



Akamai Benefits

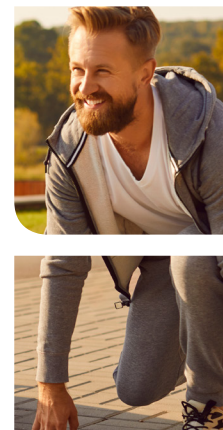
SURROUNDING YOUR HEALTH, YOUR WEALTH, AND YOUR LIFE

Akamai powers and protects life online. Leading companies worldwide choose Akamai to build, deliver, and secure their digital experiences — helping billions of people live, work, and play every day.

For our employees, we strive to provide benefits surrounding all aspects of your life as well. You'll find programs that relate to your health and well-being, as well as your finances, your family, your time at work, and your time pursuing other endeavors. Our benefit plan options are designed to meet your individual needs and budget, both today and in the future.

YOUR HEALTH

- A variety of comprehensive health insurance plan options that allow you to choose the right amount of coverage for you and your family. Employees nationwide have a choice of two PPO medical plans through Blue Cross Blue Shield of Massachusetts (BCBSMA). Employees in New England also have the option of an HMO medical plan through BCBSMA. Additionally, employees in California also have the option of an HMO plan through Kaiser Permanente.
- A PPO dental plan through Delta Dental of Massachusetts, with benefits up to \$2,000 per member, per year. Orthodontia is covered for children and adults, up to an additional \$2,000 per person.
- A voluntary vision plan through VSP, offering in-network and out-of-network care.
- Health Accounts, which allow you to pay out-of-pocket medical expenses in a tax-advantaged way, including a Health Savings Account (HSA) that features an annual employer contribution up to \$2,000.
- Free access to a personal care team who help you understand the different medical plan options, facilitate interactions with healthcare providers and insurers, and research questions on medical bills and claims.
- A progressive wellness program offering classes and multi-week workshops with wellness experts, flu shots, company-wide competitions, a subsidy for fitness trackers, fitness center discounts, and an engagement platform that rewards healthy behaviors.
- A \$500 Wellness Allowance to use toward services and events that support your well-being, like gym memberships, race entry fees, fitness classes, weight-loss programs, visits with a nutritionist, and smoking cessation support.
- Access to a mental health coach or therapist in person or via live video, live messaging, or phone — up to 16 sessions for each eligible person per calendar year.
- Additional mental health resources through a network of colleagues trained in Mental Health First Aid and digital tools for self-care, fostering resilience, coping with trauma, and more.
- Personalized support through digital exercise therapy to address acute and chronic pain, plus pelvic health support, in addition to wellness coaching, financial guidance, and nutritional counseling.



YOUR WEALTH

- Equity in Akamai through Restricted Stock awards and our Employee Stock Purchase Plan.
- 401(k) Retirement Plan, offering Pre-Tax, Roth, and After-Tax employee contributions, a company match of 75% on the first 8% of eligible pay contributed (to a maximum of \$9,000 annually), plus immediate vesting.
- Financial security provided by company-paid life insurance, including additional policies for accident and business travel and the ability to purchase additional coverage — even for dependents.
- Generous income protection benefits; Akamai provides 100% pay continuation if you become medically unable to work for up to 13 weeks (and 66.67% pay continuation after that). Some employees also have the opportunity to purchase supplemental coverage.
- Support for commuters through tax-advantaged Commuter Benefit Accounts, subsidized bike share membership, and free or subsidized parking (parking arrangements differ by office).
- Reimbursement for bike commuters, up to \$240 per year.
- Up to \$7,500 per year in tuition reimbursement for employees pursuing higher education.
- Access to academic advising and tuition discounts from more than 200 accredited educational institutions.
- Focus on financial wellness through free financial workshops, free personal financial guidance, and a convenient tax preparation service.
- Home-buying program providing access to top real estate professionals, personalized real estate counseling, cash rebates, and mortgage savings.
- Voluntary legal plan, providing access to legal services when you need them.
- Numerous money-saving discounts on items like computers and other technology, event tickets, “green” transportation services, and home and auto insurance.

YOUR LIFE

- An innovative approach to Paid Time Off; Akamai does not limit the amount of time you can take away from work and does not require that you accrue (earn) time off in order to take it.
- Up to 18 weeks of 100% paid maternity leave and 10 weeks of 100% paid paternity leave.
- 10 weeks of 100% paid family leave to care for an ill family member.
- Additional paid time off to volunteer in the community.
- Unpaid personal leave, giving employees the flexibility of additional time off as appropriate.
- 12 paid holidays per year.
- Access to funds to support inclusive fertility, hormonal health, and family-building benefits. With the Carrot benefit, you get expert resources, education, and support for fertility health (e.g., fertility testing, ovulation tracking), preservation (egg, sperm, and embryo freezing), in vitro fertilization (IVF), pregnancy and postpartum, gestational surrogacy, menopause, low testosterone, and more.
- Suite of caregiving benefits, including 15 days of subsidized backup day care per year; discounts on day care; au pair discounts; free membership to [Care.com](https://www.care.com); elder care planning support; and a tax-advantaged account to pay for day care.
- Free and confidential work-life services that offer research assistance and referrals for a wide variety of personal, family, and work-related issues and topics.
- Travel assistance services, offering emergency medical or legal services when you are far from home.
- On-site conveniences, such as cafeterias, “grab-and-go” food for purchase, free coffee/tea/milk, fitness centers, shower facilities, bike racks, and wellness rooms. Some offices offer on-site services like personal shipping. Amenities vary by office location.
- Employee Recognition program that is designed to celebrate and acknowledge individual and team achievements, exceptional job performance, commitment to our core values, service anniversaries and milestones. By promoting a culture of appreciation, we aim to enhance employee engagement, motivation, and overall productivity.

This summary provides an overview of the benefits offered to U.S. employees at Akamai Technologies, Inc. Employees scheduled to work at least 20 hours per week are benefits-eligible. Employees working fewer than 20 hours a week are not eligible for all benefits, but may be eligible for certain programs. This information is subject to change without notice. Summary plan descriptions for certain benefit plans govern the plans referenced in this document and supersede any conflicting statement made in this document or by any Company representative.

