

# 2023 Environmental, Social, and Governance Report

December 2024

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# Letter from our CEO

I am pleased to present Fastly's Environmental, Social, and Governance (ESG) Report for 2023 which reflects our commitment to building a more sustainable, equitable, and responsible future.

At Fastly, our mission is to make the internet a better place where all experiences are fast, safe, and engaging. We recognize that our business operates at the intersection of technology and society. Our edge innovations are transforming industries, reducing latency, improving operational efficiency, making the internet safer, and bringing engaging content and powerful computing closer to the end user.

With this transformation comes responsibility. The impact of our technology extends beyond the data centers that house Fastly's Points of Presence (PoPs) and the parts of the internet we enable. It touches the environment, communities, and the broader economy. As we look to the future, we understand the critical role edge computing will play in shaping tomorrow's digital landscape. We are committed to aligning our growth with sustainable practices, championing social responsibility, and maintaining governance that builds trust with our stakeholders.

## Empowering Communities and People

Supporting an open internet that is fast and secure for all is a key part of Fastly's mission. Our Fast Forward program extends free services to eligible open source projects and nonprofits that support them. During 2023, we reached 100 program members and 5 trillion requests served for open source projects. We are proud to support these projects, which have a meaningful impact on the open source community.

We continue to prioritize diversity in our workforce, foster an inclusive company culture, and provide growth opportunities through education and training. By empowering our employees and making our technologies accessible to a wider array of industries, geographies, and communities, we aim to create shared value that benefits everyone.

We could not do this work without our incredible employees. Our Employee Resource Groups (ERGs) are a vital part of our community. In 2023, we hosted our first ERG Leads Summit to create alignment with specific focus on community, career, culture, and company. ERG benefits include the development of future leaders and we are looking to expand that program going forward.

Building and empowering a diverse, inclusive workforce is not only a moral imperative, but a business imperative as well. By fostering a diverse team, we will better represent our customers and, most importantly, Internet users at large. To that end, we remain mindful of how we find talent, grow and develop our employees, and build a culture that allows everyone to bring their whole selves to work.



## Environmental Sustainability - Our Next Frontier

As a company that relies on digital infrastructure, we are acutely aware of the environmental challenges with the growth of digitization, digital content delivery, data processing, and the associated resource consumption and carbon emissions. Data centers are estimated to consume 3% of electricity supplied around the world and to be responsible for around 2% of global Greenhouse Gas (GHG) emissions.<sup>1</sup> This is on par with the global aviation sector.<sup>2</sup> In the coming decade, demand is expected to evolve for many reasons, including wider adoption of AI and, with it, increased demand for low-latency computing, and edge networks like Fastly's.

While this is clearly an opportunity for Fastly, a large portion of our emissions is related to electricity consumption in the data centers that house Fastly's PoPs around the world. We need to be very conscious of how to deal with the sustainability implications of growth.

Driving energy and resource efficiency across our operations has been part of our DNA since day one. Because our PoPs are powerful, we are able to operate fewer machines and still achieve optimal performance relative to traditional PoPs. Caching content helps customers lower their environmental impact and costs by reducing network traffic to origin.

We know we still have a long way to go. In 2024, we will be increasing resources to support this work. We plan to make further progress on our transparency and to articulate our climate ambitions in the years to come.

We also know we can't do this work alone. We are grateful to our customers, partners, vendors, and employees for their continued support of Fastly as we work together to build a better internet for everyone.

Todd

<sup>1</sup>Dhanabalan Thangam (2024), *Computational Intelligence for Green Cloud Computing and Digital Waste Management* (pp.60-83) Publisher: IGI Global Publishers, USA, Retrieved 5th November 2024 from [researchgate.net](https://www.researchgate.net)

<sup>2</sup>Hannah Ritchie (2024) - "What share of global CO<sub>2</sub> emissions come from aviation?" Published online at [OurWorldinData.org](https://www.ourworldindata.org). Retrieved 5th November 2024 from [ourworldindata.org](https://www.ourworldindata.org)

# About This Report

In this 2023 Environmental, Social, and Governance Report we address the ESG topics that we believe certain of our investors, customers, employees, and other stakeholders consider the most important. We look forward to reporting our progress as we develop our ESG program and goals and disclose our achievement against such goals.

Unless otherwise specified, this report highlights activities and metrics related to Fastly's fiscal year ended December 31, 2023.

This document contains certain "forward-looking" statements that are based on our beliefs and assumptions and on information currently available to us on the date of this document. Readers are cautioned not to place undue reliance on forward-looking statements, which 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 Annual Report on Form 10-K for the fiscal year ended December 31, 2023 filed on February 22, 2024 and each subsequent Quarterly Report on Form 10-Q, including those for the fiscal quarters ended March 31, 2024, June 30, 2024, and September 30, 2024. Readers are encouraged to review such publicly available risk factor information. Copies of reports filed with the SEC are posted on our website and are available without charge.

# Governance

Our values are core to our company culture, our decision making, the way we behave and how we operate our business. Transparency, integrity, trustworthiness and being good people are just some of the values which guide how we do business. Strong governance structures enable us to uphold our values, manage risks effectively, and drive innovation in a responsible manner. We continuously assess and enhance our governance practices to support compliance with high ethical standards and with an aim to contribute positively to the societies in which we operate.

## Corporate Governance Guidelines

The Board of Directors (Board) has documented our governance practices by adopting [Corporate Governance Guidelines](#) to support the Board's authority and practices with respect to the review and evaluation of our business operations and to independent decision-making. The guidelines also memorialize the various ways in which the interests of directors and management are aligned 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](https://investors.fastly.com).

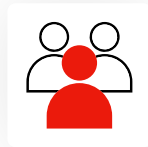
## Board Independence and Diversity

- 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, as well as diversity of background and skillset), 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, 2023, 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](#).
- Fastly’s Board has an independent chairperson, Mr. Hornik. Fastly believes that separation of the positions of Chairperson of the Board and Chief Executive Officer reinforces the independence of the Board in its oversight of the business and affairs of the company and creates an environment that is more conducive to objective evaluation and oversight of management’s performance. For this reason, our Board is headed by an independent chairperson, Mr. Hornik.



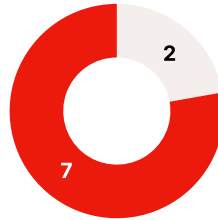
### Gender

9 Members  
3 Women / 6 Men



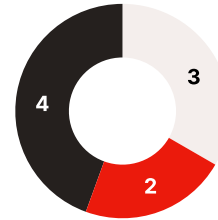
### Underrepresented Communities (URC)\*

3 Members of URCs



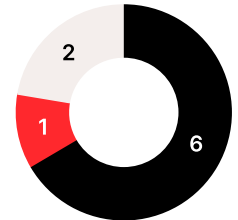
### Independence

● Independent  
● Employee



### Age

● 40-49  
● 50-59  
● 60+



### Tenure

● <5 years  
● 5-9 years  
● 10+ years

\*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 oversee metrics used to measure success against these goals with the aim that such metrics must be 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 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, which include 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, which are monitored through an annual enterprise risk management assessment.

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

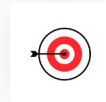
There's so much more to Fastly than technology. At the heart of our work, we aim to improve human lives — and from the beginning, we've grown with a deliberate focus on transparency, integrity, and inclusion. We are building a kind, ethical, and inclusive team, who are unified in fulfilling our mission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



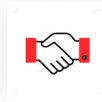
### We have a curious spirit

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.



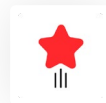
### We act with passion

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



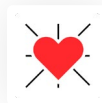
### We operate with integrity

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



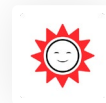
### We are competitive

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 of ours. 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. We believe that 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 are found to 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.

Fastly doesn't tolerate bribery or corruption in any form or setting. We understand that getting or giving "kickbacks" from outside agencies isn't worth sacrificing the trust we've earned among our colleagues and customers. Fastly complies with all U.S. and international anti-bribery laws, including the Foreign Corrupt Practices Act.

## 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. See Fastly's [Privacy Policy](#).

In 2023, Fastly provided more data privacy compliance options by participating in the new EU-US Data Privacy Framework (DPF). The DPF facilitates cross-border transfers of personal data from the European Union (EU) to the United States in compliance with EU law by providing a new transfer mechanism. See Fastly's [blog](#) for more information.

Among Fastly's core product offerings are privacy enablement solutions that are intended to protect our customer's websites and applications, the data and information that is collected and transmitted through those websites and applications, and their users' Personally Identifiable Information (PII) and browsing activities. Our solutions help customers with being compliant and protect their users' PII and browsing information enabling users of the internet to decide how much of their traffic is observed by third parties.

- Fastly's OHTTP Relay architecture allows a customer to receive critical request data from their end users without any of the identifying metadata that they don't need.
- Fastly's OHTTP Relay is designed to enhance online privacy for users for several of the largest internet providers.
- Fastly has worked with other providers to develop and standardize the technology behind Private Access Tokens. As an alternative to CAPTCHAs, Private Access Tokens provide better user privacy by helping ensure there is no leakage of non-essential data. Private Access Tokens use a careful application of cryptography and requirements to guarantee that a website learns only exactly what it needs to know about a user in order to provide access to a resource.

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

Please see our [Transparency Report](#).

**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.**

the security of information we hold on behalf of our customers is a critical issue for us and our customers.

Fastly has implemented and maintains various information security processes designed to identify, assess and manage material risks from cybersecurity threats to our critical computer networks, third party hosted services, communications systems, hardware and software, and our critical data. Our Chief Information Security Officer and security organization help identify, assess, and manage our cybersecurity threats and risks.

Fastly has published [Law Enforcement Request Guidelines](#) to provide guidance for law enforcement authorities seeking information about our customers from Fastly.

## Vendor Management and Human Rights

Our business is dependent upon the timely supply of certain parts and components to construct our servers, and we rely on third party suppliers for several components of the equipment we use to operate our network and provide products to our customers. In addition, we contract with global channel partners who offer our performant and secure solutions on top of their own value-added services and other external vendors for other goods and services. We recognize that there are modern slavery risks associated with our third party suppliers or vendors.

We are committed to operating our business in compliance with all applicable laws, and we neither do business where it is prohibited nor with prohibited persons. In keeping with these principles, Fastly is opposed to, and will not tolerate in our supply chain, any and all forms of slavery, human trafficking, child labor, forced servitude, or indentured labor. We select and engage suppliers after thoughtful consideration of our and our stakeholders' best interests, conduct diligence and require suppliers to comply with contractual provisions that require them to meet all legal requirements. We maintain documented policies for our engagement of vendors and provide training for members of our business involved with selecting and engaging suppliers. Under the Code of Conduct, all Fastly personnel are required to conduct themselves fairly, honestly and adhere to high ethical standards in the performance of their job, including how they select and engage with suppliers, vendors, and other employees.

Please see our [Modern Slavery Statement](#).

# Social

## Fastly Fast Forward

In 2023, Fastly's Fast Forward program—a uniquely focused program designed to support and accelerate open source and open internet projects—reached 100 program members and 5 trillion requests served for open source projects. Over the year, Fastly welcomed some of the world's most vital and widely used open source projects and nonprofits to our network.

Fastly now serves many of the most popular and internet-essential open source projects by providing infrastructure, delivery, security and community capabilities for projects that range from the biggest programming languages in the world to some of the most popular developer communities. In all, tens of millions of developers rely on open source projects that are powered by Fastly's platform.

Fastly's Fast Forward program also enables innovation. One of the biggest trends over the last year in social media has been the growth of new, open platforms, sometimes called the "fediverse". As many of these new services are run by individuals or small teams, often on a volunteer basis, Fastly has stepped in to enable these nascent services to scale and thrive, leading to an explosion in new apps and creative new technologies.

The value of this work is clearly stated by the programs and members that participate in Fast Forward. Take the leadership of many of the most popular programming languages, like Python:

**“Fastly single-handedly made it possible for our infrastructure to provide the quality of service it has for the past decade—and to do it for a long time with no committed staff. Fastly was truly my guardian angel.”**

— Ee Durbin, Director of Infrastructure at Python Software Foundation

Or Rust:

**“It's hard to overstate how valuable Fastly has been to the Rust Foundation. They have put our infrastructure worries at ease from both a monetary and availability perspective. Knowing that Fastly and the Fast Forward initiative are there for the Rust Foundation instills confidence in our Technology Team.”**

—Joel Marcey, Director of Technology at Rust Foundation

### Standards and Protocols:

As a critical component of the modern internet's infrastructure, Fastly contributes our expertise by collaborating with partners across the industry to boost internet performance, safety, and interoperability. Fastly is engaged across the entire standards community, standing alongside the industry's biggest players in helping pioneer revolutionary new technologies like WebAssembly, QUIC, HTTP3, oHTTP, oDoH, Passkeys, and more.

## Employee Health and Well-Being

At Fastly, one of our top priorities is addressing our employees' and their families' health and welfare needs. 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

We are committed to establishing recruitment processes that are not only in line with best practices, but are also robust and effective in selecting qualified candidates. Our strategies include adhering to structured interview processes with interviewer training which includes unconscious bias components. By aligning our recruitment process with our corporate values, we aim to make hiring decisions that contribute to assembling a team of exceptional candidates.

### Fair and Inclusive Hiring Practices

- **Structured Interviewing** - We use structured interviewing to help better address any potential areas of bias during the interview process. Before we start interviewing, all roles have predefined assessment criteria and questions.
- **Interviewer Training/Hiring Manager Interview Training** - We train 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, better addresses potential bias, and enables 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 potential bias before making their final decision.

### Culture and Leadership

- **Corporate Values Interview** - All Fastlyans undergo a corporate values interview with someone from a different department as part of the recruiting process. As we grow and scale as a company, we want to ensure new employees are aware of and add to our values.
- **Leadership Behaviors Interview** - All Director+ candidates will undergo a leadership behaviors interview to enable consistent and effective leadership across the company.

### Internship Program

- The Fastly internship program launched in 2023. The purpose of the program is to create a pathway for emerging talent within the engineering organization and gives us the opportunity to generate a deeper, more diverse pipeline of talent. The immersive, performance-based experience is focused on rising college seniors. The inaugural cohort consisted of 12 Software Engineers in our San Francisco office.



## Employee Growth and Career Development

At Fastly, our performance-driven culture creates an environment where employees are encouraged to “raise the bar” to perform at their best and help create solutions for the future.

Our performance management process, promotion reviews, and a wide variety of learning and development offerings help motivate Fastlyans to pursue opportunities for growth and development, drive their careers, and exceed expectations. In turn, these opportunities help Fastly engage and retain top talent. For example:

### Onboarding

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

### Mentoring

Mentorship for people managers and members of our Employee Resource Groups enables 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. Elevate is our manager development program for newly onboarded and promoted leaders, as well as existing leaders within the Manager-Director population. This program introduces leaders to key leadership principles and best practices on managing self, others, and teams.

### High-Performing Teams

At Fastly, our goal is to enable growth and transformation by designing and facilitating team-based learning experiences that identify 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 vital 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 specialized learning paths, and virtual, instructor-led learning.

## Performance Management

Fastly's annual performance management cycle helps to ensure we recognize, reward, and celebrate our employees' accomplishments. Through an ongoing process of goal setting, feedback, and check-ins, Fastly:

- aligns employees' work with business strategies and company goals;
- engages employees in meaningful and impactful work;
- aims to mitigate potential bias in performance assessments through education and training; and
- recognizes employees' 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 review to help mitigate potential bias and apply the criteria consistently.

## Employee Engagement Survey

Our Employee Engagement surveys are 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.

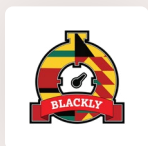
In 2023, our executive team made ten commitments to employees to address the feedback shared in the engagement survey. Fastly's executive team will report progress toward their commitments quarterly and global action planning will continue annually.

## Diversity, Equity & Inclusion and Belonging

Fastly is committed to furthering Inclusion and Diversity (I&D) efforts. In the fourth quarter of 2023, we hired a I&D leader reporting directly to our Chief People Officer. This marked a renewed commitment in driving our ongoing initiatives while re-evaluating our approach and commitments in 2024. As we continue on this journey, we are committed to learning, adapting and ensuring our efforts are both impactful and enduring.

### Employee Resource Groups

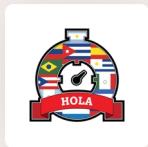
Employee Resource Groups (ERGs) are employee-led groups that foster an inclusive workplace aligned with the mission, values, goals, business practices, and objectives of Fastly. Fastly's ERGs are open to all employees. ERG benefits include the development of future leaders, an additional resource for employees to access, and increased employee engagement. We hosted our first ERG Leads summit to create alignment in planning with specific goals to guide programming around Community, Career, Culture and Company. Fastly's ERGs include:



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.



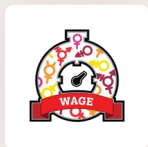
FACT (Fastly Asians Coming Together) serves to support the personal and professional growth and success of Asians at Fastly through curiosity, education, advocacy, community involvement, mentoring, and a commitment to equity and antiracism.



HOLA (Hosting Opportunities for Latine at Fastly) is an ERG whose aim is to uncover and share the multifaceted stories of Latine people at Fastly. HOLA strives to build an inclusive and supportive community that extends beyond Fastly and helps its 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 STARLY ERG aims to 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 the WAGE community inside and outside of work, challenge the status quo, leadership development and, ultimately, shape the company's leadership culture.

We are committed to making a positive impact in the communities where we operate. From our ERGs and various site events, we engage in giving and volunteer activities. These initiatives are driven by our dedicated employees who collaborate across different teams and locations to support a wide range of causes to leverage our collective skills.

## 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 help in creating an 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

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 could benefit from exploring what its role could be in protecting the environment for future generations and helping secure long-term sustainability of internet infrastructure which so much of modern life relies on today. Our company values drive us to strive to achieve sound environmental practices across our entire operations while maintaining service performance.

### Our Sustainability goals include:



#### Reduce

Reducing GHG emissions in the delivery of our services.

We aim to prioritize colocation providers with green power. Where not available, Fastly aims to purchase high integrity carbon credits to compensate for the non-renewable portion of electricity consumed by our global Points of Presence (PoPs).



#### 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 are assessing what targets may be appropriate for diverting waste away from landfills and/or recycling where possible.

## 2023 Fastly Sustainability Achievements:

- Fastly is often an important link in our customers' Scope 3 supply chain emissions. We aim to provide services that help them use less energy and aim to contribute to their emissions reporting requirements and goals.
- In 2024, Fastly purchased carbon offsets in the Envira Amazonia Project, a VCS and CCBS designed REDD+ tropical forest conservation project in Acre, Brazil. Fastly's contribution is designed to compensate for 4,300 tCO2e estimated to be associated with non-renewable energy consumption in Fastly's PoPs during 2023.\*
- Fastly is working with customers to test a PoP power and emissions dashboard that captures certain energy output data from the data centers that house Fastly's PoPs and aims to provide customers visibility into information regarding the electricity consumption and emissions generated by their usage of Fastly's services.\*
- During 2023, Fastly used third party partners with a goal to recycle 100% of its decommissioned data center equipment.
- Fastly Cloud Partners - Fastly prioritizes partnering with Cloud providers that focus on their environmental impact. We aim to continue to work with our partners to quantify and reduce the environmental impact of this part of our business.
- 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 and to develop a strategy for reducing our emissions in the short and long term.

**Information related to carbon offset purchases (this information is also meant to satisfy any obligation under 44475.1 of the State of California's Health and Safety Code, as introduced by the Voluntary Carbon Market Disclosures Act (AB 1305))\*\***

a) the name of the business entity selling the offset and offset registry or program	Entity: Native, a Public Benefit Corporation Registry: Verra
b) the project identification number	VCS 1382
c) the project name as listed in the registry program	The Envira Amazonia Project - A Tropical Forest Conservation Project in Acre, Brazil
d) the offset project type, including whether the offsets purchased were derived from a carbon removal, an avoided emission, or a combination of both	REDD+ / Avoided emissions
e) the site location	Acre, Brazil
f) the specific protocol used to estimate emissions reductions or removal benefit; and	VCS VM0007 v1.5
g) whether there is independent third-party verification of company data and claims listed.	There is no independent third party verification of company data

\*The emissions data being provided in this report and our sustainability dashboard relies in part on third party data (most notably from our hosting facilities/colocation providers) and is subject to estimations and measurement uncertainties due to limitations inherent in the nature and availability of such data and the methods used for aggregating and calculating it. In some cases, we have not been able to fully verify or audit the third party data, and the company data has not been independently verified by a third-party. Our estimates may be affected by these limitations and could vary if we or the third parties we work with employ different measurement techniques.

\*\*We have provided certain disclosures in connection with AB 1305. By providing this information, neither we nor any of our affiliates are conceding any specific item is required to be disclosed nor is waiving any arguments about the interpretation of AB 1305.