



Additional Metrics

Fiscal Year 2024

Transparency and accountability are fundamental pillars within Akamai’s Inclusion, Diversity, and Engagement (ID&E) Office. The metrics below showcase Akamai’s efforts, representing some of the data most frequently requested by external reporting agencies.

Section 1: Leadership

Data Point	Definition	2023	2024	Comments
Percentage of women on company board	Percentage of women on the Board of Directors, of the total board size.	30.0%	30.0%	Explore Akamai’s Proxy Statement for more information.
Chairperson is a woman	Indicates whether the Board Chair, or equivalent, is a woman.	No	No	
Gender balance in board leadership	Percentage of the various committees of the Board of Directors chaired/co-chaired by a woman.	50.0%	50.0%	
Chief Executive Officer (CEO) is a woman	Indicates whether the Chief Executive Officer (CEO), or equivalent, is a woman.	No	No	
Woman Chief Financial Officer (CFO) or equivalent	Indicates whether the Chief Financial Officer (CFO), or equivalent, is a woman.	No	No	



Data Point	Definition	2023	2024	Comments
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives.	11.1%	11.1%	Explore Akamai's Proxy Statement for more information.
Chief Diversity Officer (CDO)	Indicates whether the company currently has a Chief Diversity Officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion initiatives.	Yes	Yes	At Akamai, there is a Vice President of Inclusion, Diversity, and Engagement, along with a dedicated team committed to these areas.

Section 2: Talent Pipeline

Data Point	Definition	2023	2024	Comments
Percentage of women in total management	Percentage of women in management who have senior-, middle-, or lower-level supervisory responsibilities of total management.	24.9%	24.9%	
Percentage of women in senior management	Percentage of women employed in senior management positions of total senior management.	18.9%	19.0%	
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities of total middle- or lower-level management.	25.5%	25.4%	
Percentage of women in non-managerial positions	Percentage of women in non-managerial roles, of total non-managerial positions.	27.9%	27.9%	
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	27.4%	27.4%	

Data Point	Definition	2023	2024	Comments
Percentage of women total promotions	Percentage of women promoted of total promotions.	32.4%	27.2%	
Percentage of women in IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	22.6%	22.5%	
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	29.2%	27.9%	
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	27.6%	27.5%	

Data Point	Definition	2023	2024	Comments
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.	No	No	Akamai has devised an action plan to increase representation of women in leadership roles, although it is not currently shared with the public.
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	No	No	Akamai has devised an action plan to increase representation of women in the company, although it is not currently shared with the public.

Section 3: Pay

Data Point	Definition	2023	2024	Comments
Gender pay gap adjusted mean percent	Percentage of the mean gender pay gap with reasonable adjustments made to consider role, location and tenure.	-	-	Akamai presently carries out annual internal pay equity analyses, with the support of a nationally recognized external consultant. These analyses encompass gender on a global scale and both race and gender in the United States. Akamai takes necessary actions to rectify any identified gap when deemed appropriate. It's worth noting that, up to this point, there have been no pervasive patterns of disparity identified.
Unadjusted mean gender pay gap	Unadjusted (raw) percentage difference between men and women's mean (average) compensation, where workforce representation is confirmed to be at least 80%.	-	-	
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	No	No	
Executive compensation linked to gender diversity or diversity, equity, and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	Yes	Yes	Explore Akamai's Proxy Statement for more information.

Section 4: Inclusive Culture

Data Point	Definition	2023	2024	Comments
Number of weeks of fully paid primary parental leave offered	Provides the number of weeks of paid primary parental leave offered to employees globally.	20.8 weeks	20.9 weeks	At Akamai, almost 80% of our employees receive an average of 20.9 weeks of primary parental leave, with variations in countries like India (26 weeks), Poland (20 weeks), the U.S. (18 weeks), Costa Rica (16 weeks), and Israel (15 weeks).
Number of weeks of fully paid secondary parental leave offered	Provides the number of weeks of paid secondary parental leave offered to employees globally.	6.3 weeks	6.1 weeks	At Akamai, almost 80% of our employees receive an average of 6.1 weeks of secondary parental leave, with variations in countries like India (4 weeks), Poland (2 weeks), the U.S. (10 weeks), Costa Rica (2 weeks), and Israel (2 weeks).
Parental leave retention rate	Percentage of full-time employees that remained employed by the company 12 months after their return from parental leave.	86% *	87% * 100% **	* Parental leave retention rate for the U.S. ** Parental leave retention rate for EMEA, Canada, LATAM, APJ and India.

Data Point	Definition	2023	2024	Comments
Women parental leave retention rate	Percentage of full-time women employees that remained employed by the company 12 months after their return from parental leave.	80% *	86% * 99% ** 100% ***	* Women parental leave retention rate for the U.S. ** Women parental leave retention rate for EMEA. *** Women parental leave retention rate for Canada, LATAM, APJ and India.
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.	Yes	Yes	Akamai has formal back-up family care programs for the U.S. and India.
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g., flextime) or offers an option to control the location where employees work (e.g., telecommuting, work from home).	Yes	Yes	In May 2022, Akamai launched FlexBase, which is a flexible workplace arrangement that allows over 95% of employees to choose to work from their home office, a company office, or a combination of both. Learn more about FlexBase in the Culture page .

Data Point	Definition	2023	2024	Comments
Employee Resource Groups for women	Indicates whether the company has any Employee Resource Groups or “Communities” focused on recruiting, retaining, and developing women.	Yes	Yes	The Women’s Forum is a global Employee Resource Group (ERG) boasting a membership of over 1,000 individuals. It serves as a platform for raising awareness, exchanging insights on professional challenges, offering advice and best practices, providing educational resources, and actively supporting the advancement of women’s careers within Akamai. Learn more about Akamai’s ERGs in the ID&E page .
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors.	Yes	Yes	Akamai has collaborated with the NeuroLeadership Institute to introduce a transformative program designed to reshape the way our employees think, innovate, and collaborate. This program consists of five phases, with “DECIDE” representing the third module, dedicated to understanding and accepting that we all have unconscious bias, discussing ways to identify and mitigate unconscious bias, and offer proven methods and strategies for its mitigation.

Data Point	Definition	2023	2024	Comments
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year.	Yes	Yes	Akamai mandates annual “Preventing Workplace Harassment” training for its employees, emphasizing a zero-tolerance approach to harassment and discrimination. The training aims to raise awareness and aligns with Akamai’s Human Rights Policy and Code of Ethics , providing further insights into the company’s anti-harassment policies.