



2022 Report on Edgio Environmental, Social, and Governance Commitment and Progress

Edgio was formed in June 2022 from three entities: Limelight Networks, Edgecast, and Layer0. We are committed to continual progress towards environmental, social, and governance initiatives. This report brings together relevant ESG information and provides a transparent accounting of our initial baselines (where calculated), our commitments, and our progress against those commitments. Edgio is dedicated to being a good corporate citizen, and as such, has multiple efforts underway on an ongoing basis to improve our Environmental Social Governance program, including trending analysis to manage improvements as we combine companies and grow.



ESG Facts 2022

Environment



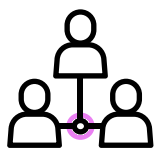
- 30k+ Servers with a commitment to reduce environmental impact by replacement with energy efficient technology
- Goal to reach 80% energy from renewable sources by 2030
- GHG Footprint: 740,689 (Kgs) of CO2 emissions from travel
- 100% remote staff

Social



- Approximately 889 global full-time employees (FTE) and 255 Private Entrepreneurs (PE)
- Promote Diversity, Equity, and Inclusion in the hiring process
- Annual anti-harassment training
- Commitment to work with vendors that support our Modern Slavery and Human Rights Policy

Governance



- Compliance committee
- ESG Working Group
- Global policies that ensure compliance with laws and regulations
- Board commitment to ESG efforts



"At Edgio, we are proudly client-obsessed and thrive on delivering value. This value doesn't stop at our global platform – it is in everything we do. As a digital leader, it is our commitment to create a more sustainable future – for our employees and our clients. As we build our digital platform, we are committed to environmental and social initiatives to positively impact our community. From our First Team culture to consistent ESG efforts, we are dedicated to delivering a tomorrow that is better than today, for all of us."

Bob Lyons

Chief Executive Officer, Edgio

Environmental

Edgio's commitment to sustainability and reduced utilization of environmental resources is embedded in our organization. From the services we offer to the facilities we select; we focus on reducing our carbon footprint. Across our company, we have implemented solutions that have made a significant impact. This includes improved energy efficiency and lower power consumption while at the same time increasing capacity in our network. Our work here is never done. That is why we have multiple efforts underway on an ongoing basis.



An Energy-Efficient Global Private Network

To increase our network efficiency, we have a dedicated internal team focused on constant improvement. Efficiency has consistently improved through software innovation and new server technology. Through proprietary innovations that improved our software and upgrades to servers, this team has significantly increased throughput while at the same time reducing energy consumption. These changes make our network more energy efficient while providing more capacity and reliability for customers.

Specific Environmental Initiatives to reduce our carbon footprint include:



- In 2022, we went to a completely remote company, reducing the environmental impact of commuting and office energy usage.
- Co-locating equipment within our points of presence (internet servers, storage, etc.).
- Converting to newer energy-efficient servers. Calculations on the impact of these efforts have not yet been tallied, but we estimate ~20%+ improvement in power efficiency from converting old-generation servers to new ones.
- Our plan is to refresh ~24% of the fleet, which will result in a ~4% decrease in total Kva. This should yield ~550 Kva reductions overall.
- Based on the 2023 fleet upgrade plan, this should represent 525 Co2 lbs. Our rough estimate for Co2 lbs / GB - .00002 per GB delivered in 2023 from server refresh efforts alone.

Environmentally Conscious Sourcing

Our strategy for reducing our carbon footprint extends into the vendors we choose to work with. The area of greatest impact is our data center partners. When we choose data centers to deploy our hardware, whenever possible, we will select providers who have made a commitment to use renewable energy. Currently, a large portion of the global traffic we deliver is directly through data centers using renewable energy. Our goal is to achieve energy efficiency in our delivery by using data centers that have goals consistent with our goal of 80% use of renewable energy by 2030. As we replace servers, we are committed to utilizing suppliers that share our common values and will help us reach our goal of energy efficiency

Delivering a Better Future

While we are pleased with the results our team has achieved so far, we continue to seek additional ways to improve Edgio's efficiency, reduce carbon emissions, and decrease our impact on the environment. Every decision —big or small — makes an impact in becoming more energy efficient.

Social

Commitment to Diversity, Equity, and Inclusion

Edgio is committed to integrity, fairness, and creating a workplace where employees feel comfortable and proud to work. Edgio encourages our First Team to grow professionally, to bring their authentic selves to the workplace, and to feel successful without sacrificing their personal lives.

We trust our team to manage their work and schedule to achieve the best results. Trust, along with the right tools and technology, are the keys to better problem-solving, sharing of ideas, and creating a sense of community, culture, and empowerment. As a fully remote company, we use technology and tools to bring us together in ways that support our daily work while driving connections across multiple global teams. We encourage the use of video calls to drive connection and collaboration, where the First Team can feel like they are in the room together, making decisions to drive our success.



Edgio values the diversity of thought and believes in hiring and retaining people from all backgrounds and experiences. Our hiring and promotional practices have always been focused on competencies – finding, hiring, growing, and retaining the right knowledge and experience, regardless of background. Our goal is to match employee representation with that of the industry, to that end, we are transparent in our hiring decisions and leadership selection criteria.

In addition, total compensation is regularly benchmarked against technology companies (including software-as-a-service and platform-as-a-service companies) to ensure consistent and equitable pay is offered.

We have made it a 2023 priority to measure and report on our corporate social responsibility commitments considering quality, accuracy, completeness, and consistency.

Human Rights and Social Justice

Edgio has published several policies to ensure Suppliers, Staff, and the entire Edgio eco-system understands our values. These policies include:



- Code of Ethics and Business Conduct
- Supplier Code of Conduct
- Modern Slavery and Human Rights Policy

Engagement and Performance

Employee engagement is critical to our success as an organization; it marks our First Teams' connection toward their work, colleagues, and Edgio. We remain committed to building a unique, empowering culture and providing resources and opportunities for our First Team to thrive. In support of our First Team value, we do an employee engagement pulse survey twice a year as we continue to improve employee engagement, evolve our people programs, and develop and retain top talent.

As a performance-led organization aligned to planning and measuring what matters, the People Experience Team has established a KPI to improve by 30% in the top categories (3 – Strongly Agree/ Exceeds Expectations) for each question from the last survey.

"Working in Edgio gives me the opportunity to improve both technical and soft (management) skills, to learn more from my teammates and share my knowledge base with others."

Edgio / 2022 Employee Engagement Survey Respondent

Learning and Development

Edgio offers a robust Learning and Development (L&D) Program as a way to live our core values. Our curated library of resources and events provides a blended experience that ensures personal and professional growth.

The 2023 L&D Program will include asynchronous learning for scalability, live learning for internal networking and belonging, and aligned learning opportunities. Our First Team will be matched with custom learning opportunities to support growth and goal attainment. Program highlights include:



- Technical training
- Certification opportunities
- Manager development
- Language classes
- Soft skills training

We do this through a guided approach where we work with our People Managers to assess the needs and identify tools and resources available internally to further develop people capabilities.

Commitment to the Communities around Us

The Edgio First Team Gives Back program is designed to empower our team to invest in their communities and causes that are most meaningful to them.

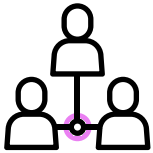
We empower our First Team to make a difference and offer a day of service (eight hours) each year to encourage their give back efforts. As a company, we will continue to support causes that directly impact our employees throughout the year, such as our recent fundraiser supporting our Ukraine colleagues.

Governance

The mission of Edgio's Compliance team is to protect customer content and user data and promote trust. Edgio provides assurance related to the underlying infrastructure. Edgio and our predecessor companies: Limelight Networks, Edgecast (fka Verizon Digital Media Services), and Layer0 all sought to ensure security in cyberspace. Edgio continues to be focused on these and other standards to ensure security and compliance with applicable laws and regulatory standards.

To ensure the operational effectiveness of these ideals, Edgio has a Compliance Committee that meets regularly with senior leadership across the organization, with a focus on audibility and accountability.

As a result, Edgio has updated and published several global policies, including the following:



- Anti-Corruption Policy (FCPA)
- Environmental, Social, and Governance (ESG) Policy
- Export Controls and Sanctions Compliance Policy
- Insider Trading Policy

More information on Edgio's Corporate Governance is publicly available on our [website](#).

About Edgio

Edgio (NASDAQ: EGIO) helps companies deliver online experiences and content faster, safer, and with more control. Our developer-friendly, globally scaled edge network, combined with our fully integrated application and media solutions, provide a single platform for the delivery of high-performing, secure web properties and streaming content. Through this fully integrated platform and end-to-end edge services, companies can deliver content quicker and more securely, thus boosting overall revenue and business value.

To learn more, visit [edg.io](#) and follow us on [Twitter](#), [LinkedIn](#) and [Facebook](#).