2024
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 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 several humanitarian crises.

In 2024, Akamai was once again recognized in the Dow Jones Sustainability Indices (DJSI) and the FTSE4Good Index Series, and has also been included in the 2025 JUST 100 Ranking. The Wall Street Journal featured Akamai in its list of America's best-managed companies, the Management Top 250. This ranking of management effectiveness by the Drucker Institute analyzed publicly traded companies on 35 indicators across customer satisfaction, employee engagement and development, innovation, financial strength, and social responsibility. Also in 2024, Forbes magazine named Akamai to its first Most Trusted Companies in America 2025 ranking, which evaluated 2,000 publicly traded U.S. companies on trust across four domains: with customers, employees, investors and in media sentiment.

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

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 commitment also extends to our dedication to corporate responsibility, including environmental stewardship, social impact, and ethical governance. Thanks to the dedication and expertise of our colleagues and teams, we have made significant progress in recent years. At the same time, we recognize there is more to accomplish and remain committed to advancing our initiatives to drive even greater positive impact in the years ahead.

This is our third year reporting on our efforts 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. These pillars sit under the overarching Accountability, Community, and Trust (ACT) Framework, which reflects Akamai's culture, core values, and commitment to responsible business practices. Unless otherwise noted, this report covers information from January 1, 2024, through December 31, 2024.

To promote transparency and accountability in our corporate responsibility and sustainability efforts, we have structured our programs and disclosures informed by leading international standards and frameworks, including those set by the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). In 2024, we also completed the CDP Climate Change Questionnaire and the S&P Global CSA survey, which are available on our website.

About Our Company

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

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.

Powered by the unmatched scale, reliability, and visibility of our globally distributed infrastructure, our leading cybersecurity and cloud computing solutions make it easy for businesses to build, secure, and accelerate their applications and digital experiences. That's why global enterprises trust Akamai to provide the excellent reliability, scale, and expertise they need to grow their business with confidence.

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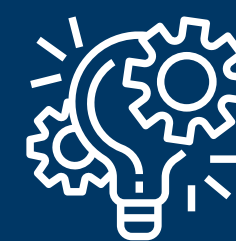
Values
Customer First, One Akamai, Innovation, Urgency & Persistence, Integrity & Trust, Inclusion, Giving Back

Akamai at a Glance

Akamai Cloud Computing*

130+
Countries

SSD
Powered Hardware

700+
Cities

4,300+
Edge Points of Presence

1,200+
Network Partners

24/7
Monitoring

*as of March 31, 2025

Biggest DDoS attack mitigated in 2024:

1.3+ terabits per second (Tbps)

Web Application Firewall (WAF): Number of web attacks witnessed in 2024:

312.41 Billion

Peak Traffic Event in 2024:

339 Tbps

Akamai average data analyzed per quarter in 2024:

91.7 PB

1998
Founded

$3.99 Billion
2024 Revenue

3 Product Lines
Content Delivery, Security, Cloud Computing

10,800+*
Employees Worldwide

Trusted Worldwide by:

9 of the top **10**
software companies

9 of the top **10**
retail companies

9 of the top **10**
banks

9 of the top **10**
telco carriers

All top 10
brokerages

8 of the top **10**
automotive companies

All top 10
video streaming services

All top 10
video game services

8 of the top **10**
fintech companies

7 of the top **10**
pharma companies

According to market capitalization as determined by S&P Capital IQ Pro. Banks do not include Chinese based banks.

The ACT Framework

Akamai's Commitment to Responsible Business Practices

At the heart of Akamai's commitment to responsible business practices lies the ACT Framework. ACT stands for Accountability, Community, and Trust. This comprehensive framework reflects our holistic approach to creating a positive impact both within our organization and beyond, by addressing key areas that are vital to sustainable and ethical business practices.

ACT Framework

Accountability

Accountability means taking responsibility for our actions and decisions, working to ensure that we meet our commitments, and remaining transparent about the impact we have. It represents Akamai's proactive efforts in corporate sustainability and employee well-being. From reducing our environmental footprint to fostering a workplace culture centered on growth, development, and engagement, accountability underpins our commitment to being a responsible corporate citizen.

Corporate Sustainability

Our People

Community

Community encompasses our commitment to build strong connections and collaborative stakeholder relationships, while supporting and uplifting those within the communities where we live and work. Community also underscores Akamai's dedication to giving back to society. Through philanthropic efforts and active employee engagement, we strive to support local communities, drive positive social impact, and make a tangible difference in the lives of others.

Communities

Trust

Trust is the foundation of Akamai's operations. Trust requires ensuring our actions are ethical and guided by integrity and transparency, safeguarding personal privacy with the highest standards of security. Our unwavering focus on integrity and transparency spans critical areas such as human rights, ethics and compliance, data privacy and security, and responsible supply chain management. By upholding high governance standards, we build and maintain trust with our stakeholders.

Governance

Data Privacy and Security

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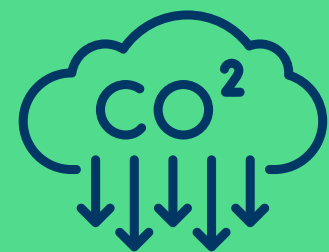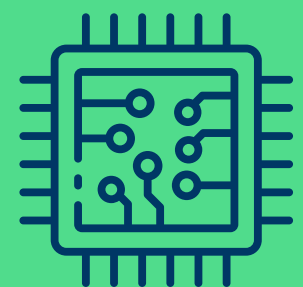
Trust

Corporate Sustainability

Our Environmental Management System (EMS) has been independently audited and confirmed to meet ISO 14001.

Reinforced our commitment to net-zero by 2030, embedding an "Emissions First" approach prioritizing real-world reductions.

Significant gains made by optimizing both edge-server software and next-gen hardware.

Corporate Sustainability at Akamai

With our position in the internet ecosystem, we are reaffirming our commitment to reducing our environmental impact across all Akamai business operations by 2030.
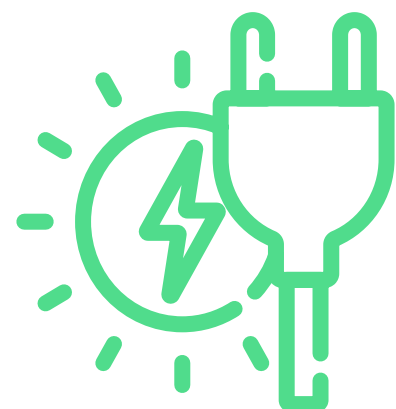
Our 2030 Sustainability Goals:

1 Net-Zero Emissions

2 100% Renewable Energy

3 Build Hardware and Software Efficiency

4 Engage Suppliers

5 Circularity

If you want to learn more visit our Sustainability Microsite

An Update on our 2030 Sustainability Goals

At Akamai, we believe that sustainability is not a solitary goal but a collective endeavor that requires innovation, collaboration, and continuous accountability.

Our sustainability approach is guided by a comprehensive framework of initiatives that align with global efforts to address the challenges posed by climate change, environmental degradation, and resource scarcity.

Central to our sustainability strategy is our dedication to achieving net-zero emissions by 2030, ensuring that we actively contribute to a 1.5°C future while powering the digital infrastructure of tomorrow. Our commitment to 100% renewable energy, building efficiency, effective supplier engagement, and adopting circular economy principles further illustrate the breadth of our efforts.

2024 marked a pivotal moment in our ongoing efforts to build a more resilient and environmentally responsible future.

2024 Key Sustainability Metrics*

59%
Clean Energy

519,400
MWh Renewable Energy

168.124
MT CO$_2$e Abated

24%
Scope 1 and 2 Reduction

25%
Capacity Growth YoY

0.87
MWh per Gbps of Capacity

1.4
Average PUE

33%
Scope 3 Upstream Leased Assets Reduction

100%
E-Waste Recycled

* Sustainability data included is as of Dec. 31, 2024 and has been independently verified or validated internally as of Jun 11, 2025.

Net-Zero Emissions

In 2024, we intensified our sustainability commitment by aligning our cloud computing, security, and delivery operations with our 2030 corporate sustainability goals. We have further integrated our Infrastructure as a Service (IaaS) business into our sustainability framework, reinforcing our pathway toward a 1.5°C-aligned future.

Akamai's Emissions First approach underpins our commitment to measurable emissions reductions. This foundation prioritizes sustainability that scales with Akamai's growth and advances our goal of achieving net-zero emissions by 2030. Guided by IPCC pathways, particularly RCP 1.9 and 2.6, our strategy emphasizes adaptation and resilience, focusing on energy efficiency, renewable energy integration, and data center resilience in climate-vulnerable regions.

While Akamai has opted not to pursue Science Based Targets initiative (SBTi) target setting due to the complexities of our decentralized global network, we remain committed to transparent sustainability reporting. CDP disclosure, coupled with frameworks informed by Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) standards, provide stakeholders with a view of our progress. Our commitment to The Climate Pledge and the UN Race to Zero further strengthens our net-zero strategy.

Akamai accounts for direct and indirect emissions across our global operations. Services running on our distributed infrastructure are deployed across a globally dispersed footprint of servers, switches, routers, and network devices. To track our consumption, we have selected an approach to measure our impact informed by the World Resources Institute (WRI) Greenhouse Gas (GHG) Protocol, a global standard for measuring and managing GHG emissions.

100% Renewable Energy

We aim to power Akamai's global operations with 100% renewable energy by 2030. Yet we recognize that growth can have environmental costs. That is why we are more emissions-focused than ever, giving stakeholders comprehensive transparency into our impact and our progress. We prioritize "emissionality" (maximizing real-world avoided emissions), engage at the system level, and pursue sustainable strategies that we believe will deliver long-term, measurable results rather than relying on offsets.

As part of our 2030 goal, we are strategically investing in purchaser-caused renewable energy through power purchase agreements (PPAs), virtual PPAs as well as emerging market innovations and approaches. Wherever possible, we add net-new clean energy to the grid and secure bundled, traceable energy credits to match our operations.

In 2024, we expanded our renewable portfolio in high-emissions markets, advancing our net-zero ambitions, benefiting local communities and ecosystems, and directly supporting our business growth.
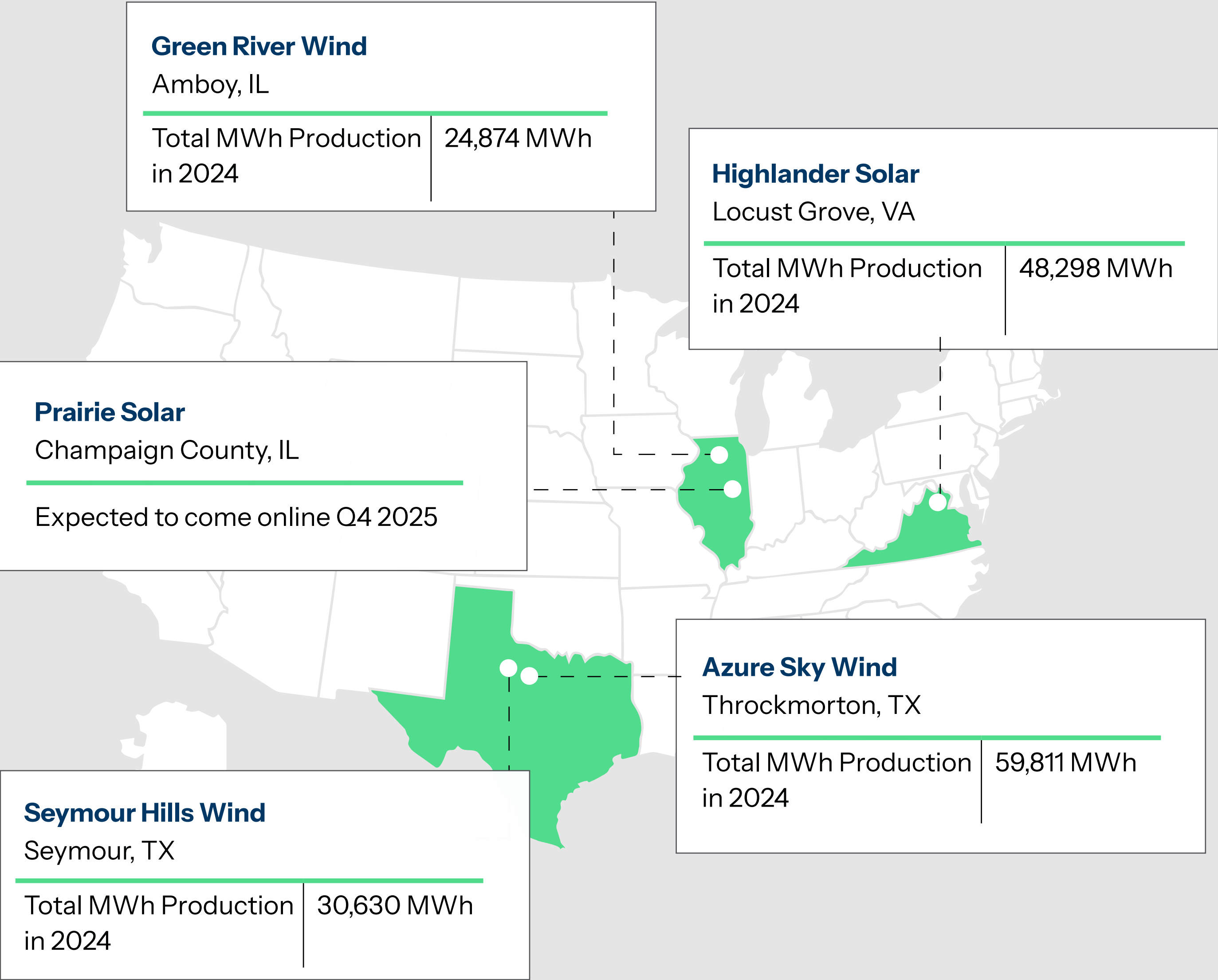
Our Sustainably Powered Pathway

Our global footprint depends on energy sources from various regions worldwide, including areas where renewable energy may be inconsistent or less accessible. Where we can't source purchaser-caused renewable energy or work directly with our colocation partners, we intend to procure renewable power as close to our operations as possible through meaningful utility, supplier, or other market-based options that provide reliable traceability of Energy Attribute Certificates (EACs), such as Green e-certification or those that meet local mandatory compliance standards.

Our widely distributed footprint brings complexities that can make tracking energy consumption difficult, especially when data provided by our colocation partners is limited. To tackle this challenge, we developed a database that connects to Akamai's proprietary data collection system, which collects power draw in 5-minute increments from deployed Akamai-engineered servers.

Akamai's power collection process enhances power monitoring, helps ensure precise data collection, and strengthens our goal to achieve our 100% renewable energy target for all power consumed by our network.

Akamai's purchaser caused clean energy projects support the development of new renewable energy, often on carbon-intensive grids.

Akamai Purchaser Caused Clean Energy Projects

Green River Wind
Amboy, IL

Total MWh Production in 2024	24,874 MWh

Highlander Solar
Locust Grove, VA

Total MWh Production in 2024	48,298 MWh

Prairie Solar
Champaign County, IL

Expected to come online Q4 2025

Azure Sky Wind
Throckmorton, TX

Total MWh Production in 2024	59,811 MWh

Seymour Hills Wind
Seymour, TX

Total MWh Production in 2024	30,630 MWh

Building Efficiency

Partnering to Make Progress

Like many companies in the IT Software and Services space, a significant source of Akamai's power consumption comes from servers and equipment deployed in global data centers. Today, these deployments, which are spread over 130+ countries hrough partnerships with colocation providers and data center operators, account for around 95% of our production network's footprint.

We recognize the importance of improving processes and implementing efficiency measures that impact overall energy use, reflected in metrics like Power Usage Effectiveness (PUE). Influencing our partners to lower annualized PUE will improve the end-to-end efficiency of delivering services to our customers. For this reason, we focus on working with providers that offer technologies such as free cooling modes, rack liquid cooling, and mechanical systems that function without water consumption. We strive to work with providers with proven track records and best-in-class power and cooling systems. To continue our journey, we will prioritize future expansions with energy efficient data center operators.

Captured Software and Hardware Efficiencies*

97,000 MT CO$_2$e **estimated to be avoided over 5 years**	**20% to 33%** **Next Gen Server efficiency improvements**

* Estimated based off of FY2024 calculated efficiencies as of Dec 31, 2024.

Engage Suppliers

We work closely with our suppliers and partners work to ensure their operations align with our corporate values. To this end, amongst other things, we collaborate with data center vendors to track the renewable energy mix at each facility hosting Akamai. While we receive annual attestations for fully renewable-powered sites, we now document the energy mix at all locations. This has enabled our Sustainability team to build a global database, helping us assess renewable energy usage across our infrastructure.

By tracking these details, we work with partners to anticipate how our power needs will impact their energy mix and identify opportunities to enhance renewable energy use. Additionally, we can report energy consumption at the server level, model future power usage, and provide customers with site-specific carbon emissions data — projecting how these emissions will evolve as our infrastructure scales.

Another focus is collaborating with partners to develop standardized accounting and reporting practices for carbon emissions disclosure in data centers, which are informed by the Greenhouse Gas Protocol (GHGP) Corporate Standard. This standard is crucial for accurate and consistent reporting. As data center power demands continue to grow, clear, accurate emissions reporting is even more critical.

Circularity

Circularity is one of our five sustainability goals and it is a critical tool for reducing our impact. Our comprehensive approach encompasses lifecycle management, and best-in-class electronic waste (e-waste) practices rooted in e-Stewards certification standards, customer and employee engagement, community events, and public advocacy.

Lifecycle Management System

Our lifecycle management system (LMS) enhances operational resilience and works to maximize the value of our assets. Pursuing resource efficiency not only allows us to reduce environmental liability, but also generates long-term cost savings. At end of service, we ensure that retired electronic assets are managed through e-Stewards–certified recyclers, adhering to rigorous standards that prioritize environmental protection and social responsibility. This commitment minimizes waste and prevents hazardous materials from entering the environment.

Customers and Employees

Each year, more customers look to Akamai to help steward their unique sustainability journeys. Our industry-leading emissions reporting helps customers navigate everything from complex regulatory requirements to public sustainability commitments. We empower customers to tell their stories with highly specific data. We listen to and learn from our customers and employees to better understand how we can advance sustainability. In 2024, we turned their feedback into a training program to empower Akamai employees to drive sustainability deeper into the business.

Protecting Biodiversity

Protecting Ecosystems

Akamai recognizes the importance of addressing biodiversity loss and integrating nature-positive practices across our operations. As part of Akamai's global Environmental Management System (EMS), we continuously assess our environmental aspects and impacts to inform our initiatives.
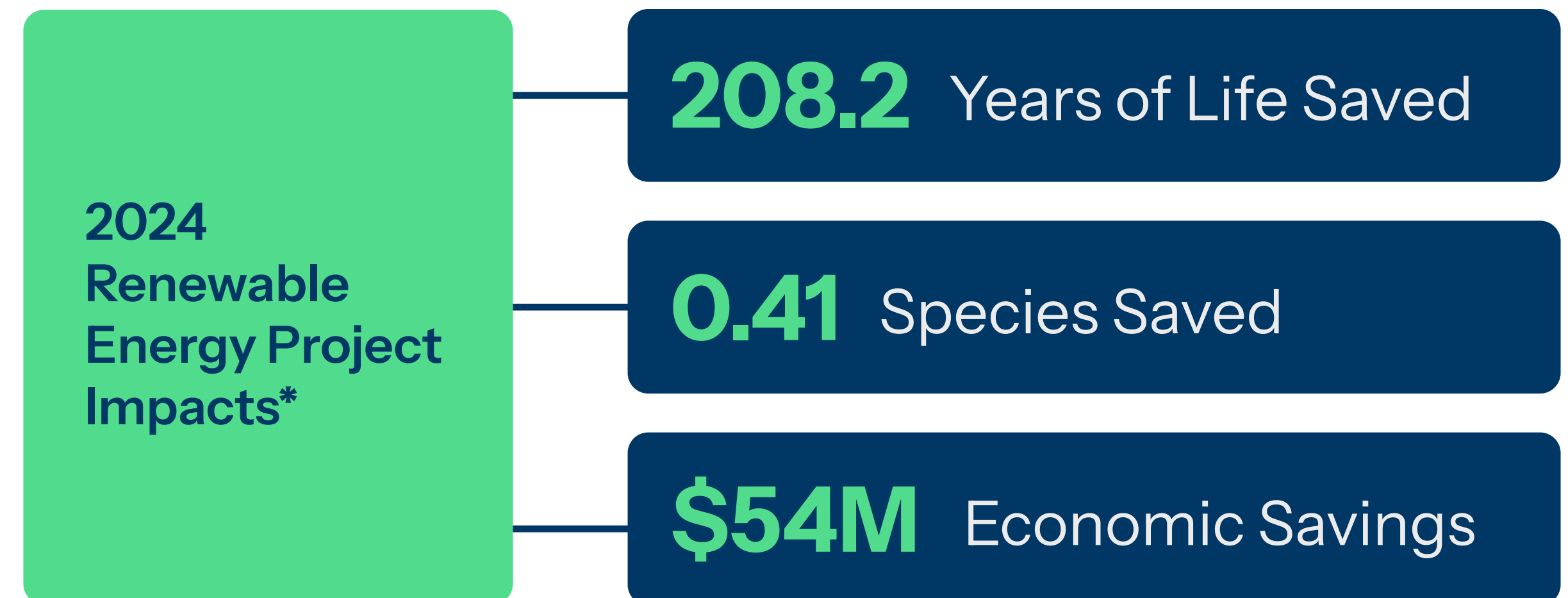
Key biodiversity-related impacts stem from global power consumption, the hardware lifecycle, and network operations. While we do not manufacture the hardware used across our platform and primarily operate in multi-tenant data centers, we acknowledge potential biodiversity risks associated with future expansion into Akamai owned facilities. Regardless of our operational model, we are committed to mitigating biodiversity loss through supply chain collaboration, policy efforts, and strategic decarbonization initiatives.

The repercussions of biodiversity loss — compounded by climate change — could manifest in unpredictable ways on a global scale for ecosystems, public health, infrastructure, and our operations. To achieve long-term resilience, our efforts are informed by IPCC pathways that limit global warming to 1.5°C and pursue multi-impact sustainability initiatives.

Akamai's biodiversity policy guides our efforts to safeguard and promote biodiversity. We plan to continue to expand upon these efforts in the coming years.

Quantifying Health and Ecosystem Benefits of Renewable Energy

The impact of our renewable energy investments extends beyond simply adding clean electricity to the grid. In 2024, Akamai partnered with Quantum Energy to assess how Akamai's wind and solar projects in the U.S. influence the broader energy system relative to reducing our emissions impact. This analysis helps go beyond purely carbon emissions to examine how these projects help avoid pollutants that affect air, soil, and water and how those reductions connect to public health and environmental well-being. By understanding these factors, Akamai can incorporate broader ecosystem and health benefits into its decision-making process.

2024 Renewable Energy Project Impacts*

208.2 Years of Life Saved

0.41 Species Saved

$54M Economic Savings

*Data from Quantum's TotalView Energy Platform based on Akamai's renewable energy generation.

Resilience in Water-stressed Regions

As water scarcity continues to present a critical challenge, Akamai is committed to minimizing its water footprint, safeguarding local water resources, and promoting water conservation practices. Water is a resource in Akamai's supply chain, primarily used for cooling our global networking equipment. Yearly, we track water stress with a risk assessment across our global data center portfolio to proactively assess and mitigate water-related risks and impacts.

In 2024, we used the WRI Aqueduct tool to assess global water stress, particularly across our data center locations, identifying regions where water scarcity could impact operations. Additionally, we engaged with suppliers through annual assessments to gather data on cooling systems and water consumption at the site level, helping us understand local watershed risks and to work with our suppliers to implement water efficiency measures.

At sites under Akamai's operational control, we employ water efficiency programs. For example, our headquarters in Cambridge, Massachusetts features an integrated water management system with rainwater harvesting, significantly reducing municipal water withdrawal. Our two Akamai-owned data centers utilize free air cooling, leveraging the cool outside air instead of water to minimize water consumption.

Akamai's commitment to water stewardship extends beyond our direct operations. Through Akamai's Water Incubation and Acceleration Program, we support innovative organizations addressing India's water crisis by providing seed funding and mentorship. This initiative, launched in 2020, has already supported over 30 startups working on scalable, repeatable solutions.

Upholding our Sustainability Commitments

Our Environmental Management System

Our global Environmental Management System (EMS) reflects our commitment to excellence and continuously improving our sustainability program. Serving as the backbone of our strategy, the EMS integrates our sustainability goals with a comprehensive approach to managing impacts and risks, addressing stakeholder needs, enabling transparent measurement and reporting, establishing leadership and oversight, promoting operational best practices, identifying opportunities for improvement, and driving sustainability projects and programs. The EMS spans Akamai's entire operational lifecycle, including data centers, offices, software, hardware, and our value chain.
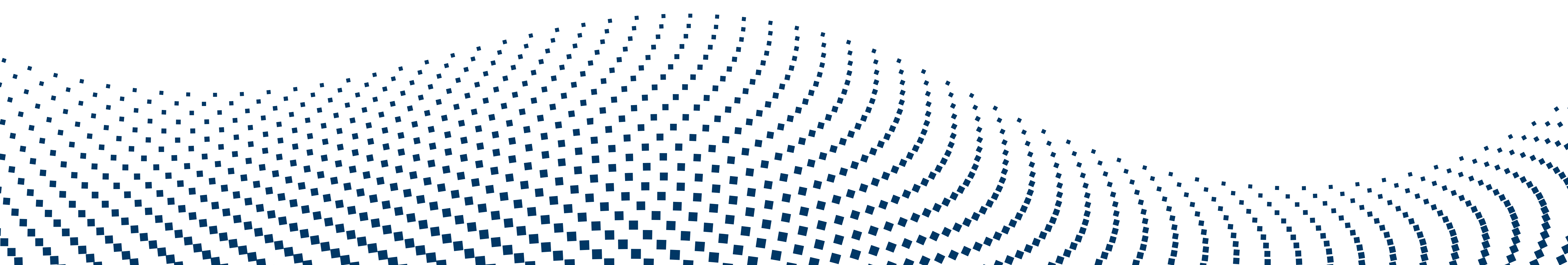
Our EMS was independently verified as compliant with the ISO 14001:2015 standard for the first time in 2024. Going forward, we will undergo an annual independent audit to maintain our ISO 14001 compliance and attestation, pushing us to uncover new efficiencies and opportunities.

Sustainability Training

As sustainability becomes an even bigger part of the global conversation, we learn more about how we can better support our customers and employees. In 2024, we gathered feedback to develop and launch two training modules with the goal of deepening sustainability engagement within Akamai as part of our EMS.

The annual Sustainability Essentials Training directed at all Akamai employees to ground employees in key concepts, inviting them to participate in our sustainability program and our EMS and our Sustainability Stewardship Training, a companion training to empower Sales teams to engage customers in sustainability conversations.

These courses can help us drive shared ownership of sustainability across the organization.

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Climate Governance

We maintain strong climate governance structures that work to ensure accountability, drive sustainability initiatives, and align with global best practices. Sustainability is deeply embedded into our operations. To promote accuracy and transparency, we carry out a third-party verification of our environmental data.

Transparent climate governance is integral to sustaining long-term value, and our climate risk management and reporting strategies are informed by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Looking Ahead

Our sustainability strategy is rooted in innovation, collaboration, and accountability, helping us meet today's challenges while preparing for a more sustainable tomorrow. As we advance on our journey toward achieving net-zero emissions, build efficiency, 100% renewable energy, engaging suppliers, and embracing circular economy principles, we remain steadfast in our commitment to environmental stewardship.

Looking forward, we believe that the strength of our strategy, partnerships, and innovation efforts positions us to meet the evolving needs of our customers, communities, and the planet. In doing so, we are fostering a more resilient, sustainable future — one that balances environmental and economic priorities for the benefit of all stakeholders.

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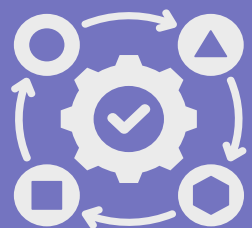Impact Report   20

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Our People

Provided opportunities for all Akamai employees to learn, grow, and advance in their careers.

Supported employees in taking care of themselves and their families through our health and well-being benefits.

Introduced the concept of Colleague, Leader, Employer, and Role (CLEAR) Connections to better understand workplace dynamics.

Inclusion, Diversity, and Engagement (ID&E)

ID&E at Akamai

For more than 25 years, Akamai has operated with an understanding that bringing talented people together, listening to their perspectives, and including them when tackling the world's toughest challenges, yields amazing results. That understanding, paired with the unifying purpose to make life better for billions of people, trillions of times a day, continues to inform how Akamai approaches growing and supporting our workforce. Our workforce today is bigger, more geographically spread out, and working on an ever-increasingly complex set of technical challenges.

At Akamai we recognize that simply wanting to have the best and brightest employees is not enough, so we work tirelessly to attract, hire, develop, retain, and promote across the globe, all with an eye toward maintaining a culture that demonstrates our core values of innovation, putting our customer first, and pursuing every worthwhile endeavor with the utmost urgency and persistence. Our talented workforce of over 10,800 people come together from over 30 countries around the world, and work collaboratively to build products, delight customers, and outperform competitors.

Policies, Systems, and Procedures

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

Pay Equity

At Akamai we believe in equal pay for equal work. We have committed to monitoring our pay practices and making adjustments accordingly. Starting in 2025, Akamai will move from biennial to annual internal pay equity analyses, with the assistance of a nationally recognized outside consultant. We completed our most recent analysis in 2024. In the event that a discrepancy is identified, we take action where appropriate.

Recruitment and Hiring

Inclusive Hiring

Inclusive hiring practices are critical for attracting top talent and creating a positive candidate experience. We partner with a wide variety of organizations around the world to extend our reach and work to ensure a broad range of talent knows about Akamai. In 2024, our Global Talent Acquisition team launched a new site called Inclusive Hiring@Akamai on Aloha, our global employee intranet. This site provides insight into our strategic partnerships, available programs, and education on our Emerging Talent program, that is designed to benefit all of our applicants equally.

Emerging Talent (ET)

Emerging Talent (ET) at Akamai includes all student programs such as internships, co-ops, recent graduate opportunities, and nontraditional hiring initiatives. These programs play a critical role in building a robust pipeline of future Akamai leaders.

In 2024, the Emerging Talent team successfully hired 162 interns, co-ops, and new graduates across eight countries. The team also expanded its program offerings, making its first intern hires in Costa Rica, Singapore, and Spain. Additionally, the ET team hired seven recent graduates into two U.S.-based rotation programs and 21 early career professionals in India. In recognition of these efforts and the quality of our programs, Akamai was named a top program on the Vault Rankings list and a Campus Forward Awards winner by RippleMatch.

Akamai offers a variety of training programs in selected countries for recent graduates and job seekers looking to make a career change, from more general apprenticeships programs to more dedicated programs, like our ReVive program, a dedicated return-to-work initiative designed to create systemic pathways for professionals re-entering the workforce after a career break. Similarly, our Rotational Programs allow participants to rotate through multiple teams over a period of time to build a broad knowledge base and cultivate diverse career passions.

Another highlight in 2024 was the expansion of the SkillBridge veteran apprenticeship program in the U.S. SkillBridge, a Department of Defense initiative, connects active military members with industry partners to gain real-world experience in the final 180 days of their service. After hiring two apprentices in 2023, the team brought on six apprentices in 2024, with two then transitioning to full-time roles at Akamai.

Another significant milestone was the recruitment of 11 apprentices into the Akamai Technical Academy (ATA) across India, Costa Rica, and Poland. Relaunched as an online certificate program in 2023, ATA offers scholarships to reduce financial barriers for new-to-tech talent. To date, the ATA certificates have collectively seen 34,840 course enrollments and 285 certificate completions.

Talent Acquisition (TA) and Employee Resource Groups (ERGs) Liaison Program

Partnerships

We cultivate strong relationships with community partners to help us achieve our goals of hiring exceptional talent.

To work to ensure these relationships are effective, we select partners based on guiding principles such as mutual benefit, addressing critical needs, and engaging in more than just one form of collaboration or cooperation. Successful partnerships are built on a long-term vision and shared goals. That's why we invest in these relationships with the goal of driving larger, lasting impact.

Started in 2023, the TA and ERGs Liaison program in 2024 achieved significant progress toward the following goals:

1

Build meaningful connections between ERGs, TA, and HR to facilitate better cross-functional collaboration

2

Establish a communication channel to brainstorm, share ideas, and collaborate

3

Make strides to increase employee engagement in the recruitment and hiring process

4

Increase the visibility of the ERGs internally and externally through hiring and branding initiatives

As a result of collaboration, we launched the ERG Candidate Connection program globally in 2024, following a successful pilot in 2023. This program allows any candidate regardless of their background in the final stages of their interview process to request an informational session with an ERG leader of their choice. These sessions provide a unique opportunity to discuss Akamai's culture, our commitment to employee engagement, and the role of ERGs which are open to all employees. We've had great feedback from new hires who opted into the session, as well as the ERG representatives involved with the program.
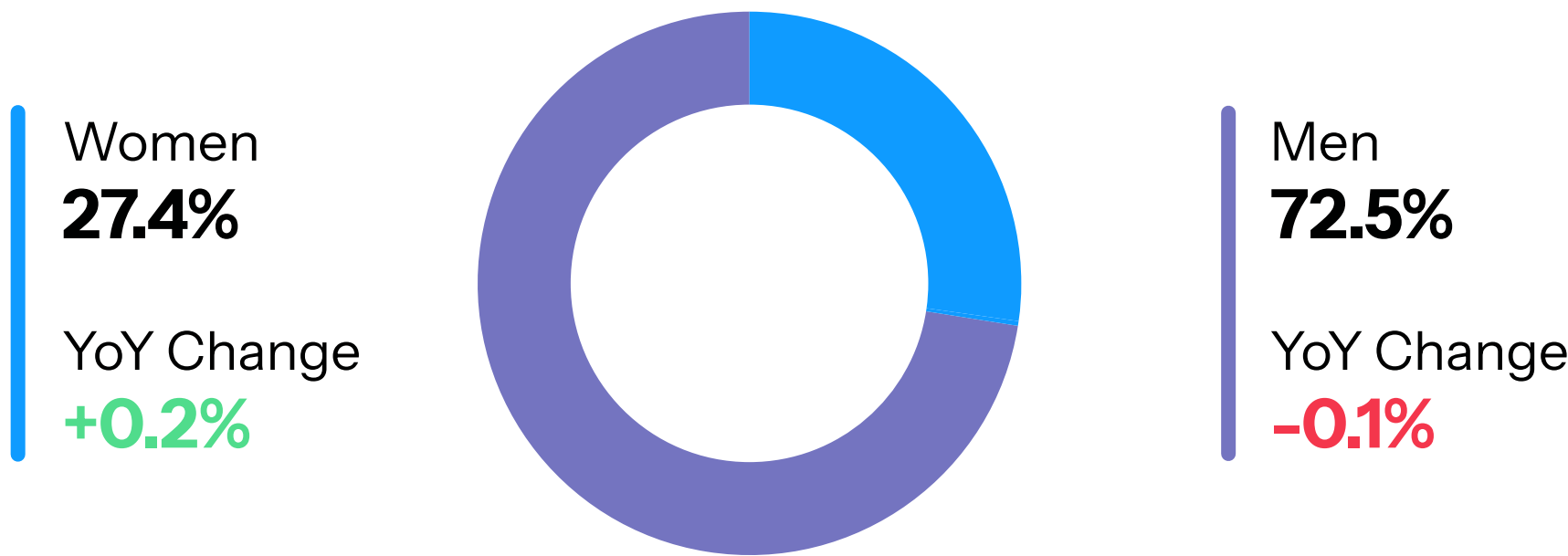
Workforce Composition Metrics*

For transparency, we report employee workforce composition metrics annually, comparing year-over-year trends in our report.

In analyzing our workforce composition, there is a key distinction between technical and non-technical roles. Technical roles are 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.
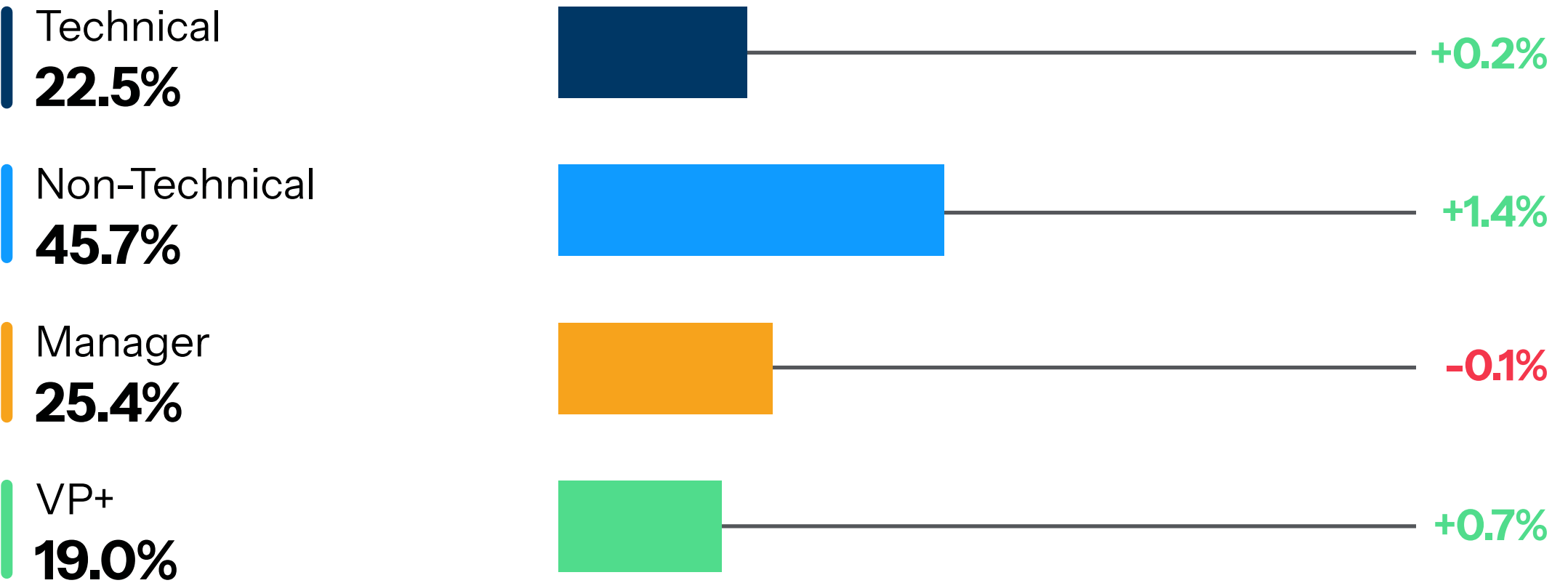
Gender

In 2024, our representation of women increased across all groups, except at the Manager level, which saw a slight decrease.

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

Women
27.4%

YoY Change
+0.2%

Men
72.5%

YoY Change
−0.1%

% of Women in Different Roles

Technical
22.5%   +0.2%

Non-Technical
45.7%   +1.4%

Manager
25.4%   −0.1%

VP+
19.0%   +0.7%

% of Men in Different Roles

Technical
77.4%   −0.1%

Non-Technical
54.2%   −1.1%

Manager
74.4%   0.0%

VP+
81.0%   −0.2%
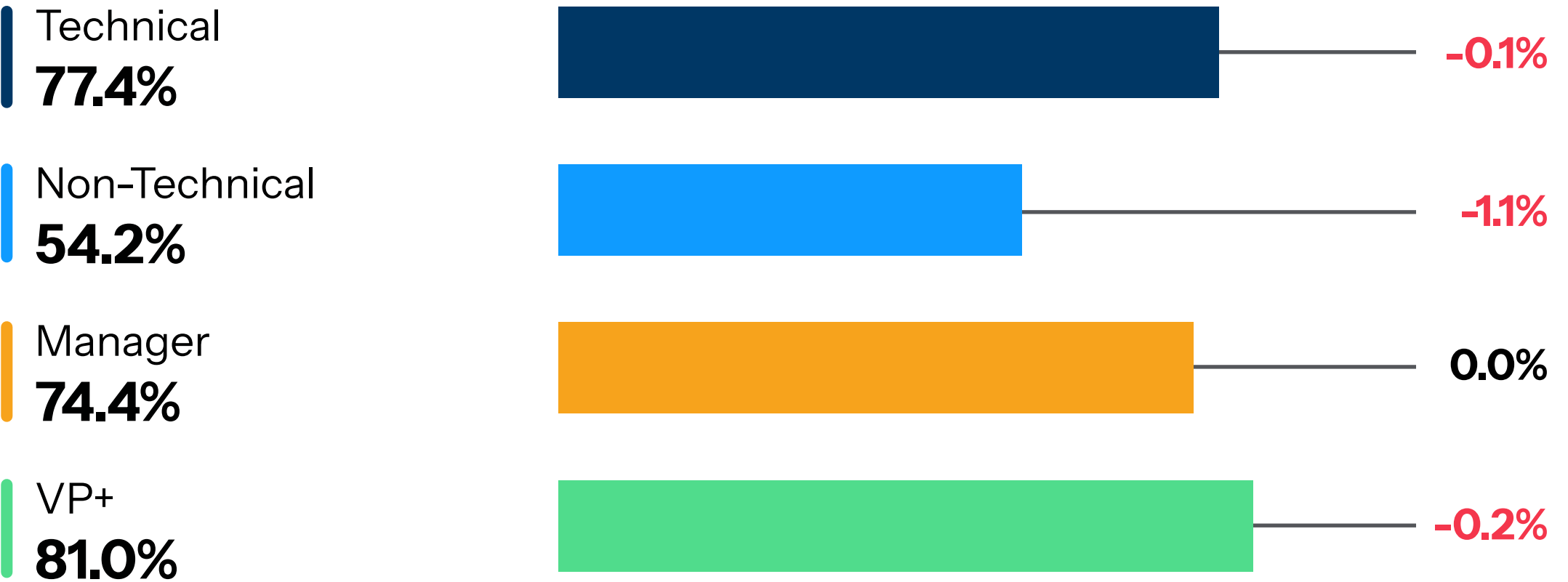
* as of end of 2024

Racial and Ethnic Diversity
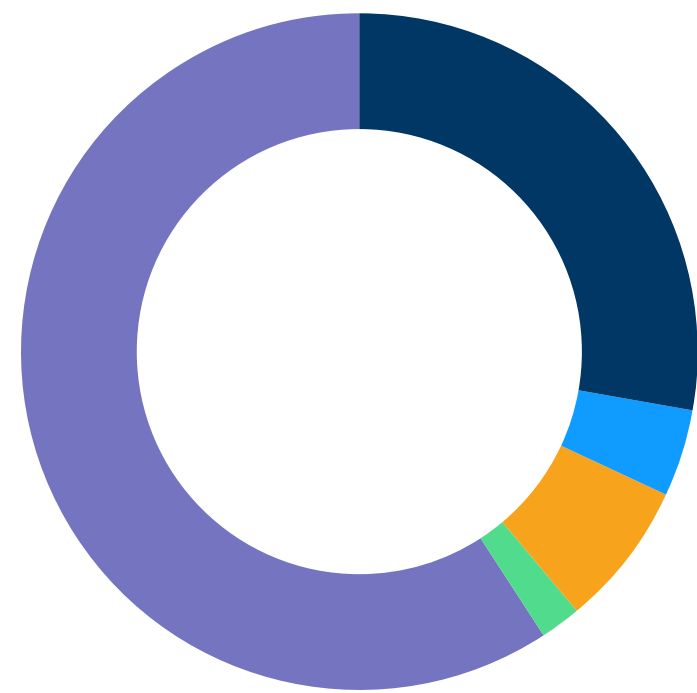
Race/Ethnicity (U.S.)
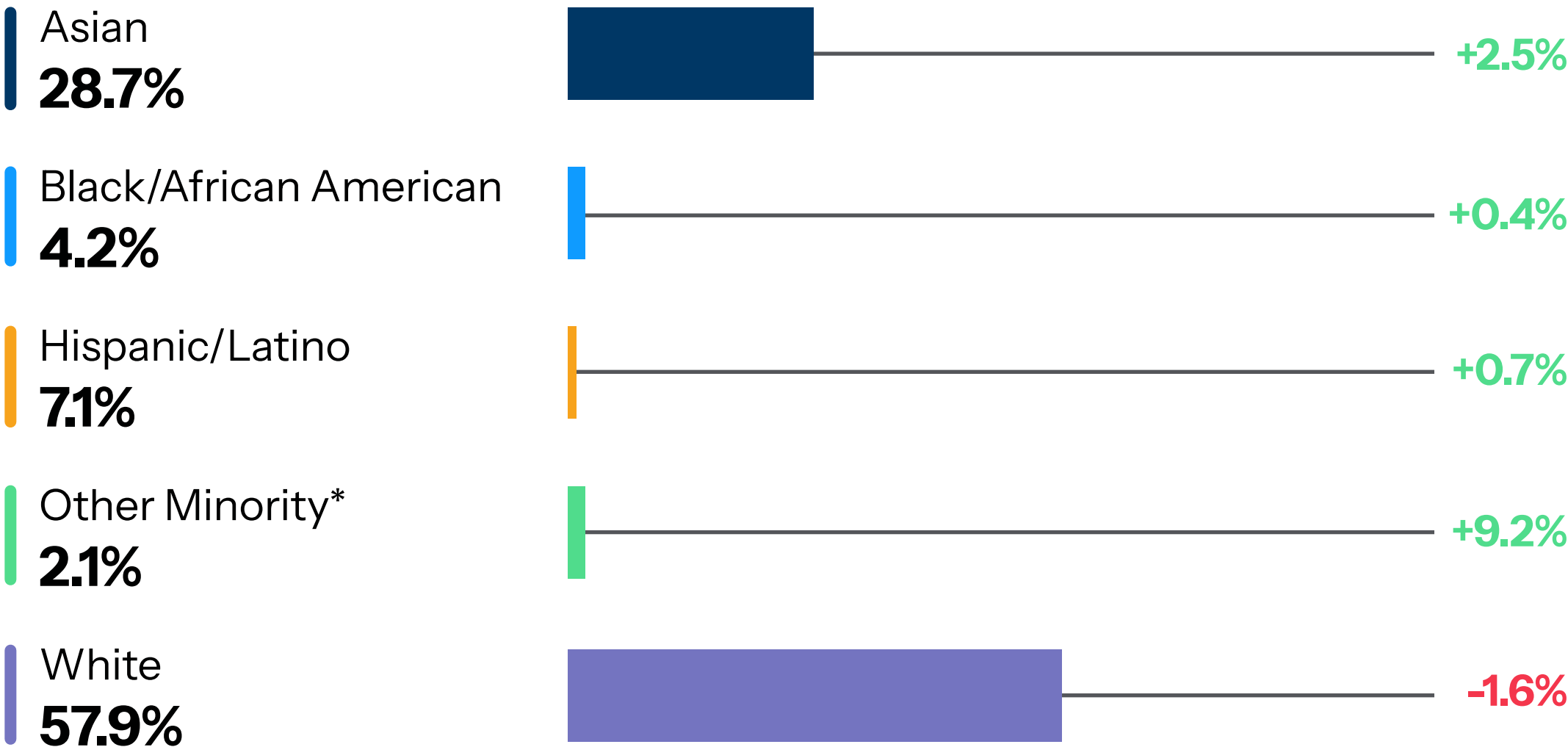
Asian
28.7%   +2.5%

Black/African American
4.2%   +0.4%

Hispanic/Latino
7.1%   +0.7%

Other Minority*
2.1%   +9.2%

White
57.9%   -1.6%

Race/Ethnicity (U.S.) Technical

Asian
34.0%   +3.1%

Black/African American
4.0%   +1.9%

Hispanic/Latino
7.0%   -1.4%

Other Minority*
2.1%   +9.9%

White
52.9%   -2.2%

Race/Ethnicity (U.S.) Non-Technical

Asian
10.0%   -4.4%

Black/African American
4.9%   -3.4%

Hispanic/Latino
7.2%   +8.6%

Other Minority*
2.3%   +6.9%

White
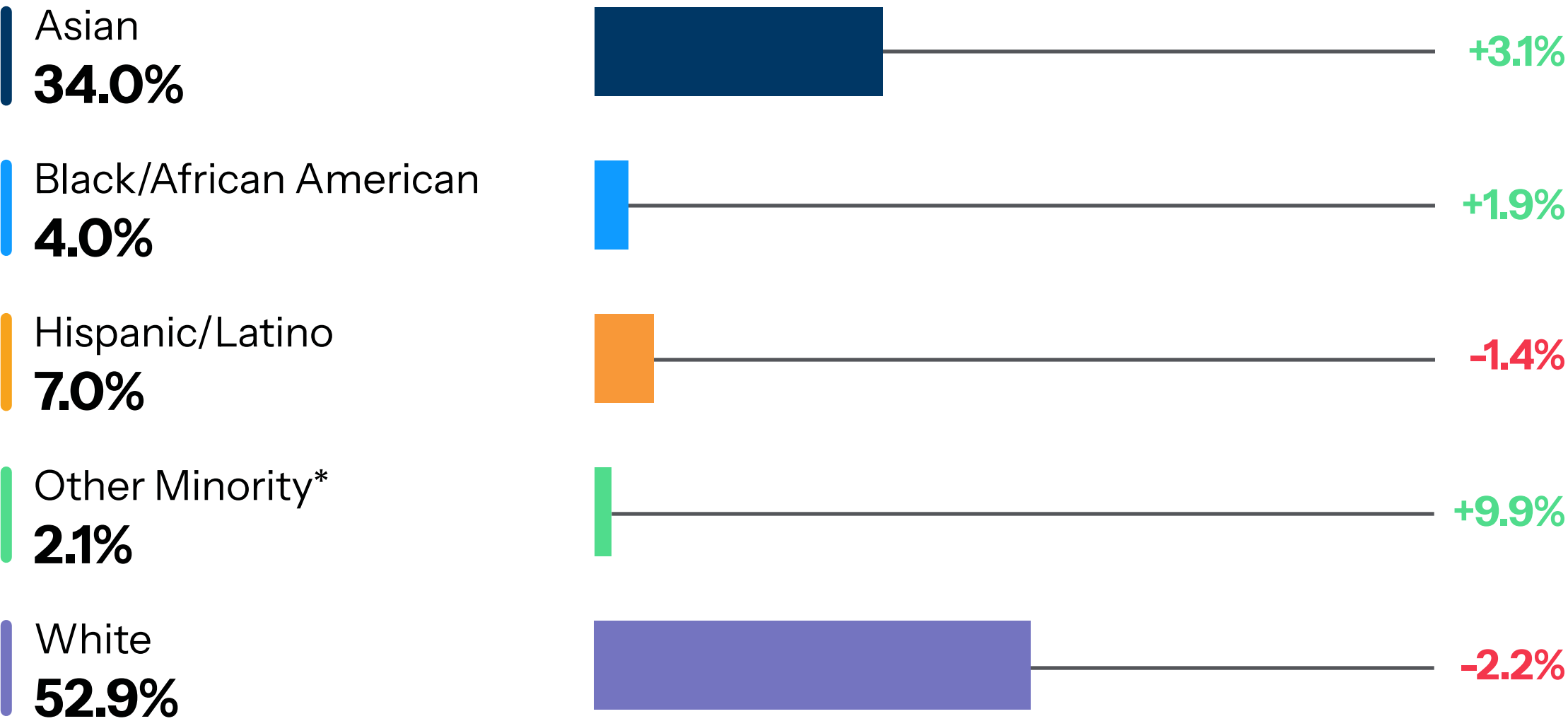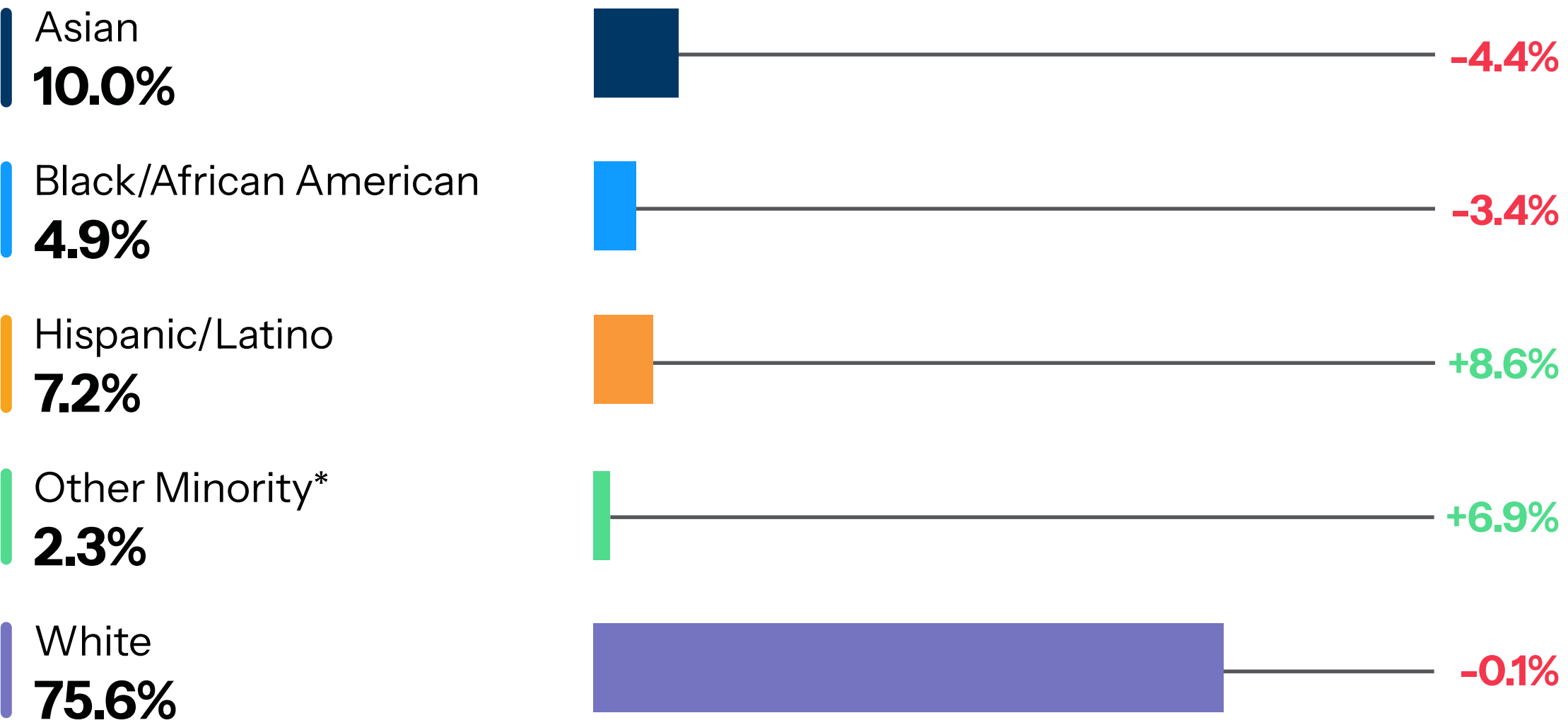**75.6%**   -0.1%

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

Racial and Ethnic Diversity (continued)

Race/Ethnicity (U.S.) Manager
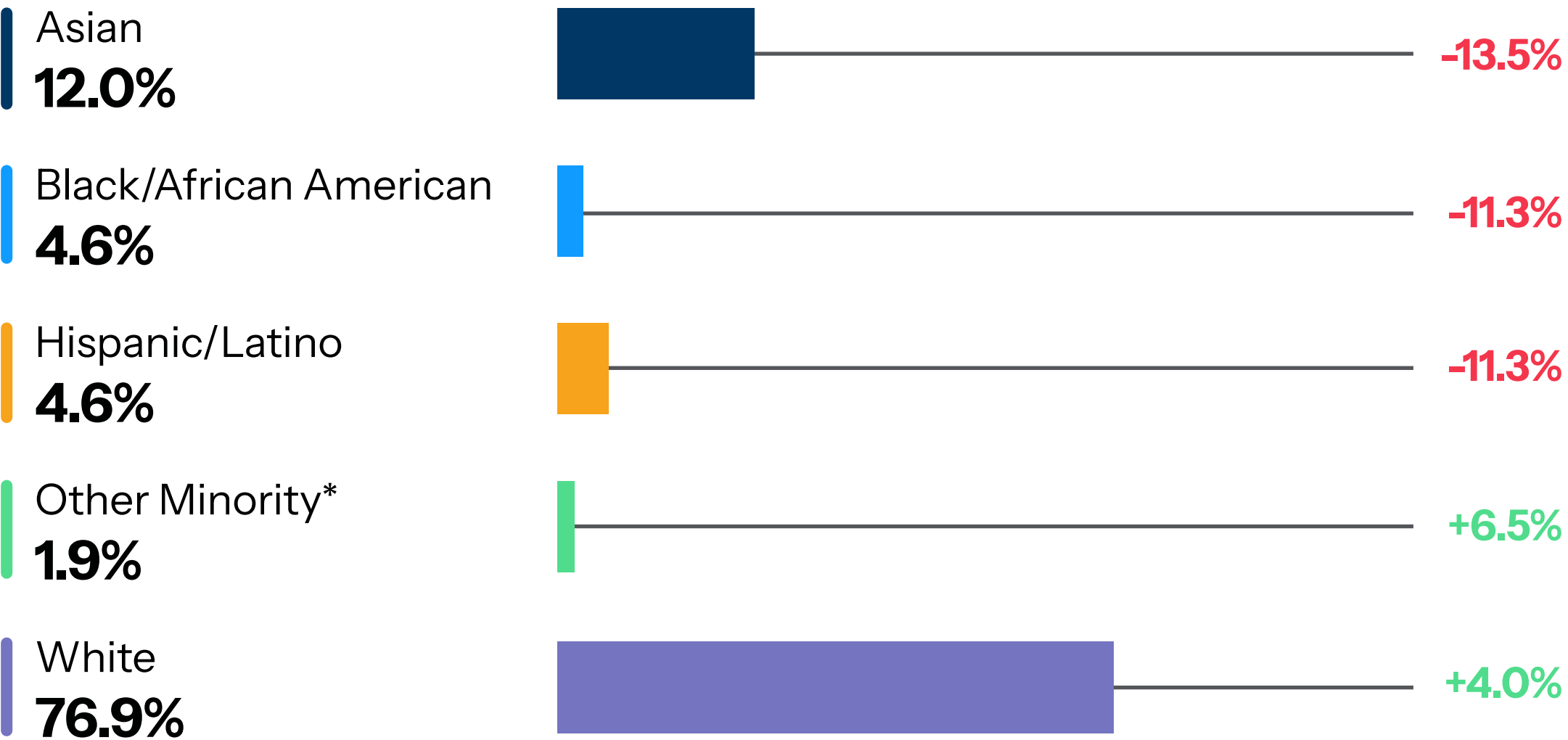
Asian
23.4%
0.0%

Black/African American
3.0%
+15.5%

Hispanic/Latino
6.0%
+18.4%

Other Minority*
1.8%
+8.1%

White
65.8%
-2.1%

Race/Ethnicity (U.S.) VP+

Asian
12.0%
-13.5%

Black/African American
4.6%
-11.3%

Hispanic/Latino
4.6%
-11.3%

Other Minority*
1.9%
+6.5%

White
76.9%
+4.0%

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

New Hires

New Hires Including M&A
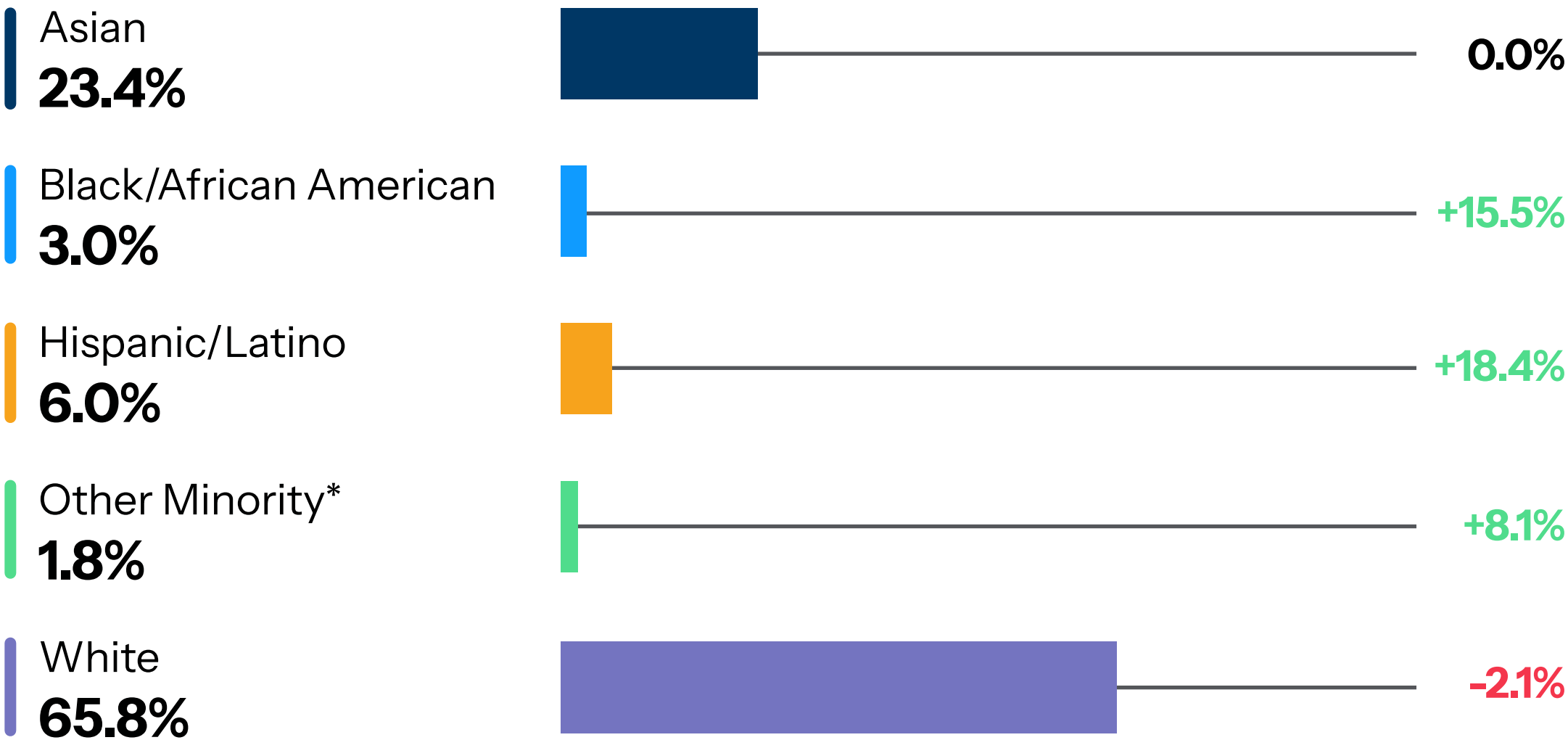
Women
27.9%

YoY Change
-4.3%

Men
72.1%

YoY Change
+1.8%

New Hires Excluding M&A

Women
29.0%

YoY Change
-3.3%

Men
71.0%

YoY Change
+1.4%

*Other Minority includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Two or More Races.
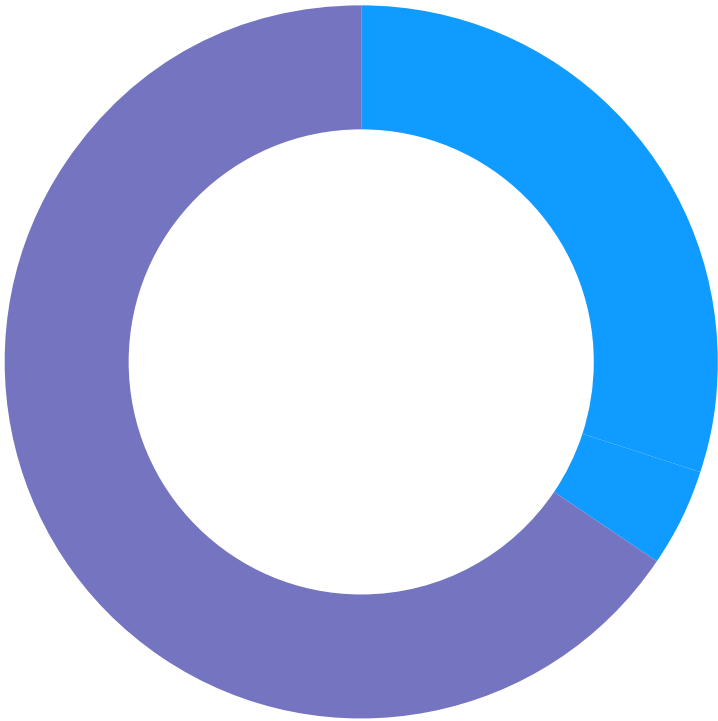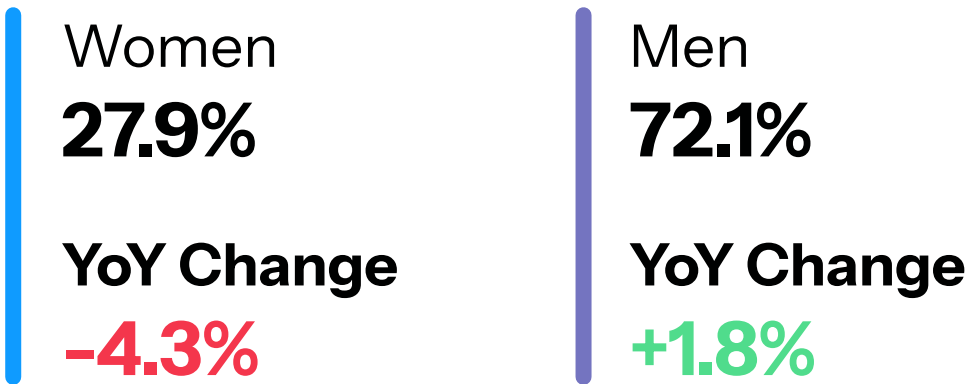
New Hires (U.S.) Including M&A
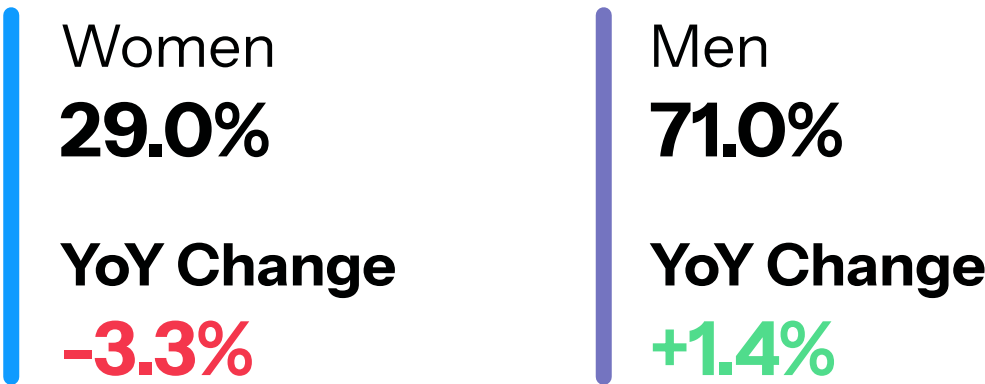
Asian **26.7%**		**-1.9%**
Black/African American **5.5%**		**+2.3%**
Hispanic/Latino **7.0%**		**-12.3%**
Other Minority* **4.7%**		**+133.9%**
White **56.1%**		**-2.2%**

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

Asian **31.8%**		**+14.9%**
Black/African American **6.1%**		**+9.4%**
Hispanic/Latino **8.3%**		**+2.1%**
Other Minority* **4.2%**		**+104.2%**
White **49.6%**		**-12.3%**

Attrition Rate: Global**

Women	Men
7.0%	**6.3%**
YoY Change	**YoY Change**
+11.4%	**+7.7%**

Attrition Rate: U.S.**

Asian — **+7.3%**
3.6%

Black/African American — **+37.4%**
8.6%

Hispanic/Latino — **-1.5%**
5.1%

Other Minority* — **+121.5%**
8.9%

White — **+31.9%**
6.1%

Data is an aggregate of reports from various Akamai internal systems. Data was pulled periodically throughout 2024 and provided by Akamai's internal People Analytics team. Akamai is a GDPR compliant company.
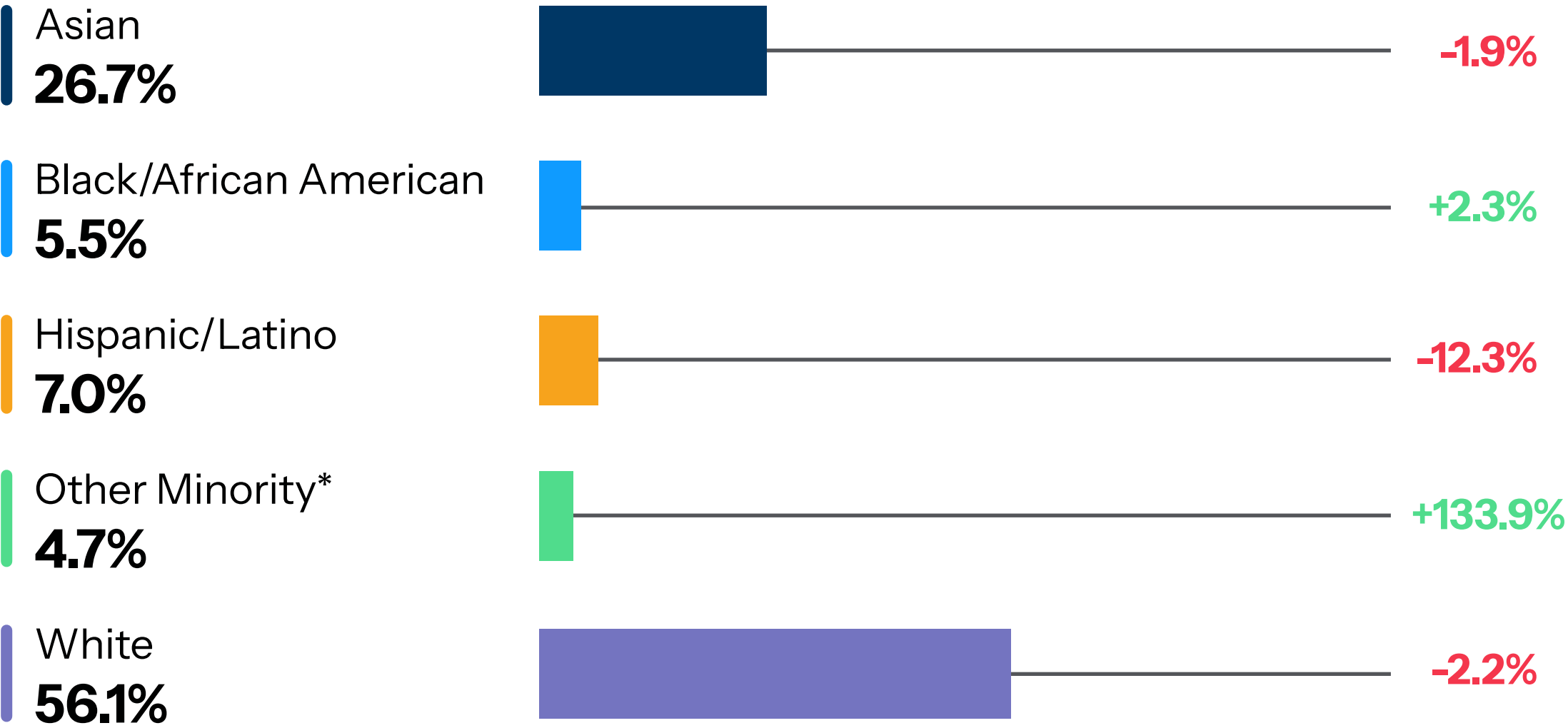
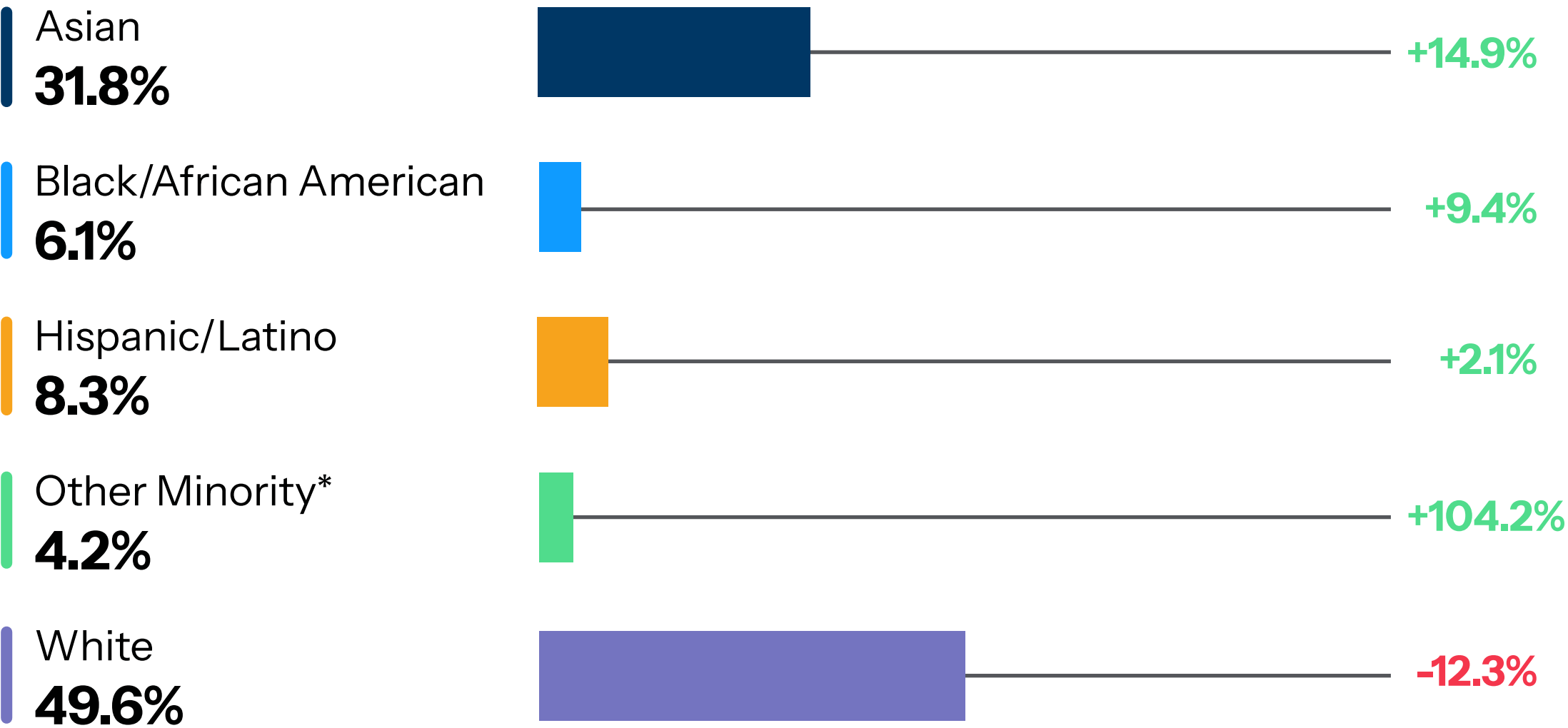*Other Minority includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Two or More Races.

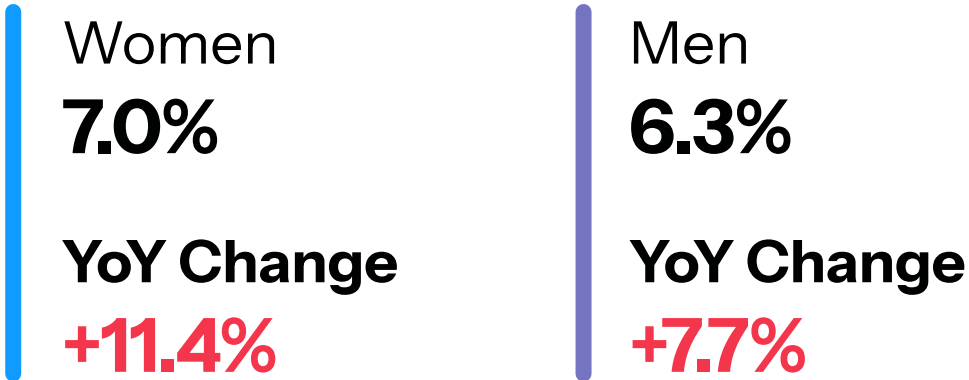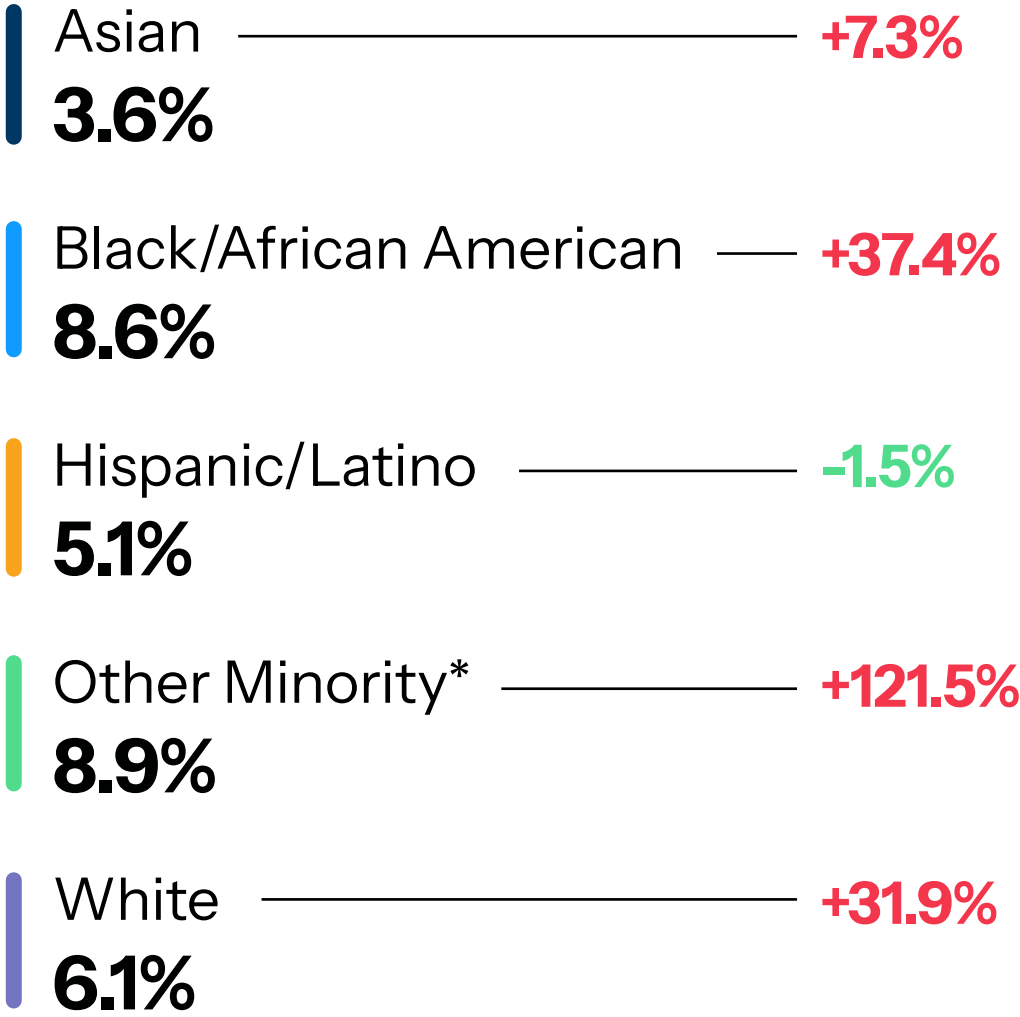**Excludes the impact of any reduction in force.

Flexible Work Program

Launched in 2022, FlexBase is Akamai's global flexible workplace program. At Akamai, we are committed to providing an exceptional workplace experience for all employees. In response to the feedback from Akamai employees across the world and at all levels, we've crafted the FlexBase program to cater to the varied needs of our employees. FlexBase grants most employees the autonomy to decide where they work best — from their homes, a traditional office space, or a blend of both — based on their needs and preferences. Additionally, FlexBase supports environmental sustainability by reducing daily commutes and our real estate footprint. Over 95% of Akamai employees are empowered to choose their work location.

This strategy continues to allow Akamai to attract a broad range of talent, and to amplify our global footprint. We've continued to invest in technology and practices that encourage workplace connection to make it easier to stay together even when we are physically dispersed.

To reinforce workplace connection while in a flexible workplace environment, Akamai developed a novel approach, reflected in our CLEAR Connections framework.

CLEAR Connections

To better understand workplace connection, and the subtlety of how to foster this connection, Akamai partnered with the NeuroLeadership Institute (NLI), a research and consulting organization that uses cognitive science to understand and change workplace habits.

This collaborative work addresses workplace connections through a four dimension framework: Colleague, Leader, Employer, and Role (CLEAR). The framework highlights that fostering holistic workplace relationships is more effective than focusing solely on physical closeness or interpersonal bonds.

The work around CLEAR Connections also underscores that employees have varied and evolving needs. For example, an individual might prioritize Leader connection over Colleague connection, depending on personal or professional circumstances.

Along with introducing the CLEAR Connections framework, Akamai added 16 statements to our quarterly employee engagement surveys. In the survey, employees agree or disagree with statements such as 'My immediate supervisor gives me ongoing feedback that helps me improve my performance,' 'I am willing to give extra effort to help Akamai reach its goals,' and 'I can depend on my colleagues for information or materials needed to accomplish my tasks.' This allows us to measure and understand what's working and where we can improve. Over multiple quarters, Akamai has seen over 80% of employees agreeing or strongly agreeing with most statements.

We will continue to focus on preserving and evolving connection as we grow. By shifting focus from a one-size-fits-all strategy to a multidimensional understanding of workplace connection, Akamai is at the center of driving engagement, workplace productivity, and long-term success.

Relates to employees' clarity, engagement, and personal growth in their roles, fostering motivation and performance.

Role Connection

Colleague Connection

Involves trust, support, and collaboration among peers, which enhance team performance.

Reflects alignment between employee values and their organization's mission, where greater alignment results in enhanced job satisfaction and organizational commitment.

Employer Connection

Leader Connection

Centers on managerial communication, autonomy, and feedback, which are crucial for engagement. Research links 70% of team engagement variance to leadership quality.
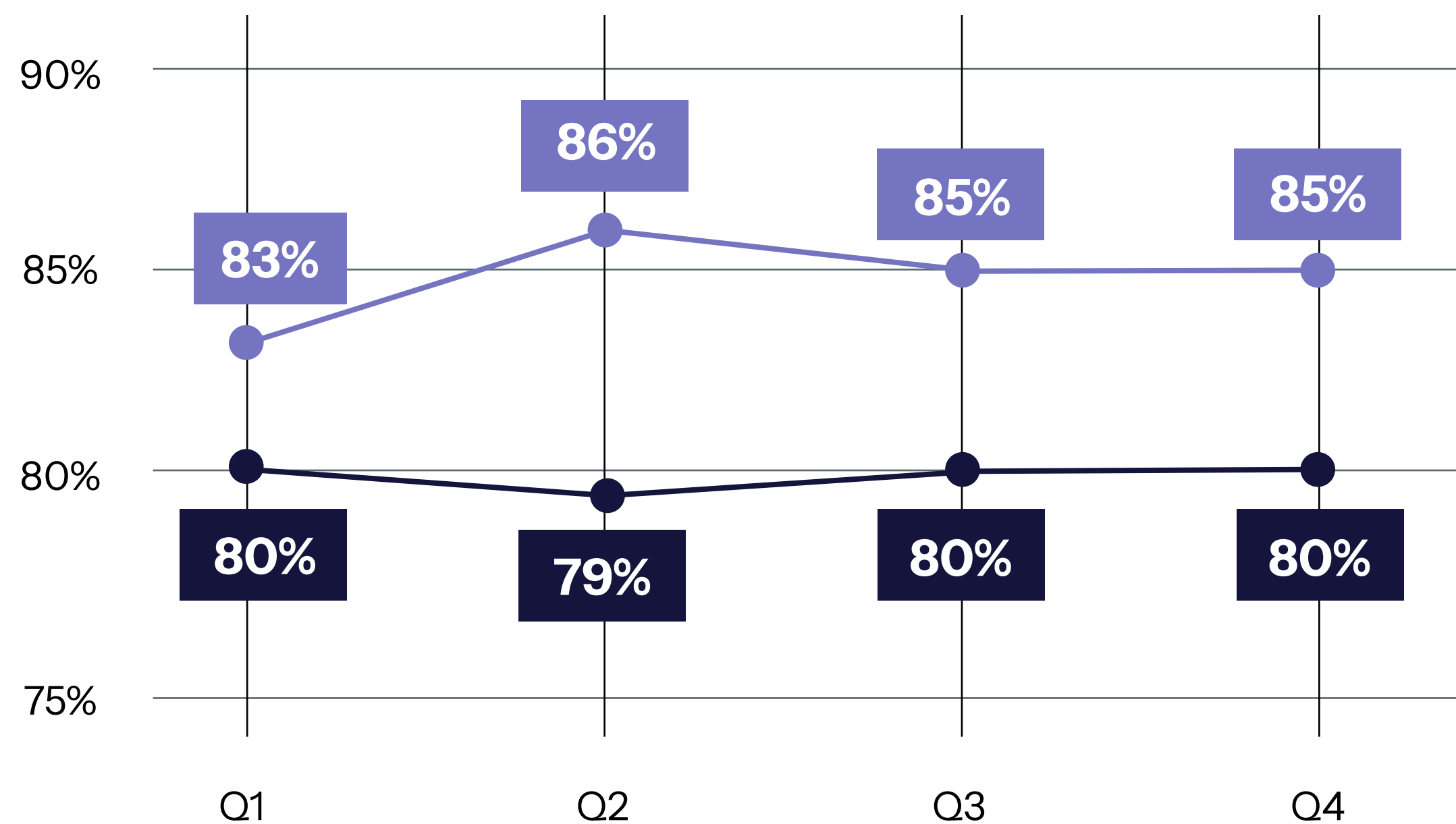
ID&E Employee Sentimental Data

Engagement and Inclusion are two of the 13 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.' Inclusion consists of three statements, one of which is 'People of all backgrounds can succeed at Akamai.' Engagement and Inclusion scores performed well this year and consistently outperform the industry benchmarks provided by our survey vendor.

This year, we redesigned our 'Connection' dimension to align with our CLEAR Connections initiative (see page 31). Rather than one all-encompassing 'Connection' dimension, we now have four distinct dimensions of connection measurement: 'Colleague Connection,' 'Leader Connection,' 'Employer Connection,' and 'Role Connection.' Each of these consists of three to five statements, such as 'I feel connected to my colleagues' and 'I believe in Akamai's purpose, "To make life better for billions of people, trillions of times a day."'

Engagement and Inclusion Quarterly Results

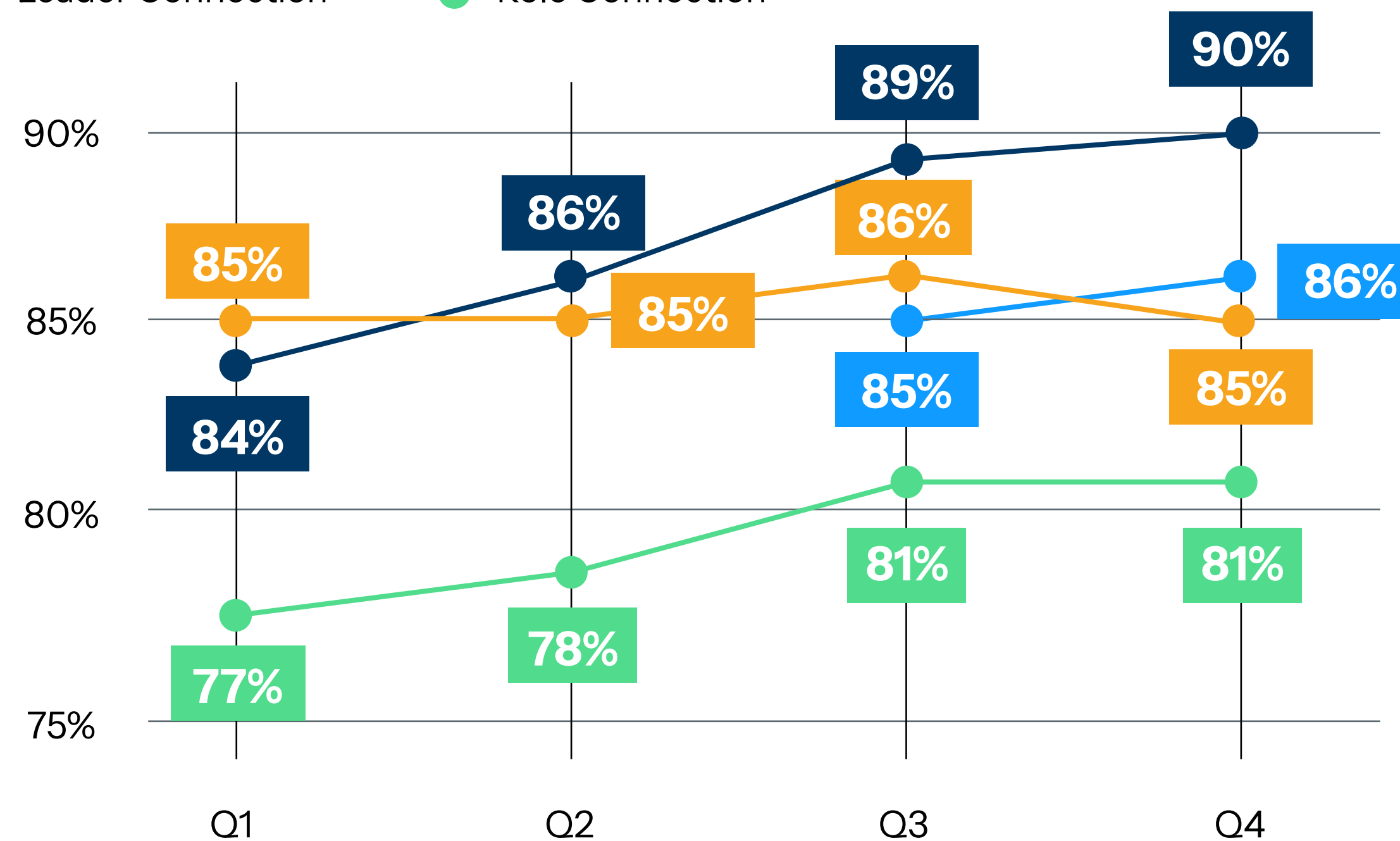● Inclusion
● Engagement

Connection Dimensions

● Colleague Connection*   ● Employer Connection
● Leader Connection   ● Role Connection

*Colleague Connection was added in Q3 2024.

Employee Resource Groups (ERGs)

Akamai has eight global ERGs with a combined membership of nearly 2,200 employees. ERGs aim to create a sense of community and provide development opportunities. They are open to any and all employees.

In 2024, ERG overall membership increased by 7.2%. The Women's Forum, our largest ERG, reached an impressive milestone, surpassing 1,000 members.

APIC
Celebrates and honors Asian and Pacific Islander heritage.

IndUS
Unifies South Asian employees, enhancing integration and cultural development.

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

Global Women's Forum
Fosters awareness, shares challenges, advice, and education, and looks into removing obstacles for women's careers.

In Reach
Focuses on employees with physical disabilities and/or mental health conditions.

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

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

Out@Akamai
Provides support, resources, and a safe space for LGBTQIA+ employees.

ERG Programs and Events

ERGs collaborate internally and externally to create meaningful programs and events, including:

✓ **Educational opportunities** on topics like neurodiversity in the workplace, building your personal brand, integrating wellness into office culture, and empowering caregivers.

✓ **Engagement events** to connect through wellness activities such as art and cooking workshops, book club, yoga and meditation sessions, and exercise classes.

✓ **Awareness campaigns** to commemorate days of significance, such as the Trans Day of Visibility, International Women's Day, Asian, Native Hawaiian, and Pacific Islander Heritage Month, Veteran's Day, and Memorial Day.

✓ **Volunteer opportunities** with global partners, such as learning British Sign Language to record birthday wishes for individuals with hearing loss, or designing financial literacy guidebooks for underserved youth.

✓ **Personal growth and development programs,** including ERG leader sessions, webinars with external experts, and quarterly meetings for ERG leaders and sponsors.

In November 2024, Akamai celebrated ERG Month for the first time, honoring ERG contributions. As part of the celebration, ERGs hosted multiple events, including a panel discussion, engagement campaigns, and a volunteer event. These efforts engaged over 500 participants and participation was open to all employees.

Employee Programs

Every year we host events, workshops, and conferences around the world to engage, support, and develop Akamai's entire workforce.

Akamai's team in EMEA launched their regional group in 2024, with initial efforts focused on raising awareness of neurodiversity through campaigns and workshops addressing ADHD, autism, and dyslexia in the workplace. The team also emphasized engagement by launching Culturama!, a bimonthly discussion group open to all employees, aimed at sharing perspectives on cultural topics. The team also introduced a video blog series, where colleagues across the region helped others learn more about different teams, cities, and countries.

Akamai Poland organized educational webinars for parents and people with disabilities, celebrated Pride Month with awareness sessions, and marked Culture Diversity Day, among other initiatives. Also, Akamai's LeaderShe program launched its seventh cohort for a four-month journey of mentoring, workshops, and coaching. Similarly, the Let's Do IT AKAdemy, a joint initiative organized by the Mamo Pracuj Foundation and Akamai Foundation, launched its third cohort to support women navigating career changes.

Our Costa Rica site supported the LGBTQIA+ community through events like the Spirit Day celebration, which included a workshop on protecting LGBTQIA+ youth from bullying. The team also organized sign language classes to enhance workplace inclusivity.

Other activities focused on career development, engagement, and community building. Highlights included the Cyber Lady Meetup hosted in our office in Tel Aviv, bringing together people from various fields for technical lectures, and engagement activities such as "Bring Your Parents to Work" and "Bring Your Kids to Work" which fostered stronger family connections to the workplace, complemented by wellness programs and other initiatives.

In India SheGuides, a 60-participant program aimed at empowering women returning to the workforce launched and 18 participants graduated from Stand Tall, a women's leadership program. Parent engagement activities included the "Parent India Café" and "Bring Your Kids to Work Day," which set a participation record in 2024.

The Munich team organized a "Bring Your Kids to Work Day" in 2024 and hosted its fourth annual "Girls' Day", a nationwide career orientation event.

Akamai Sites Around the World

As our teams have grown more geographically dispersed, in 2024 Akamai has significantly expanded the role, and number, of Akamai's Site Leaders, dedicated leaders looking after a specific office or group of employees. Where Site Leaders of the past were primarily focused on Akamai's largest physical sites — like Cambridge, Massachusetts, and Bengaluru, India — the evolution of where and how we work has led to 31 new virtual sites across its operating regions, appointing additional, dedicated Virtual Site Leaders for each. Virtual Site Leaders organize gatherings, keep people informed, welcome new employees, and celebrate existing employees.

Like the innovation that sparked FlexBase and our approach to workplace connection, Virtual Site Leaders are a novel and nuanced answer to how we grow, scale, and adapt, while preserving the culture that has made Akamai a top place to work. In addition to a vast collection of company-wide engagement and recognition programs, Site Leaders of both physical and virtual sites are a lynchpin in Akamai's ability to grow big and feel small.

Akamai Virtual Sites Around the Globe

13 Americas

5 EMEA

11 India

2 LATAM
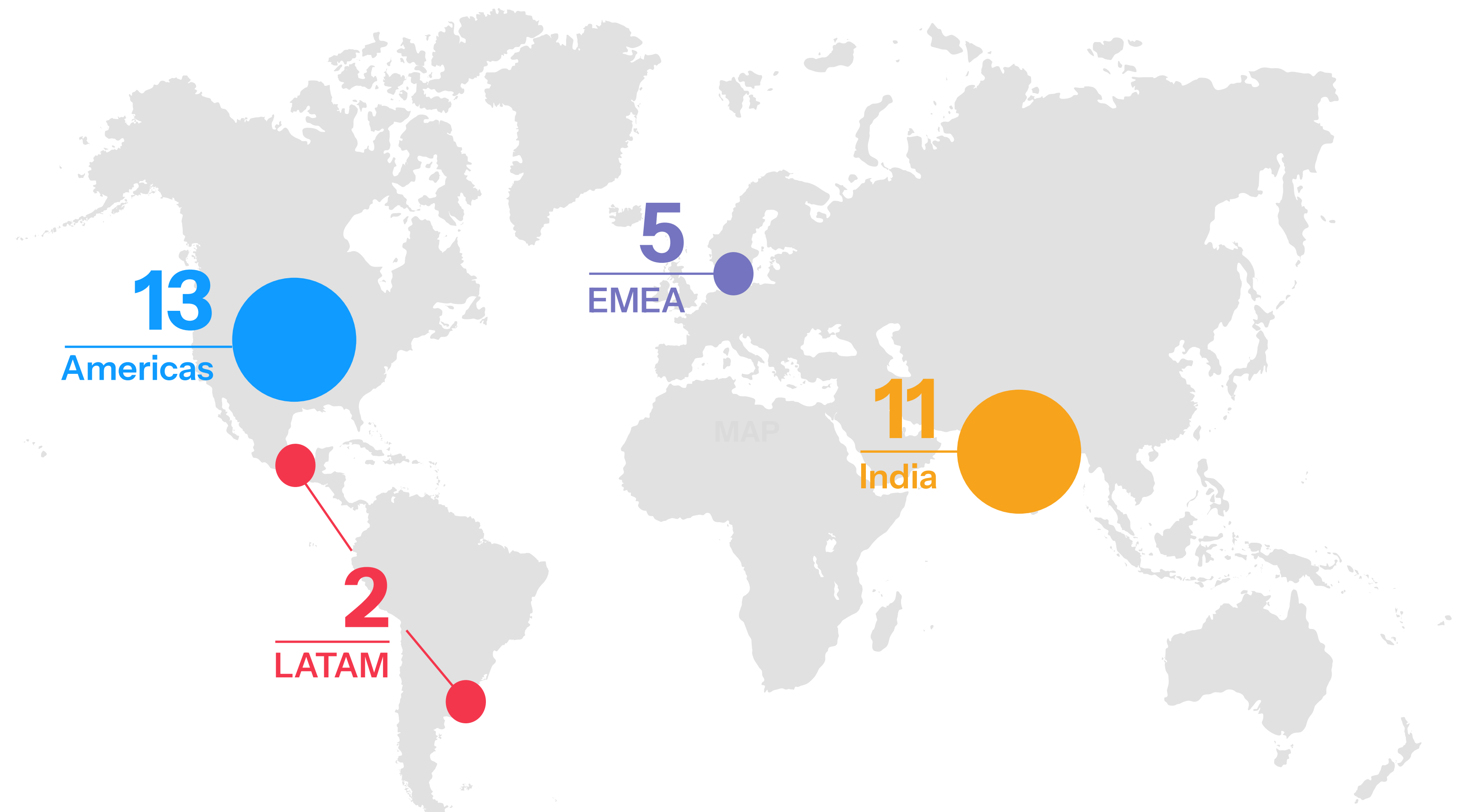
Employee Listening

Employee Feedback and Listening

Each quarter we conduct Pulse, our anonymous employee engagement survey. Pulse gathers insights on the employee experience, as well as opportunities for improvement.

Each survey is sent to all employees, who evaluate a series of statements on a five-point favorability scale. These statements are organized into a series of dimensions, which highlight specific areas of focus and support our analysis.

In 2024, we launched a series of campaigns to increase education and awareness of our employee listening programs, including a document that highlighted how and why we maintain listening programs, as well as training to educate employees on the Pulse survey, its importance, and how we use results.

In addition to Pulse, we host quarterly Akamai All Hands meetings in various time zones, as well as departmental and regional events, including town halls and site leader meetings. During these sessions, we reinforce corporate messages, receive employee feedback, and share updates related to specific functions and locations.

Pulse Survey Results Dashboard

2024 weighted averages

66	**78**	**85**	**77**	**81**
Anticipate and Adapt	Benefits and Wellness	Colleague Connection	Communication	Culture
79	**85**	**80**	**95**	**85**
Customer Focus	Employer Connection	Engagement	FlexBase Productivity	Inclusion
87	**76**	**79**	**33%**	**13,063**
Leader Connection	Recognition	Role Connection	Total Response Rate	Responses

Training and Development

We provide a range of opportunities for employees at all levels to learn and grow. 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.

The Akamai Career Hub, our internal career platform, helps all 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. Integrated into the Career Hub is also our global mentoring program — enabling employees to connect with colleagues, foster relationship-building, and create networking opportunities and advance their career.

Akamai also provides a number of online training opportunities for managers and individual contributors. Individuals can take training on a range of topics, from interpersonal skills to people management and business acumen. Our People Manager Essentials serves as an additional employee-wide resource center, providing practical tools, guidance and learning strategies focused on recruiting, career development, performance management, recognition, and talent retention.

Akamai also offers an award-winning leadership development experience known as L.E.A.D. (Learn, Engage, Achieve, Drive) to help people managers lead high-performing and engaged teams. In 2024, we expanded our program to individual contributors to help them expand their professional network and invest in their leadership capabilities.

Our GROW Program

Another key training offered to all Akamai employees is our GROW Program. Our GROW program, and specifically having a growth mindset, is a differentiator for Akamai. Now in its fourth year, we incorporate the GROW habits into our competencies and daily practices through six training modules. In 2024, we focused on experimentation, valuing progress, and learning from others through the introduction of new habits focused on how to move out of our comfort zones and into the growth zone.

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

ID&E Training

In 2024, Akamai launched a series of voluntary information sessions that were open to all employees and focused on defining what inclusion, diversity, and engagement mean for Akamai, as well as highlighting initiatives and programs from across the company. Participants were given the opportunity to engage in guided discussions and explore a list of actionable and practical steps.

We held five sessions in 2024, with participation from more than 300 employees worldwide. We plan to convert the content from these sessions into on-demand video training accessible to all employees.

Benefits and Well-being

Benefits and Compensation

Our competitive global benefits allow employees to 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 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 Akamai employees are paid a living wage, calculated according to local context. We regularly assess whether the compensation paid to 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.

Well-Being

We strive to provide benefits for all aspects of life, including programs that relate to health and well-being, 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.

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.

Akamai Wellness empowers employees to improve their health. Our offerings will vary based on location, but we provide various programs, including:

- Annual Wellness Allowance, reimbursing wellness-related expenses
- Five global Wellness Days
- Wellness program discounts
- Free flu shots and health screenings

- Wellness challenges, online learning campaigns, and multi-week programs
- On-site wellness amenities such as fitness centers and wellness rooms
- Wellness resources, including newsletters, videos, podcasts, and 1:1 support
- Live classes webinars and events

A suite of mental health resources:

Providing employees and eligible family members access to free and confidential counseling and coaching from a mental health professional

A digital platform to support employees and eligible family members following crisis and trauma

A network of trained fellow employees that serve as initial points of contact for someone experiencing a mental health issue or emotional distress

Employee Health and Safety

Akamai is dedicated to providing a safe and healthy environment for our employees, contractors, visitors, customers, and members of the public through sound procedures, well-designed and maintained equipment, and facilities and arrangements for physical and mental well-being. We comply with country-specific regulations across our operations, and aspire to maintain the highest standards of health and safety.

To this end, we endeavor to stay ahead of current professional expertise on health, safety, and environmental matters, review our policies regularly, and help our employees know how to stay safe. We offer consultations with third party consultants on matters that have the potential to affect their health, safety, or well-being.

In 2024, we introduced a weekly global security intelligence forecast report, containing events and risk intelligence that could impact Akamai operations and/or employee health and safety.

Accountability

Community

Trust
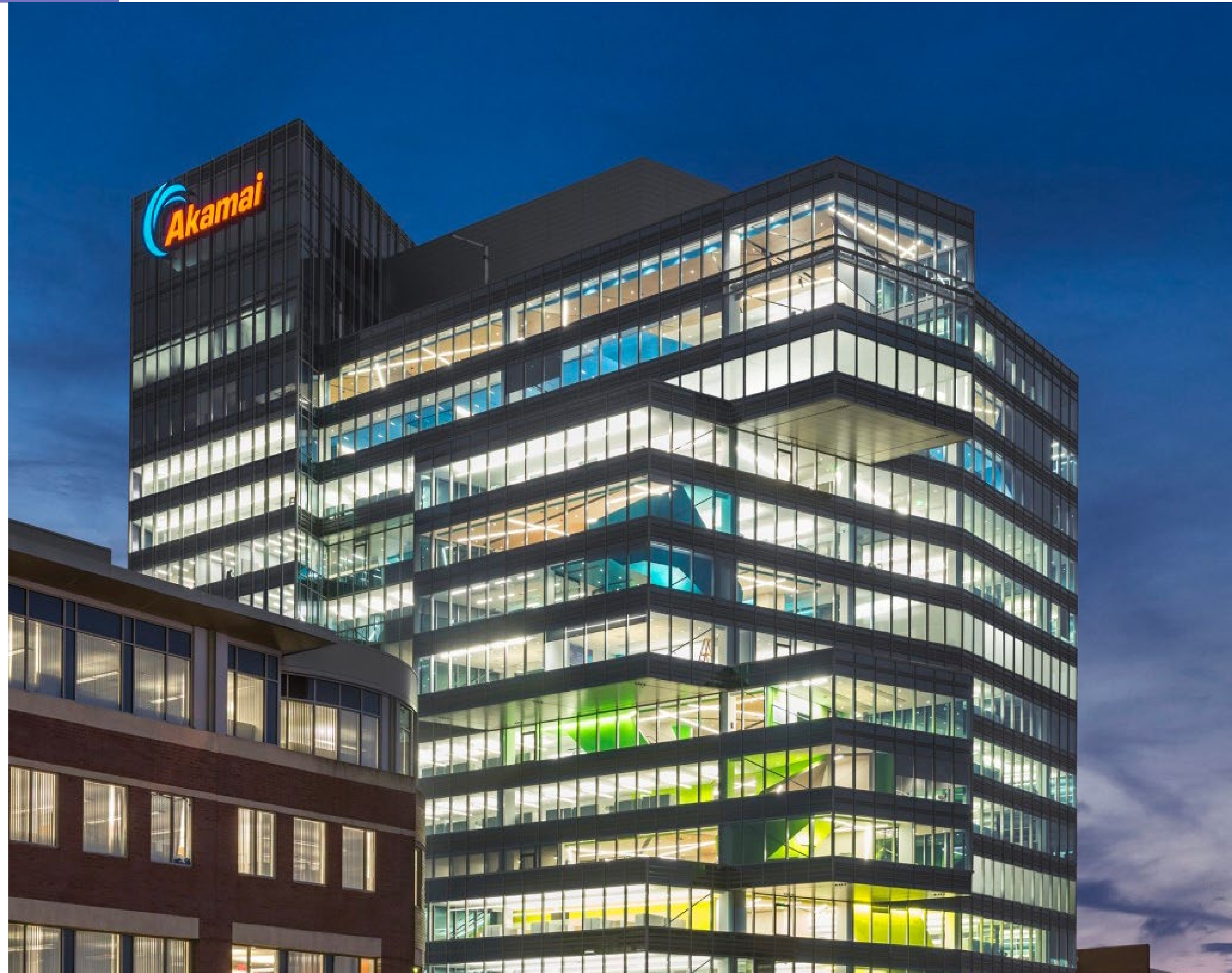
Communites

Through our employee matching gift campaign, the Akamai Foundation and Akamai employees collectively donated a combined US$450,000 to a variety of causes globally.

Akamai employees gave back to communities, logging more than 9,980 volunteer hours during 2024 global volunteer events, a 49% increase in relation to 2023.

The Akamai Foundation distributed more than US$2.75 million in grants.

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 through STEM education and community. Additionally, the Akamai Foundation grants and aims to unite, engage, and empower employees to give back — including volunteering, participating in matching gift campaigns, engaging with ERGs, and helping during times of unexpected hardship via the Akamai Compassion Fund.

> **Our collective efforts strive to accelerate change, power inclusivity, and grow resilient communities to help make our world a better place.**

The Akamai Foundation

The Akamai Foundation encourages the next generation of technology innovators. Grants focus on digital inclusion and equal access to quality STEM education, with supporting programs designed to broaden the composition of 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 STEM grants. The Empower STEM grant program expands the Akamai Foundation's traditional giving to create opportunities for a broad representation in the technology industry. These grants are dedicated to later stages of the talent pipeline, such as college students, entrepreneurs, and adults pursuing technology careers.
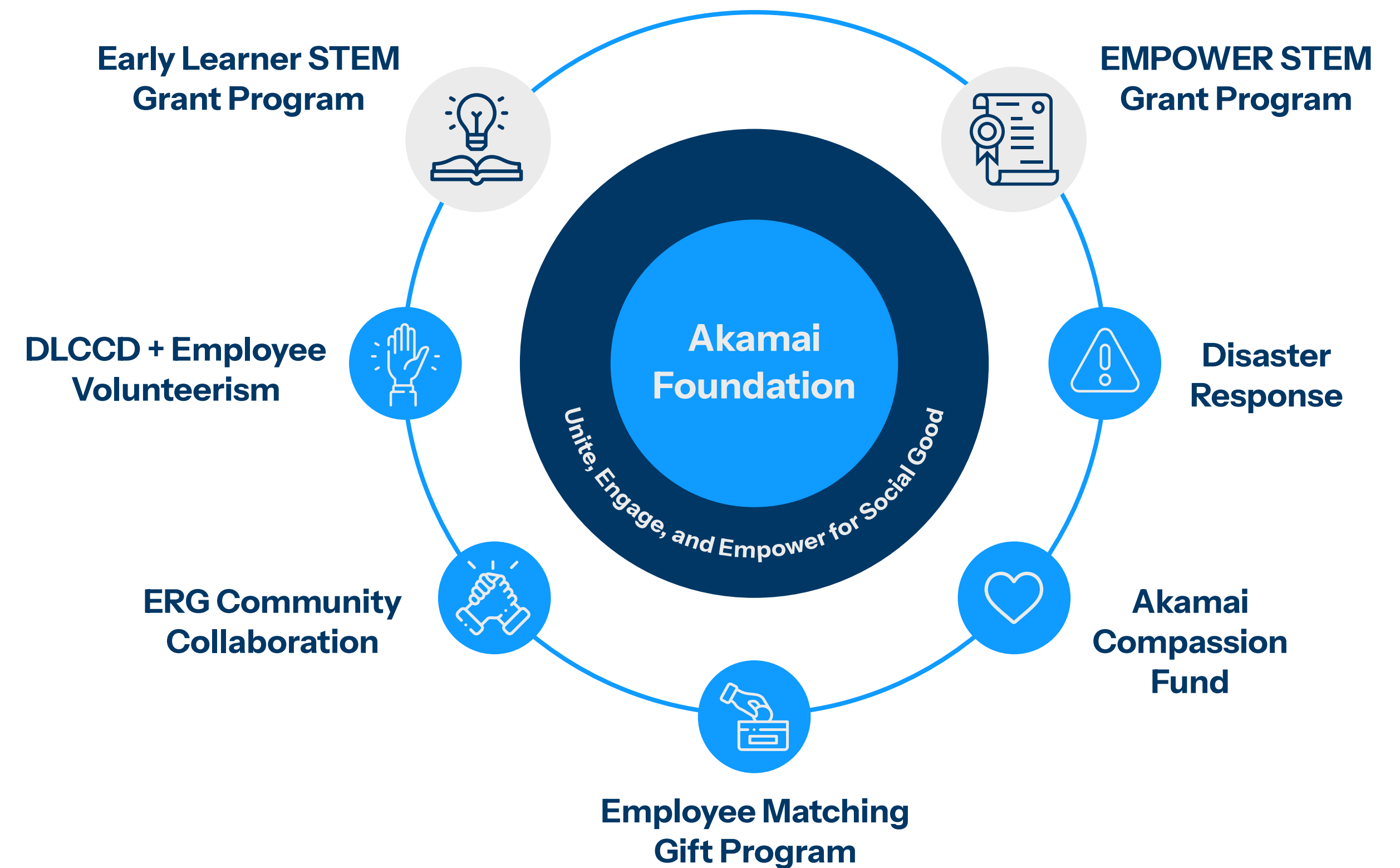
In addition, the Akamai Foundation unites, engages, and empowers employees to give back through multiple programs, including volunteering during our Danny Lewin Community Care Days (DLCCDs), participating in matching gift campaigns, engaging with ERGs and Akamai Foundation Community Collaboration, and by accessing the Akamai Compassion Fund when needed.

To learn more please refer to the 2024 Akamai Foundation Report

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 grant 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 teams involved across multiple of our locations in the Americas, Europe, and Asia.

Akamai Foundation — Unite, Engage, and Empower for Social Good

- Early Learner STEM Grant Program
- EMPOWER STEM Grant Program
- DLCCD + Employee Volunteerism
- Disaster Response
- ERG Community Collaboration
- Akamai Compassion Fund
- Employee Matching Gift Program

Akamai Foundation STEM Education Grants in 2024

Creating a pipeline from education to employment for a variety of groups in the tech sector is a central goal for the Akamai Foundation. Our exceptional partner organizations provide students of all levels access to education — whether by offering critical internet connection, expertise, or hands-on learning opportunities. In 2024, the Akamai Foundation disbursed $2.2 million to 62 STEM grant partners globally.

In 2024, grants were awarded to organizations fostering the next generation of innovators, focusing on AI skill-development, cybersecurity education, computer science training, and more.

Our Global Impact: 2024 Giving Highlights

$460K
Community Grants

$100K
ERG Collaboration Grants

$1M
STEM Empower Grants

$2.75M total

$1.2M
STEM Early Learner Grants
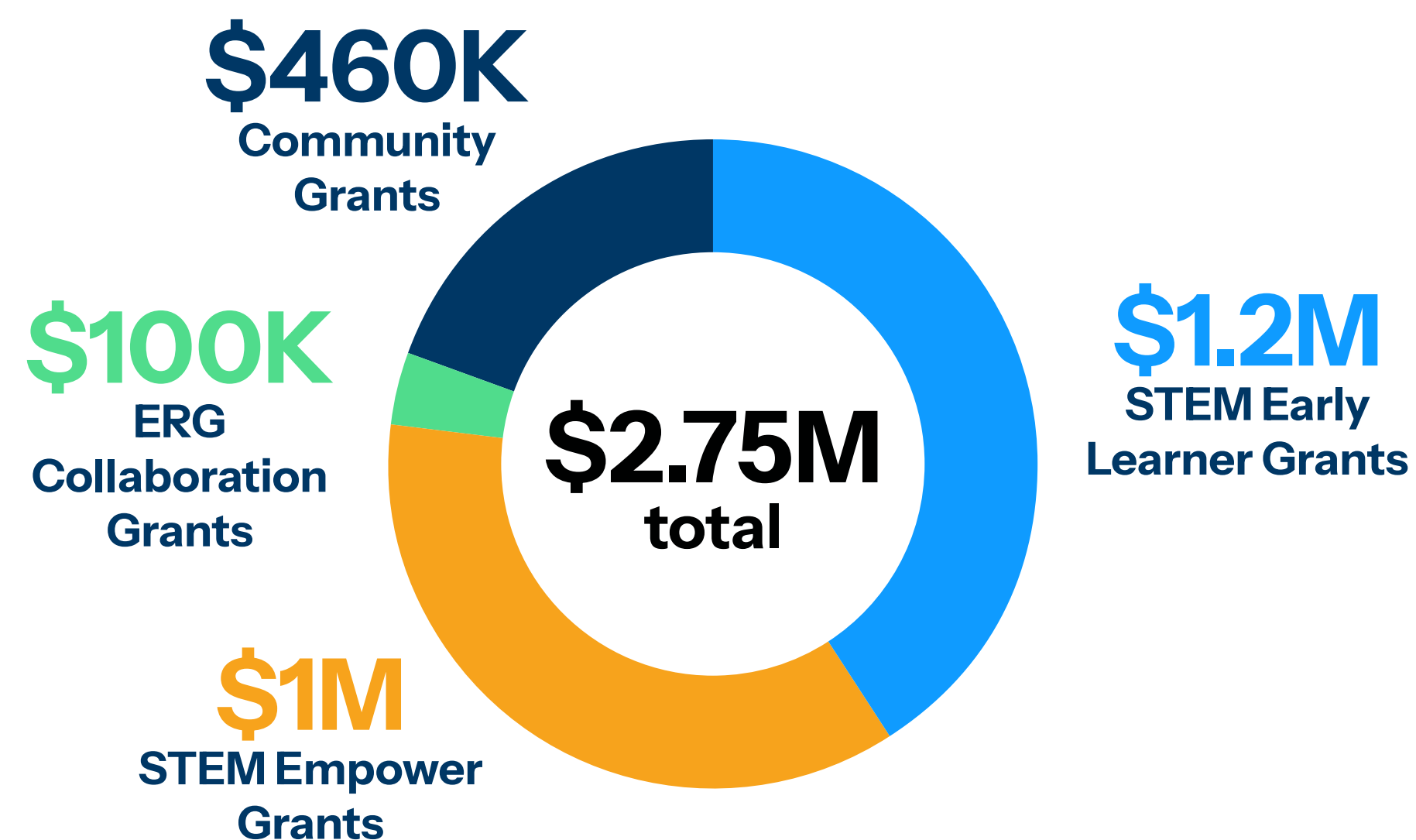
Stemettes

London, U.K.

Stemettes is a social enterprise working across the UK & Ireland to inspire and support girls, young women, and non-binary young people toward careers in science, technology, engineering, art, and mathematics (STEAM). In 2024, an Akamai Foundation STEM grant allowed Stemettes to host "STEAM Goals," an event at Akamai's London office which introduced participants to a range of potential futures in STEAM. Students attended sessions with Akamai team members and took part in an HTML project competition judged by Akamai volunteers. The event introduced attendees to potential role models and helped them visualize a potential future STEAM career.

The Possible Zone: Cybersecurity Innovation Pathway

Boston, U.S.

The Possible Zone (TPZ) is an experiential learning program that readies Boston Public School students for careers of the future. In 2024, the Akamai Foundation supported TPZ's Cybersecurity Innovation Pathway, a tuition-free program that introduces participants to the unique opportunities and challenges posed by the dynamic, expanding field of cybersecurity. TPZ students encountered a mix of code and hardware, learning to utilize equipment for monitoring networks, communication, and signal processing. The program encouraged teamwork and hands-on problem solving while equipping participants with highly applicable STEM skills.

Young Astronauts Club

Tokyo, Japan

Igniting young people's interest in space and science, Young Astronauts Club–Japan (YAC-J) promotes youth engagement with aeronautical engineering and astronomy, encourages cooperation and exchange, and fosters the growth of young talent to lead the future of STEM. In 2024, YAC-J piloted the Water Rocket Flight Simulation program, expanding on YAC-J's popular Water Rocket Flight program.

Since hands-on trial experiences in the Flight program are limited, YAC-J leveraged Akamai grant funding to create a simulator. By combining digital technology with hardware, this simulator allows more young people to learn firsthand and through trial and error, deepening their understanding of science and technology.

Learning Links Foundation: STEAM Smart Program

New Delhi, India

Learning Links Foundation (LLF) is a nonprofit that enriches lives through lifelong learning and technology education. After receiving an Akamai Foundation grant, LLF partnered with a New Delhi public school to provide technology and STEAM learning to 300 participants. LLF provided the school with laptops and internet access and equipped the school's STEM lab with hands-on learning resources such as robotics kits, 3D printers, and science experiment tools.

For more information on STEM education grants and the Akamai Foundation's 2024 giving activities, explore the 2024 Akamai Foundation Annual Report.

Global Disaster Relief, Hardship Response, and Matching Gift Campaigns

The Akamai Foundation recognizes the strength of unifying resources to make an impact in the communities where our employees live and work. We mobilize during times of crisis, using our giving programs to facilitate resilience and recovery and partnering with employees to respond where their communities need it most.

The Akamai Compassion Fund, developed by employees, for employees, with additional funds from the Akamai Foundation, is an employee hardship fund focused on providing relief grants for employees facing difficult and unexpected circumstance. Besides, the Foundation also provides direct humanitarian grants to organizations selected in partnership with our employees.

For the third year in a row, the Akamai Foundation ran a 1:1 employee gift-matching campaign in 2024, amplifying the impact of donations to the causes our employees care about most. These 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 2024, the Akamai Foundation doubled donations made by employees to diverse passions and causes worldwide for a combined US$450,000.

Employees in Action

At Akamai, employees embody our core value of "Giving Back," showing passion and support for their global communities. Our employees come together as "One Akamai" and get involved with their communities in many ways.

Akamai's annual Danny Lewin Community Care Days
Blood donations, tree plantings, school supply drives, and more — Akamai volunteers supported their communities as part of year-round, global 2024 Danny Lewin Community Care Days.

Giving Booths
Teams in Costa Rica, India, and Fort Lauderdale worked to design and build volunteer kiosks — interactive spaces to foster connection, build relationships, and do good together.

Giving Back at the India Town Hall
In India, annual town hall attendees made upcycled notebooks and homemade diyas for local youth, celebrating their colleagues and their community.

2024 Volunteer Metrics

129 company hosted events

23 countries

82 cities

9,980+ cumulative volunteer hours
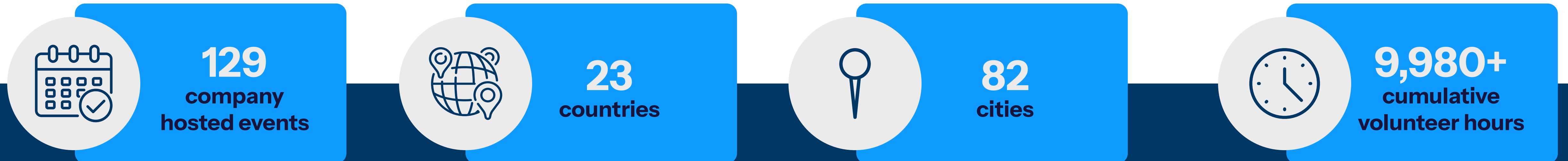
Danny Lewin Community Care Days

Danny Lewin co-founded Akamai Technologies and is 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 2024, employees logged more than 9,980 cumulative volunteer hours during 129 company hosted events and activities, uniting our teams around the globe, representing a 49% increase in volunteer hours from the year before.

By uniting as One Akamai and sharing our hope, passion, and kindness, we help build a brighter future.

Employee Resource Groups (ERGs) and Akamai Foundation Community Collaboration

The ERG and Akamai Foundation Community Collaboration was formed to amplify and elevate social impact efforts. The program channels Akamai Foundation and ERG member passion toward impactful initiatives, including virtual and in-person volunteer events and identifying organizations to receive grant funding.

Over the past five years, the program has awarded over half a million dollars in grant funding to 79 nonprofit organizations and volunteered countless hours to support and raise awareness about important social issues.

Green Team Community Work

Akamai launched the Green Team in 2022 to offer employees an opportunity to participate in our corporate environmental goals and actions. Regional leaders partner closely with the Akamai Corporate Sustainability team and an executive sponsor and serve as main program drivers, engaging employees locally through events that align with the Green Team focus areas 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 45 employee-led events and webinars in 2024.

Beach Cleanup and Reforestation

Our Costa Rica team led a beach clean-up and reforestation event, bringing together volunteers to tackle coastal pollution and restore local ecosystems. At Playa Tárcoles, a beach heavily affected by waste, the team removed nearly a ton of trash, including plastics, fishing nets, and other debris that endanger marine life. Volunteers then planted 120 endemic trees at Playa Azul, enhancing biodiversity and improving air quality. Beyond its environmental impact, this initiative fostered awareness of waste management, ocean health, and sustainable habits, reinforcing our dedication to a healthier planet.

Governance

Promoted high levels of business ethics across our global operations.

Sustained strong corporate governance programs and practices.

Established an ESG Expert Committee, bringing together subject matter experts providing guidance on key environmental, social, and governance topics.

Accountability

Community
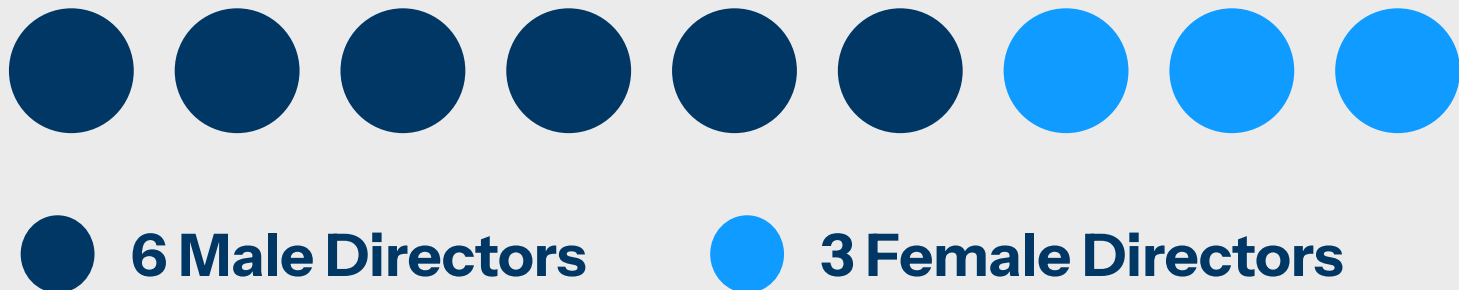
Trust

Corporate Governance

Akamai's governance structure is designed to uphold accountability, ethical conduct, trust, and alignment between leadership and investors, all while advancing the long-term interests of all of our stakeholders. We believe strong ethics and good governance are essential to creating lasting value for our stockholders and driving positive impact for our customers, employees, communities, and the environment.

Highlights of our governance profile are also mentioned in our latest Proxy Statement and include:
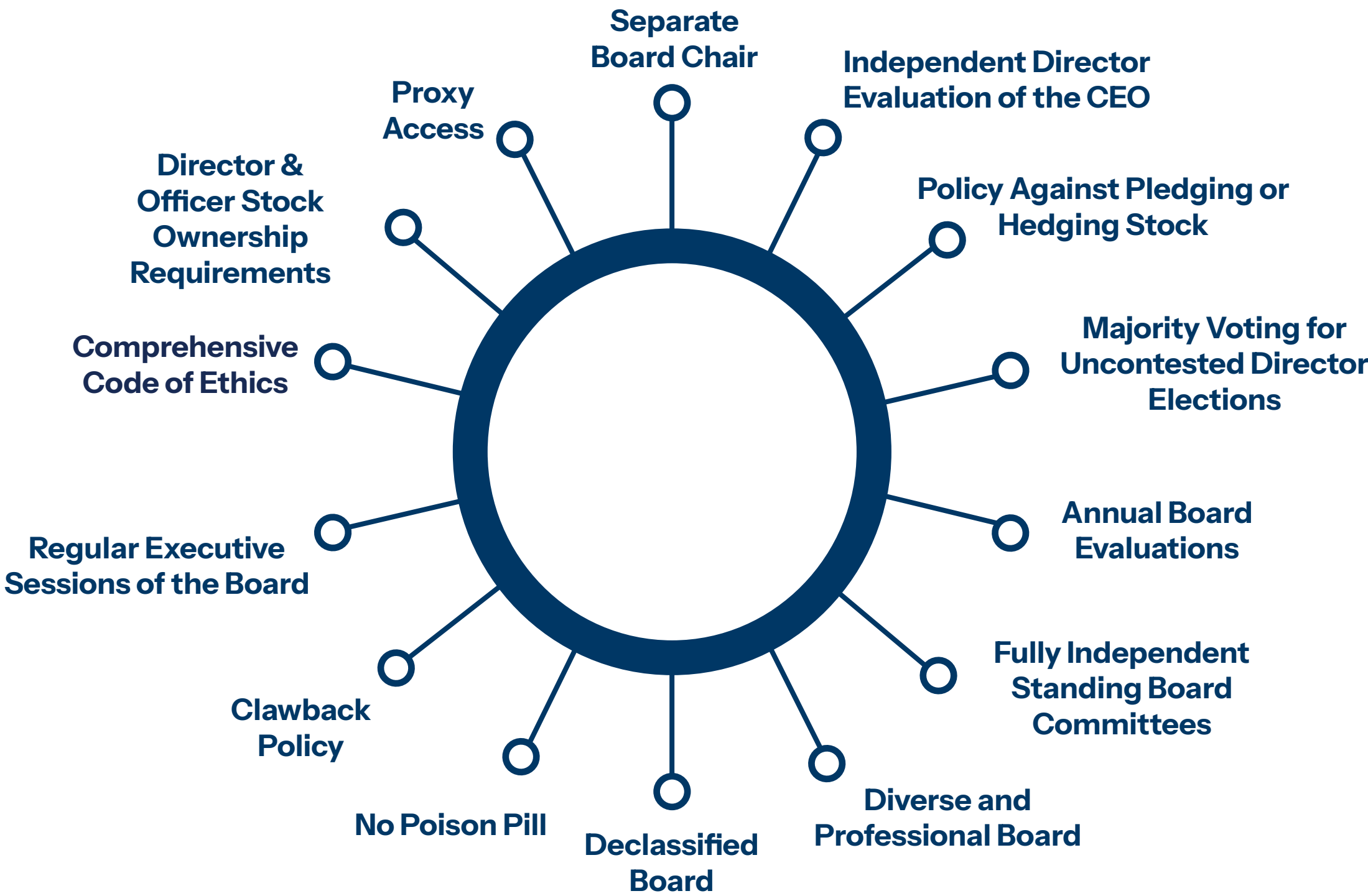
Our Board of Directors sets high standards, providing strategic guidance and serving as the highest level of oversight to foster strong governance practices. As of May 31, 2025, our Board comprised nine members with a broad range of backgrounds, bringing industry expertise, leadership skills, and financial acumen to our corporate governance.

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

Board Composition

6 Male Directors   **3 Female Directors**

9
Directors

7
directors with experience in security

8.5
Average Tenure

89%
Independence

2 directors identifying as African American or Black

1 director identifying as Asian

1 director identifying as a military veteran

Corporate Governance (continued)

The Board oversees Akamai's risk management through four standing Board committees: the Audit Committee; the Talent, Leadership and Compensation Committee; the Finance Committee; and the ESG Committee. Each committee operates under a regularly reviewed and Board-approved Charter. Our Corporate Governance Guidelines offer a detailed overview of our practices.

These committees regularly report to the full Board on their areas of oversight and collaborate with the Board to fulfill their duties and responsibilities. Additional details on Akamai's approach to risk management can be found in our latest Proxy Statement.

Audit Committee

Responsible for overseeing risks to our overall business, including oversight of our accounting and financial reporting processes, financial audits, our internal audit function, our risk management processes, and compliance with legal, ethical, and regulatory requirements.
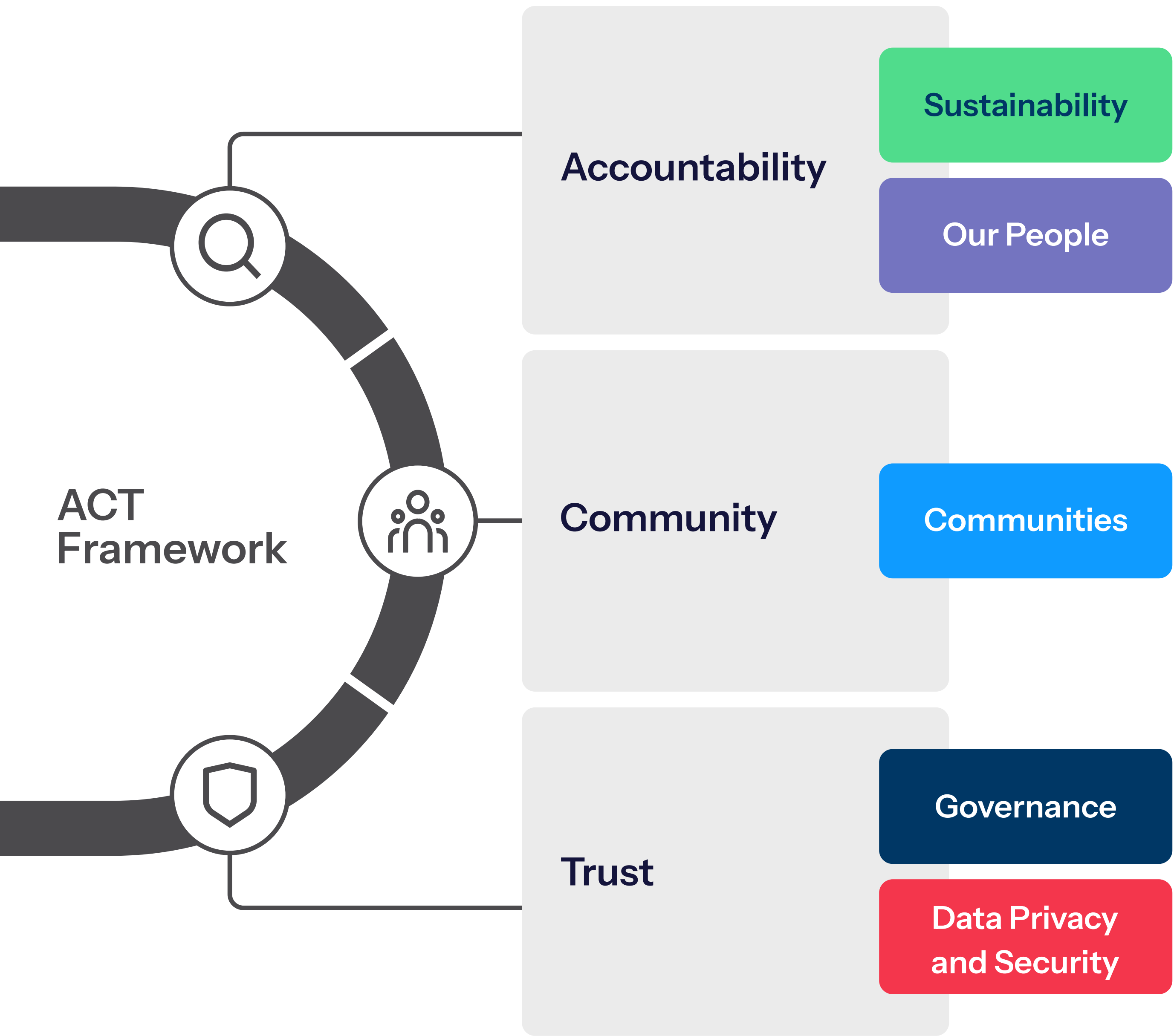
ESG Committee

Responsible for overseeing risks associated with Board and committee membership, corporate governance policies and practices, shareholder proposals related to corporate governance and other matters, and environmental, social and governance matters and our plans to mitigate such risks.

Finance Committee

Responsible for risk oversight with respect to our acquisition program and strategic transactions, our capital structure, financial risk management, treasury and investment activities, and benefit and retirement and major 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.

ACT Framework

Accountability
- Sustainability
- Our People

Community
- Communities

Trust
- Governance
- Data Privacy and Security

Corporate Responsibility and ESG

Our Approach

In 2024, we continued to strengthen our commitment to corporate responsibility by advancing initiatives that drive long-term value for our company and stakeholders, including customers, investors, employees, business and supply chain partners, and the communities where we operate.

Our approach is guided by both our ACT Framework—encapsulating Akamai's overarching approach to corporate responsibility in the five key areas of Sustainability, Our People, Communities, Governance and Data Privacy and Security—and our structured efforts in environmental impact, social responsibility, and governance.

While our corporate responsibility efforts emphasize ethical obligations and responsible behavior across all aspects of our operations, our environmental, social, and governance (ESG) initiatives provide a structured, measurable framework for tracking and reporting progress in these key areas. Together, these complementary approaches work to ensure that Akamai remains accountable, community-focused, and committed to operating with integrity.

Meeting the growing demand for our services while mitigating environmental impacts from our operations, and conducting our business in a responsible and sustainable way, are at the heart of our approach.

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.

As outlined in its charter, the Board's ESG Committee is primarily responsible for overseeing board and committee composition and responsibilities, ESG strategies, initiatives and policies and reviewing shareholder proposals. This oversight includes receiving periodic reports from management on environmental and social issues, corporate culture, and engagement as they relate to employees, and the charitable activities of the Akamai Foundation. The committee also reviews Akamai's governance guidelines, bylaws, and other key governance policies, recommending changes to the Board as needed for approval. Additionally, it identifies and recommends qualified individuals for Director roles and committee assignments and oversees the Board's self-evaluation process.

In 2024, we established an ESG Expert Committee, bringing together subject matter experts who provide insights into emerging trends and risk mitigation. The committee provides guidance on key environmental, social, and governance topics impacting Akamai, and monitors progress toward the company's internal and external goals. The chair of the ESG Expert Committee regularly reports to the ESG Committee of the Board, ensuring alignment and oversight at the highest level.

Management

Akamai's ESG Office is charged with driving our corporate responsibility strategy and our ESG work. The ESG Office collaborates with internal subject matter experts and 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, such as the standards set out by the Task Force on Climate Related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB), as well as standards set out under future mandatory reporting frameworks.

In 2024, Akamai was named again to the Dow Jones Sustainability Indices (DJSI) and the FTSE4Good Index Series, marking eleven and ten consecutive years of inclusion, respectively. These achievements underscore Akamai's commitment to ethical principles and creating lasting positive impact.

Responsible Business Practices

Business Ethics and Compliance

Akamai's culture and values form the foundation for earning and maintaining the trust of our customers, employees, investors, suppliers, and the communities where we operate.

Our Code of Ethics guides how we do business and interact with our customers, colleagues, suppliers, and business partners. We expect every employee, director, contractor and all others acting on behalf of Akamai 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 continued success.

Supporting a Culture of Compliance

Our Global Ethics & Compliance program collaborates with internal stakeholders to embed procedures into business processes across the company, focusing on ethical conduct, transparency, anti-bribery, conflicts of interest, sanctions, and export controls. These procedures are routinely tested and audited with the goal of identifying gaps and developing corrective actions. We actively assess risks arising from changes in business climate, emerging laws, and regulations to help ensure that our procedures adapt accordingly.

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 additional subject matter specific trainings and live training focused on specific jurisdictions or business units based upon feedback from business leaders and ongoing risk assessments.

Transparency and Reporting

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 through our third-party, independent Ethics Hotline — both online and over the phone. This information is broadly communicated to employees and third parties through our Code of Ethics, Akamai's intranet, and our corporate website.

Employees are also encouraged to proactively report concerns to managers, Human Resources, and Legal. Akamai's Non-Retaliation Policy supports individuals who report concerns by enabling the investigation and discipline of any employee that retaliates against someone who reports a concern in good faith.

Investigations and Remediation

In collaboration with Human Resources, experienced attorneys from our Ethics & Compliance team play an active role in investigating and driving appropriate corrective action in response to concerns reported by employees and third parties through our global Ethics Hotline. Our Chief Ethics & Compliance Officer reports periodically 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.

Consistent 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:

Ethics & Compliance program

1 Training and Education

2 Transparency and Reporting

3 Investigations and Remediation

Human Rights

We believe respect for human rights is essential for unlocking the potential of the internet and for the communities in which we operate. We are committed to treating our employees, the people who work for our contractors, customers, and suppliers, and individuals in the communities affected by our activities, 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, compulsory labor, and human trafficking in societies around the world. Our corporate values and expectations are underscored by our policies, including our Guiding Principles for Suppliers and Partners and Human Rights Policy. We also abide by the principles established by the Universal Declaration for Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

Since the inception of the U.K. Modern Slavery Act (2015), the Australia Modern Slavery Act (2018), and the Canadian Modern Slavery Act (2024), we have filed annual disclosures based on ongoing reviews of our business operations and applicable policies.

Our Human Rights expectations are also reflected in Akamai's Responsible Supply Chain Program (RSCP). We collaborate with our suppliers and business partners to assess risks to help ensure that our business activities are free from modern slavery or human rights violations.

Lobbying

Akamai does not make contributions to political parties or candidates. We are members of industry organizations such as the Information Technology and Industry Council, BSA (The Software Alliance), and eco (Association of the Internet Industry). Akamai otherwise works with professionals to monitor and analyze policy developments and to anticipate and comply with emerging regulations.

Responsible Supply Chain Program (RSCP)

We are committed to maintaining a responsible and sustainable supply chain that upholds high ethical, environmental, and social standards. Our Responsible Supply Chain Program is designed to assess and mitigate risks, drive continuous improvement, and foster strong partnerships with suppliers and partners who share our values.

Our Approach

Supply chain sustainability is integral to our commitments and business resilience. To work to ensure compliance with global sustainability standards and regulatory requirements, we:

- **Conduct thorough assessments of our key strategic suppliers based on environmental, social, and governance criteria.**
- **Engage with suppliers to improve performance and address identified risks.**
- **Monitor regulatory developments and industry best practices to enhance our approach year over year.**

Goals

Collaborate with suppliers to minimize environmental impact across our supply chain.

Promote regulatory compliance with supply chain due diligence legislation.

Promote ethical business practices throughout our supplier network.

To guide our efforts, we have established four key strategic RSCP goals:

Generate positive financial impact for the company.
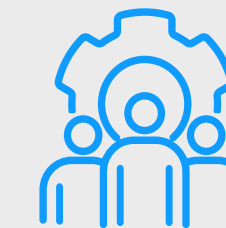
Supply Chain Standards

Though our suppliers, resellers, and business partners differ in business type, size, location, workforce, and scope, all are expected to comply with all applicable laws and regulations and align with the principles outlined in Akamai's Guiding Principles for Suppliers and Partners. We expect our suppliers and partners to go beyond mere compliance with laws and regulations by embracing the spirit and intent of our guiding principles — promoting human rights, environmental sustainability, and ethical business practices.

Supply Chain Risk Assessment

Since 2022, we have partnered with EcoVadis, a provider of business sustainability ratings, to evaluate and enhance supplier sustainability practices of how well a company integrates sustainability and corporate social responsibility into its business and management processes.

Using the EcoVadis platform, we have gathered insights into the performance of participating suppliers and partners across four key ESG focus areas: environment, labor and human rights, ethics, and sustainable procurement. Once these details were assessed, we worked with suppliers to request corrective actions, developed improvement plans where necessary, and tracked progress. We expect our suppliers to actively monitor and enforce our standards within their own operations and supply chains, continuously improving to meet or exceed our expectations.

To strengthen and advance our program, we continuously monitor the evolving regulatory landscape and work closely with our core team to drive year-over-year improvements.

RSCP Governance

The governance structure for Akamai's Responsible Supply Chain Program (RSCP) is designed to enhance risk management and to clarify the roles and responsibilities of program participants.

The Board

RSCP Sponsors
Sponsor and Support the program, and 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

By embedding strong governance practices into our RSCP, we reinforce our commitment to ethical supply chain management and continuous improvement, with the goal of ensuring long-term sustainability and resilience.

2024 RSCP Campaign

For our 2024 campaign — which closed at the end of February 2025 — we invited 168 significant and strategic suppliers and partners to participate in our RSCP, compared to 231 in 2023. Although we invited fewer suppliers and partners to participate, the invited participants represent a significant portion of our annual spend or hold strategic importance to our business. Our focus remained on two key categories: strategic traditional procurement vendors and strategic network partners, which are essential for expanding our global infrastructure.

At the campaign's conclusion we received assessments for 113 invited suppliers and partners, representing approximately 67.3% of invitees — an improvement from 52.8% in 2023. We continue to engage with the remaining suppliers, emphasizing the importance of their participation in driving sustainability improvements across our supply chain.

Our rated suppliers continue to outperform the EcoVadis network-wide average for evaluated companies.

Driving Continuous Improvement

To support ongoing progress, we work closely with our suppliers and partners to identify opportunities to reduce environmental impact and enhance responsible business practices. Our efforts include increasing awareness and participation in the program, both internally and externally. Recognizing the need for internal alignment, we introduced a dedicated annual training program in 2023 for all procurement and network account managers. This training covers our RSCP, human rights considerations, and modern slavery topics.
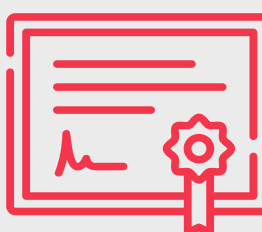
Accountability

Community

Trust

Data Privacy and Security

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

Regularly shared research and insights on the global threat landscape with the broader cybersecurity community

Preserved critical data security and privacy certifications

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 place 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 maintain a privacy-first ethical data program informed by 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.

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

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 secure our systems and those of our customers**

- **To operate and manage our business**

- **To provide, improve, and manage our services**

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, provides information on 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 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 trainings 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 27001:2022 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 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 and compliance reviews including PCI DSS (payment card), SOC 2, FedRAMP, HIPAA, Cyber Essentials (UK), IRAP (Australia), 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 of AI tools and services with their corresponding risks. With respect to our use and development of AI/ML in our service offerings, we included the review of AI/ML models in privacy, responsible AI, 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.
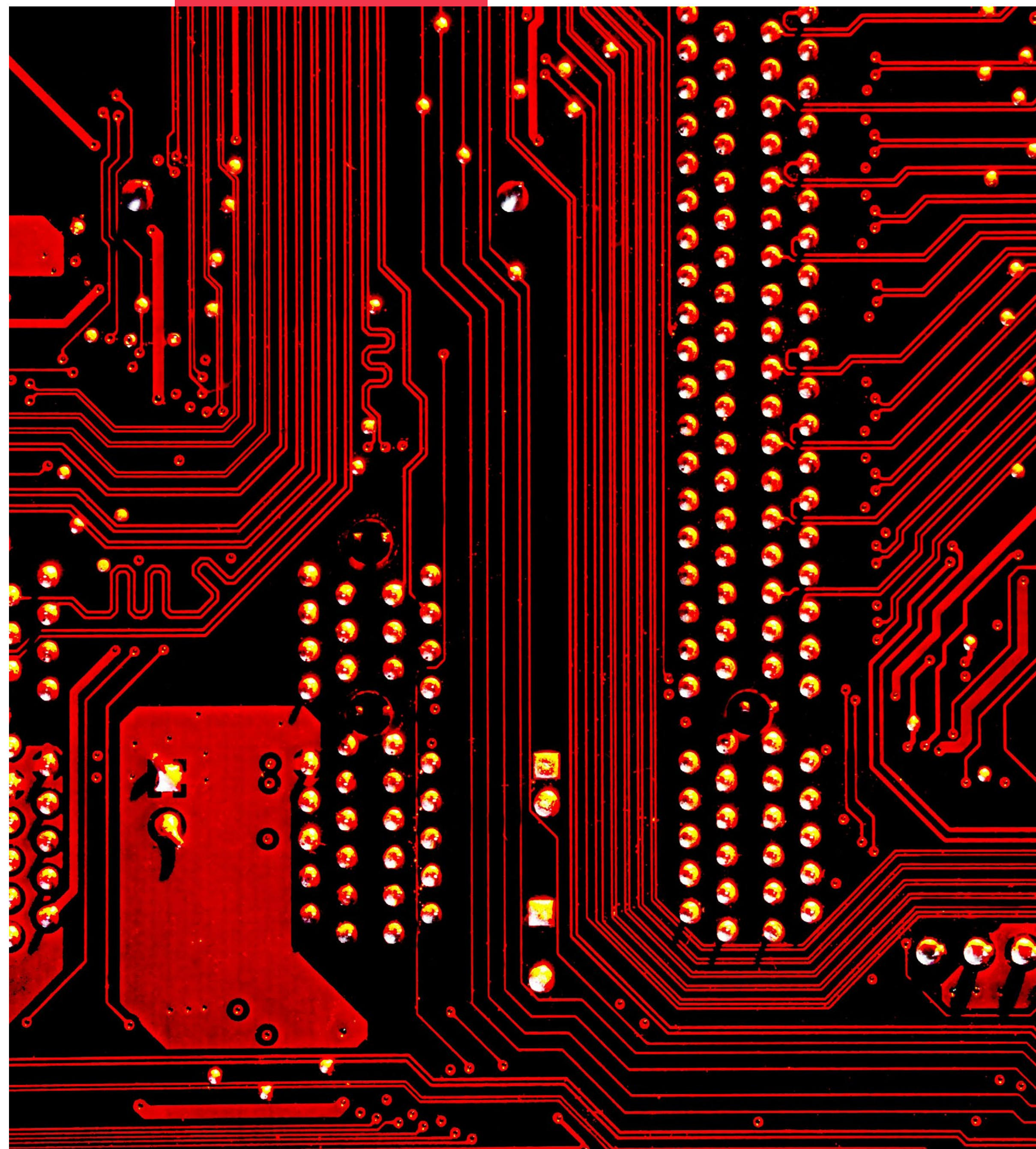
Information Security and Cybersecurity

The data that flows through Akamai is critical to many organizations and billions of users worldwide. Protecting that data from the ever-expanding array of cyberthreats 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, DNS protection, protection from in-browser threats, segmentation, as well as identifying fake phishing sites.

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

According to our observations, the number of web application and distributed denial-of-service (DDoS) attacks continue to grow annually. Web application attacks are up 33% from 2023 to 2024, averaging over 800 million per day. DDoS attacks at the Layer 7 level are up 26%, while DDoS attack events seen at Layers 3 and 4 are up 8% year over year.

The largest DDoS attack event peaked at 1,479 Gbps. The most attacked industries when it comes to web application attacks in 2024 were Commerce, Financial Services, and High Technology, but this changes slightly when looking at DDoS attacks. The top three most-attacked industries for Layers 3 and 4 DDoS were Financial Services, Gaming, and Manufacturing, while the top three for Layer 7 DDoS attacks were High Tech, Social Media, and Commerce.

Also in 2024, Akamai supported the Ukrainian government in its efforts to safeguard its digital infrastructure. For this, Akamai proactively offered cybersecurity support to the government of Ukraine through the State Service of Special Communications and Information Protection of Ukraine. Our support led to Akamai being chosen for a key DDoS protection program in Ukraine. Through this program, we provide DDoS protection to a number of key government bodies in Ukraine, and help fend off attacks from highly sophisticated botnets that mimic human behavior and that are intricately designed to break into IT environments and steal data, disrupt governmental operations, and launch crippling cyberattacks.

Consistent with our goal to make the internet more secure, Akamai has a dedicated InfoSec team that monitors, analyzes, and responds to emerging threats, as well as conducts 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.
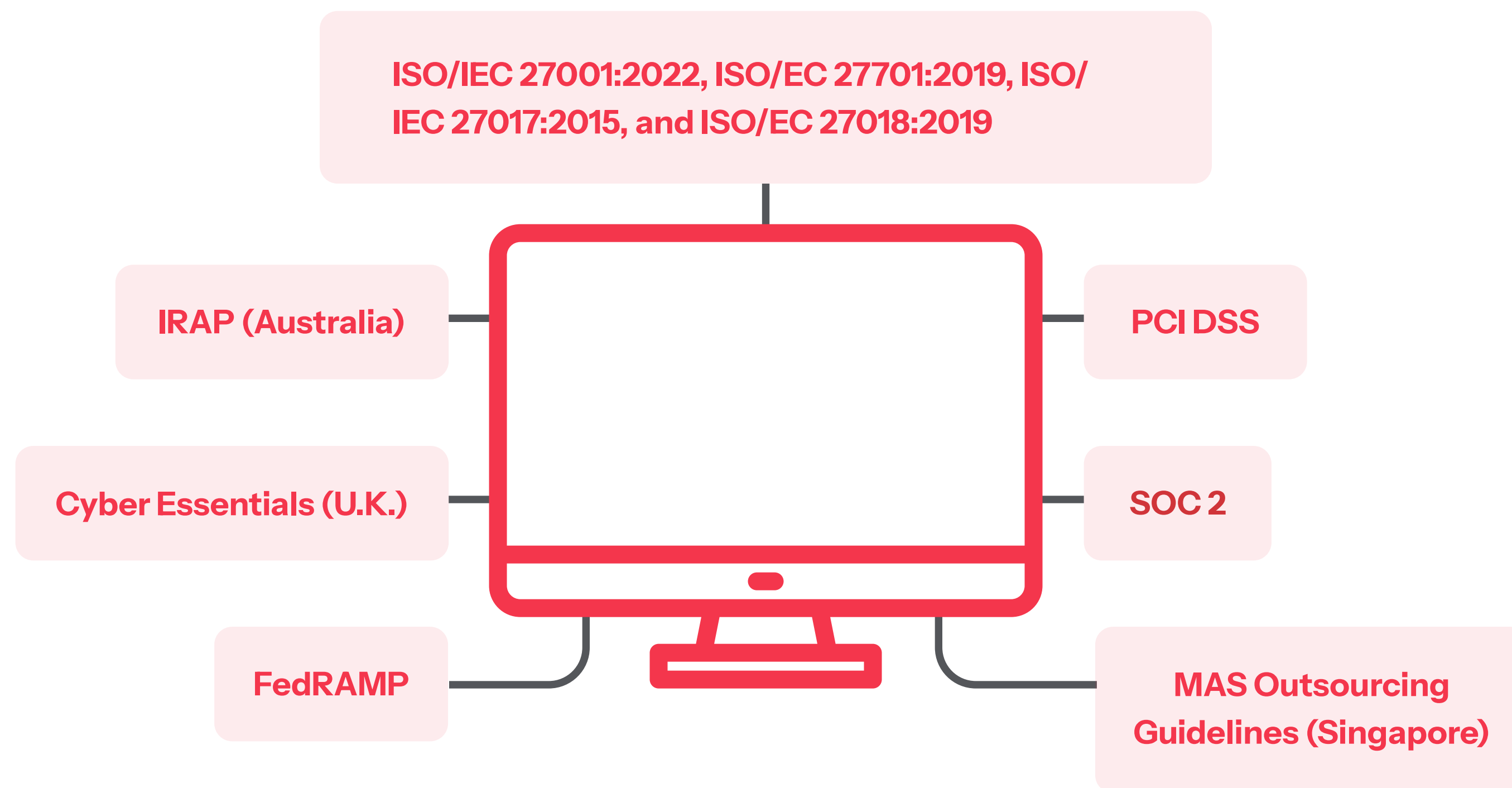
Security Oversight and Management

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 regularly convenes the Information Security Committee to provide cybersecurity program updates and to discuss potential risks and changes in the cyberthreat 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 cyberthreat landscape. For further details, please refer to Akamai's latest annual report.

Security Compliance

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

ISO/IEC 27001:2022, ISO/EC 27701:2019, ISO/IEC 27017:2015, and ISO/EC 27018:2019

IRAP (Australia)

Cyber Essentials (U.K.)

FedRAMP

PCI DSS

SOC 2

MAS Outsourcing Guidelines (Singapore)

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

Industry Leadership

Akamai is an active participant in a variety of industry organizations and forums across the global cybersecurity community. We believe in the mission of and have 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 also engage with our customers, who provide valuable feedback and insights that feed into threat intelligence improvements.

With an extensive view of internet traffic, we have a number of threat researchers and data scientists focused on threat research that we publish. For 10 years in a row we have published Akamai's State of the Internet Report (SOTI). Each year we share threat trends and best practices on how 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.

Our security leadership was recognized with the Top InfoSec Innovator Award and Global InfoSec Awards for 2024 by Cyber Defense Magazine, the CyberSecurity Breakthrough "API Security Platform of the Year" award, and multiple other honors.

We also participate in various cybersecurity forums such as Women in CyberSecurity, or Cloud Service Providers — Advisory Board (CSP-AB).

We also work with other vendors, law enforcement agencies, and communities of trust, including maintaining bilateral relationships with security teams across our customer base and in adjacent industries.
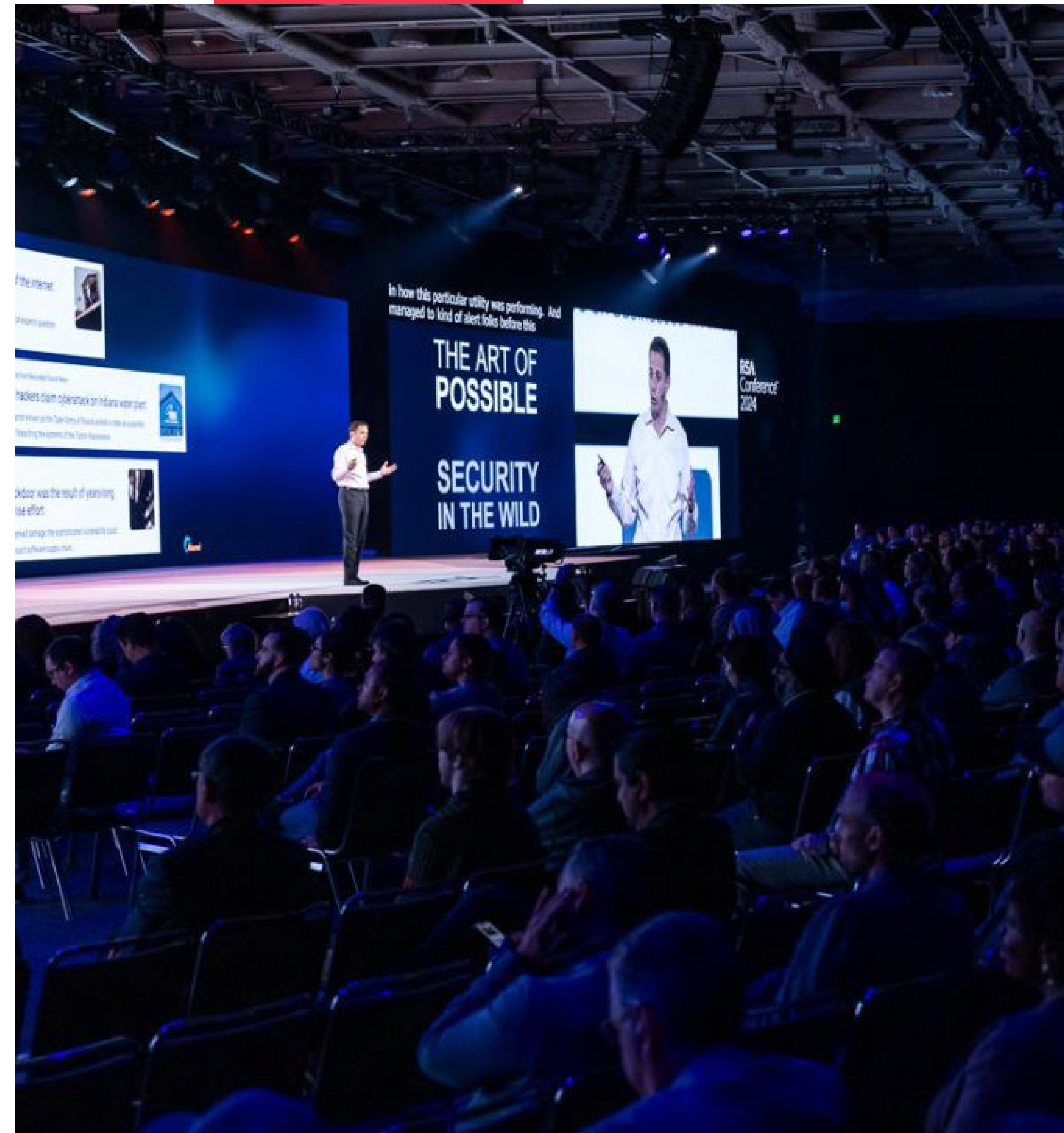
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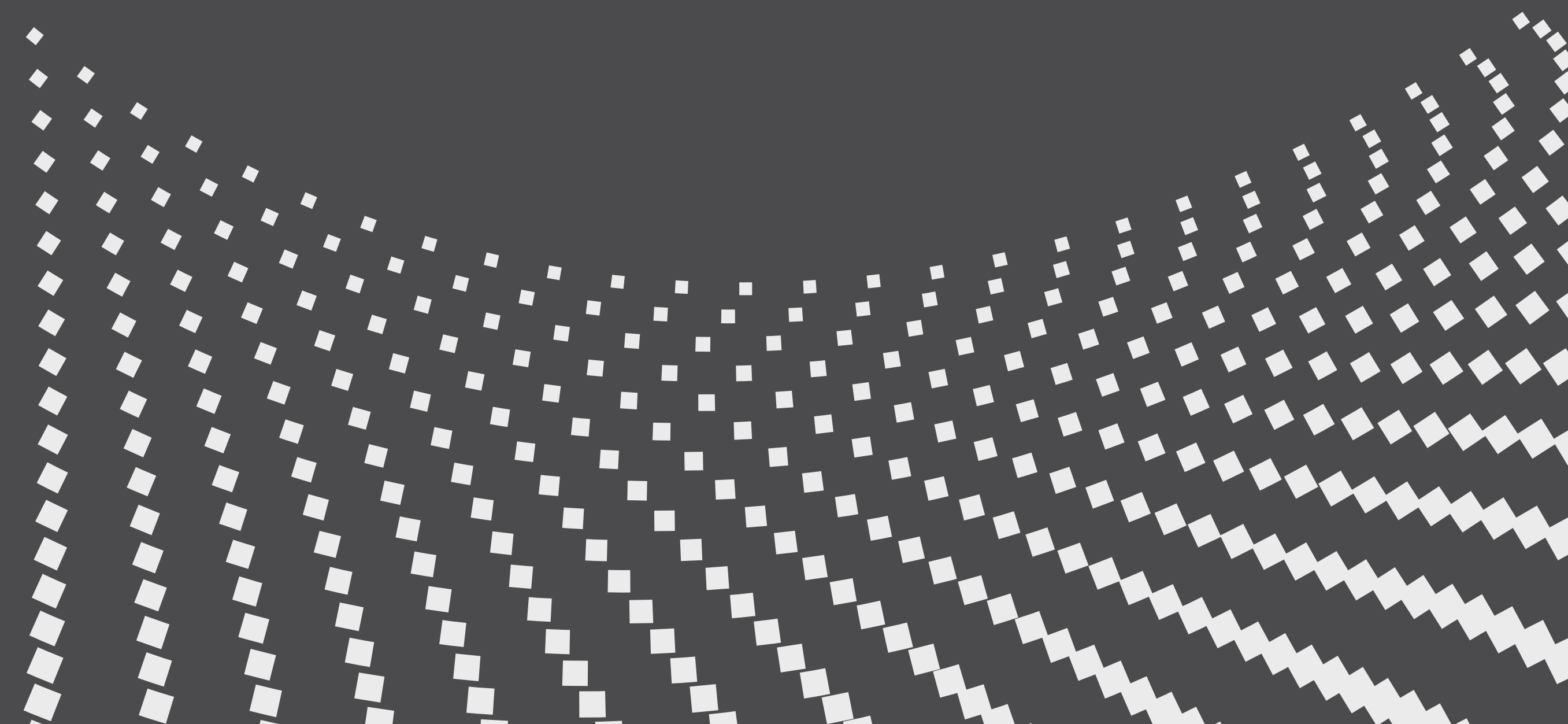
Akamai's FY24 Performance Data Table

Financial	FY24 Data	FY23 Data
Total Annual Revenue ($Millions)	3,991	3,812
Security and compute revenue representation of total revenue (%)	67	60
GAAP net income per diluted share ($)	3.27	3.52
Non-GAAP net income per diluted share ($)	6.48	6.20

Environment*	FY24 Data	FY23 Data
Gross Scope 1 GHG emissions (t CO_2e)	45	54
Gross Scope 2 Location-based GHG emissions (t CO_2e)	262,100	243,301
Gross Scope 2 Market-based GHG emissions (t CO_2e)	121,001	112,701
Total Scope 1 & 2 Market-based GHG emissions (t CO_2e)	121,046	112,755
Gross Scope 3 Categories 1-8 GHG emissions (t CO_2e)	174,340	226,615
Total Energy Consumed (fuel + natural gas + power) (MWh)	883,713	842,639
Total Renewable Energy Consumed (MWh)	519,400	464,471
% of Clean Energy (power only)	59%	56%
Average PUE	1.4	1.4
% of E-Waste recycled	100%	100%

* Sustainability data included is as of Dec. 31, 2024 and has been independently verified or validated internally as of Jun 11, 2025.

Social: Our People	FY24 Data	FY23 Data
Total no. of Employees	10,748	10,281
No. of Employees in the US	3,798	3,839
Attrition/Turnover Rate Global (overall) – Excluding RIF (%)	6.5	6.0
Attrition/Turnover Rate U.S. – Excluding RIF (%)	5.4	4.3
Attrition/Turnover Rate Global – Women (%)	7.0	6.3
Attrition/Turnover Rate Global – Men (%)	6.3	5.9
Attrition/Turnover Rate U.S. – Asian (%)	3.6	3.4
Attrition/Turnover Rate U.S. – Black/African American (%)	8.6	6.3
Attrition/Turnover Rate U.S. – Hispanic/Latino (%)	5.1	5.2
Attrition/Turnover Rate U.S. – Other Minority (%)	8.9	4.0
Attrition/Turnover Rate U.S. – White	6.1	4.6
New Hires Global – Including M&A	1,451	1,300
New Hires Global – Excluding M&A	1,275	1,239
New Hires U.S. – Including M&A – Women (%)	27.9	29.2
New Hires U.S. – Including M&A – Men (%)	72.1	70.8
New Hires U.S. – Excluding M&A – Women (%)	29.0	30.0
New Hires U.S. – Excluding M&A – Men (%)	71.0	70.0
Internal Hires (% of Total Hires)	17.7	21.8
Internal Hires U.S. (% of Total Hires)	14.8	15.0
Percentage of Employees Participating in Employee Resource Groups (ERGs)	20.1	19.7
Number of fatalities as a result of work-related injury	0	0
High-consequence work-related injuries (excluding fatalities)	0	0

Gender Representation (Global Employees)	FY24 Data	FY23 Data
All employees (% Women)	27.4	27.4
Technical (% Women)	22.5	22.5
Non-Technical (% Women)	45.7	45.1
Manager (% Women)	25.4	25.5
VP+ (% Women)	19.0	18.9

Gender Representation (Global Employees)	FY24 Data	FY23 Data
All employees (% Men)	72.5	72.5
Technical (% Men)	77.4	77.4
Non-Technical (% Men)	54.2	54.8
Manager (% Men)	74.4	74.4
VP+ (% Men)	81.0	81.1

Racial and Ethnic Groups Representation (U.S. Employees) (%)	FY24 Data	FY23 Data
Asian	28.7	28.0
Black/African American	4.2	4.1
Hispanic/Latino	7.1	7.0
Other Minority	2.1	2.0
White	57.9	58.9

Racial and Ethnic Groups Representation (U.S. Employees) – Technical (%)	FY24 Data	FY23 Data
Asian	34.0	33.0
Black/African American	4.0	3.9
Hispanic/Latino	7.0	7.1
Other Minority	2.1	1.9
White	52.9	54.1

Racial and Ethnic Groups Representation (U.S. Employees) – Non-Technical (%)	FY24 Data	FY23 Data
Asian	10.0	10.5
Black/African American	4.9	5.1
Hispanic/Latino	7.2	6.6
Other Minority	2.3	2.1
White	75.6	75.7

Racial and Ethnic Groups Representation (U.S. Employees) – Manager (%)	FY24 Data	FY23 Data
Asian	23.4	23.4
Black/African American	3.0	2.6
Hispanic/Latino	6.0	5.1
Other Minority	1.8	1.7
White	65.8	67.2

Racial and Ethnic Groups Representation (U.S. Employees) – VP+ (%)	FY24 Data	FY23 Data
Asian	12.0	13.9
Black/African American	4.6	5.2
Hispanic/Latino	4.6	5.2
Other Minority	1.9	1.7
White	76.9	73.9

Racial and Ethnic Groups Representation (U.S. Employees) - New Hires - Including M&A (%)	FY24 Data	FY23 Data
Asian	26.7	27.3
Black/African American	5.5	5.4
Hispanic/Latino	7.0	8.0
Other Minority	4.7	2.0
White	56.1	57.4

Racial and Ethnic Groups Representation (U.S. Employees) - New Hires - Excluding M&A (%)	FY24 Data	FY23 Data
Asian	31.8	27.7
Black/African American	6.1	5.5
Hispanic/Latino	8.3	8.2
Other Minority	4.2	2.0
White	49.6	56.6

Our Communities	FY24 Data	FY23 Data
Charitable Contributions in total ($US)	2.75m	2.8m
Charitable Contributions in STEM Grants ($US)	2.2m	2.1m
Charitable Matching (of employee and Akamai Foundation donations) ($US)	450,000	450,000
Employee Volunteer Hours in total (h)	9,987	6,700
ERG Collaboration Grants ($US)	100,000	102,000

Governance	FY24 Data	FY23 Data
Board Directors (% Women)	30	30
Board Directors (% Independent)	90	90
Average Tenure of Board Members (Y)	7.75	6.75
Board Directors Diversity (%) - Gender or Ethnicity	30	30
Board Directors with Cybersecurity and IT Technology Experience (%)	80	80
Average annual training spend per employee (HR budget only) ($US)	47.92	130.12
Average hours of training or career development per employee (h)	8.2	7.7
Annual Anti-harassment Training* (% of employees who completed training)	84	84
Annual Code of Ethics and Anti-Bribery/Anti-Corruption Training* (% of employees who completed training)	69	79
Annual Anti-Bribery & Anti-Corruption Training* (% of employees who completed training)	67	79
Annual Global Security & Safety Training* (% of employees who completed training)	59**	87***
Annual Privacy and Data Protection Training* (% of employees who completed training)	52	70

* Note that for all annual training sessions (that are not offered for the first time), completion rates may seem lower as they actually are, as a significant number of employees will still have the validity of the previous year's completion or are within their due date period.
** Released as a replacement for Physical Security Training in Q4-2024 with a completion rate of 59% as of February 2025.
*** Initially released in Q2-2022 as "Physical Security Training" with a one-time completion rate of 87% until Q3-2024.

Sustainability Disclosures

Additional, updated sustainability disclosures are available on our [website](#).

Disclaimer

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