

Additional ESG & ID&E Metrics

Fiscal Year 2023

Transparency and accountability are fundamental pillars within Akamai’s ID&E Office. The metrics below showcase Akamai’s efforts in fostering a more inclusive and diverse workplace, representing some of the data most frequently requested by external reporting agencies.

Section 1: Leadership

Name	Definition	Answer	Comments
Percentage of women on company board	Percentage of women on the Board of Directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.	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	
Gender balance in board leadership	Percentage of the various committees of the Board of Directors chaired/co-chaired by a woman.	50.0%	
Chief Executive Officer (CEO) is a woman	Indicates whether the Chief Executive Officer (CEO), or equivalent, is a woman.	No	

Name	Definition	Answer	Comments
Woman Chief Financial Officer (CFO) or equivalent	Indicates whether the Chief Financial Officer (CFO), or equivalent, is a woman.	No	Explore Akamai's Proxy Statement for more information.
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end.	11.1%	
Chief Diversity Officer (CDO)	Chief Diversity Officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end.	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

Name	Definition	Answer	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%	
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	18.9%	
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	25.5%	

Name	Definition	Answer	Comments
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.	27.9%	
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	27.4%	
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end.	32.4%	
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%	
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	29.2%	



Name	Definition	Answer	Comments
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	27.6%	
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	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	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

Name	Definition	Answer	Comments
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location, and tenure.	-	Akamai presently carries out biennial 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.
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	-	
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	
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	Explore Akamai's Proxy Statement for more information.

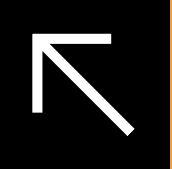


Section 4: Inclusive Culture

Name	Definition	Answer	Comments
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).	20.8 weeks	At Akamai, 83% of our employees receive an average of 20.8 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	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by the firm and/or government).	6.3 weeks	At Akamai, 83% of our employees receive an average of 6.3 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 women employees that remained employed by the company 12 months after their return from parental leave, out of all women employees that used parental leave during previous fiscal year.	80%	80% is the parental leave retention rate for the U.S.

Name	Definition	Answer	Comments
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	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	In May 2022, Akamai launched FlexBase, which is a flexible workspace 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 .
Employee Resource Groups for women	Indicates whether the company has any Employee Resource Groups or “Communities” focused on recruiting, retaining, and developing women.	Yes	The Women’s Forum is a global Employee Resource Group (ERG) boasting a membership of over 900 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 .

Name	Definition	Answer	Comments
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	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 four phases, with “DECIDE” representing the third module, dedicated to understanding, identifying, and labeling unconscious bias, along with strategies for its mitigation.
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year.	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.



Section 5: Additional Metrics

Name	Definition	Answer	Comments
Turnover Rate	The total percentage of employees in the U.S. or globally who have departed the company over a specific period of time, as publicly disclosed by the company.	6.0% (Global) 4.3% (US only)	Total Turnover Rate (excluding RIF) for 2023 Annualized (Global): 6.0% Total Turnover Rate (excluding RIF) for 2023 Annualized (US only): 4.3%
Lobbying Spend Disclosure	An assessment of whether the company discloses the amount of money spent on lobbying efforts.	0 USD	Akamai does not participate in lobbying, but only pays membership fees to organizations such as the Information Technology and Industry Council, the BSA (Software Alliance), eco - Association of the Internet Industry and Monument Advocacy Group. A significant portion of the activities of such organizations involves monitoring and analysis of policy developments to prepare our compliance efforts rather than issue advocacy.
Internal Hiring Rate	The proportion of vacancies at the company that have been filled by current employees.	21.75% (Global) 15.02% (US only)	2023 Internal hiring rate (Global): 21.75% 2023 Internal hiring rate (US only): 15.02%

Name	Definition	Answer	Comments
Average annual training spend per employee (HR budget only)	The average spend per year per employee for training that is funded specifically by the Human Resources department.	\$130.12	The average spend per year per employee only accounts for training that is funded specifically by HR. The average is higher, given that Akamai has other learning functions who also provide training to employees.
Average hours of training or career development per employee	The average hours of training or career development annually per employee at the company globally.	7.7 hours	Includes all onboarding and role-specific trainings and excluding compliance trainings.
Anti-Harassment training	Percentage of employees who completed the training.	84%	
Code of Ethics and Anti-Bribery/Anti-Corruption Training	Percentage of employees who completed the training.	79%	
Annual Anti-Bribery & Anti-Corruption Training	Percentage of employees who completed the training.	79%	