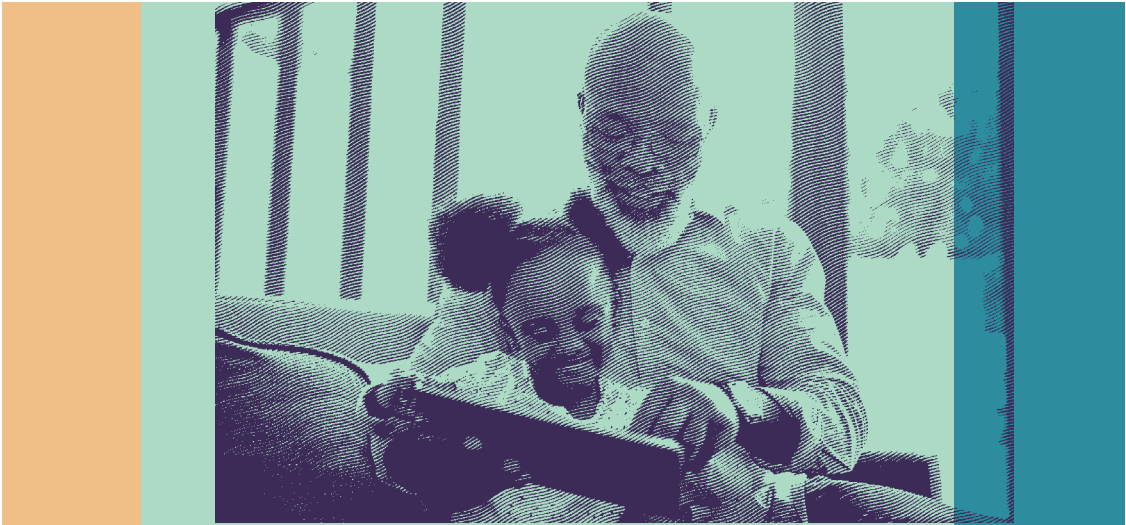


2022 Okta for Good Impact Report

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Okta for Good is
on a mission to
strengthen the
connections between
people, technology,
and community.

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Foreword



Okta's core vision is to **enable everyone to safely use any technology**. Okta for Good takes this a step further, harnessing the power of technology to drive stronger connections and positive impact for organizations, individuals, and communities.

Okta for Good is also the manifestation of our commitment to pay forward the opportunities that enabled us to build Okta over the last 13 years. This year we celebrated two major milestones. Okta for Good celebrated its fifth anniversary, and Okta joined forces with Auth0, another impact-minded company. We're incredibly proud of the impact our employees and community partners have made over the last five years, and we're excited about Auth0.org and Okta for Good coming together to maximize our social impact efforts.

But, we know this work is never done. Tackling the issues of our time—from racial injustice, to the digital divide, to the impacts of climate change—requires sustained commitment and radical collaboration. We're in it for the long term. We invite you to learn more about our progress this year and our plans going forward.

Todd McKinnon, CEO & Co-Founder

Frederic Kerrest, Executive Vice Chairperson, COO & Co-Founder

Key Takeaways

1. Expanding our global reach: Total cash giving in FY22 was \$5M.* We reached 86 organizations across 13 global locations with strategic grants out of the Okta for Good Fund, and 2,989 organizations through employee giving and volunteering. We added partners in 4 countries aligned with Okta's global expansion. And we combined forces with Auth0, deploying an additional \$1M through Auth0.org.

2. Empowering Tech for Good Innovators: We supported nonprofits around the world with \$5M in products and services donated to Okta nonprofit customers in FY22. We also expanded Okta for Good's Nonprofit Technology Initiative with two new programs:

- **The Nonprofit Tech Fellowship** supports innovative tech leaders within nonprofits.
- **The Okta for Good Innovation Lab** helps nonprofits build transformative digital services for vulnerable populations; as Okta for Good's first hybrid grant program, it provides cash grants, technology donations, and pro bono technical assistance.

3. Deepening our focus on equity: We unlocked new funding to address the digital divide, racial justice, and inclusive pathways into tech careers. This year, we also launched the first of Okta's climate commitments, including partnerships that address the ways in which climate change is disproportionately impacting marginalized communities.

* Cash giving from the Okta for Good Fund, Okta, Inc. and Okta employees.

Our approach to social impact

It's increasingly clear that the issues we face—rising inequality and racial injustice, accelerating impacts of climate change and a years-long global pandemic—are interconnected. The solutions are interconnected as well. Collaboration with our customers, employees, nonprofit partners, and community members is more critical than ever as we navigate, with increasing urgency, how to drive change.



We have always believed the most effective social impact efforts leverage all of a company's core competencies and resources. Which is why we have taken an integrated approach from the beginning, mobilizing Okta's people, products, dollars, and voice in service of our communities. That's also why Okta for Good's work is tightly aligned with Okta's strategy, with a focus on:

- 1. Accelerating Tech for Good:** We design programs and solutions that leverage Okta's technology, expertise, philanthropy, and voice to help meet society's most important challenges.
- 2. Empowering Employees and Communities:** We aim to catalyze a community of global changemakers, grounding our work in community needs.
- 3. Driving Trust through Responsible Growth:** We think holistically about Okta's broader social and environmental responsibility to maximize benefits to society, the environment, and all of our stakeholders.*

As Okta adds more employees in offices and locations around the world, we will continue to listen, mobilize, and advocate, alongside our partners and communities.

*Erin Baudo Felter,
Vice President, Social Impact and Sustainability*

* For more information on Okta's broader Environmental, Social & Governance (ESG) program, visit okta.com/responsibility/

Okta for Good Timeline

2014

Okta joins SFGives, pledging to help fight poverty in San Francisco, our headquarters



2015



2016

Okta takes the 1% Pledge, and Okta for Good is born

Launch of product donation program for nonprofits

2017

300,000 shares set aside for Okta for Good in IPO prospectus

First global volunteer week

Launch of Okta for Good Fund

2018

Milestone: \$1M in product donated to nonprofits

2019

Launch of Apps for Good

Launch of Pro Bono Professional Services

Milestone: 88% employee participation in Okta for Good



2020

Launch of \$10M philanthropy commitment and Nonprofit Technology Initiative

Announcement of \$3M racial justice commitment

Launch of Environmental, Social Governance (ESG) program

2021

Milestone: Okta for Good turns 5

Milestone: Achievement of first public climate commitment to 100% renewable electricity for FY22




Measuring against Global Standards

Aligning Our Impact to the United Nations Sustainable Development Goals (SDGs)

As Okta grows and Okta for Good's work expands, we are committed to deepening the way we measure our impact and holding ourselves accountable. One way we can do this is by aligning to the **United Nations Sustainable Development Goals** (UN SDGs).

We see the SDGs as a powerful tool to demonstrate integrity in our work while enabling better collaboration with our business and civil society partners. We own our role as well as our limitations in supporting the UN SDGs. As such, we have identified four priority SDGs where we, along with our core partners, are best positioned to make an impact.

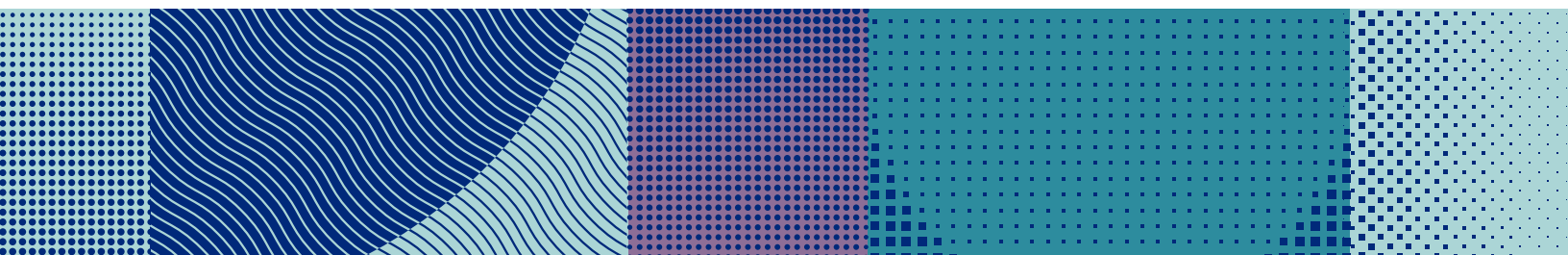
High-Level Okta for Good Alignment

	<p>SDG 17: Partnership for the Goals</p>	<p>We recognize our role within a broader ecosystem; across all our work, we prioritize partnership for the goals because we know society's challenges can't be solved alone. Partnership is a what, a why, and a how for Okta for Good.</p>
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Specific Program Alignment

	<p>SDG 9: Industry, Innovation, and Infrastructure</p>	<p>Okta's Nonprofit Product Donation Program and Nonprofit Technology Initiative support stronger digital infrastructure for the social sector.</p>
	<p>SDG 8: Decent Work and Economic Growth</p>	<p>Okta's workforce development programs help build more inclusive pathways into tech careers for historically excluded communities.</p>
	<p>SDG 13: Climate Action</p>	<p>Okta's sustainability efforts support climate action and community resilience.</p>

You will find examples of how we impact our four priority SDGs as well as other SDGs throughout this report. Though we recognize the importance and interconnectedness of all the SDGs, we will not report against SDGs unless we can meaningfully measure our impact through SDG-aligned metrics. While we are early on our journey, we're committed to continually evolving the way we measure our impact.



FY22 by the Numbers

\$5M

in cash contributed by the Okta for Good Fund, Okta, Inc., and Okta employees, representing a 22% year-over-year increase

\$5M

in technology and services donated, representing a 41% year-over-year increase

85%

employee participation in Okta for Good (giving and/or volunteering)

2,989

nonprofits supported through giving and volunteering, representing a 44% year-over-year increase

42

employees and interns brought on as part of our workforce development initiatives

8

Nonprofit Technology Fellows selected among leaders from global organizations

100%

renewable electricity achieved for office and employee work from home energy consumption

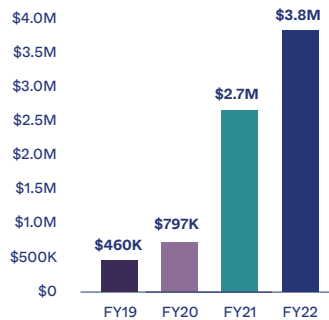
Our Work in FY22

We take an integrated approach to our philanthropy by leveraging all of our resources to support our communities. The sources of Okta’s philanthropic support referenced in this report are detailed in our Methodology.

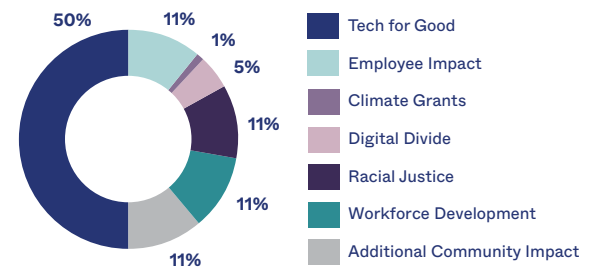
The Okta for Good Fund

The Okta for Good Fund, a donor-advised fund of the **Tides Foundation**, was established to enable strategic grantmaking via Okta’s pre-IPO equity commitment. Informed by close partnerships with nonprofit and community leaders, Okta’s co-founders and Vice President of Social Impact and Sustainability oversee the fund’s vision, strategy, and grant recommendations.

Annual Grantmaking out of the Okta for Good Fund

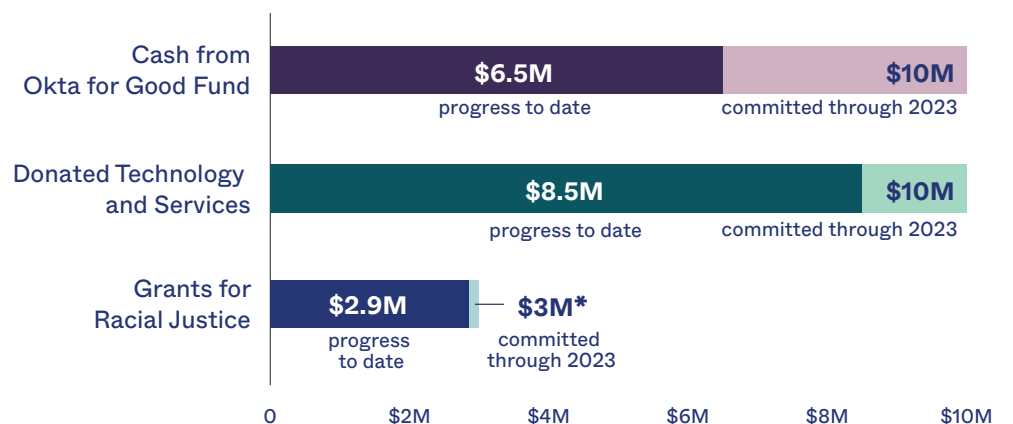


Breakdown of FY22 Grants



Commitment and Action

In 2020, Okta for Good made significant, public, 3-year commitments, including \$10M in cash donations out of the Okta for Good Fund, \$10M in technology and services donations, and launching our **Nonprofit Technology Initiative**. Okta for Good and Okta’s co-founders also made a 3-year, \$3M grant commitment specifically for racial justice. We are proud to share our progress toward those commitments.



* Includes \$1M in personal philanthropic commitments from each of Okta’s co-founders and \$1M from Okta for Good.

Tech for Good



Key Results:

\$4.8M in donated technology in FY22

\$114K in pro bono professional services in FY22

In 2021, we saw continued acceleration of technology adoption and the imperative of digital transformation for the nonprofit sector. This was driven by the ongoing impacts of the pandemic and the realization that there is no getting “back to normal”; every organization and community must adapt to a new way of life. Technology offers a powerful path forward for nonprofits as they reimagine their work.

Okta for Nonprofits: Solving the Identity Needs of Nonprofits Globally

Core to our social impact strategy is our work to support nonprofit organizations with technology donations, pro bono support, and Okta’s expertise. In February 2021, we **doubled the number of licenses** Okta donates to nonprofits. With this change, approximately 80% of the world’s nonprofits are now eligible to receive Okta licenses to secure their entire staff. Joining forces with Auth0 allows us to offer an even broader range of identity solutions to more organizations.



For staff, Okta is how we start our day. For volunteers, it’s how they start their shift. And it’s the first place that we start as a team to save young lives. For the very first time, we’re focusing less on technology and more on the services that we’re delivering for young people.”

John Callery,
SVP of Technology, The Trevor Project (Okta customer since 2018)



Key results:

14 pre-integrated apps

1.3M Okta users assigned to at least one App for Good*

Apps for Good: Enabling All Okta Customers to Make an Impact

Apps for Good is an ecosystem in the Okta Integration Network designed to help organizations harness and accelerate their employees’ charitable spirit. It features pre-built integrations with leading apps for enabling employees to give back at work. In FY22, the number of users assigned an App for Good grew 38% year over year as purpose and social impact becomes even more of an imperative for today’s workers.

* For Apps for Good we count users assigned, which includes users who have access to the application at the organizational level or who have chosen to add the app to their own dashboard. The statistic above was taken from users assigned Apps for Good as of January 31, 2022.

Key results:

\$1.9M in Tech for Good grantmaking in FY22

8 Nonprofit Technology Fellows

Organizations we support via our Nonprofit Technology Initiative:

[Benetech](#) (US)

[CanadaHelps](#) (Canada)

[Charity Digital](#) (UK)

[Code for Japan](#) (Japan)

[Community Foundations of Canada](#) (Canada)

[DonorsChoose](#) (US)

[Fast Forward](#) (Global)

[Full Circle Fund](#) (SF Bay Area)

[Mercy Corps](#) (Global)

[NetHope](#) (Global)

[NTEN](#) (US)

[Open Referral Initiative](#) (US)

[Save the Children](#) (US)

[Simply Secure](#) (Global)

[Tamarack Institute](#) (Canada)

[Tech Impact](#) (US)

[TechMatters](#) (Global)

[Technology Association of Grantmakers](#) (US)

[Technoserve](#) (Global)

[TechSoup](#) (Global)

[United Way Worldwide](#) (US)

[The Urban Institute](#) (US)

[VolunteerMatch](#) (US)

Nonprofit Technology Initiative

Okta for Good's **Nonprofit Technology Initiative**, launched in 2020, leverages our philanthropy to accelerate digital transformation for the social sector. We fund ecosystems, partnerships, research, and innovation projects to help nonprofits move to the cloud; increase their cybersecurity posture; and prove out new digital services. Since launch, we have deployed \$3.5M and supported 25 global partners.

In the wake of the pandemic, Okta for Good funded a research study with Techsoup's Global Network to understand how COVID-19 has impacted global nonprofit digital readiness and transformation. Nearly 12,000 organizations responded from 135 countries. **Findings** were released in June 2021, which included:

- COVID-19 forced 57% of nonprofits to adopt new digital tools and solutions that were previously deemed unnecessary.
- Only 25% of nonprofits have a formal digital strategy; and of those, only about half have the resources needed to execute it.

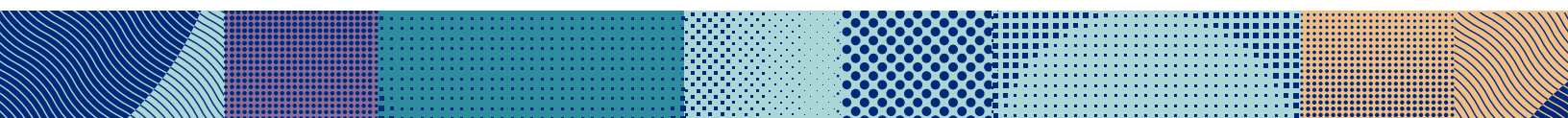
Okta for Good Innovation Lab: Investing in New Digital Services for Vulnerable Populations

The Okta for Good **Innovation Lab** launched in the fall of 2021 with the goal of identifying innovative nonprofits that could leverage powerful use cases of identity technology to transform services for vulnerable people. We provide wrap-around support to these organizations with donations of cash, technology, and a team of experts over two years. Meet our first cohort of grantees:

- **Mercy Corps** is helping millions of smallholder farmers gain access to the latest research and best practices through an open agricultural content platform.
- **TechnoServe** supports small business owners in developing countries through a combination of coaching and access to purpose-built business applications.
- **Tech Matters** is scaling Aselo, a modern, open-source platform that allows children to reach helplines through a variety of communication channels.

Nonprofit Technology Fellowship: Empowering the Leaders Building the Future of Social Good

One of the most powerful ways we can support technology transformation for nonprofits is to lift up the leaders who are driving the sector's innovation. With this in mind, we launched our **Nonprofit Technology Fellowship** in 2021. We selected eight diverse nonprofit technology leaders from organizations around the globe and supported their thought leadership, collaboration, and leadership development through a six-month program.



Empowered Employees and Communities



In 2021, we saw Okta expand its global footprint and even more of our employees work **dynamically** around the world. We put our efforts toward building long-term partnerships with organizations working to solve the most critical issues in our global communities, including tech workforce development, bridging the digital divide, and addressing racial justice. At the same time, we continued to support our employees to give back in ways that are personally meaningful.



Key results:

\$425K in workforce development grants in FY22

15 organizations supported across **13** global communities

24 interns from underrepresented communities

4 Equity Accelerator Fellows

14 Business Development Associates (BDAs), with **50%** promoted within the year

Supporting Workforce Development Globally

The last year saw exciting growth in our global workforce development programs. Our newly launched Equity Accelerator and Business Development Associate programs bring in high-potential talent from historically excluded communities into technology, business and sales roles. We also hosted 24 youth internships through Okta for Good's core U.S. workforce development partners, Year Up and Genesys Works. We saw our fifth annual Tech Pathways Week bring together 465 students and jobseekers with Okta employees for training, mentorship, and networking. And, we amplified these hands-on efforts with new grants to 15 global partner organizations to extend our efforts beyond Okta's direct reach and into the wider community.

Workforce development organizations we support:

10,000 Degrees (SF Bay Area)

ABCN (Sydney)

BECOMTECH (Paris)

Braven (Chicago)

Byte Back (Washington, D.C.)

Genesys Works (US)

JINC (Amsterdam)

JVS (San Francisco)

NPower Canada (Toronto)

The Prince's Trust (London)

Rainier Scholars (Seattle)

ReDI School of Digital Integration (Munich)

Sankakusha (Tokyo)

United Women Singapore (Singapore)

Year Up (US)

Key results:

\$400K in racial justice grants deployed in FY22

Conducted racial and social equity **assessment of grantee leadership**

Racial justice organizations we support:

[Advancing Justice - Asian Law Caucus](#)

[Asian Pacific Fund](#)

[Beyond12](#)

[Black Voters Matter Capacity Building Institute](#)

[First Nations Development Institute](#)

[Hack the Hood](#)

[Hidden Genius Project](#)

[Joint Center for Political and Economic Studies](#)

[Latino Community Foundation](#)

[Native American Rights Fund](#)

[Techbridge Girls](#)

[Turnout Activism](#)

[PolicyLink](#)

Digital divide organizations we support:

[Community Tech Network](#) (San Francisco Bay Area)

[COSTI](#) (Toronto)

[Good Things Foundation](#) (UK)

[Kids First Chicago](#) (Chicago)

[Leap](#) (Sydney)

[Literacy Source](#) (Seattle)

[National Digital Inclusion Alliance](#) (US)

Racial Justice

Following the launch of our \$3M, three-year racial justice commitment in 2020, we have now deployed \$2.9M toward that goal across Okta for Good and personal philanthropy from Okta's co-founders. We continued to deploy grants via our Racial Justice & Equity Employee Advisory Board and unlocked new, multi-year funding for movement leaders addressing the needs of specific BIPOC communities.

In July 2021 we launched a racial and social equity assessment of the prior year's (2020) grantees to better understand the demographics of our grantee leadership and establish a baseline of our support for organizations led by diverse leaders. We focused the assessment on gender identity, sexual orientation, race, and disability. Empirically our key findings included:

- 55% of CEOs/Executive Directors are cisgendered females.
- 47% have LGBTQ+ representation on the senior leadership team; 42% on the Board.
- 65% of CEOs/Executive Directors are white; 78% have Black individuals at Board-level compared to 43% Latinx and 5% Indigenous representation.

Anecdotally, we learned that our grantees' progress on this journey varies greatly across global regions and that limited resourcing makes responding to these requests challenging for some organizations. We remain committed to the intention of this survey and look forward to iterating on this process and continuing to share our learnings.

“

We understand that the inequities that persist in the STEM industry cannot be resolved unless each of us leverages our power, influence, and position to transform ourselves, our field, and our community.”

Nikole Collins-Puri
CEO, Techbridge Girls (Okta for Good grantee since 2020)



Digital Divide

The digital divide is the gap between those who use the internet effectively for daily life and social progress, and those who do not. We witnessed how the pandemic exacerbated gaps in connectivity and access over the last two years. Aligned with Okta's vision of enabling everyone to safely use any technology, we launched a new philanthropic portfolio in 2021 to address the digital divide, focusing on seven global communities where we have a presence.

Key results:

\$1.4M in employee-directed giving, plus corporate matching

2,989 organizations impacted by giving/volunteering

27 members of Global Employee Leadership Council in **13** geographic locations

87% of employees said they were more likely to volunteer or give after engaging with Okta for Good

What we offer our employees:

4 days off per year for every Okta employee to volunteer

Up to \$500 matching per employee in FY22

Participation in the **Global Employee Leadership Council**

Employee Impact

As Okta's dynamic workforce continued to grow in 2021, we expanded our connections into even more communities. In coming together with Auth0, we increased our volunteer time from from three days to four, aligned with Auth0.org's program. Employee giving totaled over \$600K, which was then amplified by corporate matching. We saw employees spearhead their own giving campaigns for Western European Flood Relief; Afghanistan; Stop AAPI Hate, among many others.



Celebrating Okta for Good's Fifth Anniversary by Giving to our Communities

In honor of Okta for Good's fifth anniversary, we launched a 2:1 employee donation matching campaign. In one week, Okta and Auth0 employees came together to raise \$492K for 586 organizations around the world—the largest giving campaign in Okta for Good's history.

“

Okta for Good not only provides employees with opportunities to make an impact, it helps them find deeper purpose at work and enables them to build connections with their colleagues and community. Okta for Good is a core part of Okta's culture. It ensures we stay true to our core values and do work we are all proud of.”



Kristina Johnson (KJ)
Chief People & Places Officer

Climate Action



Key results:

100% renewable electricity
commitment achieved for FY22

Commitment to **Science-Based Targets (SBTs)**

5 new community solar
projects funded

As Okta launched its first corporate climate commitments in 2021, it was important that we go beyond addressing Okta's own footprint and recognize the interconnectedness between environmental and social issues. Below, we have highlighted the areas where Okta's climate work intersects with our social impact efforts. For a complete view of Okta's sustainability efforts, visit our [ESG webpage](#) and [fact sheet](#).

In 2021, we publicly committed to 100% renewable electricity for our global offices and to Science Based Targets (SBTs) for absolute carbon emissions reductions. We are also connecting Sustainability to our Workplace, Health & Wellness and Dynamic Work strategies by: 1) investing in energy-efficient buildings; 2) committing to building all new offices to both LEED Silver and WELL Silver standards; and 3) releasing the results of an independent study that projects a 21% reduction in Okta's per-employee emissions in FY23 vs. pre-pandemic levels in FY20 due to reduced employee commuting and reduced workplace square footage per person.

Supporting Communities as We Reduce Our Footprint

Last year, we achieved a major milestone of 100% renewable electricity for our FY22 global offices' and estimated Okta employee's work from home electricity consumption by purchasing renewable energy credits (RECs) to match our electricity consumption. 4,680 MWhs of RECs purchased in FY22 were through the [California Bright Schools Program](#), which supports local school districts with solar energy projects.

Climate Impact Grants

Climate change disproportionately impacts historically marginalized communities. As a first step in ensuring equity has a place in our climate efforts, Okta for Good made two grants to climate justice organizations this year: 1) [GRID Alternatives](#), which advances economic and environmental justice through renewable energy where we funded new solar energy installations in low-income communities in the San Francisco Bay Area; and 2) [CLIMA Fund](#), which supports grassroots climate justice groups working in more than 100 countries, with a particular focus on elevating the leadership of women, youth, and Indigenous Peoples.



Auth0.org

Key results:

Over \$1M in total financial donations in FY22 (includes employee donations and company match, and Auth0.org Fund)

\$120K in product discounts

15 employee-led team social impact volunteering events in FY22



Auth0.org's mission is to provide Secure Access for Everyone (SAFE) to the resources needed to thrive, through the provision of funds, time, product and passion, by our business and our people and to empower developers to strengthen the technology capacity of social impact organizations that drive change in our local communities.

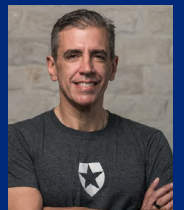
Since its inception in 2020, Auth0's social impact arm, Auth0.org, has distributed over \$1M in grants to over 35 organizations globally, and provided over 1,000 hours of team volunteer time to many fantastic charities. We have also helped deploy Auth0's identity and authentication solution at substantial cost savings to developers and dozens of charities globally to secure the identities of their stakeholders.

Key areas of focus for our strategic grantmaking and employee volunteering are:

- **Closing the digital divide** to enable underserved communities to get connected and thrive.
- **Diversifying access and participation** in secondary and university STEM education, especially by those most underserved, such as women/girls and students of color.
- **Creating more balanced teams** in the technology and cybersecurity workforce by including more women, people of color, and others underrepresented in tech.

Auth0 employees—"Auziros"— create and join various local and remote volunteer projects with local charities that are important to them, and we provide longer term pro bono consulting support to help our social impact partners solve critical technical and process challenges. We are proud to use our resources to advance the critical work of our nonprofit partners locally and globally.

“



These are challenging times, and we are fortunate to have resources that can help people and charitable organizations in need access the resources needed to thrive. I'm proud that through our social impact arm, Auth0.org, we have been able to deploy significant grant funds, team volunteer time, and our Identity and Authentication solution to many social impact organizations, and the developers who support them, that address pressing needs in our local communities globally. And we are looking forward to doing even more in 2022.”

Eugenio Pace,
CEO and Co-Founder of Auth0

What We've Learned

Okta for Good's fifth anniversary this year gave us a chance to reflect on what we've built, the impact we've had, and lessons learned for other companies on this journey:

- **Alignment drives authenticity.** Fight to keep your social impact efforts aligned to the company's values, strategy and trajectory. It may mean you can't address every issue, but you'll be authentic and more effective in making your impact.
- **Listen first.** Lead with empathy, a commitment to listening and a spirit of trust. Don't assume you know the answer. When done right, the unique impact you can make for your communities will come into focus.
- **Find the leverage.** It takes an entire ecosystem to drive social change. One company alone does not have the answers. Prioritize social impact efforts that leverage your employees, customers, and partners and harness the resources across your ecosystem.

And in the spirit of continuous improvement—into the next five years and beyond—here are the areas we hope to do better:

- **Act with urgency...without losing integrity.** Okta is in hypergrowth at the same time as expectations for business' role in society are rapidly accelerating. We must meet rising societal needs without compromising our impact.
- **Measure outcomes, not just outputs.** We've taken the first steps toward better impact measurement this year with our alignment to the SDGs. This work will continue in FY23 and beyond.
- **Refine our equity lens.** We need to examine not just our strategy and programs, but our own norms and practices, to ensure equity and justice underpin everything we do. This is an ongoing journey.

Closing

Our social impact strategy is shaped by our values to ensure we positively impact our employees, customers, partners, and communities to create lasting change. As the needs of our global communities continue to evolve, we'll stay committed to acting with urgency and integrity while aligning with Okta's long-term vision and competencies. The challenges we face cannot be fixed overnight, but we're humbled and resolved to continue on this journey with so many committed partners and communities.



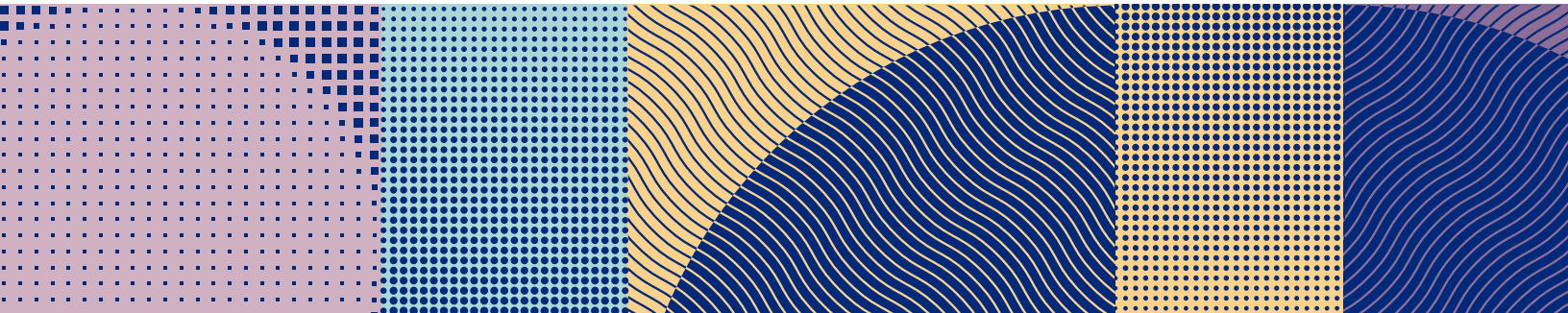
Methodology

We have worked carefully to standardize our data. Unless otherwise noted, this report presents and analyzes data based on Okta's fiscal calendar, which begins on February 1 and ends on January 31. We refer to years based on the January end date of a fiscal year. The year that began on February 1, 2021, and ended on January 31, 2022, is therefore referred to in this report as "FY22," and "this year." Similarly, the fiscal year that began on February 1, 2020, is referred to as "FY21" or "last year."

In this report, Okta and Auth0.org present our program metrics separately since our companies came together during the fiscal year.

The sources of Okta's philanthropic support include:

- Cash contributions from The Okta for Good Fund
- Cash contributions from Okta, Inc.
- Cash contributions from Okta employees channeled through Okta for Good's employee giving program
- Donations of Okta's technology and services



okta for good

About Okta

Okta is the leading independent identity provider. The Okta Identity Cloud enables organizations to securely connect the right people to the right technologies at the right time. With more than 7,000 pre-built integrations to applications and infrastructure providers, Okta provides simple and secure access to people and organizations everywhere, giving them the confidence to reach their full potential. More than 14,000 organizations, including JetBlue, Nordstrom, Siemens, Slack, Takeda, Teach for America, and Twilio, trust Okta to help protect the identities of their workforces and customers. For more information, go to okta.com.