okta

FY2023 ESG Fact Sheet

The following is a summary of Okta's
key Environmental, Social, and Governance
(ESG) disclosures.

For more information, please visit our ESG web page at **okta.com/responsibility**.

Protecting our customers

Security

Okta complies with a range of industry-standard certifications and authorizations. In FY2022 and 2023, Okta achieved or maintained the following certifications:

- ISO/IEC 27001:2013 Certified
- ISO/IEC 27017:2015 Certified
- ISO/IEC 27018:2019 Certified
- AICPA SOC 2 Type II Audits
- FedRAMP Moderate Authority to Operate (ATO), IL-4 conditional P-ATO
- PCI SAQ-D + Attestation of Compliance

See our **whitepaper** for more information on Okta's security features.

As the compliance and regulatory environment is constantly changing, a current list of our certifications can be found on our **compliance page**.

Data privacy

Okta complies with the EU Cloud Code of Conduct, as set forth at **https://eucoc.cloud/en/home**.

Additional certifications:

- Okta's APEC PRP Certification can be verified at: **https://www.schellman.com/apec-certificate-directory** by searching for Okta as the organization.

Ethical business practices

Our ethical standards and expectations are set forth in our:

- **Code of Conduct:** All new employees certify upon joining our company and annually recertify thereafter.
- Employee Handbook: All employees are expected to certify they have read, understood, and agree to comply with our handbook, which contains our expectations and procedures for compliance.

Investing in our people

Diversity, inclusion, and belonging

In prior reports, we introduced our DIB programs and initiatives, sharing specific examples of what we've implemented and the work we're doing to improve.

This year's report is focused on the impact and the progress we've made and also serves as a benchmark to measure ourselves for years to come.

Company overall*	State of Inclusion Report 2020	State of Inclusion Report 2021	State of Inclusion Report 2022
Men	69.8%	69.4%	68.2%
Women	30.2%	30.6%	31.8%
White	60.4%	60.6%	59.6%
Asian	28.8%	26.7%	25.6%
American Indian or Alaska Native	0.1%	0.1%	0.1%
Black or African American	2.9%	3.0%	4.1%
Hispanic or Latino	4.5%	5.6%	6.5%
Native Hawaiian or other Pacific Islander	0.3%	0.3%	0.3%
Two or more races	3.0%	3.6%	3.8%

Leadership (VP level and above)*	State of Inclusion Report 2020	State of Inclusion Report 2021	State of Inclusion Report 2022
Men	73.9%	71.1%	70.8%
Women	26.1%	28.9%	29.2%
White	68.5%	69.4%	63.6%
Asian	22.5%	23.1%	26%
American Indian or Alaska Native	0.0%	0.0%	0.0%
Black or African American	2.2%	0.7%	2.3%
Hispanic or Latino	5.6%	4.1%	5.8%
Native Hawaiian or other Pacific Islander	1.1%	0.7%	0.6%
Two or more races	0.0%	2.0%	1.7%

*The State of Inclusion Report includes data as of August each calendar year. Our gender data includes global employees, however we only include data on race and ethnicity for US-based employees due to regional differences in definitions.

Our tech workforce is defined by position and not department, and includes all employees in technical occupations in engineering, security, and technology.

We categorize all of our jobs into three groups: Tech, Non-tech, and Hybrid based on market data to ensure we are competitive.

Tech workers*	State of Inclusion Report 2020	State of Inclusion Report 2021	State of Inclusion Report 2022
Men	79.3%	80.3%	78.9%
Women	20.7%	19.7%	21.1%
White	38.2%	47.6%	46.4%
Asian	54.8%	43.5%	44.1%
American Indian or Alaska Native	0.0%	0.1%	0.0%
Black or African American	1.2%	1.4%	2.6%
Hispanic or Latino	3.7%	4.1%	4.3%
Native Hawaiian or other Pacific Islander	0.2%	0.2%	0.1%
Two or more races	2.0%	3.2%	2.5%

Non–tech workers*	State of Inclusion Report 2020	State of Inclusion Report 2021	State of Inclusion Report 2022
Men	66.7%	64.4%	64.8%
Women	33.3%	35.6%	35.2%
White	68.0%	66.1%	65.8%
Asian	19.9%	19.7%	17.3%
American Indian or Alaska Native	0.1%	0.1%	0.1%
Black or African American	3.4%	3.7%	4.6%
Hispanic or Latino	4.8%	6.2%	7.4%
Native Hawaiian or other Pacific Islander	0.3%	0.4%	0.4%
Two or more races	3.4%	3.8%	4.3%

Hybrid workers*	State of Inclusion Report 2022
Men	65.1%
Women	34.9%
White	43.7%
Asian	43.7%
American Indian or Alaska Native	0.5%
Black or African American	4.4%
Hispanic or Latino	4.2%
Native Hawaiian or other Pacific Islander	0.5%
Two or more races	2.9%

Employee satisfaction

FY2022 Employee Engagement Favorability**	FY2023 Employee Engagement Favorability**
76%	73%

For more information, please see the **Okta State of Inclusion Report**. The data presented in this report is based in part on data contained in our EEO-1 reports.

*The **State of Inclusion Report** includes data as of August each calendar year. Our gender data includes global employees, however we only include data on race and ethnicity for US-based employees due to regional differences in definitions.

**Okta conducts an Annual Engagement survey that includes the question, "How happy are you working at Okta?" to provide an overall measure of employee satisfaction. Per our Survey Vendor, Glint, the tech industry benchmark for FY2023 is 77%.

Health, safety, and wellbeing

We provide a safe and secure working environment for all Okta employees. We aim to enhance our people's wellbeing with a range of inclusive and equitable financial, health, and wellness benefits. See all of our programs and offerings on our <u>Rewards</u> page. Highlights include:

Inclusive health benefits

Gender-neutral parental leave to support employees raising families

Inclusive family-forming benefits (fertility, adoption, surrogacy, fertility preservation, reproductive healthcare)

Transgender healthcare benefits

Personalized content, expert support, and community resources for caregivers in any stage of a care journey

Activities for healthy minds and bodies

Access to discounted services and resources through Okta Perks at Work platform, as well as healthcare plans globally

Bike and scooter programs (with discounts and loans to support purchase)

Virtual and in-person mental health and stress management support for employees and families

Healthy communities

Employee donation matching up to $500 per employee, per year

Time away from work including 4 days of volunteer time off (VTO)

LEED Silver and WELL Silver certified offices

All new direct-lease Okta offices will adopt both certifications to focus on optimizing energy performance, as well as promoting the health and wellness of occupants in our workspaces
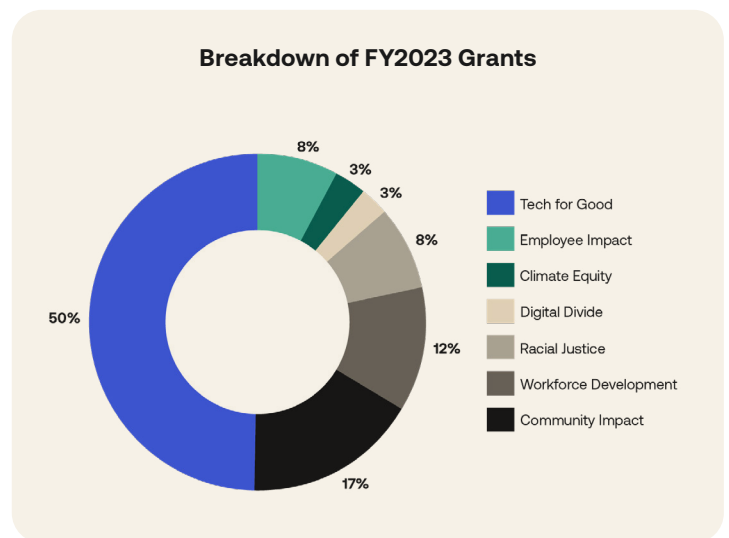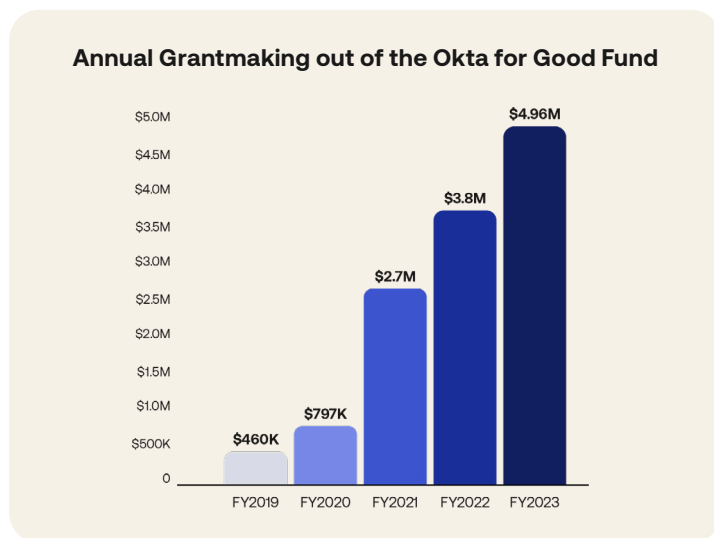
Human rights

Okta worked with a third-party human rights consultancy to complete Okta's first corporate-wide human rights impact assessment (HRIA).

The objective was to identify human rights impacts most salient to employees, customers, suppliers, and communities directly and indirectly impacted by Okta's business operations, products and services, and relationships. We interviewed internal and external stakeholders to assess Okta's business against internationally recognized human rights standards and principles, including the UN Guiding Principles on Business and Human Rights. Several key human-rights-related impacts were identified, such as those related to the right to privacy, non-discrimination in the workplace, responsible product use, equitable and accessible products, and excessive working hours.

Supporting our communities

Monetary donations	FY2021	FY2022	FY2023
Total funds donated*	$4.1M	$5.0M	$6.0M
Okta for Good Fund Money in annual grantmaking	$2.7M	$3.8M	$5.0M
Okta, Inc. Includes our employee match program	$813K	$836K	$659K
Okta employees	$600K	$606K	$721K

Breakdown of in-kind donations	FY2021	FY2022	FY2023
Total in-kind donations	$3.6M	$5.1M	$5.2M
Product	$3.4M	$4.8M	$5.1M
Professional Services	$114,765	$110,985	$129,324
Percentage of employees who volunteered or donated through Okta for Good in the last year	88%	85%	88%

Annual Grantmaking out of the Okta for Good Fund

Breakdown of FY2023 Grants

- Tech for Good — 50%
- Employee Impact — 8%
- Climate Equity — 3%
- Digital Divide — 3%
- Racial Justice — 8%
- Workforce Development — 12%
- Community Impact — 17%

For more information, please see the **Okta for Good Impact Report.**

*Okta funds employee matching donations via contributions from the Okta for Good Fund.
The amounts listed below do not sum up to the "Total funds donated" amount for the fiscal year because we subtract any funds contributed to the employee matching program that were not deployed to nonprofit organizations within the fiscal year.

Committing to sustainability

FY2023 was an exciting year for Okta's climate program. We [announced](#) our validated science-based targets (SBTs) for absolute emissions reductions, which are aligned with the UN Paris Agreement goal to limit global warming to 1.5°C. We expanded our 100% renewable electricity commitment to include our third-party cloud service providers, in addition to global offices and remote workforce.

Emissions[1]	FY2020	FY2021	FY2022	FY2023
Total GHG Emissions (tCO2e)[2]	49,889	37,216	61,087	75,051
Scope 1 and scope 2, market based	1,352	732	298	324
Scope 1 and scope 2, location based	1,309	1,461	1,513	1,776
Scope 3[3]	48,537	36,484	60,789	74,727
Office GHG Emissions Intensity (kg CO2e per sq ft)				
For direct lease offices, location based	5.1	4.0	4.6	5.5
For direct lease offices, market based	3.0	1.5	0.6	1.9
Revenue Intensity (tCO2e / M$)	85	45	47	41

Energy consumption	FY2020	FY2021	FY2022	FY2023
Energy Consumption for Okta Global Offices[4] Total electricity + natural gas (MWh)	6,035	5,023	5,038	6,461
Renewable Electricity				
Scope 2 (offices)	N/A[5]	100%[6]	100%[6]	100%
Scope 3.7 (remote workforce)	N/A[5]	6%[6]	100%[6]	100%
Third-Party Cloud Service Providers and Production Environments	N/A[5]	N/A[5]	N/A[5]	100%
Social/Equity Benefit Renewable Electricity				
Renewable electricity procurement (e.g. RECs) with social/equity benefit (MWh)	N/A[5]	2,851	8,960	19,911
Percent of renewable electricity procurement for social/equity benefit	N/A[5]	93% for Okta 0% for Auth0	68% for Okta + Auth0	82%

Building certifications

Okta's San Francisco headquarters is in a LEED Gold building. Okta Sydney and Paris offices are LEED ID+C Silver and WELL Silver certified.

In FY2023, Okta achieved 100% renewable electricity for its global offices, remote workforce, and cloud service providers.

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1 In FY2023 Okta restated FY2020-FY2022 GHG inventories in alignment with GHG protocol.
2 Total emissions include scope 1 and scope 2, market-based, and scope 3 for Okta and Auth0.
3 Scope 3 market-based GHG emissions includes purchased goods and services; capital goods; fuel and energy-related activities (not included in scopes 1 or 2); business travel; employee commuting; upstream and downstream leased assets.
4 Please see our [GHG Inventory Webpage](#) for more information. FY2020 and FY2021 energy data has been updated to include Auth0 office energy consumption.
5 N/A refers to Fiscal Years before Okta had extended their public commitments to renewable electricity in these areas.
6 FY2020 and FY2021 were prior to the integration of Auth0 following its acquisition by Okta in May 2021 (FY2022). In FY2021 Okta met its goal of supporting offices with 100% renewable electricity. Auth0 did not purchase renewable electricity certificates (RECs) prior to the acquisition.

Emissions Reductions Efforts - SBTs Update

In FY2023, Okta announced our <u>science-based targets</u> (SBTs), which were validated by the Science Based Targets initiative (SBTi) in September 2022. Okta's validated SBTs for absolute emissions reductions are aligned with a 1.5°C global warming trajectory.
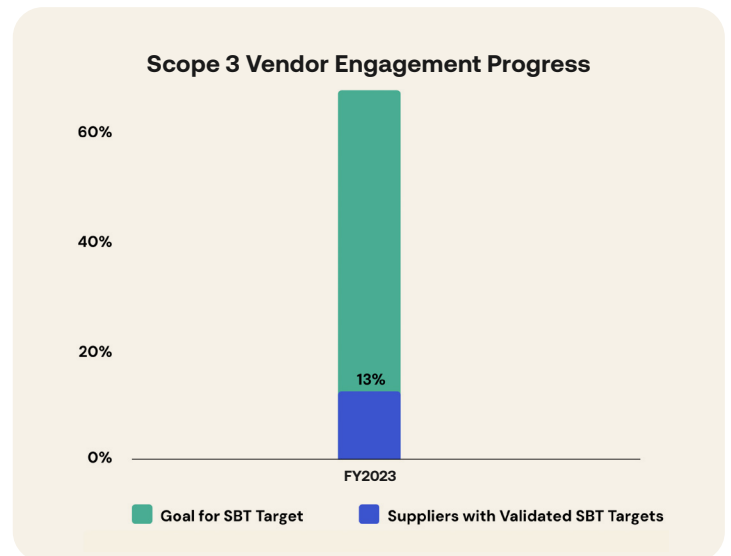
Target: Reduce absolute scope 1 and 2 GHG emissions 67% by FY2030 against an FY2020 base year

Commentary: Since FY2020, Okta has made strides toward reducing its scope 1 & 2 emissions, primarily through renewable energy procurement and purposeful portfolio management.

Scope 1 and 2 Progress
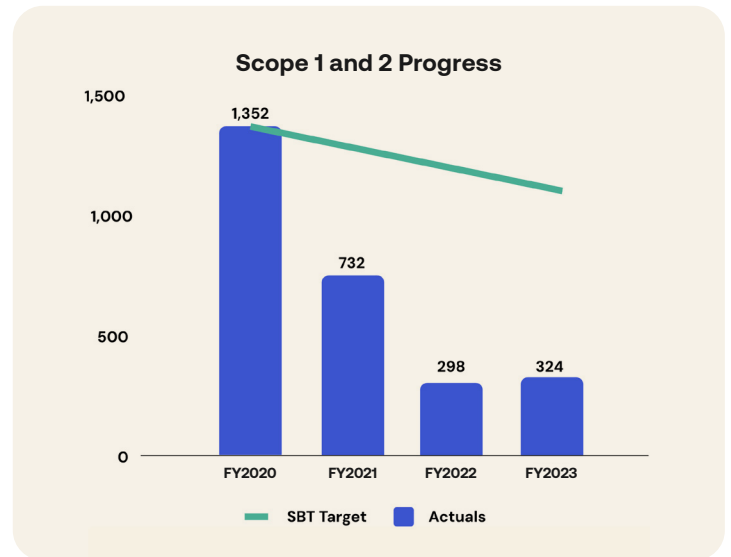
Target: Our goal is that 65% of Okta's suppliers (by spend) for purchased goods and services and capital goods have SBTs by FY2027. As of FY2023, 13% of our suppliers have set validated SBTs

Commentary: Supporting our vendors in setting their own SBTs is a powerful way to ensure we're affecting change through our entire supply chain and beyond. In FY2023, we worked with other members of the Business Council on Climate Change (BC3) to develop guides offering resources for vendors on how to conduct GHG emissions inventory and set climate targets, and how to reduce emissions to achieve climate targets.

Scope 3 Vendor Engagement Progress

Target: Reduce absolute scope 3 GHG emissions from business travel and employee commuting transportation 42% by FY2030 against an FY2020 base year

Commentary: A return to post-COVID office and travel norms has increased our recent years' activity in these categories. We are working within Okta and with external partners to supplement the policies and practices already in place to support our pursuit of this SBT.

Scope 3 Business Travel and Employee Commute Progress
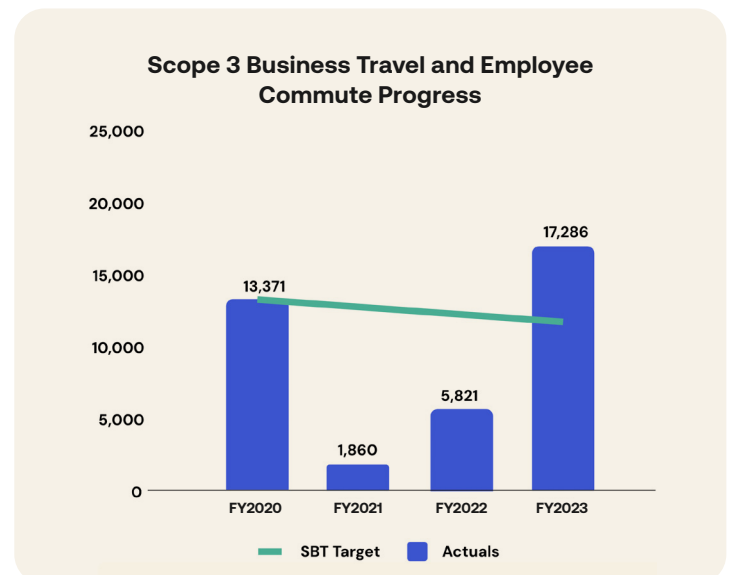
Fact Sheet published September 2023.

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About Okta

Okta is the World's Identity Company. As the leading independent Identity partner, we free everyone to safely use any technology—anywhere, on any device or app. The most trusted brands trust Okta to enable secure access, authentication, and automation. With flexibility and neutrality at the core of our Okta Workforce Identity and Customer Identity Clouds, business leaders and developers can focus on innovation and accelerate digital transformation, thanks to customizable solutions and more than 7,000 pre-built integrations. We're building a world where Identity belongs to you. Learn more at okta.com.