

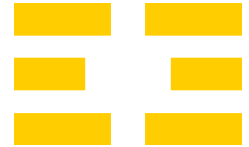


# Akamai Technologies

Locations: Massachusetts (HQ)

Industries: Cloud & Data Storage, Data Security

RISK LEVEL:



Medium Risk

## DESCRIPTION:

By complying with the HRC's controversial demands, Akamai increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Akamai uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. However, the company has not publicly terminated business relationships based on views or beliefs. Akamai supports the Equality Act and is a Ceres Network Member, committed to carbon neutrality by 2040. The company denounced various states' legislative efforts to protect election integrity and security. However, Akamai has not lobbied for ideological purposes. For these reasons, Akamai Technologies receives a Medium Risk rating.

## Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*Akamai Technologies received a score of 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Akamai Technologies has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs.*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk**

*Akamai Technologies' HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Akamai Technologies does not discriminate against charitable organizations based on views or beliefs (3)(4).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*Akamai's HRC 2023-2024 CEI rating indicates the company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Akamai does not provide*

viewpoint protections for its employees (3).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Akamai signed an open letter in support of the Equality Act, a controversial bill (1). The company used its Twitter page in 2020 to publicly support gender identity and sexual orientation as protected characteristics under Title VII (2). Akamai also assisted the Massachusetts Technology Leadership Council in assembling a list of Juneteenth resources, which included books by critical race theorists Ibram X. Kendi, Robin DiAngelo, and Ta-Nehisi Coates (3). The company is a Ceres Network Member, committed to net zero carbon emissions by 2040 (4)(5). Akamai CEO, Tom Leighton, denounced various states' legislative efforts to protect election integrity and security (6).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

Akamai's HRC 2023-2024 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging (1)(2). Akamai underwrites the MTLC's Diversity Initiatives. This includes the "2030 Challenge", aiming to double the percentage of black and indigenous employees in tech jobs in Massachusetts by 2030 (3). In 2013, then-Executive Vice Chairman of Akamai Technologies, Paul Sagan, personally spearheaded an ACLU initiative, donating millions in personal funds (4).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

Akamai does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).

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