

# Akamai's Equal Employment Opportunity Policy



At Akamai, we believe that with inclusion and diversity, anything is possible. But real change depends on consistent practices and collective action across the entire organization. We are committed to creating and investing in programs that allow each person to make a difference, in more ways, every day.

Akamai is an equal opportunity employer and is committed to compliance with all applicable laws prohibiting employment discrimination. It is our policy to take all employment actions and make all employment decisions without regard to race, color, religion, creed, gender, sex (including pregnancy), sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, citizenship status, genetic predisposition or carrier status, disability, military status, status as a disabled or other protected veteran, or any other protected status under applicable law.

As Akamai's CEO and Co-Founder, I reaffirm that the above policy and our Affirmative Action Program reflect Akamai's attitude and its intention to do the following:

- Recruit, hire, train, and promote for all job classifications without regard to race, color, religion, creed, gender, sex (including pregnancy), sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, citizenship status, genetic predisposition or carrier status, disability, military status, status as a disabled or other protected veteran, or any other protected status under applicable law.
- Ensure that all employment decisions and actions, including, without limitation, those related to hires, promotions, transfers, terminations, and layoffs, are in accord with the Company's principles of equal employment opportunity.
- Ensure that all personnel programs, such as compensation, benefits, training, education, tuition assistance, and social and recreational programs, will be administered without regard to race, color, religion, creed, gender, sex (including pregnancy), sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, citizenship status, genetic predisposition or carrier status, disability, military status, status as a disabled or other protected veteran, or any other protected status under applicable law.
- Make reasonable accommodations for qualified individuals with disabilities.

In addition, Akamai is in compliance with Executive Order 11246, the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, all as amended, and maintains an Affirmative Action Program.

Akamai will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with the filing of a complaint, furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to the Company's equal employment opportunity efforts, compensation programs, or Affirmative Action Program.

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Overall responsibility for directing and implementing Akamai's Equal Employment Opportunity Policy and Affirmative Action Program has been assigned to Anthony Williams, Chief Human Resources Officer, who serves as the Company's Equal Employment Opportunity Coordinator.

It is the responsibility of every employee to respect one another for the value each of us brings to the workplace. Creating a work environment free of all forms of discrimination and harassment is both the right thing to do and fundamental to achieving our strategic objectives. It is key to Akamai's success. Thank you for your continued support in this.

**Tom Leighton**

Chief Executive Officer, Akamai Technologies, Inc.

*Dated: April 24, 2023*

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between Akamai Technologies, Inc. and any individual employee, nor does it create contractual obligations on behalf of Akamai Technologies, Inc. to any person. No person at Akamai Technologies, Inc. has the authority to make a commitment of guaranteed or continuing employment, and neither this notice nor any other Company publication should be understood to make any such guarantee.