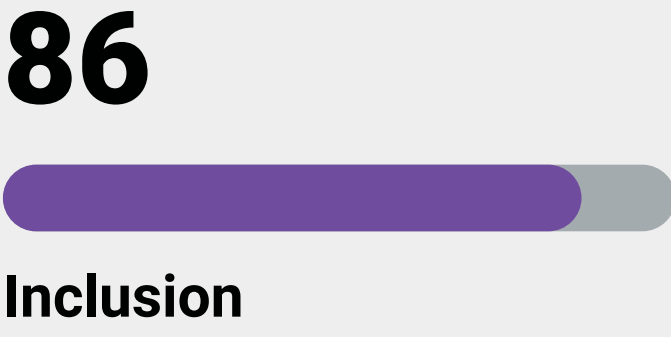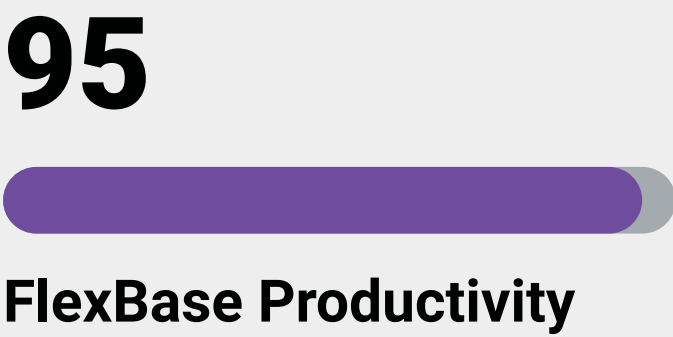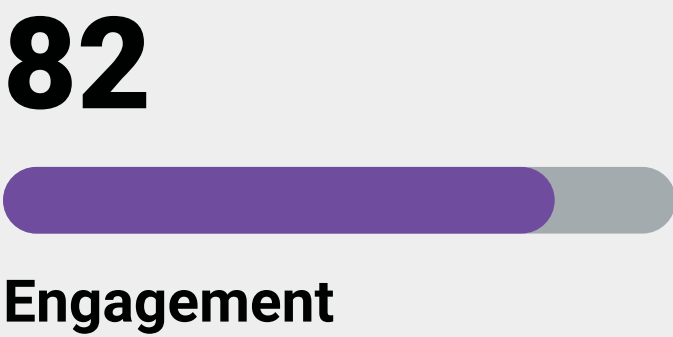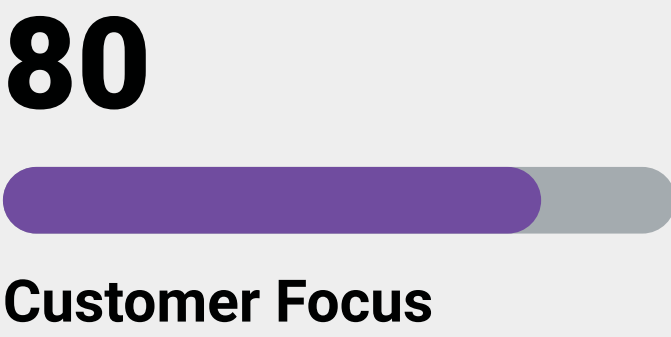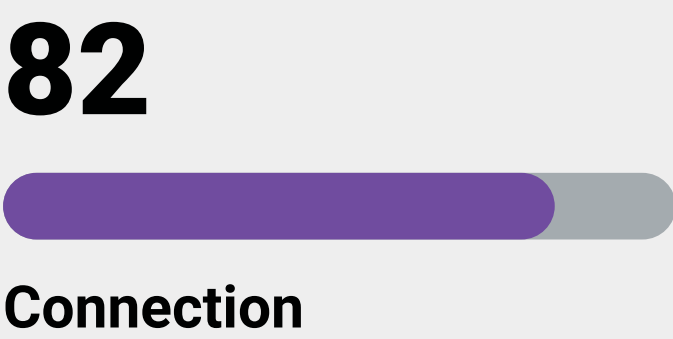
The dimensions we measure and the results of our 2023 Pulse are displayed in the following dashboard.

2023 Pulse Survey Dashboard
Scores are weighted averages of 2023.

33%
Total Response Rate

1,838
Responses

67	**79**	**79**	**82**
Anticipate & Adapt	Benefits and Wellness	Communication	Connection
82	**80**	**82**	**95**
Culture	Customer Focus	Engagement	FlexBase Productivity
78	**86**	**86**	
Recognition	Inclusion	People Leadership	
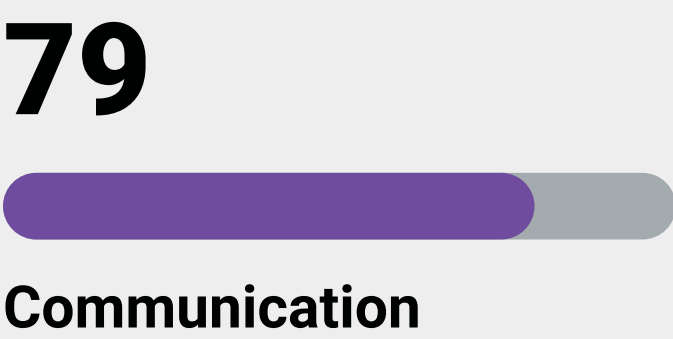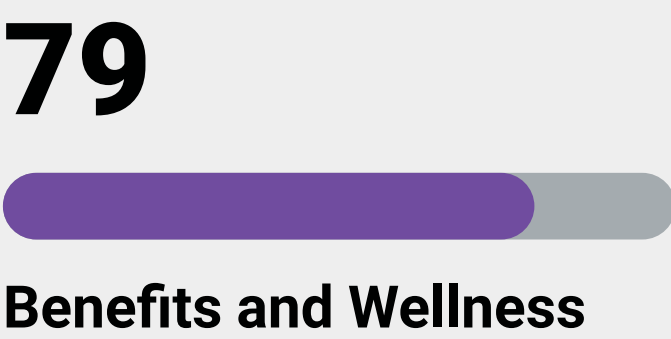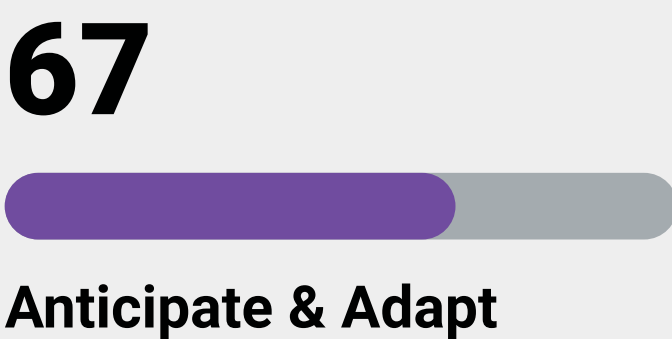
In addition to Pulse, we host quarterly Akamai All Hands meetings to inform our employees and receive feedback. Three sessions of each meeting are hosted to accommodate a variety of time zones for our global employee population. We also host departmental and regional events, including town halls and site leader meetings, to reinforce corporate messages, receive employee feedback, and share updates more tailored to specific functions and locations.

Training and Development

We provide opportunities for our employees to continue learning and growing throughout their careers at Akamai. Whether honing current skill sets or building new ones, we provide blended learning programs that support soft-skill development, technical learning, cultural awareness, language learning, and much more. Akamai also offers an award-winning Leadership Development experience known as L.E.A.D. (Learn, Engage, Achieve, Drive) that provides people managers with capabilities to lead high-performing and engaged teams. Our People Manager Essentials resource center provides practical tools, guidance and learning strategies focused on recruiting, career development, performance management, recognition, and talent retention.

The Akamai Career Hub, our internal career platform, helps employees identify individualized development pathways and career journeys based on their unique knowledge, skills, and interests. The Career Hub reinforces our belief that career development and internal movement is a foundational way to attract, develop, and retain key talent. Our global mentoring program–integrated into the Career Hub–also allows employees to connect with colleagues to further enhance their career development and build relationships.

Akamai also provides a number of online training opportunities for managers and individual contributors. Employees are encouraged to complete them at their own pace or collaboratively with their teams and peers. Training curriculums include personal development modules on topics such as diversity, inclusion, and belonging, an introduction to ERGs, emotional intelligence, bias, and cultural dimensions. People manager training and development tools include modules related to mentoring and coaching as well as organizational leadership and communication.

Developing our GROW Program

A growth mindset helps create and drive inclusive behaviors that support innovation and engagement. Our GROW program, and specifically having a growth mindset, continues to be an important differentiator for Akamai. Now in its fourth year, we incorporate the GROW habits into our competencies and daily practices through five training modules. In 2024, the growth mindset habits of experimentation, valuing progress, and learning from others will be reinforced across the organization.

80%+
Akamai employees completed each of the five GROW training modules.

Benefits and Wellbeing

Wellbeing

We strive to provide benefits for all aspects of life, including programs that relate to health and wellbeing, as well as finances, family, time at work, and time pursuing other endeavors. Our benefit plan options are designed to meet the individual needs and budget considerations of employees, both today and in the future.

Akamai Wellness empowers employees to improve their health. We aim to integrate wellness into daily life so that employees can be more productive, feel more fulfilled, and experience healthcare cost savings. Our offerings will vary based on location, but we provide various programs, including:

To encourage participation and motivate long-term healthy habits, the Wellness program is linked to Akalades, our internal rewards and recognition program. When employees participate in elements of the Wellness program, they earn special awards that can be used to purchase merchandise, buy gift cards, or donate to charitable organizations.

Five global Wellness Days

Wellness resources, including newsletters, videos, podcasts, and lifestyle programs

Live classes, webinars, and events

Two mental health benefits offering 24/7, easy access to mental health care

Free flu shots

Wellness program discounts

On-site wellness amenities such as fitness centers and wellness rooms

Benefits and Compensation

We provide competitive global benefits so that our employees can thrive at work while taking care of themselves and their families. We offer a variety of benefits, including healthcare coverage, retirement savings plans with company matching, and more.

Benefit packages vary by location, but include, among other things, healthcare and insurance benefits, health savings and flexible spending accounts, paid time off, family leave, family care resources, flexible work schedules, Wellness Days, adoption and fertility assistance, employee assistance programs, tuition assistance, fitness reimbursements and holistic wellness programs, among others. For more details, please refer to our benefits overview for our employees in the U.S. as an example.

We are committed to ensuring that all of our employees are paid a living wage, calculated according to local context. We regularly assess whether the compensation paid to our full-time direct employees in each country meet our living wage standard – which means employees receive, at the very minimum, fixed and guaranteed levels of earnings that are above their country's or location's living wage benchmark. In countries where there is no legal minimum wage mandated by the government, we identify a substitute for the legal minimum wage as an initial wage floor or starting level.

Flexible Work Program

Launched in 2022, FlexBase is Akamai's global flexible working program. The name FlexBase captures the spirit of the program empowering employees with workplace flexibility, with each employee designating a primary, or base, work location – either their home or an office. The program gives employees choice and flexibility to work in the way that best suits their individual situations. Over 96% of Akamai's employees have the option to work remotely, and regardless of location, employees are overwhelmingly positive about FlexBase.

Employee Health and Safety

Akamai is dedicated to providing a safe and healthy environment for our employees, sub-contractors, visitors, customers, and members of the public through sound procedures, well-designed and maintained equipment, and facilities and arrangements for their wellbeing.

To this end, we endeavor to keep up-to-date with current professional expertise on health, safety, and environmental matters, review our Health and Safety Policy regularly, and aim to ensure that personnel are competent and adequately trained to meet their responsibilities. We make available consultations with third party consultants on matters that have the potential to affect their health, safety, or wellbeing.

Communities

The Akamai Foundation distributed $2.8 million USD in grants

Akamai's Green Team organized multiple waste clean ups globally as well as other environmental training sessions and events

Akamai employees gave back to communities, logging more than 6,700 volunteer hours during 2023's global volunteer events

Through our employee matching gift campaign, the Akamai Foundation and Akamai employees collectively donated a combined $450,000 USD to diverse causes globally

The Akamai Foundation partnered with ERG groups to increase social impact and strengthen community connection

How We Give Back

The communities where we live and work are essential Akamai stakeholders. We work to be a good partner to these communities, donating our time, talents, and resources to better those around us, especially in the areas our employees call home. The Akamai Foundation plays a key role in leading our efforts to give back to local communities and aims to unite, engage, and empower for social good. The Akamai Foundation focuses on increasing equitable access to Science, Technology, Engineering, and Math (STEM) education and technology careers with a goal of creating a more diverse technology workforce. Alongside the Akamai Foundation, the diverse passions of our employee volunteers and Akamai Employee Resource Groups (ERGs) enrich our philanthropic and community partnerships.

The Akamai Foundation

About the Akamai Foundation

The Akamai Foundation encourages the next generation of technology innovators by supporting STEM education, focusing on the pursuit of excellence in mathematics and diversifying the technology ecosystem. Grants focus on digital inclusion and equal access to quality STEM education, with supporting programs designed to attract more diversity into the technology industry and build an inclusive digital future.

The Akamai Foundation offers two distinct grant programs: early learner (K-12) STEM grants and 'Empower' grants. Empower is an invite-only program that broadens the Akamai Foundation's traditional giving to create opportunities for increased representation in the technology industry. These grants are dedicated to later stages of the talent pipeline, such as underrepresented populations in college, technology career pathways, and entrepreneurship.

In addition, the Akamai Foundation unites, engages, and empowers employees to give back through multiple programs, including volunteering during our Danny Lewin Community Care Days (DLCCDs), participating in matching gift campaigns, engaging with the ERG via the Akamai Foundation Community Collaboration, as well as accessing the Akamai Compassion Fund, if applicable. Our collective efforts help accelerate change, power inclusivity, and grow resilient communities to help make our world a better place.

Foundation Governance

The Akamai Foundation Board is comprised of eight Akamai leaders spanning our global communities, helping us to consider philanthropy from a range of diverse perspectives. Site-specific employee review teams are also a key part of our grant process. Members include employees that are passionate about community engagement, social issues, and hands-on experience, with multiple teams involved across the U.S. in Atlanta, Georgia; Cambridge, Massachusetts; Fort Lauderdale, Florida; Reston, Virginia; and the San Francisco Bay Area; as well as Costa Rica, Poland, India, the U.K., Japan, and Israel.
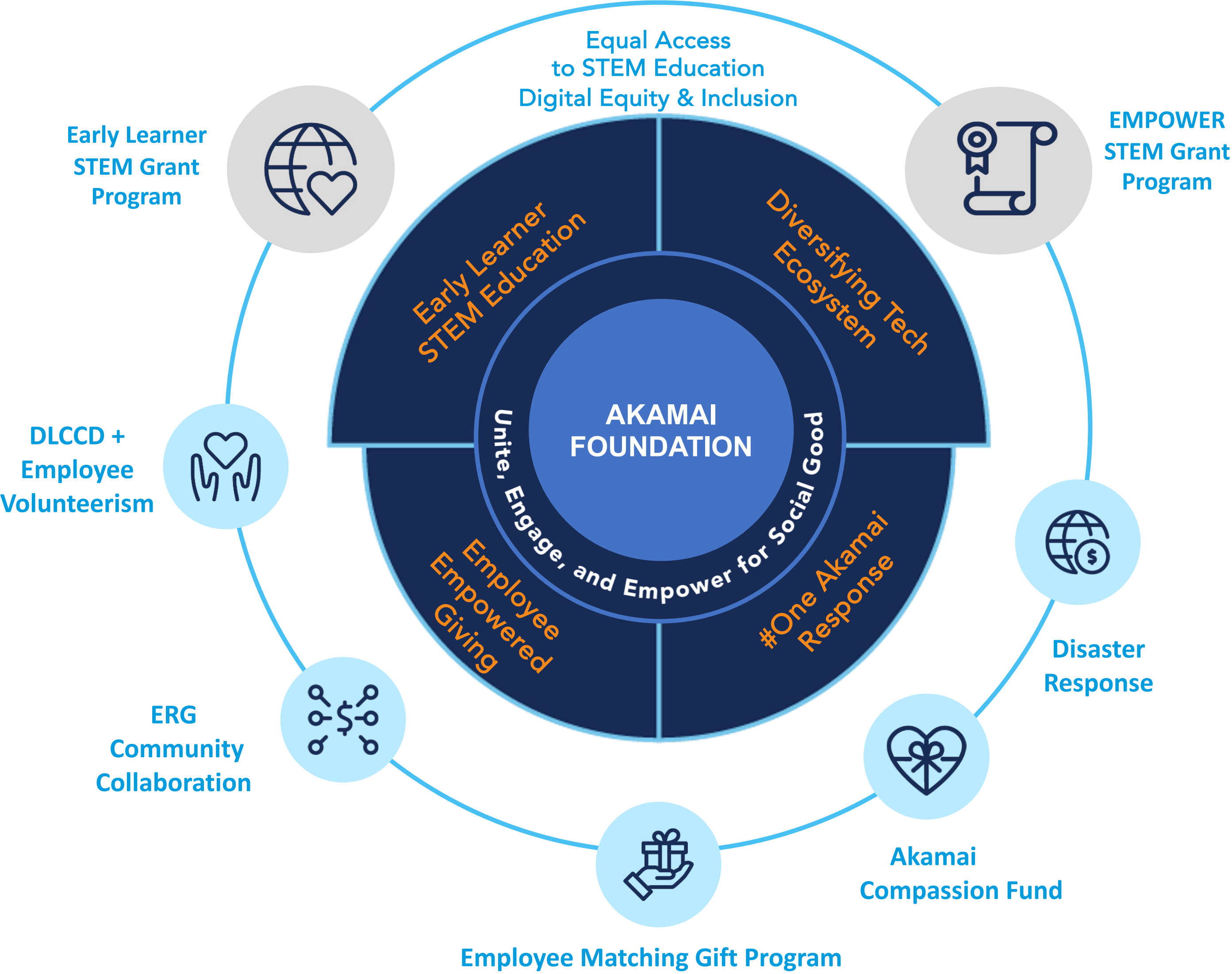
Akamai Foundation STEM Education Grants in 2023

Creating a pipeline from education to employment for underrepresented groups in the tech sector is a central goal for Akamai and the Akamai Foundation. With the goal of creating educational opportunities for all today, this creates an opportunity to have diverse teams creating our technologies tomorrow. Our exceptional partner organizations provide students of all levels access to education — from critical internet connections to expertise and hands-on learning opportunities. In 2023, the Akamai Foundation disbursed $2.1 million to 64 grant partners globally. Our grant partners provide critical education programming and included the following in 2023:
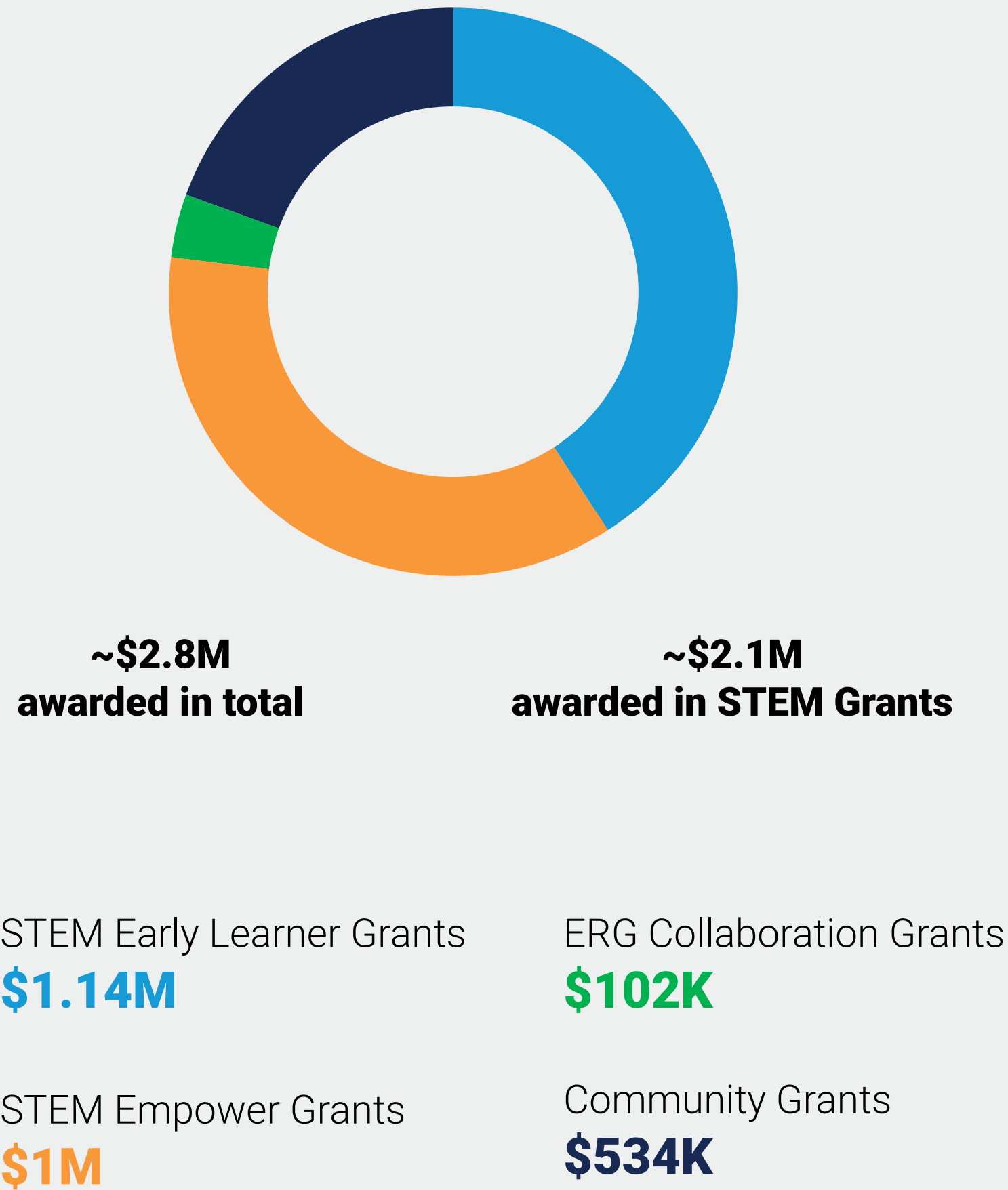
Science Journal for Kids

Reaching an estimated 8 million students, the Science Journal for Kids is an online magazine featuring scientific research and concepts written specifically for K-12 students and educators. The Akamai Foundation's Early Learner STEM grant funded the production and publication of four scientific articles, as well as an educational video on math, technology, and AI-related topics. The Akamai Foundation's donation helps the teacher-funded nonprofit keep content free for all students, regardless of school district budget.

United Negro College Fund (UNCF)

Founded in 1944, the UNCF provides financial aid, professional development, internships, and career opportunities for students at historically Black colleges and universities (HBCUs). The Akamai Foundation's Empower STEM grant helped UNCF serve students through the development and pilot implementation of its new Tech Hub platform. The platform will allow UNCF to establish robust networks and affinity groups among students and alumni pursuing careers in the tech industry. The platform also provides a unique space where tech companies can connect with both students and alumni interested in internships, jobs, and careers.

For more information on STEM education grants and the Akamai Foundation's 2023 giving activities, explore the 2023 Akamai Foundation Annual Report on the website of the Akamai Foundation.

Our Global Impact: 2023 Giving Highlights

~$2.8M
awarded in total

~$2.1M
awarded in STEM Grants

STEM Early Learner Grants
$1.14M

ERG Collaboration Grants
$102K

STEM Empower Grants
$1M

Community Grants
$534K

Akamai Compassion Fund and Global Disaster Relief

The Akamai Foundation recognizes the strength in unifying resources to have the greatest impact in areas where our employees live and work. We mobilize during times of crisis, using our giving programs to facilitate resilience and recovery for our employees and their communities. That's why in 2023 the Akamai Foundation gave $265,000 for disaster relief purposes.

The Akamai Foundation matching gift campaigns allow the Akamai Foundation and Akamai employees to collectively activate giving to a broad range of social issues and topics, as well as global disaster relief efforts and humanitarian aid. In 2023, the Akamai Foundation doubled donations made by employees to diverse passions and causes worldwide for a combined $450,000 USD.

Recognizing that hardship has no boundary, the Akamai Foundation also established the Akamai Compassion Fund, an employee hardship fund focused on providing personal grants for employees facing difficult and unexpected circumstances. In 2023, the program provided over $100,000 USD to Akamai employees in need of support.

Employees in Action

Giving back is a core value at Akamai. Our employees get involved with their communities in many ways, whether volunteering their time, expertise, and leadership, providing monetary donations, or joining teams to accelerate social impact. Employees can connect with their diverse individual passions and support causes through a variety of partnerships and programs.

Community Service

Danny Lewin co-founded Akamai Technologies and was believed to be the first victim of the 9/11 attacks. One of the ways we continue to embody his passion, enthusiasm, and energy is through our Danny Lewin Community Care Days (DLCCD) volunteering programs and virtual, in-person, and team events throughout the year. Every employee has 16 hours of paid time off to spend volunteering for an organization or cause of their choice. In 2023, employees logged more than 6,701 cumulative volunteer hours during 113 company hosted events and activities uniting our teams around the globe. In addition, employees registered 487 individual volunteer activities.

By sharing our hope, passion, and kindness, and coming together as One Akamai, we are contributing to a brighter future.

DLCCDs in 2023

113	6,701	487	$43,925
company hosted events	cumulative volunteer hours	individual volunteer activities	grants received
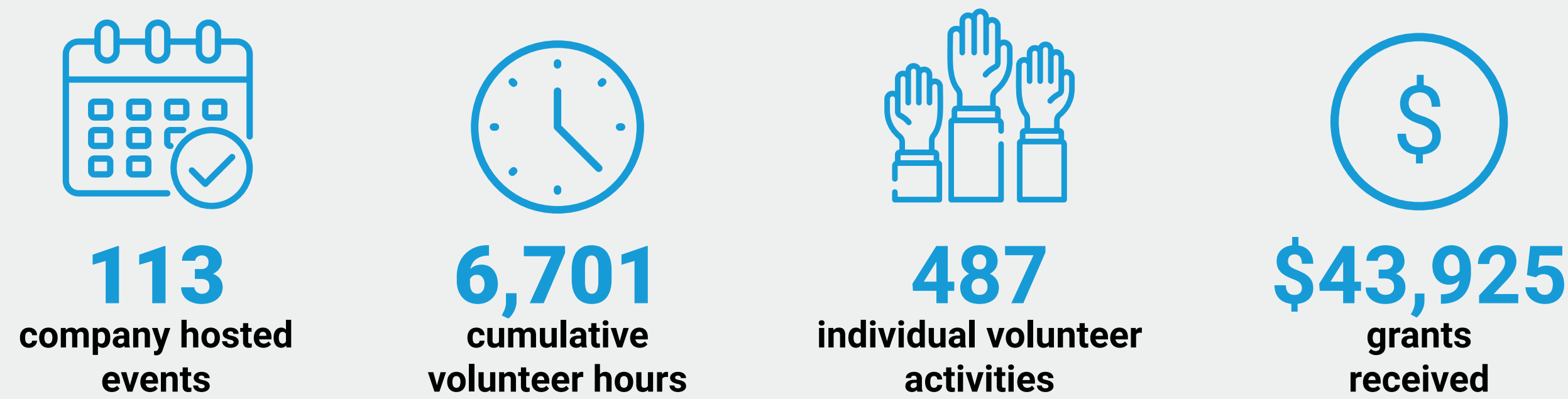
ERGs and Akamai Foundation: Community Collaboration

Social impact work is most powerful when done as part of a larger group. It's this idea that led to the partnership between the Akamai Foundation and our Employee Resource Groups (ERGs). ERGs are an essential part of the Akamai community, providing opportunities for personal development, raising awareness of minority groups, and advancing inclusion and diversity. ERGs facilitate opportunities for community engagement, providing invaluable insights on real-time community needs. The Akamai Foundation united with Akamai ERGs to form a social impact program that fosters community connection and partnerships to engage and empower members, create a meaningful impact, and provide development opportunities for employees.

In 2023, ERG members selected 31 organizations to receive jointly over $100,000 USD for programs whose missions and purpose align with Akamai values. This helps to engage our teams with purpose and:

Raise awareness and provide education on critical issues

Foster and strengthen internal and external partnerships that support equity, diversity, and inclusion

Nurture robust partnerships with organizations that embrace similar core values

Drive long-lasting societal change

Allowing our diverse teams to bring important issues and programs front and center, each year, Akamai's ERGs partner with the Foundation to support causes of importance with grant funds. Among our 2023 grantees, we selected two standout organizations:

Dream a Dream

Dream a Dream is an Indian nonprofit focused on transforming education for India's schoolchildren. Dream a Dream received both an Akamai Foundation Early Learner STEM grant and a grant from the In Reach ERG. The organization used the grants to create the Dream Mentor site, which allows mentors and mentees to connect remotely to explore career options, develop skills, and unlock new opportunities.

Rocket Girls

Based in Costa Rica, Rocket Girls focuses on tech education, providing critical programs, courses, and mentorships that support women throughout their careers. Both Akamai and the Akamai Foundation have long-standing relationships with Rocket Girls, providing mentorship services to women in the program. In 2023, Akamai's Global Women's Forum ERG awarded Rocket Girls a grant to further amplify their reach. The grant helped to replace equipment, keeping Rocket Girls focused on their mission to support women in tech. Last year, 1,562 students took part in Rocket Girls projects and programs.

Green Team Community Work

In 2022, Akamai launched the Green Team to offer employees an opportunity to participate in our corporate environmental goals and actions. The Green Team is led by a board of regional employee leaders — located in EMEA, LATAM, APJ, India, and North America — in partnership with the Akamai Sustainability team and an executive sponsor. Regional leaders are the main program drivers, engaging employees locally through events that align with the Green Team pillars of Sustainability, Community, and Giving Back.

The Green Team helps drive progress, champion our sustainability goals, increase interest in our environmental work, give back, and create a positive community around environmental stewardship. The Green Team currently has more than 1,000 global members, with over 20 employee-led activities in 2023.

In Costa Rica, India, the U.K., and the U.S. the Green Team gathered to clean up waste in their local community. The Team also shared strategies to keep waste out of our communities, offering webinars on pollution and waste segregation and information about upcycling and single-use plastic. In Poland, the Green Team took action to repaint forestry infrastructure and educate school-aged children about climate change and pollution.

Beach Cleanup at Playa Guacalillo

On a mission to revive the most polluted beach in Costa Rica, our team undertook a beach cleanup that would leave a lasting impact. The primary focus: removing as much garbage as possible from Playa Guacalillo. With 50 Akamai colleagues armed with gloves, bags, and a shared commitment to make a positive impact, the team successfully collected and removed a staggering 1.3 tonnes of garbage from the beach – mainly plastic – in just one day.

Governance

Sustained strong corporate governance programs and practices
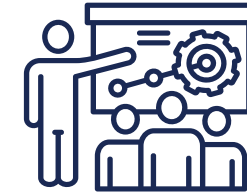
Continued to reward executives for performance, including ESG performance

Promoted the highest level of business ethics across our global operations

Expanded our Responsible Supply Chain Program in partnership with EcoVadis

Corporate Governance

Akamai's governance structure reflects our commitment to advancing the long-term interests of our stockholders, maintaining accountability, diversity, ethical conduct, and alignment of interests between leadership and investors. We believe strong ethics and good governance are fundamental to building long-term value for our shareholders and a positive impact for our customers, employees, communities, and the environment. Highlights of our governance profile are also mentioned in our Proxy Statement and include:
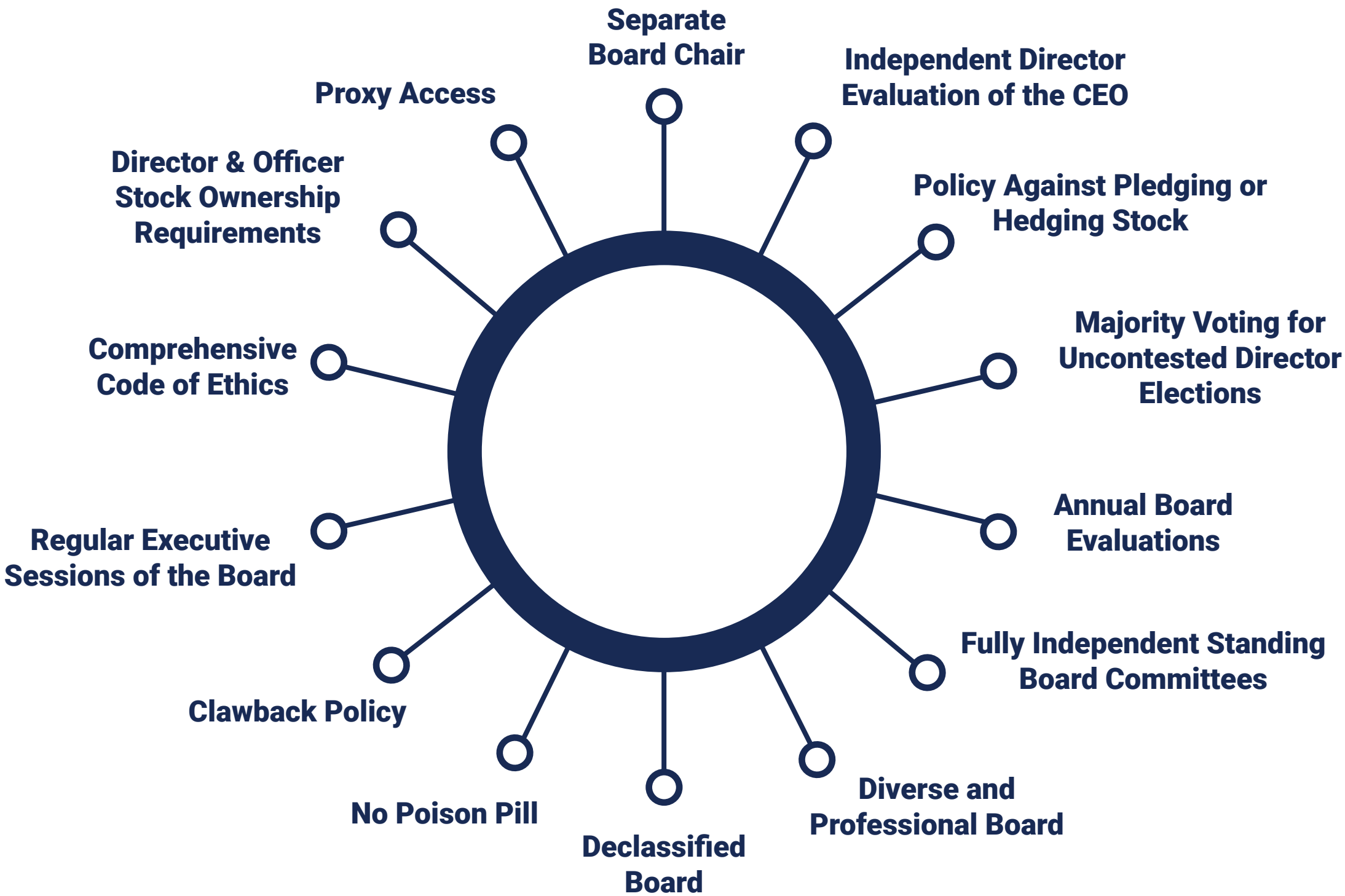
Our Board of Directors sets high standards, guides our business strategy and, as our highest level of oversight, works to ensure that we practice good governance. As of December 31, 2023, our Board included 10 individuals with a broad range of backgrounds, collectively bringing industry expertise, leadership skills, and financial sophistication to our corporate governance.

- Separate Board Chair
- Independent Director Evaluation of the CEO
- Proxy Access
- Director & Officer Stock Ownership Requirements
- Policy Against Pledging or Hedging Stock
- Comprehensive Code of Ethics
- Majority Voting for Uncontested Director Elections
- Regular Executive Sessions of the Board
- Annual Board Evaluations
- Clawback Policy
- Fully Independent Standing Board Committees
- No Poison Pill
- Declassified Board
- Diverse and Professional Board

Board Composition*

10
Directors

6.75
Average Tenure

90%
Independence

- 7 Male Directors
- 3 Female Directors

2 directors identifying as African American or Black
1 director identifying as Asian
7 directors identifying as White

*As of Dec. 2023.

Corporate Governance (Continued)

The Board of Directors oversees Akamai's risk management through its four standing Board committees: Audit Committee; Talent, Leadership and Compensation Committee; Finance Committee; and ESG Committee. Each committee operates under a Charter that has been approved by the Board and which is regularly reviewed. Our Corporate Governance Guidelines provide a comprehensive overview of our Board practices.

These committees regularly report to the full Board on their areas of oversight. In addition, each committee works with the full Board to fulfill their duties and responsibilities concerning risk management oversight. More information on Akamai's approach to risk management can be found in our 2023 Proxy Statement.

Executive Compensation

Akamai has developed a compensation program that aligns executive compensation with company performance and stockholder interests. We work to achieve this objective by allocating the majority of our executive officers' target compensation to performance-based incentive compensation. Our 2023 annual bonus plan was based on the achievement of pre-defined performance metrics and incorporated a payout modifier based on our achievement of pre-defined ESG objectives. These goals centered on metrics related to employee diversity, inclusion, and engagement as well as environmental sustainability and are intended to drive accountability for advancing Akamai's ESG goals.

Audit Committee

Responsible for overseeing risks to our overall business, including oversight of our accounting and financial reporting processes, audits of our financials, our internal audit function, our data privacy protection program and cyber and network security programs, and compliance with legal, ethical, and regulatory requirements.

ESG Committee

Responsible for overseeing risks associated with Board and committee membership, corporate governance policies and practices, and ESG matters.

Financial Committee

Responsible for risk oversight with respect to our acquisition program (including oversight of deal pipeline, due diligence, and transaction terms) and strategic transactions, our capital structure, financial risk management (including interest rate and foreign exchange hedging), treasury and investment activities, and retirement and insurance programs.

Talent, Leadership, and Compensation Committee

Responsible for overseeing risks associated with our compensation practices, developing talent and succession planning, and employee health, safety, and engagement.
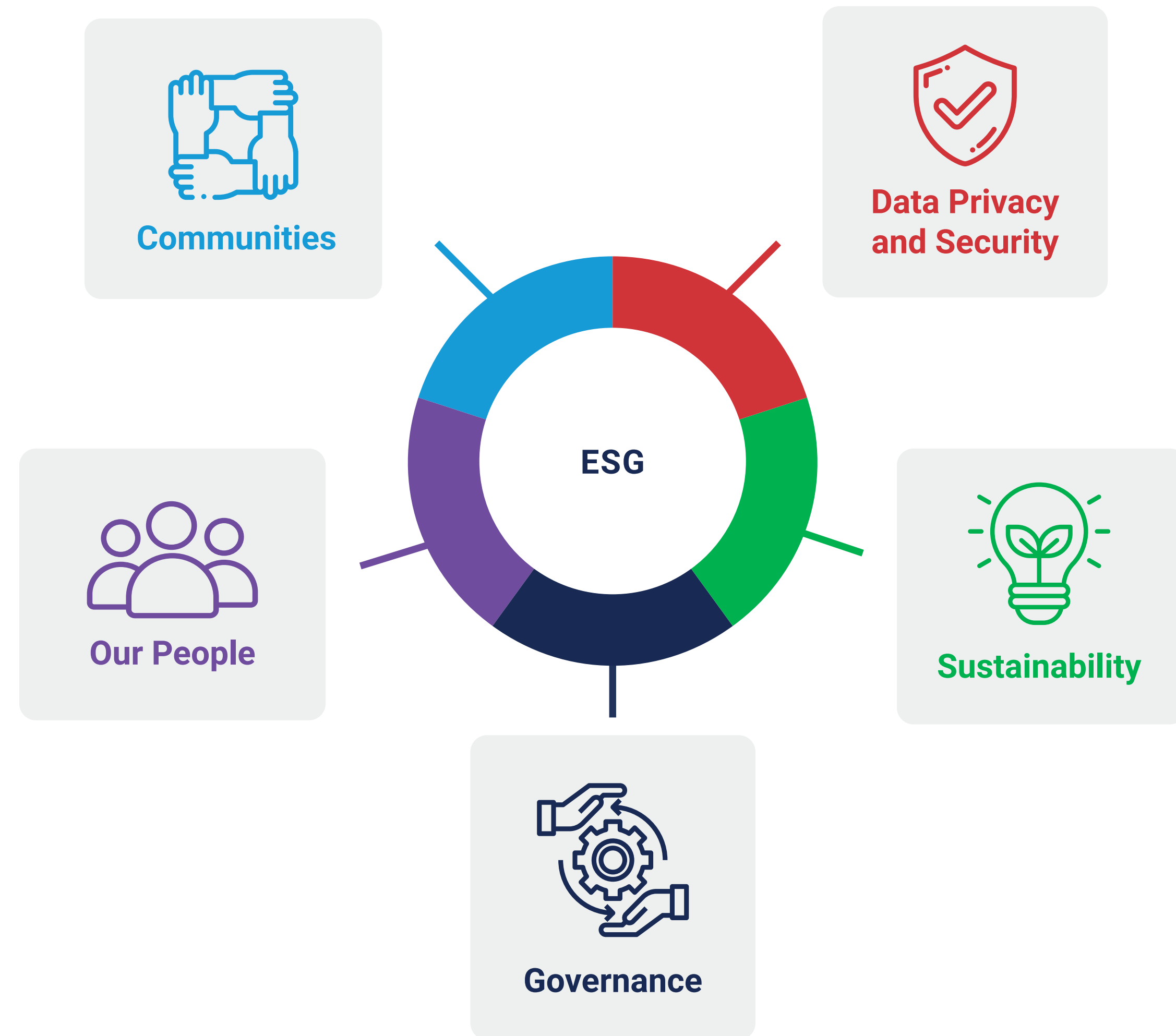
ESG Governance

Our Approach to ESG

Throughout 2023 we continued to develop our ESG programs and initiatives to cultivate a strong, proactive ESG strategy that we believe creates long-term value for our company and our stakeholders, including our customers, investors, employees, business and supply chain partners, and the communities where we work and live.

Meeting the growing demand for cloud computing, security, and content delivery with Akamai Connected Cloud, mitigating environmental impacts from our operations, and conducting our business in a responsible and sustainable way are at the heart of our approach to ESG.

It's in these key focus areas where we believe Akamai can have the greatest impact in building a more responsible business, while protecting the interests of our company, stockholders, and other stakeholders, with whom we engage regularly to understand the issues that they care about most.

Communities

Data Privacy and Security

Our People

ESG

Sustainability

Governance

ESG Oversight

Akamai's Board of Directors, assisted by its four standing Board committees, oversees significant risks affecting the company's business, including environmental, social, and governance matters. The Board plays an active role in shaping the company's ESG strategy and initiatives.

As detailed in its charter, the Board's ESG Committee is primarily responsible for overseeing management's environmental initiatives, including our sustainability goals, corporate governance practices, and social matters. This includes receiving periodic management reports on social and environmental matters, corporate culture, inclusion, diversity, and engagement as they relate to employees, and the charitable activities of the Akamai Foundation. It is also responsible for reviewing Akamai's governance guidelines, bylaws, and other key governance policies and recommending changes to the Board for approval; identifying qualified individuals to serve as Directors and recommending people to serve on committees; and overseeing the Board's self-evaluation process.

The Board's ESG Committee comprises members with a wide range of expertise and diverse skill sets and meets at least five times annually. The Committee is well-equipped to review the material areas of ESG that affect Akamai, develop appropriate goals, and work through emerging topics. The Committee coordinates closely with the other Board Committees and regularly engages on ESG topics with the full Board, which also meets at least five times a year.

Management of ESG

Akamai's ESG Office is charged with implementing our global ESG strategy, which integrates Akamai's business goals with ESG efforts across the enterprise. The ESG office works in close collaboration with internal subject matter experts, including the ID&E Office, the Akamai Foundation, the Ethics and Compliance team, and Akamai's Data Privacy and Information Security Organizations. The ESG Office engages with external stakeholders to learn about their priorities and get feedback to continuously improve our programs and create long-term value for all stakeholders.

The ESG Office is also responsible for assessing and addressing emerging ESG standards, frameworks, and regulations and reporting under voluntary ESG reporting frameworks such as the standards set out by the Task Force on Climate Related Financial Disclosures (TCFD), CDP, the Sustainability Accounting Standards Board (SASB) and the S&P Global Corporate Sustainability Assessment (CSA).

Responsible Business Practices

Business Ethics and Compliance

Akamai's continued success relies on securing and maintaining the trust of our customers, employees, investors, suppliers, and the communities where we operate. The foundation of this trust is Akamai's culture and values.

Our Code of Ethics guides how we do business and interact with our customers, suppliers, and business partners. We expect every employee, director, contractor, and partner to live up to our values and to comply with our Code and applicable laws and regulations. This is not just the right thing to do — it's vital to our future success.

Supporting a Culture of Compliance

Our Global Ethics & Compliance program collaborates with internal stakeholders to embed ethical procedures into business processes across the company. These practices focus on ethical conduct, transparency, anti-bribery, conflicts of interest, sanctions, and export controls and are routinely tested and audited. We actively monitor changes in business climate, emerging laws, and regulations to assess risks and adapt our procedures accordingly.

In accordance with best practices that are common to large, public companies in the U.S. and guidelines published by the U.S. Department of Justice, the U.S. Securities and Exchange Commission, and other similar government agencies around the world, our Ethics & Compliance program encompasses three key elements, among others:

1 Training and Education

2 Transparency and Reporting

3 Investigations and Remediation

Training and Education

Akamai employees — including full-time, part-time, and contract employees — receive annual Code of Ethics and Anti-Bribery/Anti-Corruption training. Once complete, employees must acknowledge their understanding of and certify their compliance with these policies. The Ethics & Compliance team supplements these efforts by providing live training focused on specific jurisdictions or business units based upon business-leader feedback and ongoing risk assessments.

Transparency and Reporting

Using our third-party independent Ethics Hotline, all Akamai employees and third parties can anonymously report actual or suspected ethics and compliance issues 24 hours a day, 7 days a week, and 365 days a year — both online and over the phone.

Information about reporting is broadly communicated to employees and third parties through our Code of Ethics, Akamai's intranet, and our corporate website. Akamai's Non-Retaliation Policy provides a means for investigating and disciplining any employee that retaliates against any party who reports a concern in good faith.

Investigations and Remediation

In collaboration with Human Resources, our Ethics & Compliance team plays an active role in investigating and driving appropriate corrective action in response to concerns escalated by employees and third parties through our global Ethics Hotline. Reported ethical concerns are investigated by seasoned attorneys within our Ethics & Compliance team in accordance with established procedures. Our Chief Ethics & Compliance Officer reports quarterly to the Audit Committee of the Board on the number of reports received, the types of alleged misconduct, and any investigative or corrective actions taken in response.

Human Rights

We believe respect for human rights is fundamental to unlocking the potential of the internet and an essential value for the communities in which we operate. We are committed to ensuring our employees, the people who work for our contractors, customers, and suppliers, and individuals in the communities affected by our activities, are treated with dignity and respect. For detailed information, see our Human Rights Policy, which applies to Akamai and our divisions, subsidiaries, and branches.

Akamai stands against the shameful and harmful effects of slavery, servitude, forced or compulsory labor, and human trafficking in societies around the world. Our Guiding Principles for Suppliers and Partners, our Human Rights Policy, and other policies embody our corporate values and expectations, as do the international principles established by the Universal Declaration for Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

We expect our suppliers and partners to not just comply with applicable laws and regulations, but to follow the spirit and intent of our Guiding Principles for Suppliers and Partners, which set forth requirements and prohibitions, as applicable, on the following topics, among others:

- **Prohibition on Child Labor, Modern Slavery, Abuse of Labor, and Human Trafficking**

- **Fair Working Hours and Wages**

- **Non-Discrimination**

- **Maintaining a Safe and Healthy Workplace**

- **Freedom of Association and Collective Bargaining**

- **Ethics and Integrity**

- **Environmental Sustainability**

- **Accurate Recordkeeping**

- **Personal, Confidential, and Proprietary Information**

- **Grievance Procedure and Remedies**

- **Conflict Minerals**

Since the inception of the U.K. Modern Slavery Act (2015) and the Australia Modern Slavery Act (2018), we have filed annual disclosures based on ongoing reviews of our business operations and applicable policies.

Our Human Rights and Modern Slavery expectations are also reflected in Akamai's Responsible Supply Chain Program (RSCP). We aim to continue to improve due diligence procedures to identify risks and work with suppliers and business partners to help ensure that our collective activities are free from modern slavery or human rights violations.

Responsible Supply Chain
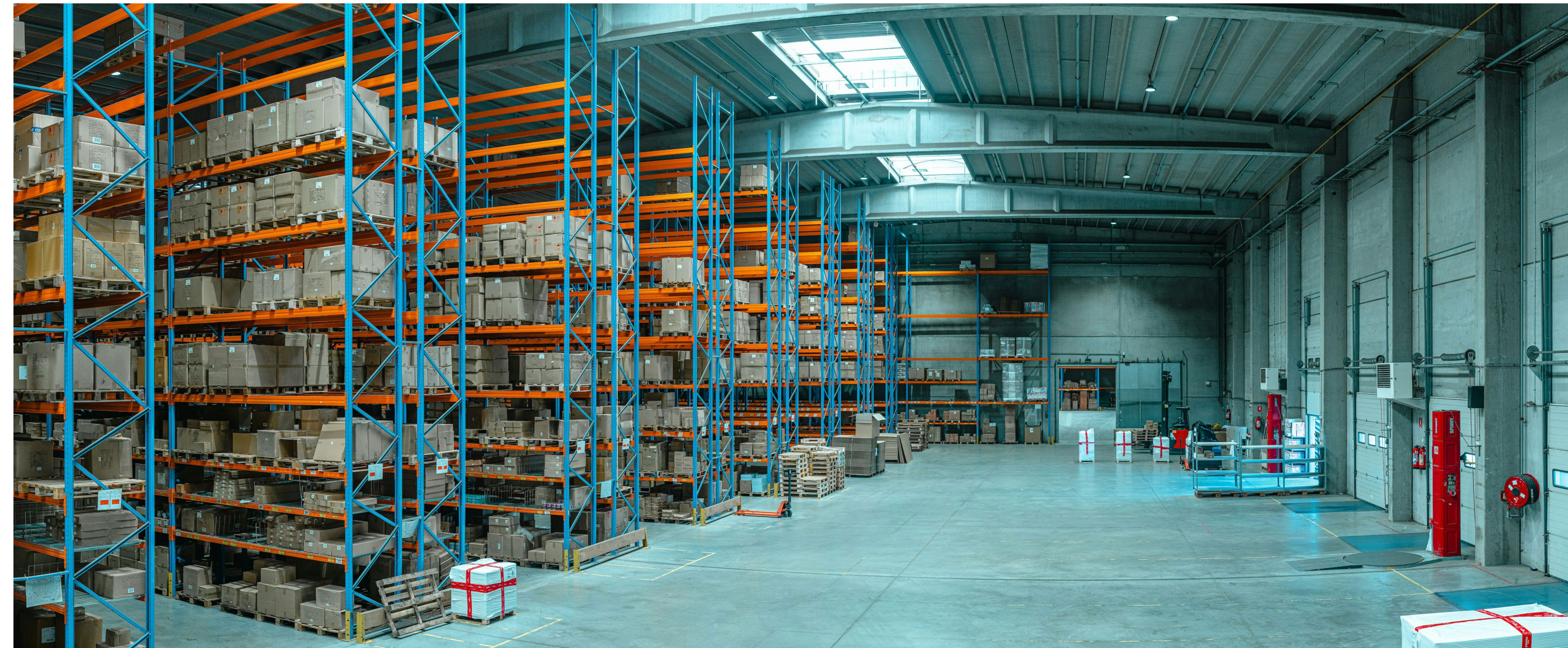
Responsible Supply Chain Program (RSCP)

Akamai's RSCP is focused on fostering a responsible supply chain through engagement in mutually beneficial relationships with diverse, environmentally and socially conscious, and responsible suppliers and partners. We look to partner with businesses that share our values, mitigate supply chain risks, promote diversity, and inspire better business.

Supply Chain Standards

Our suppliers vary by the nature of their business, size, location, type of workforce, and scope, but all suppliers and partners are expected to adhere to the concepts outlined in Akamai's Guiding Principles for Suppliers and Partners, which detail our expectations for all Akamai suppliers, resellers, and business partners. We expect our suppliers and partners to not just comply with applicable laws and regulations, but to follow the spirit and intent of our guiding principles to ensure respect for human rights, environmental sustainability, and integrity.

Supplier Diversity Program

Our Supplier Diversity Program seeks to identify and engage diverse suppliers for a wide range of products and services – from office supplies and equipment to maintenance and repair services, to name just a few examples. We aim to develop mutually beneficial and successful partnerships with small businesses, including companies owned by women, minorities, veterans, and people who are socially and economically disadvantaged or have disabilities. In 2022, we introduced our Tier 2 Supplier Diversity Program, enabling us to track and identify opportunities to expand diverse supplier spending.

Responsible Supply Chain (Continued)

Supply Chain Risk Assessment

In 2022 we entered into a professional partnership with EcoVadis, a trusted provider of business sustainability ratings, to identify supplier-related sustainability risks and advance supplier sustainability practices. The EcoVadis sustainability assesments, the so-called "EcoVadis scorecards," provide an evaluation of how well a company has integrated the principles of sustainability and corporate social responsibility into their business and management processes. Using the EcoVadis platform, we collect details on the performance of participating suppliers and partners in four key ESG focus areas – environment, labor and human rights, ethics, and sustainable procurement. Once these details are established, we work with suppliers to request corrective actions, create improvement plans where necessary, and track progress. We expect our suppliers to consistently monitor and enforce our standards in their own operations and supply chains, as well as make improvements to meet or exceed our expectations.

2023 RSCP Progress

In 2023 we established a clear vision statement, goals, KPIs, and a refined governance structure for our Responsible Supply Chain Program. Our revised RSCP governance structure helps manage risks and define the roles and responsibilities of program participants.

RSCP Sponsors
Sponsor and Support the program Accountable to the Board

RSCP Core Team
Overarching RSCP development

Account Managers
Supplier relationship management with regard to RSCP

Steering Committee
Program oversight and escalation point

2023 RSCP Campaign

In collaboration with EcoVadis, in 2023 we invited 231 suppliers to participate in our RSCP – a 29% increase over 2022. This year we targeted two main categories of suppliers and partners: strategic suppliers and partners, and higher-risk suppliers and partners.

By the end of the campaign (i.e., January 31, 2024) we received scorecards for 122 suppliers or partners, or approximately 52.8% of those invited to participate in our 2023 campaign. The participation rate of strategic suppliers and partners in our 2023 campaign is 69.2%. We continue to work with the remaining suppliers to emphasize the importance of their participation.

Overall, our rated suppliers score significantly better than the EcoVadis network-wide average of evaluated companies. According to our supplier dashboard within the EcoVadis platform, the average score of all of our rated suppliers is well above the EcoVadis network-wide average benchmark score.

We also set clear goals and KPIs for our program, with the following four strategic RSCP Goals:

Collaborate with our suppliers to reduce the environmental impact across our supply chain

Achieve regulatory compliance with regard to supply chain due diligence legislation

**Foster ethical business practices along the supply chain**

Drive positive financial impact for the company

Driving Continuous Improvement

To support continuous improvement, we work closely with our suppliers and partners to identify partnerships and programs to help them reduce their environmental impact and improve their ESG practices. We remain focused on increasing participation in and awareness of the program internally and externally. To foster this culture of continuous improvement and awareness also across Akamai's procurement teams, in 2023 we implemented an internal training on our RSCP, human rights, and modern slavery topics for all account managers in procuring functions at Akamai.

Data Privacy and Security

Regularly shared research and insights on the global threat landscape with the broader cybersecurity community
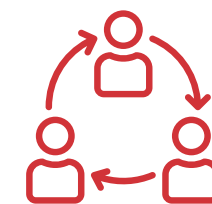
Preserved critical data security and privacy certifications

Maintained our rigorous data privacy and security programs and promoted strong data privacy and security oversight

Provided privacy and security training for all Akamai employees to promote ownership and awareness

Participated actively in several industry organizations and forums across the global cybersecurity community
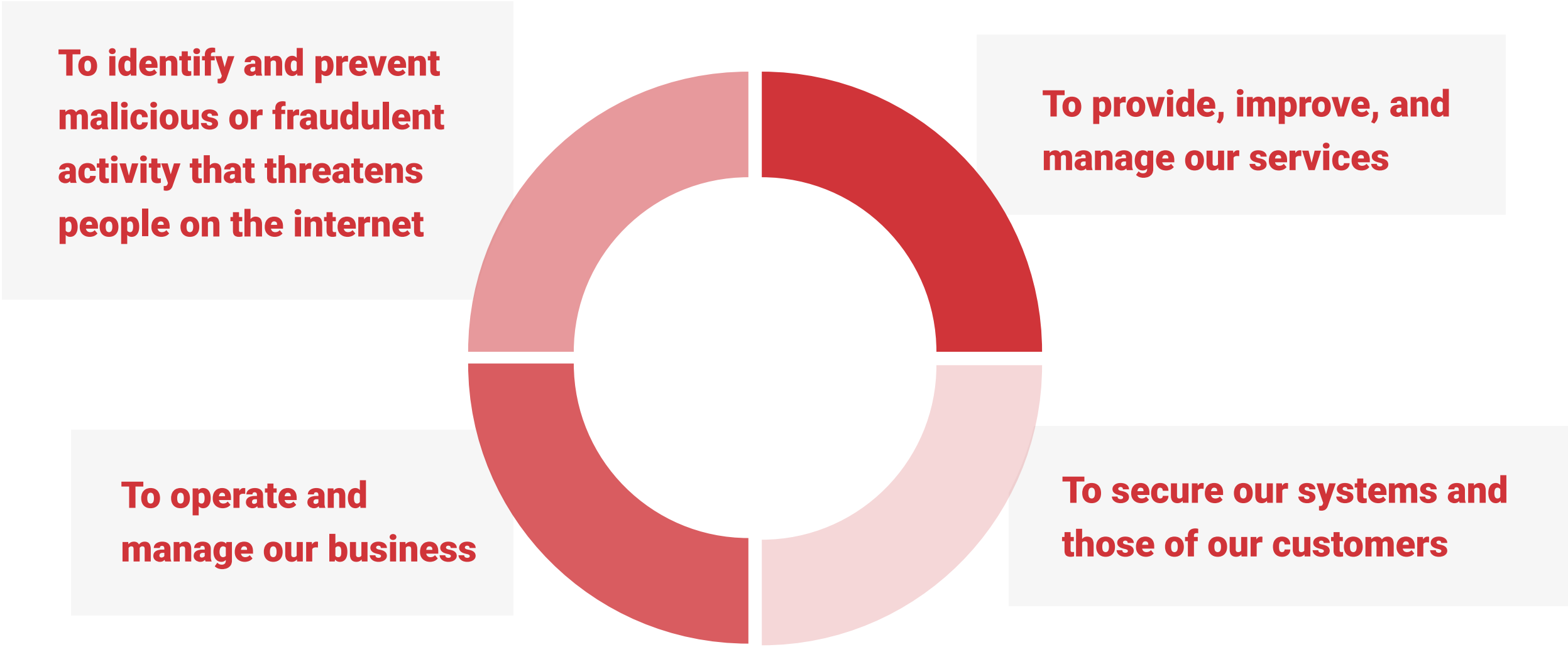
Data Protection and Privacy

In carrying out our mission to power and protect life online, Akamai recognizes that the way we process personal data is a critical part of the trust that our customers and the internet community places in us. We are committed to respect the right to privacy and maintain a robust privacy protection program. In addition to our work to comply with the privacy laws of all countries in which we operate, we have developed a privacy-first ethical data program based upon globally established privacy principles.

Akamai's Data Protection and Privacy Program is designed to operationalize privacy, making ethical data use principles and privacy protection a part of everything that we do.

Processing with a Purpose

We process personal information for specific reasons, including:

To identify and prevent malicious or fraudulent activity that threatens people on the internet

To provide, improve, and manage our services

To operate and manage our business

To secure our systems and those of our customers

We do not process data with the intention of identifying individual internet users, nor do we intend to rent, sell, or otherwise share identifying personal data other than as required as part of our products and services or required by applicable laws or regulations.

Akamai has made privacy a part of every employee's job through a Privacy by Design policy and approach for all data use initiatives, including a privacy impact assessment prior to the launch of any new product or data use initiative. We have implemented a review process to assess the security profile and data protection practices of third-party service providers that have exposure to Akamai's systems, assets or data, including, as appropriate, review of vendor security policies and procedures and contractually required security commitments.

Privacy Oversight and Management

Privacy at Akamai is managed by our Global Data Protection Office and led by our Chief Privacy Officer (CPO), who is responsible for Akamai's privacy policy, strategy, and oversight. The CPO reports to the Company's General Counsel. Additional oversight is provided by the Audit Committee of the Board, which reviews privacy risks and the associated programs run by the Global Data Protection Office, and to which the CPO reports multiple times annually.

The Akamai Privacy Trust Center provides detailed explanations of our programs and practices, compliance with applicable laws, and the nature and scope of personal data processing at Akamai. The Trust Center also contains information and means for data subjects to make requests about their personal data, including marketing opt-outs and deletion requests.

Privacy Training

To inform all employees and contractors of Akamai's privacy programs and their individual obligations with respect to personal data protection, all employees and contractors receive privacy training upon joining Akamai and annually thereafter. The Global Data Protection Office also conducts team specific training as needed and publishes ongoing awareness information and program updates.

Auditing and Certifications

We conduct ongoing reviews and audits of our security and privacy programs and controls with the goal of continuous improvement. Akamai maintains two crucial certifications related to these efforts: ISO/IEC 27001:2013 and ISO/IEC 27701:2019. These certifications are granted by an independent auditor following review and testing of our security and privacy management systems against the requirements of these global standards. These standards were extended to cover our cloud compute services in 2023 and are supplemented by ISO/IEC 27017:2015 and ISO/IEC 27018:2019 certifications which specifically cover security and privacy management for cloud services. The Security and Privacy teams also participate in many other standards or compliance reviews including PCI DSS (payment card), SOC 2, FedRAMP, HIPAA, and BSI audits (for critical service providers in Germany).

To learn more about Akamai's certifications, attestations, audits, frameworks, alignments, and self-assessments, visit our website.

Artificial Intelligence and Machine Learning

In collaboration with the Information Security team, the Global Data Protection Office strives to ensure that Akamai's use of Artificial Intelligence (AI) and Machine Learning (ML), both in products and for internal business functions, is responsible and aligns with good governance practices. We implemented an internal Policy on the use of third party artificial intelligence tools and services, designed to protect Akamai by balancing the potential benefits offered by AI tools and services with their corresponding risks. With respect to our use and development of AI/ML in our service offerings, we have included the review of AI/ML models in privacy and security assessments to work to ensure continued alignment with developing laws and industry best practices to facilitate the legal, ethical, and safe use of AI/ML.

Information Security and Cybersecurity

The data that flows through Akamai Connected Cloud is critical to many organizations and billions of users worldwide. Protecting that data from the ever-expanding array of cyber threats is fundamental to the trust we maintain with our customers and stakeholders.

Making the Internet More Secure

We aim to enhance the security of the global internet ecosystem by pursuing continuous innovation. Our security solutions are designed to keep infrastructure, websites, applications, application programming interfaces (APIs), and users safe from a multitude of cyberattacks and online threats while improving performance. Our solutions blend robust automation with customizable protections and managed security services to enable businesses to effectively manage risk and maximize the protections of their infrastructure, networks, applications, and APIs.

Akamai's security solutions include web application and API protection, bot management and mitigation, DDoS mitigation, protection from in-browser threats, segmentation, as well as identifying fake phishing sites.

Akamai has been a leader in advancing Zero Trust strategies designed to maximize data protection. "Zero Trust" means that traffic on any network must be continually verified and authenticated and security architectures should never automatically trust network traffic. Our ability to deliver on this commitment has earned the business of leading data-driven organizations around the world.

Akamai is proud to be a trusted partner for thousands of customers across various industries and regions, to enhance their online presence, security and performance. We invest in security capabilities and innovations to stay ahead of the evolving threat landscape and to protect our platforms, customers, and end users of our customers from cyberattacks.

Proactive Threat Awareness

Akamai Connected Cloud is the world's most distributed platform for cloud computing, security, and content delivery. Across this infrastructure, we handle trillions of transactions daily which creates a unique window into the global threat landscape. This visibility enables Akamai to identify and understand risk signals early, gaining intelligence that informs a forward-looking defense posture.

According to our observations, the number of bots and application programming interfaces (APIs) attacks continues to grow, setting new records for distributed denial-of-service (DDoS) attacks. The most attacked industries tend to be financial services, high tech, and commerce. In September 2023, Akamai Prolexic, our DDoS defense platform, successfully detected and mitigated the largest DDoS attack directed at one of the biggest U.S. financial institutions on the Prolexic platform, peaking at 633.7 gigabits per second (Gbps) and 55.1 million packets per second (Mpps). More generally, over the past 18 months, the Prolexic DDoS protection platform has repeatedly protected customers across Europe and Asia-Pacific from record-breaking DDoS attacks.

Consistent with our goal to make the internet more secure, Akamai has a dedicated InfoSec team of security experts who monitor, analyze, and respond to emerging threats, as well as conduct advanced security research to discover new vulnerabilities and attack techniques. We use this knowledge and research to protect our infrastructure, systems, and customer properties, as well as share actionable intelligence and insights with our customers and the broader cybersecurity community through blog posts and our State of the Internet (SOTI) reports. Through our dedicated hub, security professionals can easily access trusted resources containing insights, mitigation strategies, and attack trends that can aid them in defending their organizations. They can also access free tools, like our RPC Toolkit, as well as our free and open source adversary emulation platform, the Infection Monkey.

Akamai collaborates with industry partners, law enforcement agencies, and academic institutions to enhance its threat intelligence capabilities and contribute to the collective defense of the internet.
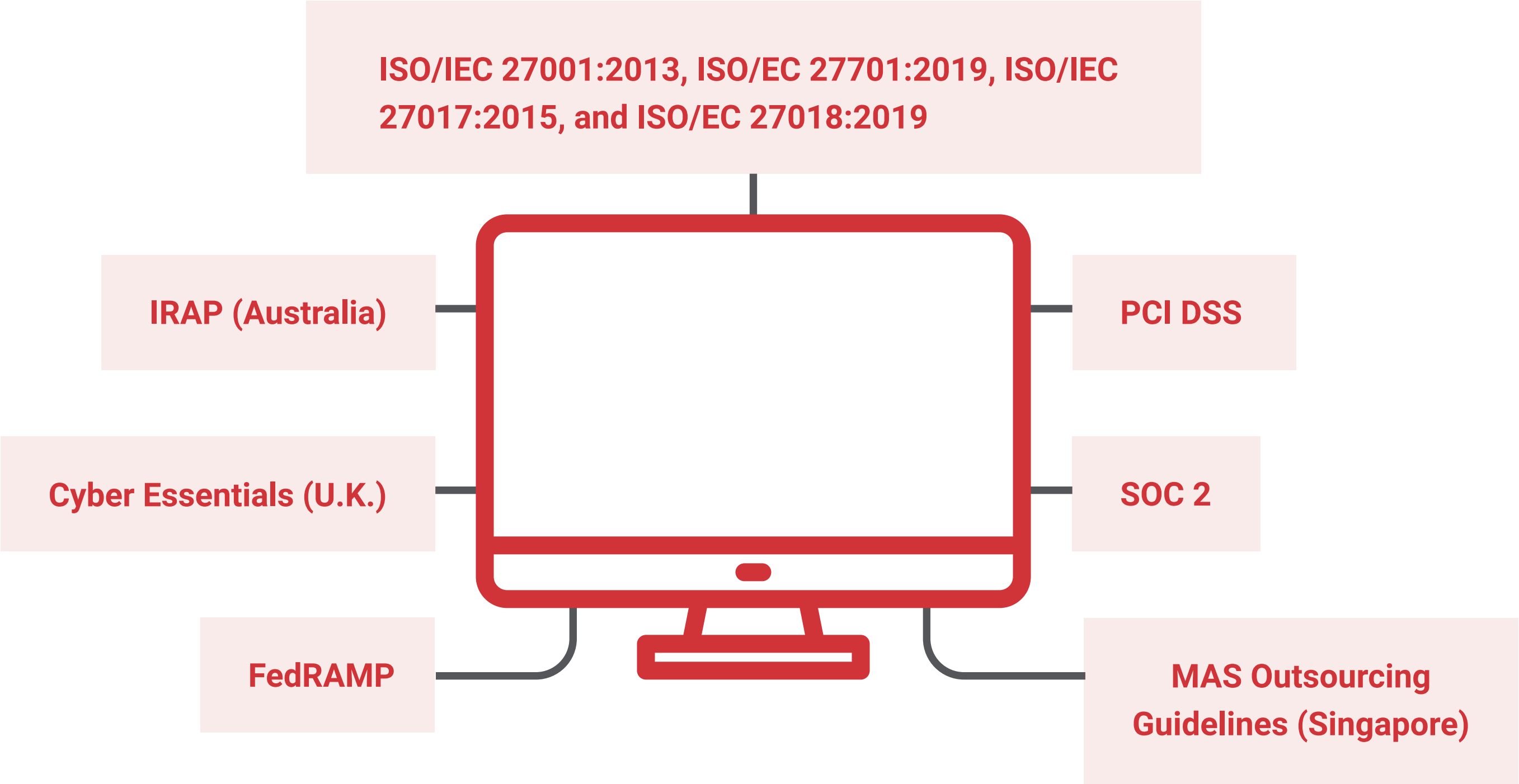
Security Oversight and Management

Under the oversight and direction of the Akamai executive management team and the Audit Committee of Akamai's board of directors, the Chief Security Officer (CSO) has primary responsibility for overseeing Akamai's management of cybersecurity risks. Reporting to the Chief Executive Officer through the Company's Executive Vice President and General Manager of the Security Technology Group, the CSO leads Akamai's Information Security Committee, which works cross-functionally with other Akamai departments, including legal, business, policy and technical functions, as appropriate, to exchange information related to cybersecurity.

The CSO and Akamai's information security team regularly communicate the nature and state of security risks to senior business leaders across the organization. In addition, the CSO meets on a regular basis with the Information Security Committee to provide cybersecurity program updates and to discuss potential risks and changes in the cyber threat landscape in which we operate. On a quarterly basis and as needed, the CSO reports to the Audit Committee to provide information on, as applicable and appropriate, cybersecurity risk management programs, risk mitigation, cybersecurity incidents and related disclosure obligations, if any, information on new or changing threats and other cybersecurity matters. The Audit Committee Chair reports to our board at least quarterly on our cybersecurity risk management program, including risk mitigation, cybersecurity incidents and other relevant developments in our cyber threat landscape. For further details, please refer to Akamai's latest annual report.

Security Compliance

One way Akamai demonstrates its commitment to protecting our infrastructure, our customers, and internet users worldwide is through compliance with global and national security standards and laws. We adhere to numerous international information security programs and standards, including:

ISO/IEC 27001:2013, ISO/EC 27701:2019, ISO/IEC 27017:2015, and ISO/EC 27018:2019

IRAP (Australia)

PCI DSS

Cyber Essentials (U.K.)

SOC 2

FedRAMP

MAS Outsourcing Guidelines (Singapore)

To learn more about Akamai's certifications, attestations, audits, frameworks, alignments, and self-assessments, visit our website.

Industry Leadership

Akamai is an active participant in a variety of industry organizations and forums across the global cybersecurity community. Akamai believes in the mission of and has a strong relationship with many Information Sharing and Analysis Centers (ISAC). We belong to and collaborate with HealthCare ISAC, Retail & Hospitality ISAC, and are a founding member of the Financial Services ISAC Critical Providers program. As part of these relationships we participate in threat briefings and engage in active dialogue with these sectors regarding threat intelligence and cybercriminal tactics. We have also participated in their conferences and webinars sharing research on threat trends and actionable mitigation techniques. Akamai and the FS-ISAC have also published a joint threat report on DDoS.

With an extensive view of internet traffic, we have a number of threat researchers and data scientists focused on threat research that we publish. 2024 makes 10 years of publishing the SOTI reports. Each year we share threat trends and best practices to mitigate emerging vulnerabilities. We use our research and interaction with customers on best practices to support multiple thought leadership efforts across conferences, blogs, webinars, and podcasts to share actionable insights on how companies can protect their employees and customers.

We also participate in various cybersecurity forums. For example, in 2022 Akamai joined other global cybersecurity leaders participating in the White House Open Source Software Summit, focused on addressing vulnerabilities in open source software.

We also work within other vendors, law enforcement agencies, and communities of trust, including maintaining bilateral relationships with security teams across our customer base and in adjacent industries.
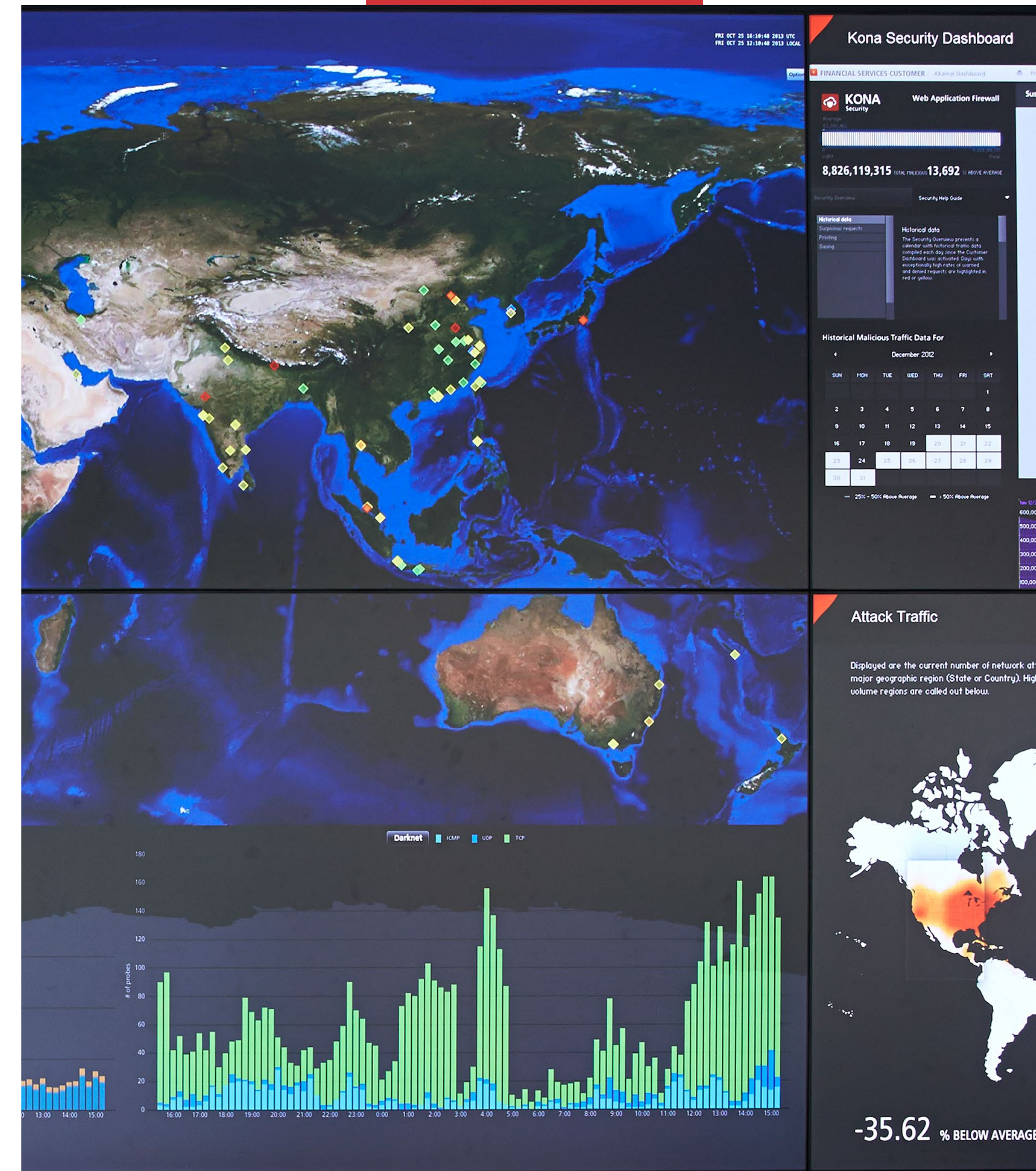
Annex

Sustainability Disclosures

Additional, updated sustainability disclosures are available on our <u>website.</u>

Disclaimer

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