



2023 Executive Summary

ESG Impact Report



About Akamai

Purpose

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

Mission

Power and protect life online

Vision

A safer and more connected world

Values

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

Akamai at a Glance

Akamai Connected Cloud

130+
countries

1+ Pbps
edge capacity

~750
cities

2000+
services experts

1200+
networks

24/7
monitoring

4,100+
edge points of presence

Biggest DDoS attack mitigated in 2023:

**900+ gigabits
per second (Gbps)**

Biggest DDoS attack mitigated so far:

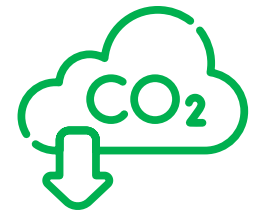
**1.44 terabits
per second (Tbps)**

ESG at Akamai

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

While much has changed since our founding, our passion for tackling some of society’s toughest technical challenges remains. Our core beliefs continue to define all that we do, including our environmental, social, and governance (ESG) initiatives. We have made important progress but recognize there is always more to do – and we commit to driving an even greater impact in the coming years.

At Akamai, our ESG work centers on five critical pillars:



Sustainability



Governance



Our People



Data Privacy and Security

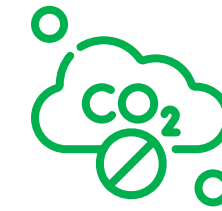


Communities

Read our [2023 ESG Impact Report](#) for a detailed understanding of our ESG programs, practices, and progress.

Sustainability

We progressed toward our goal of net-zero emissions across Akamai Connected Cloud by 2030.



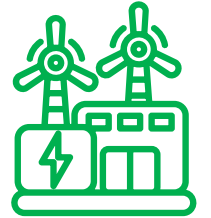
160,634 tonnes

Avoided Emissions



25% YoY

Connected Cloud Power Growth



116

Renewable DCs

In 2023, we continued to make progress on our goal of using 100% renewable energy to power Akamai Connected Cloud by 2030.



56% renewable power



161,813 MWh Akamai caused renewables



302,534 MWh renewables provided by colocation partners



Signed a new VPPA to support renewable energy development on a carbon-intensive grid, expected to come online in late 2025



Joined the [ZEROgrid initiative](#) to further accelerate the transition to a reliable, zero-emissions grid in partnership with other leading corporations



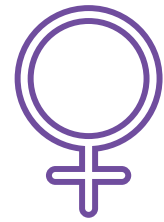
We **finalized our Science-Based Targets (SBTi)** pursuant to our commitment to the Business Ambition for 1.5° C campaign.

We **collaborate with our customers**, supporting them to meet their own sustainability goals with specific, decision-useful data while advocating for a more sustainable future during events, conferences, and engagements with public officials.

Furthering our commitment to circularity, **we recycle 100% of our e-waste** in compliance with all relevant environmental and security standards.

Our People

We continued to promote an inclusive, diverse culture through our hiring practices, engagement programs, and Employee Resource Groups (ERGs).



In 2023, our representation of women increased among all groups, in technical, non-technical, manager and VP+ roles.



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

We listened to our employees, receiving more than 1,800 responses on our global Pulse Survey that will continue to inform our best-in-class employee programs.

With FlexBase, our global flexible workplace strategy, we empower employees, source a broad range of talent, and diversify our global footprint.

At all levels, we empowered our employees to learn and grow — whether through mentoring, customized learning pathways, or our formal development programs.

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

Communities

The Akamai Foundation distributed ~\$2.8 million USD in grants, helping encourage the next generation of technology innovators.



~\$2.1 million USD awarded in STEM grants to 64 global grant partners.



The Akamai Foundation partnered with ERGs to increase social impact and strengthen community connection.



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



With more than 1,000 global members, **our Green Team held over 20 employee-led activities** in 2023.



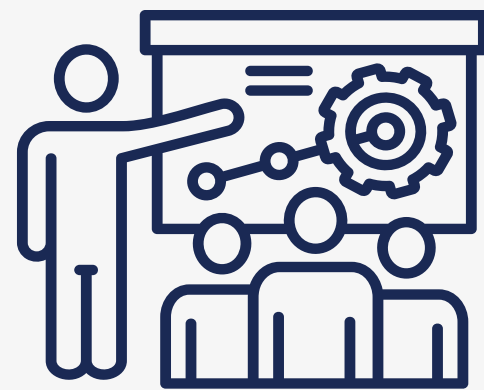
Akamai employees gave back to communities, logging **more than 6,700 volunteer hours** during 2023's global volunteer events.

Governance

Our strong corporate governance programs and practices remain foundational to Akamai's progress. With 10 directors – 90% of whom are independent – our Board has diverse expertise that enables us to deliver long-term value.



Our ESG performance is incentivized through our executive compensation programs, driving accountability and delivering progress on our ESG goals.



We institute the highest level of business ethics across our global operations. We provide robust training for our employees on our expectations and offer a third-party whistleblower hotline for anyone to report potential issues 24/7.

In partnership with EcoVadis, our Responsible Supply Chain Program helps us identify sustainability-related supplier risks and advance sustainability in our supply chain.



Data Privacy and Security

We maintain a **rigorous data privacy and security program** and promote strong data privacy and security oversight.



Year over year, we preserve critical data security and privacy certifications.

We also provide privacy and security training for all Akamai employees to promote ownership and awareness



As a leader in advancing **Zero Trust** strategies, we **maximize data protection** and serve as a trusted partner for thousands of customers looking to enhance online presence, security, and performance.

Akamai contributes to the broader cybersecurity community by **providing research and insights on the global threat landscape** and participating actively in several industry organizations and forums across the globe.