

Corporate Sustainability

Our guiding principles for a sustainable and responsible future



Introduction

Akamai Technologies is the company that powers and protects life online. We recognize that our global platform, a foundational part of the modern internet, carries with it a profound responsibility. It is our ambition to operate our business with integrity, a small environmental footprint, and respect for human rights, as this is fundamental to unlocking the potential of the internet and an essential value for our customers and the communities in which we operate. Our focus on corporate sustainability is integral to our corporate strategy, our brand, and our mission to create a better future. This reflects our dedication to the protection of the environment, including the prevention of pollution, and the fulfillment of our compliance obligations.

This document outlines Akamai's framework for managing our environmental impact, engaging our stakeholders, and driving innovation for a sustainable and equitable world. We strive for transparency, accountability, and the principle of continuous improvement in all facets of our corporate sustainability program.

Akamai's corporate sustainability mission

Harnessing the power of our platform to create a sustainable and equitable future for the world

Governance and accountability

Effective corporate sustainability requires robust governance. Akamai's governance structure is designed to embed accountability for our environmental and social performance throughout the organization.

- **Board and executive oversight:** Our board of directors and executive leadership team provide diligent oversight for climate-related risks and opportunities. This commitment is put into practice by making sustainability a foundational component of our strategic vision and our holistic approach to risk and business management.

- **Dedicated leadership:** A dedicated Director of Corporate Sustainability and ESG Officer, supported by a corporate sustainability team, is responsible for developing, implementing, and managing our environmental policy, and global corporate sustainability strategy and initiatives.
- **Performance-linked compensation:** As part of our governance framework, a portion of executive compensation is linked to the company's performance against key environmental, social, and governance (ESG) objectives, helping to align leadership with our corporate sustainability goals.
- **Environmental management system (EMS):** Our global operations are governed by an EMS that is independently verified as compliant with the ISO 14001 standard. This system provides the framework for setting objectives, managing impacts, addressing environmental risks and opportunities, fulfilling compliance obligations, and continually improving our environmental performance.

Core pillars and goals

Our corporate sustainability strategy is built on several core pillars, each with specific, forward-looking goals. We strive to integrate these practices into our business planning, decision-making, performance tracking, and review processes to help us achieve these goals.

Climate and energy

We are focused on contributing to the decarbonization of our operations and the broader energy grid.

- **Net-zero emissions:** Our goal is to achieve net-zero emissions by 2030 for our global data center and office footprint (Scope 1, Scope 2, and select Scope 3 emissions) and the remainder of our value chain (Scope 3) emissions by 2040.
- **Renewable energy:** We have set a target to power our global operations with 100% renewable energy by 2030.
- **“Emissions first” strategy:** Our energy procurement strategy prioritizes projects that deliver the greatest real-world carbon reductions through energy conservation, energy efficiency, and the procurement of renewable energy. We pursue this through strategic investments in purchaser-caused renewable energy, such as power purchase agreements (PPAs).
- **Operational efficiency:** We are focused on continuously improving the energy efficiency of our platform through hardware and software innovation. This includes designing servers to withstand higher temperatures, optimizing code to reduce energy use, and leveraging software to increase capacity without adding new hardware.

Circularity and waste management

Our approach is to minimize waste and maximize the value of our resources through a circular economy model, considering a lifecycle perspective in our operations.

- **E-waste diversion:** We have established a goal to responsibly manage and dispose of our electronic waste, aiming by continuing to divert 100% of our global electronic waste from landfills through reuse and recycling through 2030 and beyond.

- **E-Stewards Standard:** Our standard is for all electronic waste to be managed and recycled by partners certified to the e-Stewards Standard, the most rigorous global standard for responsible electronics recycling. This standard provides for secure data destruction and prohibits the export of hazardous waste to developing nations.
- **Hardware lifecycle management:** Through our lifecycle management services (LMS) program, we seek to extend the useful life of our IT hardware via internal refurbishment, redeployment, and resale on the secondary market.

Sustainable supply chain and embodied emissions

We recognize that our environmental impact extends to our supply chain, and we focus on working with our partners to drive decarbonization.

- **Supplier engagement:** We work to engage our key suppliers through our Responsible Supply Chain Program (RSCP) to help ensure their operations align with our corporate values. We strive to implement sustainable procurement practices where possible and incorporate our corporate sustainability principles into our business relationships by seeking similar commitments from our major suppliers.
- **Embodied emissions reduction:** We are actively working to measure and reduce the embodied carbon emissions within our hardware supply chain. We aim to collaborate with industry partners and suppliers to incorporate low-carbon materials and technologies into our network.

Biodiversity and water stewardship

We acknowledge the importance of protecting natural ecosystems and water resources.

- **Nature-positive practices:** We integrate and support nature-positive practices across our operations, including selecting sites with low ecological sensitivity for new builds and influencing suppliers and data center partners to implement biodiversity-focused commitments.
- **Water management:** We work to proactively assess and mitigate our water-related impacts, using tools like the WRI Aqueduct tool to monitor water stress. At facilities within our operational control, we aim to implement water efficiency programs, such as rainwater harvesting and free air cooling, to minimize withdrawal from municipal sources.

Responsible innovation and technology

We believe that technology, including artificial intelligence (AI), holds significant potential to address complex environmental challenges. Our approach is to pursue innovation in a manner that is both ambitious and responsible.

- **Mindful development:** As we design and deploy new technologies, we remain attentive to their potential energy and resource impacts. Our goal is to embed efficiency into our products and services from the earliest stages of development, ensuring performance and corporate sustainability go hand in hand. We also track the impacts of our use of AI through our EMS.

- **Continuous monitoring:** We recognize that AI technologies are rapidly evolving, and we will continue to evaluate both the direct and indirect environmental impacts of our use of AI and associated systems. Our objective is to ensure that their use, development, and deployment remain thoughtfully aligned with our corporate sustainability goals and responsible innovation principles. We are monitoring these aspects and will explore adjustments, should any become material issues for the company.
- **Ethical framework:** Our approach to technology deployment is guided by principles of integrity, transparency, and respect for human rights. We work to ensure that innovation supports not only positive social outcomes but also environmental stewardship — promoting thoughtful use of resources, climate awareness, and long-term benefits for individuals, communities, and society as a whole.

Stakeholder engagement and advocacy

We believe that collaboration is essential to achieving a sustainable future.

- **Stakeholder consideration:** We work to ensure that our employees; the people who work for our contractors, customers, and suppliers; and individuals in the communities affected by our activities are treated with dignity and respect.
- **Customer empowerment:** We aim to provide our customers with transparent data and tools, such as our Carbon Calculator and custom emissions reports, to help them understand and manage the environmental impact of their use of our services.
- **Employee engagement:** We seek to empower our employees to be corporate sustainability champions. This includes fostering awareness and active participation through corporate communications and select training programs to ensure competence related to environmental responsibilities.
- **Sustainable work:** Through our FlexBase program, we foster sustainable work environments that promote employee wellness, support a distributed workforce, and significantly reduce commuting-related emissions.
- **Public policy and industry collaboration:** We constructively engage in public policy discussions to advance clean energy, grid resilience, and climate transparency. Through collaboration with industry-leading trade organizations, we foster open dialogue and the exchange of best practices to support informed policymaking and drive collective progress.

Transparency and reporting

Akamai is committed to transparent and credible reporting on our corporate sustainability performance through a process of monitoring, measurement, analysis, and evaluation.

- **Public disclosure:** Our practice is to publish an annual Corporate Sustainability Report detailing our progress against our goals. We will conduct appropriate reviews of our compliance with this policy, measure progress of our performance, and report periodically to our customers, employees, the board of directors, shareholders, and the general public.

- **Standardized frameworks:** Our greenhouse gas (GHG) emissions inventory is developed in alignment with ISO 14064, a globally recognized standard for GHG accounting and verification. We remain committed to transparency by continuing to respond to the CDP Climate Change questionnaire and aligning our disclosures with internationally recognized best practices in climate reporting.
- **Third-party verification:** Our practice is to have our energy and emissions data, as well as our environmental management system, subject to verification by qualified, independent third parties to ensure accuracy and accountability.

Continuous improvement

This policy reflects our current understanding and alignment with recognized standards, including the principles of ISO 14001, which guide our approach to environmental management. We acknowledge that the field of corporate sustainability is dynamic — shaped by evolving science, stakeholder expectations, and technological innovation.

Akamai is dedicated to the principle of continuous improvement in our environmental performance. We will regularly review and refine this framework, along with our goals and programs, to ensure they remain relevant, resilient, and responsive. By doing so, we aim to stay ahead of emerging challenges, harness innovative solutions, and responsibly scale our impact by advancing environmental performance while supporting the communities and customers that rely on Akamai every day.

Policy endorsement

As we power and protect life online, Akamai embraces our responsibility as a steward of the digital world. This policy formalizes our approach to embedding integrity, environmental care, and respect for human rights into our core operations.

This document is our roadmap, translating our aspirations into focused action. It guides our efforts toward ambitious goals, including achieving net-zero emissions and transitioning to 100% renewable energy, across our operations, supply chain, and approach to responsible innovation.

Recognizing that sustainability is a shared and evolving journey, we are steadfast in our approach to continuous improvement, transparency, and collaboration with all our stakeholders. Together, we will continue to harness our platform's power to help foster a more sustainable and equitable future.

Endorsed by Akamai's Director of Corporate Sustainability and ESG Officer, and the Akamai Corporate Sustainability Team

Interested in learning more about our progress and our program?

Visit akamai.com/sustainability