

2022 Environmental, Social, and Governance Overview

November 2023

fastly[®]

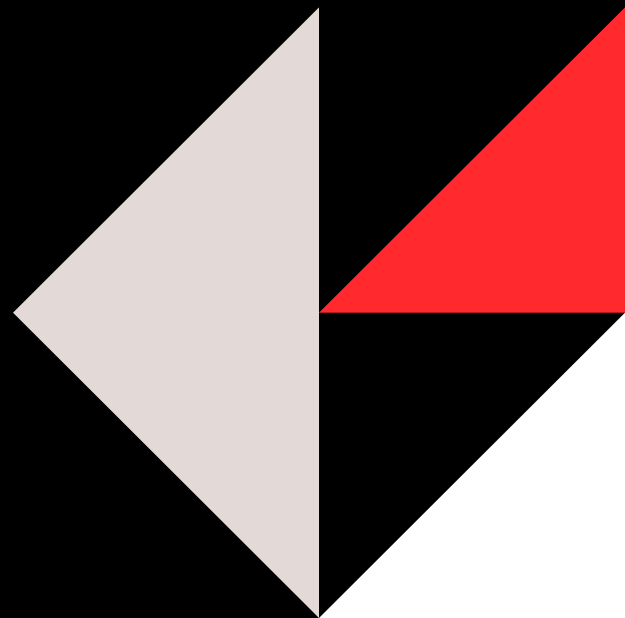


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Letter from our CEO

I am proud to introduce Fastly's inaugural Environmental, Social, and Governance (ESG) Overview. This is the first time we are releasing a formal publication about our ESG program, but leading with values, ethics, and good governance have been embedded in Fastly's DNA since our founding.



Fastly's mission is to make the internet a better place where all experiences are fast, safe, and engaging. A better internet must be built for everyone and inclusive of every population. To achieve this, it must also be built by a diverse and passionate workforce. For us, diversity and inclusion are not just a moral imperative, but a business imperative as well. Our efforts to build an inclusive workforce at Fastly have been a significant business advantage; attracting and retaining diverse talent makes our products more relevant and our business more robust. A diverse and inclusive workforce will always be foundational to our talent strategy and values structure.

A better internet is environmentally friendly in its functioning, and delivers efficiency and sustainability for those who use it. Fastly puts resources closer to the edge, to the user. By doing so, traffic travels a fraction of the distance, providing a faster experience for the user and meaningfully reducing the energy needed to transmit that data. We recently launched the first iteration of environmental impact data visualization for our customers, allowing them to better understand their energy usage enabled by Fastly's platform.

We are always striving to get more out of our network and infrastructure. In addition to delivering efficiency in our business, it drives a leaner carbon footprint with space, manufacturing, and energy savings. These efforts should also make our products more attractive to a growing set of customers who care about their impact and have their environmental commitments to live up to. These go hand in hand with business success.

At Fastly, we are passionate about giving back to those organizations that make critical internet technology freely available to the community. By supporting technology through open source communities and non-profit teaching programs, these organizations are fostering the core purpose of the internet as an open tool for learning and information sharing. We are proud to support organizations like these through our Fast Forward program.

Digital experiences will drive the mission and define the success of almost every organization everywhere. Fastly will have a significant impact on the way digital experiences are built and delivered around the world. We take that responsibility seriously. In the months and years to come, you will see us share even more measurable results about our work. We won't always get it right, but every day, we will endeavor to do better than the last.

Thank you to our customers, partners, employees and shareholders for being part of this journey. We could not do this without your commitment and dedication to Fastly and to each other.

Todd

About This Overview

This 2022 Environmental, Social, and Governance Overview is Fastly's inaugural Environmental, Social, and Governance (ESG) Overview. We address the ESG topics that we believe our investors, customers, employees, and other stakeholders consider the most important. We look forward to reporting our progress as we develop our ESG goals and disclose our achievement against such goals.

Unless otherwise specified, this overview highlights activities and metrics related to Fastly's fiscal year ended December 31, 2022.

This document contains "forward-looking" statements that are based on our beliefs and assumptions and on information currently available to us on the date of this document. Forward-looking statements may involve known and unknown risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different from those expressed or implied by the forward-looking statements. These statements include, but are not limited to, statements regarding our ongoing and future ESG plans and practices; our ESG targets, goals, and commitments; and statements regarding the future effect of offset purchases. Except as required by law, we assume no obligation to update these forward-looking statements publicly or to update the reasons actual results could differ materially from those anticipated in the forward-looking statements, even if new information becomes available in the future. Important factors that could cause our actual results to differ materially include, but are not limited to, the novel and evolving nature of ESG disclosure frameworks and metrics; our ability to maintain effective controls related to ESG disclosures; our reliance on third-party data and information, including with regard to offset purchases, as well as the risk factors detailed from time to time in the reports we file with the Securities and Exchange Commission ("SEC"), including in our Quarterly Report on Form 10-Q for the fiscal quarter ended September 30, 2023. Copies of reports filed with the SEC are posted on our website and are available without charge.

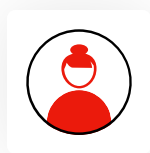
Governance

Corporate Governance Guidelines

The Board of Directors (Board) has documented our governance practices by adopting [Corporate Governance Guidelines](#) to assure that the Board will have the necessary authority and practices in place to review and evaluate our business operations as needed and to make decisions that are independent of our management. The guidelines are also intended to align the interests of directors and management with those of our stockholders. The Corporate Governance Guidelines set forth the practices the Board intends to follow with respect to board composition and selection, board meetings and involvement of senior management, Chief Executive Officer performance evaluation and succession planning, and board committees and compensation. The Corporate Governance Guidelines, as well as the charters for each committee of the Board, may be viewed on the Investors section of our website at investors.fastly.com.

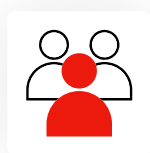
Board Independence and Diversity

- Fastly is proud of the independence and diversity of its Board. Our Board believes that our directors represent a diverse and broad range of attributes, qualifications, experiences, and skills to provide an effective mix of viewpoints and knowledge. The Nominating and Corporate Governance Committee regularly assesses its members and the composition of the Board as part of its annual evaluation process. In conducting this assessment, the Nominating and Corporate Governance Committee typically considers diversity (including gender, racial and ethnic diversity), age, skills and such other factors as it deems appropriate, given our current needs and the needs of the Board of Directors, to maintain a balance of knowledge, experience and capability.
- As of December 31, 2022, the Board consists of nine members: three women and six men, and three members of underrepresented communities.* Of those nine members, seven are independent. In addition to having an independent majority, Fastly's Board has fully independent nominating and corporate governance, audit and compensation committees, which enables it to more effectively fulfill its critical function of overseeing management on behalf of shareholders. For further information, see Fastly's [Proxy Statement](#).



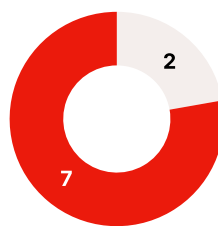
Gender

9 Members
3 Women / 6 Men



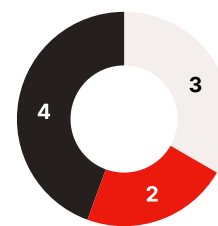
Underrepresented Communities (URC)*

3 Members of URCS



Independence

● Independent
● Employee



Age

● 40-49
● 50-59
● 60+

*Director from an underrepresented community means an individual who self-identifies as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or who self-identifies as gay, lesbian, bisexual, or transgender.

ESG Oversight

The **Board** of Fastly is responsible for overall oversight of the ESG program.

- **Nominating and Corporate Governance Committee:** The charter of the Nominating and Corporate Governance Committee provides that the committee is responsible for reviewing Fastly's environmental, social, and governance matters as it determines appropriate and making recommendations to the Board regarding, or taking action with respect to, such matters.
- **Audit Committee:** As Fastly sets and discloses both its environmental and social goals, the Audit Committee of the Board will have the responsibility to ensure that the metrics used to measure success against these goals are complete, accurate and consistent, and may eventually be audited against established standards.
- **Compensation Committee:** The Compensation Committee oversees Human Capital Management.

Senior leadership meets periodically to manage the implementation of Fastly's ESG program by a cross-functional working group. The working group represents teams from across various key functions, including Investor Relations, Infrastructure, Legal, Operations, Engineering, Marketing, Communications, Security, and People. The General Counsel provides periodic updates to the Board on ESG matters.

The Board recognizes the importance of the Company's commitment to operating an ethical and sustainable business and has leveraged input from trusted experts in the field, such as Business for Social Responsibility (BSR), of which Fastly has been a member since 2020.

The Board's role in Risk Management

One of the key functions of our Board of Directors is informed oversight of our risk management process. In particular, our Board of Directors is responsible for monitoring and assessing strategic risk exposure, including ESG risks.

The Board has responsibilities to review, approve, and monitor fundamental financial and business strategies, assess our major risks, consider ways to address those risks, and select and oversee management. Our executive officers are responsible for the day-to-day management of the material risks we face.

Our Board administers its oversight function directly as a whole, as well as through various standing committees of our Board that address risks inherent in their respective areas of oversight.

- Our **Audit Committee** is responsible for overseeing the management of risks associated with our financial reporting, accounting and auditing matters, investment risks and foreign exchange risks, and tax matters.
- Our **Compensation Committee** oversees the management of risks associated with talent and our compensation policies and programs.
- Our **Nominating and Corporate Governance Committee** oversees the management of risks associated with director independence, conflicts of interest, composition and organization of our Board, director succession planning, law and compliance, and oversight of corporate governance.

Business Ethics

There's so much more to Fastly than technology. At the heart of our work, we aim to improve human lives — and from the beginning, we've grown with a deliberate focus on transparency, integrity, and inclusion. We are building a kind, ethical, and inclusive team who are unified in fulfilling our mission to make experiences on the internet fast, safe and engaging for the users of our diverse customer base.

At its core, the Code of Business Conduct and Ethics expresses and supports Fastly's vision to create a trustworthy internet — where good thrives. Our eight core values define who we are and how we choose to grow, hire, train, work, communicate, make decisions, support each other, and serve our customers.



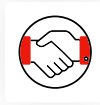
We have a curious spirit

Great ideas are born from an anything's possible mindset. We are constant learners who embrace diverse perspectives to solve challenging problems.



We focus on our customer

We, like you, want to build great things. We stay fervently attentive to our customers' challenges and center our work on their needs.



We are trustworthy

The trust of our customers and colleagues is a privilege. We honor that trust by putting privacy, reliability, and accountability first.



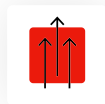
We act with passion

Enthusiasm reverberates throughout all we do — from what we build to who we hire to how we grow together as a team.



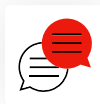
We operate with integrity

The right thing isn't always the easy thing. But we do it anyway, even when no one is watching.



We are competitive

We believe in ourselves and what we can achieve as a team — and we are proud to celebrate where we shine.



We embrace transparency

We believe in honesty, even when the message is tough. Our customers, partners, and colleagues can rely on getting the information they need to make the best choices.



We are good people

At the heart of everything we do, we are good people. We act with empathy and kindness. We hold ourselves and the industry accountable to high standards, which helps us all grow together.

The phrase “you're only as good as the company you keep” is a guiding principle. It speaks not just to the conduct and business ethics of Fastly's employees, it extends to our partners, contractors, vendors, customers and the internet. Doing what's right for our network and the brands that want to be there, benefits our employees, our customers, and the internet.

Just as we choose to work with individuals who are trustworthy, demonstrate integrity, and reflect our values, we choose to work with customers and partners that we believe have integrity, are trustworthy, and do not promote violence or hate, nor will we work with those who do so.

As a growing edge cloud platform company, we have the opportunity to make an immense, lasting positive impact on the world through technology. We will continue to push the edge of innovation, so we'll always be ready to empower our customers' biggest, boldest dreams in an ethical and responsible way.

Employees are required to undergo various annual ethics trainings, including with respect to the Code of Conduct, preventing harassment and discrimination, privacy and security awareness, insider trading, and anti-corruption.

Data Security and Privacy

Fastly values the privacy and security of its employees and customers. Fastly makes contractual commitments to all of its customers and visitors to its website that it will only use data provided by those customers and individuals for the purpose for which it is provided.

Among Fastly's core product offerings are security products and services that are intended to protect our customer's websites and services and the data and information that is collected and transmitted through those websites and services. Our products support key infrastructure pillars to enable users of the internet to decide how much of their traffic is observed by third parties.

Wherever web users are looking to control their exposure to surveillance technologies, Fastly has global-scale infrastructure to provide privacy without compromising performance. Fastly strives to enable privacy by design in all our products.

Our business is dependent on providing our customers with fast, efficient, and reliable distribution of applications and content over the Internet. Maintaining the security and availability of our platform, network, and internal IT systems and the security of information we hold on behalf of our customers is a critical issue for us and our customers, and we may expend significant resources, fundamentally change our business activities and practices, or modify our operations in an effort to protect against security incidents and to mitigate, detect, and remediate actual and potential vulnerabilities.

Fastly published its [Transparency Report](#) in November 2022 and intends to update it regularly

Fastly audits all of its Network Services and Security products and services against the requirements of GDPR

Fastly is certified to the ISO/IEC 27001:2013 standard for its Information Security Management System and is audited against the SOC 2 Type 2 Trust Service Criteria for Security and Availability as established by the AICPA.

Social

Fastly Fast Forward

In 2022, Fastly launched [Fast Forward](#) — a uniquely focused program designed to support and accelerate open source and open internet projects in service of Fastly’s mission of making the internet better, not only for Fastly’s customers but for everyone. Fastly believes in open source, both for the pragmatic reason that so much of our technologies build on top of open source platforms, and for the more fundamental reason that the Internet is better when everyone can help create it. So much opportunity and expression has been enabled by the open internet, and we believe the entire internet is healthier, more vibrant, more engaging and more fun when it’s open for all to participate and contribute. Taking advantage of Fastly’s long history of supporting open source, we’re pleased and proud that Fast Forward has been embraced by some of the most important and influential open source projects as a fundamental part of enabling their work to have impact and effectiveness around the world.

“Dl.k8s.io, home of the official Kubernetes binaries, is powered by Fastly. Fastly is known for its high-performance content delivery network (CDN) designed to deliver content quickly and reliably around the world. With its powerful network, Fastly helps us deliver official Kubernetes binaries to users faster and more reliably than ever before. The decision to use Fastly was made after an extensive evaluation process in which we carefully evaluated several potential content delivery network providers. Ultimately, we chose Fastly because of their commitment to the open internet and proven track record of delivering fast and secure digital experiences to some of the most known open source projects (through their Fast Forward program).”

— Arnaud Meukam, Kubernetes/ VMware

“Thanks to Fastly’s global reach and ongoing support, we are able to fulfill our mission at the Scratch Foundation of providing young people all over the world with digital tools and opportunities to imagine, create, share, and learn. We are grateful for Fastly’s partnership, allowing us to stay flexible and agile as our platforms Scratch and ScratchJr grow globally as leading creative learning tools.”

— Colby Gutierrez-Kraybill, Principal Software Engineer at Scratch Foundation

“As a non-profit organization supporting the Rust Project, the Rust Foundation believes the future of software development is looking brighter every day thanks to Rust’s inherent benefits such as memory safety, energy efficiency, and scalability. But for the Rust Project to meet the demands of its growing popularity, diversified and cost-effective infrastructure is critical. The Rust Foundation is grateful to be included in the Fast Forward program, which will allow the Rust Project to harness Fastly’s full-site delivery and powerful Compute@Edge platform at no cost. It’s partnerships like these that will contribute to the growth and sustainability of Rust into the future.”

— Joel Marcey, Director of Operations and Advocacy at the Rust Foundation

Fast Forward Program:

Fast Forward began with a commitment to power open source projects, and the nonprofits that support them, with free services and support, ranging from access to Fastly's most powerful and effective edge platform capabilities to emergency engineering support to community communications and outreach. To nurture and support the community, we're sharing our own resources and knowledge, growing the Fast Forward community to increase the impact on the ecosystem, and building connections between our program members.

Standards and Protocols:

As a critical component of the modern internet's infrastructure, we fulfill our responsibility to the larger ecosystem by contributing our expertise and collaborating with partners across the industry to build technologies that further internet performance, safety, and interoperability. Today, Fastly is engaged across the entire standards community, with leading roles in community groups working on key technologies like WebAssembly, QUIC, HTTP3, oHTTP, oDoH, Passkeys, and more.

Open Source Contribution Guidelines:

As a company built on open source, we want to enable Fastly employees to be able to use, contribute to, and open source their work at Fastly. To maintain a healthy marketplace, we must engage openly with our peers and competitors to maintain common standards. Our guidelines, and the support we offer our employees, make it easy and obvious for all of Fastly to participate in the open source community, while protecting Fastly's intellectual property.

Employee Health and Well-Being

At Fastly, one of our top priorities is addressing the health and welfare needs of our employees and their families. We believe all Fastlyans should have the support they need to grow personally and professionally, and save for their future. We offer industry-leading, competitive benefits to our employees and their dependents in most of our locations.

These include:

- Health, dental, and vision plans, including a zero-cost option
- Mental health care and awareness programs
- Flexible time off (US)
- Competitive PTO programs (INTL)
- Company-wide wellness days
- Annual wellness week
- Fully paid, gender-neutral parental leave benefits
- Comprehensive family-forming benefits
- Critical Illness and Accident benefits
- Pet Insurance
- 401(k) or pension program
- Employee stock purchase program

While the philosophy around our benefits is the same worldwide, specific benefits vary regionally due to local regulations and preferences.

Recruitment

Fair and Inclusive Hiring Practices

- Structured Interviewing - We use structured interviewing to help reduce bias during the interview process. All roles have predefined assessment criteria and questions before we start interviewing.
- Interviewer Training/Hiring Manager Interview Training - We developed training in 2022 to guide interviewers and hiring managers on their role in building diverse, effective, and high-performing teams. The training helps interviewers and hiring managers understand how to create a structured interview process that is fair, equitable, reduces bias from the process, and allows interviewers to effectively assess candidates on the competencies required to be successful in the role.
- Interview Kickoffs for Alignment - We hold kickoff meetings before the interview process to align with the hiring manager and interviewers on the specific needs and scope for the role and create assessment questions to enable a seamless and fair process.
- Interview Debriefs - The debrief is designed to create a space to collectively discuss and analyze candidate feedback between the hiring manager and the interview team. During these sessions, hiring managers can critically assess and better address areas of bias before making their final decision.

Culture and Leadership

- Values Interview - All Fastlyans go through a values interview as part of the recruiting process with someone from a different department. As we grow and scale as a company, we want to ensure new employees are adding to our values in new and interesting ways.
- Leadership Behaviors Interview - We have 6 Leadership behaviors. All Director+ candidates will experience a leadership behaviors interview to ensure we have a consistent Leadership bench with strong leaders across the company.

Employee Growth and Career Development

At Fastly, we aim to create an environment where employees perform at their best and have great careers.

Our performance management process, promotion reviews, and a wide variety of learning and development offerings help ensure Fastlyans have continued opportunities for growth and development. In turn, these opportunities help Fastly engage and retain top talent.

Onboarding

All new Fastlyans are introduced to our values, company culture, and the importance of inclusion and diversity through our four-day onboarding program. Furthermore, sessions review our technology and products to give new hires an easy start.

Mentoring

Mentorship for People Leaders and our Employee Resource Groups enable employees to connect with other Fastlyans and find greater engagement, development, and learning.

Leadership Development

Ensuring a culture of leadership begins with impactful learning experiences. Leading @ Fastly is our longest-running development program for emerging and newly onboarded leaders within the Manager-Director population. This program introduces leaders to key leadership principles and best practices. The Elevate Experience for Leadership Development is a more in-depth program that enables leaders to strengthen their leadership philosophy, develop talent based on career and business needs, and develop high-performing teams.

Team Development

At Fastly, every team's goal is to align with the principle: One Fastly. Our goal is to enable this alignment by designing and facilitating team-based learning experiences that will diagnose unique challenges, propose interventions, and tailor solutions to meet the specific needs of each team.

Learning Reimbursement Program

Fastly's Learning Reimbursement Program provides Fastlyans with learning opportunities that build their skills and enhance their contributions to the organization. We believe ongoing learning and development for every team member at Fastly is a vital key to the success of our organization. Providing professional development opportunities to our employees is an investment in their careers and the organization's future.

Employee Enablement

Continuous development is critical to individual, team, and organizational success. Employee enablement experiences are curated as on-demand learning opportunities through LinkedIn Learning, specialized learning paths, and virtual, instructor-led learning.

Performance Management

Fastly's annual performance management cycle ensures we recognize, reward, and celebrate our employees' accomplishments yearly. Through an ongoing process of goalsetting, feedback, and check-ins, Fastly:

- aligns employees' work with business strategies and company goals;
- engages employees in meaningful and impactful work; and
- recognizes employees' strong contributions through differentiated rewards.

Promotions

Our people managers help Fastlyans think about their career aspirations, development needs, and the skills and experiences needed to fulfill those aspirations. These conversations frame promotions as just one opportunity for career advancement. Fastly's semi-annual promotion cycles support a transparent process that encourages fair and consistent promotion decisions. It includes clear criteria for promotion and standardized committee review to help mitigate bias and apply the criteria consistently.

Employee Engagement Survey

Our Annual Employee Engagement survey is central to our employee listening strategy at Fastly. We measure, not only the engagement level of our employees, but importantly the various factors that influence their engagement. Our executive team sets global goals each year to improve the areas that need strengthening.

Diversity, Equity & Inclusion and Belonging

Fastly is committed to Inclusion & Diversity (I&D) efforts. We hired a new Chief People Officer in December 2022. We are in the process of hiring a new leader over I&D to re-evaluate our approach and I&D goals for the future.

Employee Resource Groups

Employee Resource Groups (ERGs) are autonomous, employee-led groups that foster an inclusive workplace aligned with the mission, values, goals, business practices, and objectives of Fastly. Employee Resource Group benefits include the development of future leaders, an additional resource for employees to access, and increased employee engagement.



Blackly is committed to fostering an inclusive environment that builds community, promotes belonging, and increases the career longevity and professional success of Black employees at Fastly.



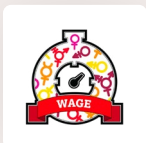
FACT (Fastly Asians Coming Together) serves to support the personal and professional growth and success of Asians at Fastly through curiosity, education, advocacy, community involvement, mentoring, and a commitment to equity and antiracism.



HOLA (Hosting Opportunities for Latinos At Fastly) is an ERG whose aim is to uncover and share the multifaceted stories of Latinx people at Fastly. We hope to build an inclusive and supportive community that extends beyond Fastly and help our members grow to their full potential as leaders.



STARLY aims to promote, amplify, and celebrate LGBTQIA+ Fastlyans through community building, communal learning, and mentorship. The *ly ERG will advance the collective set of diverse experiences, interests, and goals within the LGBTQIA+.



WAGE (Women and Gender Equality) focuses on building and engaging community, providing a platform for women to network and receive support from each other and spark conversations about the issues and opportunities that impact our community inside and outside of work, challenge the status quo, leadership development and, ultimately, shape the company's leadership culture.

Training

Knowledge is key to understanding, developing, and growing a diverse culture of inclusion and belonging. At Fastly, we equip our employees with a thorough set of mandatory training courses to create a more inclusive, diverse, and equitable workplace. These training courses include Harassment and Discrimination Prevention, Managing Bias, Diversity: Inclusion in the Modern Workplace, and Equity, Inclusion, and Respect. Through these trainings, employees are able to learn, gain a deeper understanding of these topics, and put them into practice to create a more inclusive and accepting workplace.

Environmental

Sustainability

Overview

Fastly maintains its servers and network hardware in various third-party hosting facilities around the globe. Our globally distributed network is designed to enhance network performance for our customers.

We recognize that our business has an important role to play in protecting the environment for future generations and help secure long-term sustainability of internet infrastructure which so much of modern life relies on today. Our company values, climate science, and compliance requirements drive us to strive to achieve sound environmental practices across our entire operations while maintaining service performance.

Our Sustainability goals include:



Reduce

Minimize GHG emissions in the delivery of our services.

We aim to prioritize colocation providers with green power. Where not available, Fastly aims to purchase third party carbon offsets or equivalent mitigation measures for our Scope 2 GHG power emissions.



Reuse

Access sustainable resources and improve resource efficiency.

We intend to focus on keeping material in use within our networks to promote a circular ecosystem.



Recycle

Design out waste and improve efficiency in our supply chain.

We intend to set targets for diverting waste away from landfills and/or recycling where possible.

2022 Fastly Sustainability Achievements:

- Fastly is a critical link in our customers' Scope 3 supply chain emissions. We aim to provide services that help them use less energy and meet their reporting requirements.
- Fastly purchased carbon offsets produced by the Big Smile Wind Farm at Dempsey Ridge in Oklahoma for our 2022 data center non-renewable power consumption. The farm is a 132-megawatt wind generation plant, consisting of 66 turbines that can generate enough electricity to power more than 46,000 homes. Fastly's contribution to this project is designed to offset Fastly's 3,050 carbon tonnes* of nonrenewable energy Scope 2 emissions. The total project, of which Fastly's contribution is a small part, is designed to avoid more than 339,000 metric tonnes of greenhouse gas emissions per year—equivalent to taking approximately 71,500 cars off the road.
- In December 2022, Fastly built a PoP power emission dashboard that captures energy output data from the data centers that house Fastly's Points of Presence (PoPs). This dashboard allows Fastly to report to its customers the PoP power emissions generated by their usage of Fastly's services.
- During 2022, Fastly used third party partners to recycle 100% of its decommissioned data center equipment.

2022 Fastly Emission Review:

- PoP Power Emissions - Fastly purchased carbon offsets designed to offset Fastly's 2022 Data Center PoP Scope 2 power emissions totaling 3,050 carbon tonnes*.
- Fastly Cloud Partners - Fastly prioritizes partnering with Cloud providers that focus on their environmental impact. We aim to offset any and all emissions from this part of our business in the future as well.
- GHG Emissions - Fastly continues to assess and refine our Scope 1, Scope 2 and Scope 3 emissions. Our aim is to publicly report all emission areas in the future as well as offset all associated emissions.

*The data being provided in this overview is subject to estimations and measurement uncertainties due to limitations inherent in the nature of such data and the methods used for calculating it. Our estimates may be affected by these inherent measurement uncertainties and could vary if we employ different measurement techniques.