



2023 Annual Target Performance Bonus Grant Award Statement

Jose Alberto Gonzalez

Costa Rica

Dear Jose Alberto,

In anticipation of a successful 2023 and your contribution to Akamai's performance this year, we have the pleasure of informing you that you will be awarded a Restricted Stock Unit (RSU) grant as part of our evolved 2023 Company Performance Bonus Program. The value of your RSU grant is equal to your projected 2023 target performance bonus. On March 6, 2023, as an eligible bonus recipient, you will be awarded a target bonus in the amount of 2,473.02 USD represented by 33 RSUs. These RSUs will fully vest on March 6, 2024.

Determining your 2023 Target Performance Bonus RSU Award:

Projected Eligible Earnings*	17,325,972.60
Currency	CRC
Projected On-Target Bonus Percentage	8.00%
Projected Bonus Value	1,386,077.81
Projected Bonus Value in USD	2,473.02
Closing Share Price on March 6, 2023	\$74.94 USD
RSUs Awarded for Target 2023 Performance	33

** Projected Eligible Earnings includes your starting salary as of January 1, 2023 and any known compensation or job changes that impact 2023 earnings. For example, salary increases (if applicable), and/or pending job changes known at the time of grant.*

Succeeding as One Akamai

Our Company Performance Bonus Program is based on the philosophy that when we all work together as One Akamai, we can move mountains and achieve our goals.

By providing equity to employees, we seek to increase our collective commitment to Akamai's future and encourage the teamwork required to enhance Akamai's present and long-term value.

We are excited about the opportunities that the future holds for Akamai, and we look forward to your valuable participation as we build that future together.

Sincerely,

A handwritten signature in black ink, appearing to read "Anthony Williams", is centered within a light gray rectangular box.

Anthony Williams
EVP, Chief Human Resources Officer

Please log on to your [Schwab account](#) to view and accept your award. Online acceptance of your award is critical to your RSUs validity and vesting.

For further information on the evolved Company Performance Bonus Program please refer to the following resources:

- [FAQ](#) on the evolved Company Performance Bonus Program
- [Global Equity Administration](#) (Aloha Site)
- [Equity Content and Tax Information by Country](#)