



Akamai Foundation Annual Report 2024

Unite, Engage, Empower for Social Good





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This year we demonstrated what Akamai does best: we not only responded to the unexpected, we found ways to lead.

A Message from Kara DiGiacomo

Dear Colleagues and Community Members,

In a busy and seemingly accelerating world, it can be hard to know where, when, and how to give back. However, when people do take that step to invest and volunteer in their communities, I've noticed a common sentiment: *"Why don't I do this more?"*

Looking at the Akamai Foundation's work, and that of our partners, I'm reminded that we are at our best when we come together to drive change. When things are difficult, we build community resilience and we celebrate shared humanity. We adapt and innovate. This year we demonstrated what Akamai does best: we not only responded to the unexpected, we found ways to lead.

In some ways, a collection of statistics and vignettes like this cannot fully capture the breadth and depth of our impact on the actual lives touched by our partners and volunteers. But when I look through what we accomplished in 2024, I am very excited to share this report as an overview of what we did together. I can't wait to see what we'll achieve next.

Sincerely,

Kara DiGiacomo

Director of Corporate Philanthropy, Akamai
Executive Director, Akamai Foundation

Our Global
Impact

Featured STEM
Partnerships

Employees
in Action

Reaching Out
as #OneAkamai

Akamai
Foundation
Governance

Our Global Impact: 2024 Giving Highlights

\$1M
STEM Empower Grants

\$460K
Community Grants

\$1.2M
STEM Early Learner Grants

\$100K
ERG Community Collaboration



\$~2.2M
STEM Total

STEM = Science, Technology, Engineering, and Mathematics; ERG = Employee Resource Groups

STEM Education Grants

STEM education encourages continuous learning, innovation, and adaptability to new technologies. Akamai and the Akamai Foundation strive to continue diversifying the technology sector by supporting both early education and later stages of the talent pipeline. We believe that providing STEM opportunities for all today makes it possible for diverse teams to build the technologies of tomorrow.

In 2024, the Akamai Foundation continued our efforts with the help of our partners, awarding more than \$2.2 million in STEM grant funding to 62 organizations around the world.



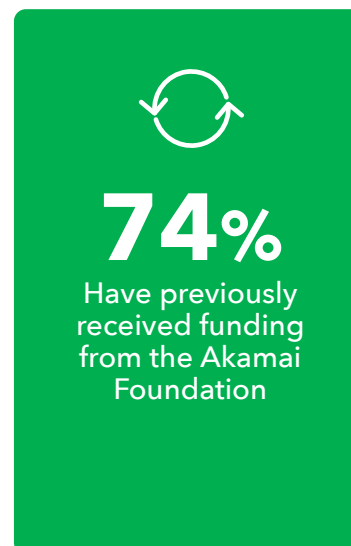
Our **Early Learner STEM Education Grants** are dedicated to advancing digital equity and providing equal access to quality STEM education opportunities for K-12 students.



The **Empower STEM Grant Program** is focused on broadening the diversity of talent entering the tech industry by increasing a wide variety of currently underrepresented populations in college, tech career pathways, and technology entrepreneurship.

2024 STEM Partners at a Glance

The Akamai Foundation selects partners that align with our giving mission and core values. Together, our goal is to inspire the next generation of innovators. These partnerships aren't limited to funding and reporting; we become a part of our partners' communities—and they become a part of ours—through creative and inspiring engagements. We are so proud of each and every one of our STEM partners and of the Akamai team members who serve as mentors, guest speakers, advisors, and volunteers for these organizations.



**Statistics drawn from 2024 survey results of STEM grantee partners

Featured Global Partnerships

This year, grants were awarded to organizations dedicated to fostering the next generation of innovators. Our partners focused on AI skill-development, cybersecurity education, computer science training, and more. We are proud to highlight some of these organizations and their incredible efforts.

**Stemettes****The Possible Zone****Mamo Pracuj:
AI AKAdemy****Scientific Adventures
for Girls****ITWomen's Foundation****Learning Links
Foundation India****Young Astronauts Club**

London, U.K.

Stemettes

Stemettes is a social enterprise working across the U.K. and Ireland to inspire and support girls, young women, and nonbinary young people toward careers in science, technology, engineering, art, and mathematics (STEAM). This year, an Akamai Foundation STEM grant allowed Stemettes to present “STEAM Goals,” an event at Akamai’s London office which introduced participants to a range of potential futures in STEAM. Twenty-three students from three schools were chosen to attend sessions with Akamai team members, exploring their STEAM journeys and career paths. Students also took part in an HTML project competition judged by Akamai volunteers. The STEAM Goals event was a success, introducing attendees to potential role models and furnishing their visions of what it would mean to pursue a career in STEAM.



“The experience made me gain more knowledge, made me more curious about STEAM, and it also helped me fight my fear of presenting in front of a group of people.”

Stemettes STEAM Goals Participant

Boston, U.S.

The Possible Zone: Cybersecurity Innovation Pathway

The Possible Zone (TPZ) is an experiential learning program that readies Boston Public School students for careers of the future. This year, the Akamai Foundation supported TPZ's Cybersecurity Innovation Pathway, a tuition-free program that introduces participants to the unique opportunities and challenges posed by the dynamic, expanding field of cybersecurity. TPZ students encountered a mix of code and hardware, learning to utilize equipment for monitoring networks, communication, and signal processing. Through bootcamps, "Deep Dives," and open studio time, students were exposed to exercises that prequalify their interest in cybersecurity. Students created a mixed network of controllers and computers, using that network to model TCP/IP, penetration testing, firmware hacking, address spoofing, and more. TPZ's 2024 Cybersecurity Innovation Pathway program encouraged teamwork and hands-on problem solving while equipping participants with highly applicable STEM skills.



"In a word, joyful—because this is fun! Best class I've taken so far."

Xibo

TPZ participant

Kraków, Poland

Mamo Pracuj: AI AKAdemy

Dedicated to gender equity, the Mamo Pracuj Foundation helps prepare women and mothers for careers in tech. Mamo Pracuj provides mothers who are entering or transitioning into the tech field with training and tools for success, ultimately pairing them with companies that are seeking new talent. This year, Mamo Pracuj collaborated with Akamai Kraków to deliver the third “Let’s Do IT AKAdemy” program, a series of four online workshops led by Akamai experts, covering topics such as career building and essential competencies in the IT sector. After the workshops, participants were paired with mentors at Akamai who worked with them individually over the course of four months. In total, these pairs engaged in 174 mentoring sessions, providing personalized guidance and support. In 2025, Mamo Pracuj will host an AI AKAdemy that aims to develop and disseminate digital competencies in AI, focusing on its practical application in the workplace.



“My mentor helped me look at the job search process from two perspectives—from the perspective of an employee and an employer, which was very valuable for me...(My mentor) showed me that there are different paths I can follow.”

“Let’s Do IT AKAdemy” 3 Participant

“I found a new job—I start next week!”

“Let’s Do IT AKAdemy” 3 Participant

San Francisco East Bay, U.S.

Scientific Adventures for Girls

Scientific Adventures for Girls (SAfG) works to remove systemic barriers to all girls' participation in STEM education in the East Bay. Part of SAfG's mission is ensuring that girls who may otherwise lack access to STEM enrichment can participate in hands-on technical learning. The Akamai Foundation's 2024 support enabled SAfG to continue delivering this vital programming, including exciting projects focused on the arts of science and technology. SAfG participants also met with female STEM architects who shared their career journeys, providing vital role models and demonstrating a sense of belonging in STEM fields. Hands-on experiences and exposure to female STEM professionals are crucial in building girls' confidence and interest in STEM. SAfG exit surveys show that over 76% of participating students reported their growing excitement about STEM after participating in their programs.



"I think SAfG really showed my daughter she has the ability and power to be who she wants, and to stand out in spaces where people don't look like her."

Danielle D.

Parent of a SAfG Graduate

Miami-Dade, Broward, and Palm Beach counties, U.S.

ITWomen's Foundation

The ITWomen's Foundation empowers girls in tech and engineering through accessible programming, scholarships, and mentorship. In its fourth year, ITWomen's Summer Camp program introduced more girls to exciting career possibilities in STEM, piloting its first "Virtual Robotics and Coding Camp." Designed to reach traditionally underserved students, the virtual format leveraged the Riders.ai platform to provide an enriching, hands-on experience in engineering, coding, and robotics. Outside of the camp, Akamai employees mentored engineering club members at local high schools, in addition to working with ITWomen Scholars through virtual and in-person sessions. By sharing their career journeys, these remarkable female "Akamites" showcased the growing opportunities in cybersecurity and Akamai's pivotal role in securing the digital world. Their involvement encourages young women to envision themselves thriving in technology and engineering.



"I can't emphasize how important it is to promote technology and engineering fields to girls, especially in this day and age...It's so important to provide more access to opportunities to explore these careers, especially for a future fueled with constantly emerging technologies that shape the world we live in."

Sophia P.

ITWomen 2024 Scholar and Virtual Robotics and Coding Camp Counsellor, Computer Science Major, University of Florida

New Delhi, India

Learning Links Foundation India: STEAM Smart Program

Learning Links Foundation (LLF) is a nonprofit that enriches lives through lifelong learning and technology education. LLF programs demonstrate that tech not only accelerates learning and connection, but also deepens them. After receiving a grant from the Akamai Foundation in 2024, LLF swiftly partnered with a New Delhi public school to enhance student access to technology and STEAM learning for 300 participants. LLF's first initiative provided the school with laptops and internet access, garnering immense enthusiasm from students and staff. The foundation is also working to equip the school's STEAM lab with resources for hands-on learning, such as robotics kits, 3D printers, and science experiment tools. LLF looks forward to an incredible year, advancing digital equity by providing young people with an engaging STEAM curriculum.



"The partnership with [Learning Links Foundation], supported by the Akamai Foundation, has been pivotal in addressing the technology gap in our schools. We're grateful for this partnership, which is making a tangible difference in the lives of our students and their communities."

Learning Links Visitor Comment

Tokyo, Japan

Young Astronauts Club

Igniting young people's interest in space and science, Young Astronauts Club-Japan (YAC-J) promotes youth engagement with aeronautical engineering and astronomy, encourages cooperation and exchange, and fosters the growth of young talent to lead the future of STEM. In 2024, YAC-J piloted the Water Rocket Flight Simulation program, expanding on YAC-J's popular Water Rocket Flight program. Since hands-on trial experiences in the Flight program are limited, YAC-J leveraged Akamai grant funding to create a simulator. By combining digital technology with hardware, this simulator allows more young people to learn firsthand and through trial and error, deepening their understanding of science and technology.



Naoko Yamazaki, President of the Young Astronaut Club Japan, and Tom Leighton, Chief Executive Officer, Akamai

Employees in Action

At Akamai, employees embody our core value of “Giving Back,” showing passion and support for their global communities. Employees come together as “One Akamai,” sharing how they volunteer and what drives them to make a difference. Check out a few of our social media highlights and join the conversation:

Danny Lewin Community Care Days

Blood donations, tree plantings, school supply drives, and more—Akamai volunteers supported their communities as part of year-round, global 2024 Danny Lewin Community Care Days.



Giving Back at the India Town Hall

In India, attendees of our annual town hall made upcycled notebooks and homemade diyas for local youth, celebrating their colleagues and their community.



Giving Booths

Akamai partnered with teams in Costa Rica, India, and Fort Lauderdale to design and build volunteer kiosks, interactive spaces to foster connection, build relationships, and do good together.



Cyber Red Riding Hood

Under the moniker ARTmai, Akamai Kraków employees wrote and performed a play for kids entitled “Cyber Red Riding Hood,” raising funds to support local health initiatives.



DANNY LEWIN

COMMUNITY CARE DAYS & EMPLOYEE VOLUNTEERISM

Danny Lewin, co-founder of Akamai Technologies, was known for his passion, enthusiasm, and generosity. He is believed to be the first victim of the 9/11 attacks. One of the ways we continue to embody his legacy is through Danny Lewin Community Care Days (DLCCD), as well as virtual, in-person, and team volunteering events throughout the year.



49%

Increase in volunteer hours
compared to previous year



DANNY LEWIN

COMMUNITY CARE DAYS & EMPLOYEE VOLUNTEERISM

At Akamai, every employee has 16 hours of paid volunteer time each year to spend volunteering for an organization or cause of their choice. In 2024, employees logged more than 9,987 cumulative volunteer hours during 129 company-hosted events and activities, uniting our teams around the globe. This represents an incredible 49% increase in volunteer hours from the year before.



Click to watch the Danny Lewin Community Care Days video.



23
Countries



82
Cities



129
Events



9,987
Volunteer Hours

Latin America Spotlight

With support from the Akamai Foundation, Akamai employees and partners in Latin America (LatAm) had a remarkable year of giving back in 2024. Together, they helped to ignite interest in STEM in their local communities and to champion a range of pertinent social issues. The Akamai Foundation and Akamai employees supported organizations that serve individuals in Argentina, Colombia, Costa Rica, the Dominican Republic, Ecuador, Mexico, Panama, and Peru, with access to STEM education and tools for entrepreneurship.

Employee volunteerism was also energized throughout the LatAm region this past year, aiding organizations and mentoring the next generation of STEM innovators. From STEM workshops to “makerspaces”; from technology fairs to building toys for families during the holidays; employees throughout the region found seemingly countless ways to give back and connect to their communities in 2024.



The sense of fulfillment and connection I feel when helping those in need is incredibly rewarding. Volunteering not only enriches my life, but it also brings people together, fostering a sense of unity and shared purpose. I hope my experiences inspire others to join in and experience the joy of giving back.

Akamai LatAm Employee
San Jose, Costa Rica

Employee Activated and Empowered Giving

Employee matching gift campaigns allow the Akamai Foundation and Akamai employees to collectively support a broad range of social issues and topics, global disaster relief efforts, and humanitarian aid. In 2024, the Akamai Foundation doubled donations from employees seeking to drive change and show up for causes they care about. Employees exceeded all expectations this year by fulfilling our matching gift program's goal in just five months. Together, Akamai employees and the Akamai Foundation Matching Gift Program awarded \$450K through our giving platform.



Employee Resource Groups (ERGs) and Akamai Foundation Community Collaboration

Celebrating five years of partnership, the ERG & Akamai Foundation Community Collaboration was formed to amplify and elevate social impact efforts.

The program channels Akamai Foundation and ERG members' passion towards impactful initiatives, including virtual and in-person volunteer events and identifying incredible organizations to receive grant funding.

Social impact work is most powerful when groups join together. Over the past five years, the program has awarded over half a million dollars in grant funding to 79 nonprofit organizations. In addition, countless volunteer hours have been spent to support and raise awareness about important social issues.

79

**Nonprofit Grant
Recipients**

\$500K+

**In Grants
(2019-2024)**



interseet



**akamai
Ohana**

**out
at akamai**

DIVERSITY
Global Women's Forum



**Akamai
MILITARY
VETERANS**
★★★★

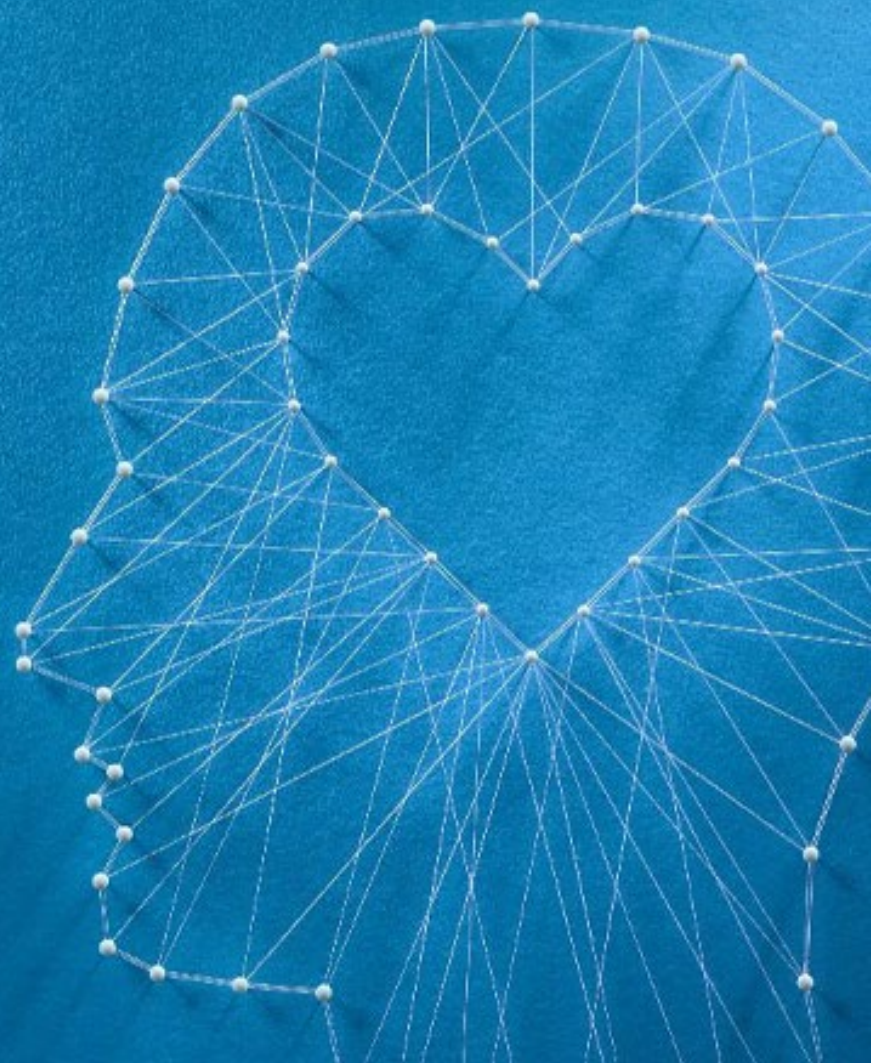


Reaching Out as #OneAkamai

akamai compassion fund

The Akamai Compassion Fund, an employee hardship fund, allows us to truly unite during times of difficulty, supporting colleagues wherever they are in the world.

The Akamai Foundation established the Akamai Compassion Fund in recognition of the fact that hardship has no boundary. The fund was developed by employees, for employees, with additional funding from the Akamai Foundation. The Akamai Compassion Fund focuses on providing relief grants for employees facing difficult and unexpected circumstances. Even as we grow and scale as a global organization, we strive to be there for each other. This program allows us to put the spirit of "One Akamai" into action.



Global Disaster Relief

The Akamai Foundation recognizes the strength of unifying resources to have the greatest impact in areas where our employees live and work. We mobilize during times of crisis, using our giving programs to facilitate resilience and recovery for our employees and their communities.

We prioritize employee safety and well-being, partnering with employees to respond to crises in meaningful ways. In addition to the Akamai Compassion Fund and humanitarian grants, the Akamai Foundation offers employee matching gift programs to support employees and double their donations to eligible charitable causes of their choosing.

"When our global teams join together, support others, and recognize the strength that comes from unifying resources—that recipe enables us to have a lasting impact."

Akamai Employee



Akamai Foundation Governance

The Akamai Foundation Board is composed of eight Akamai leaders, spanning our global communities and helping us to consider philanthropy from a range of diverse perspectives. Site-specific employee review teams are also a key part of our grant process: evaluating grant applications, conducting community outreach, and nominating organizations for funding. Members include employees who are passionate about community engagement, social issues, and hands-on experience, with multiple teams involved across the U.S. in Atlanta, Georgia; Cambridge, Massachusetts; Fort Lauderdale, Florida; Reston, Virginia; and the San Francisco Bay Area, as well as Costa Rica, Poland, India, the U.K., Japan, Israel, and beyond.

Akamai Foundation Board Members

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Senior Vice President, EMEA
Sales and Channels & Managing
Director EMEA, Akamai

George Conrades

Executive Advisor, Former Board
Chair and CEO, Akamai

James Kretchmar

Senior Vice President & Chief
Technical Officer, Cloud
Technology Group, Akamai

Tom Leighton

Chief Executive Officer, Akamai

Prasad Mandava

Vice President & Managing
Director, IT/India Office, Akamai

Kim Salem-Jackson

Executive Vice President & Chief
Marketing Officer, Akamai

Lauren Van Wazer

Vice President, Public Policy
& Regulatory Affairs, Akamai

Anthony Williams

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Director, Corporate Philanthropy,
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Vice President, Finance and
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Saskia Schwartz

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Director of ESG Programs,
Akamai

Khalil Smith

President

Vice President, Inclusion, Diversity,
and Engagement, Akamai

Thank you, join us!

In 2025, we look forward to building upon our momentum with our grant partners, Akamai employees, and community organizations, to continue driving meaningful change.

Thanks for viewing the Akamai
Foundation 2024 Annual Report.

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