# FY2024 ESG Fact Sheet

**okta**

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

ESG Fact Sheet Reporting Period FY2024 (February 1, 2023 - January 31, 2024)
For more information, please visit our ESG webpage at **okta.com/responsibility**.

## Protecting our customers

### Security

Okta has made public the definitive steps we're taking to fight against Identity-based attacks and empower our more than 19,000 customers and the industry to identify and mitigate emerging threats.

Our commitment covers:

- Investing in market-leading products and services
- Hardening our corporate infrastructure
- Championing customer best practices
- Raising the bar for our industry

Okta complies with a range of industry-standard certifications and authorizations. In FY2024, 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, High, and IL-4 Authority to Operate (ATO)
- PCI SAQ-D + Attestation of Compliance



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

### 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.

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

### 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.
- Company Policies: All employees are expected to certify they have read, understood, and agree to comply with our key Company Policies, which contain our expectations and procedures for compliance.

**New privacy & security updates in FY2025**

In May of FY2025, we unveiled the **Okta Secure Identity Commitment**. This initiative reflects our long-term commitment to lead the industry in the fight against Identity attacks. Find out more **here**.

We believe that our customers trust us to connect their most precious assets—their employees and customers—securely, while also safeguarding their privacy. Learn about Okta's approach to security and privacy within our ESG framework in our blog post **here**.

## Investing in our people

### Diversity, inclusion, and belonging (DIB)

DIB continues to be an important element of our corporate philosophy and operations at Okta. Fostering a culture of inclusion and belonging where all can thrive is important to our continued growth and success as a company. We have worked to intentionally integrate equity into our policies and processes across the talent lifecycle, the evolution of our Employee Resource Groups (ERGs), our

efforts to expand and diversify our candidate pools, and more.

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

| Company overall* | January 31, 2023 | January 31, 2024 |
|---|---|---|
| Men | 67.4% | 66.1% |
| Women | 32.6% | 33.9% |
| American Indian or Alaska Native | 0.1% | 0.1% |
| Asian | 26.8% | 27.6% |
| Black or African American | 4.3% | 4.0% |
| Hispanic or Latino | 6.4% | 6.8% |
| Native Hawaiian or other Pacific Islander | 0.3% | 0.3% |
| Two or more races | 3.8% | 3.4% |
| White | 58.3% | 57.9% |

| Leadership (VP level and above)* | January 31, 2023 | January 31, 2024 |
|---|---|---|
| Men | 72.4% | 70.4% |
| Women | 27.6% | 29.6% |
| American Indian or Alaska Native | 0.0% | 0.0% |
| Asian | 24.6% | 25.2% |
| Black or African American | 2.9% | 1.6% |
| Hispanic or Latino | 6.5% | 8.9% |
| Native Hawaiian or other Pacific Islander | 0.7% | 0.8% |
| Two or more races | 1.4% | 2.4% |
| White | 63.8% | 61.0% |

*The data and language presented in this report is based in part on data contained in our EEO-1 reports. 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 align with competitive market practices.

| Tech workers* | January 31, 2023 | January 31, 2024 |
|---|---|---|
| Men | 71.1% | 76.5% |
| Women | 28.9% | 23.5% |
| American Indian or Alaska Native | 0.0% | 0.0% |
| Asian | 43.7% | 43.6% |
| Black or African American | 3.4% | 3.7% |
| Hispanic or Latino | 4.0% | 4.2% |
| Native Hawaiian or other Pacific Islander | 0.1% | 0.3% |
| Two or more races | 2.6% | 2.9% |
| White | 46.2% | 45.4% |

| Non-tech workers* | January 31, 2023 | January 31, 2024 |
|---|---|---|
| Men | 65.8% | 62.1% |
| Women | 34.2% | 37.9% |
| American Indian or Alaska Native | 0.1% | 0.1% |
| Asian | 18.1% | 18.8% |
| Black or African American | 4.5% | 4.0% |
| Hispanic or Latino | 7.6% | 8.0% |
| Native Hawaiian or other Pacific Islander | 0.4% | 0.4% |
| Two or more races | 4.3% | 3.7% |
| White | 64.9% | 65.0% |

| Hybrid workers* | January 31, 2023 | January 31, 2024 |
|---|---|---|
| Men | 68.1% | 61.4% |
| Women | 31.9% | 38.6% |
| American Indian or Alaska Native | 0.6% | 0.6% |
| Asian | 46.1% | 44.5% |
| Black or African American | 5.2% | 4.2% |
| Hispanic or Latino | 3.9% | 5.3% |
| Native Hawaiian or other Pacific Islander | 0.3% | 0.0% |
| Two or more races | 2.8% | 2.2% |
| White | 41.2% | 43.1% |

| Employee satisfaction | FY2023 | FY2024 |
|---|---|---|
| Employee Engagement Favorability** | 73% | 74% |



*In the FY2024 State of Inclusion Report, we adjusted our reporting methodology to align with our fiscal year, therefore the data reflects a single point in time on January 31, 2024, the last day of FY2024. We believe that this reporting methodology will represent a more accurate view. The data and the language we use to describe race and ethnicity in this section are based in part on data contained in our EEO-1 reports. To view previous years' data, please reference the 2022 State of Inclusion Report.

**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 global benchmark for FY2024 is 74%.

## Pay equity

In February 2023, Okta signed the #EqualPayCA pledge. #EqualPayCA is a campaign focused on closing the gender pay gap.

- The #EqualPayCA campaign challenges businesses to commit to equity through the California Equal Pay Pledge, which includes:
  - Conducting an annual company-wide gender pay analysis;
  - Reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers to equality; and
  - Promoting equal pay best practices, such as increased pay transparency, training on retaliation protections, and training for supervisors and managers on pay equity laws.

## Workforce training and development

Okta strives to empower its employees to do their best work through a culture of engagement, performance, recognition and development.

In FY2024, Okta employees completed nearly 92,000 hours of training which includes onboarding, professional development, manager development, self-directed as well as compliance trainings on several topics, including:

- Security Awareness
- Code of Conduct
- Data Protection & Privacy
- Harassment Prevention
- Anti-Corruption & Bribery
- Insider Trading

Okta has a goal for 100% of our employees to complete their compliance trainings. We track progress by the percentage of employees who complete these trainings in FY2024.

## Environmental training

Okta provides annual sustainability updates/training to employees via company-wide all hands meetings, internal educational opportunities and webinars during our annual Earth week celebration. External blogs such as Okta's climate targets: progress and opportunities one year in also share updates on Okta's work. Environmental documents and training materials are available to all global Okta employees via our intranet, including:

- Employee Code of Conduct
- Dynamic Work Sustainability Guide
- Sustainable Travel Guide
- Smart Travel Game Playbook
- Annual Earth Week speakers and activations

In FY2024, Okta conducted an Employee Commute and Sustainability survey asking employees about their commute to work.

## Supporting our communities

In October 2023, we launched our Cyber Workforce Development Initiative, through which we provide philanthropy and educational credits. We deployed $1.6M from our Okta for Good Fund to organizations enabling pathways to cyber and other technology careers, and we made 5,000 educational grants available to unemployed professionals looking to transition to cybersecurity careers. We are proud to align with the White House's National Cyber & Education Workforce Strategy, particularly its focus on growing and enhancing the cyber workforce through improving its diversity and inclusion.

For more information, please see our 2023 Okta for Good Impact Report.

# $7.3M in cash contributed

by the Okta for Good Fund, Okta, and Okta employees.

| Breakdown of donations | FY2023 | FY2024 |
|---|---|---|
| Total funds donated* | $6M | $7.3M |
| Year-over-year increase | 20% | 22% |
| Total in-kind donations | $5.2M | $6M |
| Percentage of employees who volunteered or donated through Okta for Good in FY2024 | 88% | 88% |

*Okta funds employee matching donations via contributions from the Okta for Good Fund.

## Health, safety, and wellbeing

We are committing to providing a safe and secure working environment for all Okta employees. We aim to enhance employee wellbeing by offering a range of inclusive and equitable financial, health, and wellness benefits. See all of our programs and offerings on our <u>Total Rewards</u> site. In some cases, these benefits extend to employees and their families.

### Inclusive health benefits

Gender-neutral parental leave

Global family-forming benefits and support programs, including for pregnancy, fertility, adoption, surrogacy, reproductive care, and hormonal health

Transgender healthcare benefits

Personalized content, expert support, and community resources for caregivers

Mental health benefits, including coaching, therapy, circles, webinars, neurodivergent services and employee assistance program

Expanded bereavement leave policy includes reproductive loss events, including failed adoption, failed surrogacy, miscarriage, stillbirth, and unsuccessful assisted reproduction

### Activities for healthy minds and bodies

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

Bike and scooter programs, including sharing and parking services and discount options

Virtual and in-person mental health and stress management support

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

Time away from work including vacation or PTO, sick time, paid and unpaid leaves of absences, and 4 days of volunteer time off

### Health and safety

Okta is committed to creating a healthy and safe environment for all employees, contractors, and visitors who access Okta offices. Okta has implemented a Health and Safety (H&S) internal policy and program that is intended to identify hazards and reduce the occurrence of any work-related injuries and illnesses. Key elements of Okta's H&S Program include:

- **Hazard Identification, Prevention, and Control.** This function includes a centralized reporting and case management system, through which all reported health and safety incidents and concerns are documented and investigated. The outcomes of the investigations are recorded to guide any corrective and preventative action plans.
- **Audits and Risk Assessments.** We conduct internal reviews, including fire safety and office risk assessments to promote compliance with our H&S policy, as well as any relevant laws and regulations.
- **Emergency Preparedness and Response.** Okta's corporate Emergency Action Plan (EAP) and site-specific EAPs outline the courses of action for responding to emergency situations, including, but not limited to, medical emergencies, fires, weather emergencies and natural disasters.
- **Training for employees**
- **Program evaluation & improvement**

## Okta's commitment to human rights

At Okta, we strive to integrate human rights considerations across the business. In FY2024, Okta conducted additional due diligence work by including a country level human rights risk assessment within the new market expansion process. Okta sought internal and external feedback on how to drive the appropriate use of its products and services while mitigating the violation of human rights, exploitation, or abuse through its first <u>Acceptable Use Policy</u>. These efforts build upon our FY2023 human rights impact assessment and demonstrate our commitment to align with the <u>UN Guiding Principles on Business and Human Rights</u>. For more information about our human rights program, please visit <u>our new human rights webpage</u>.

## Committing to sustainability

In FY2024, we continued to work towards our goal of achieving 100% renewable energy for our offices, remote workforce, and third-party cloud service providers. We also launched our climate vendor engagement program, through which we work to help our vendors to set their own climate targets and supporting them with resources to do so. For more information please visit our Greenhouse Gas (GHG) Inventory webpage, which includes third-party assurance.

| Emissions[1] | FY2020 | FY2021 | FY2022 | FY2023 | FY2024 |
|---|---|---|---|---|---|
| Total GHG Emissions (tCO2e)[2] | 49,889 | 37,216 | 61,087 | 75,051 | 95,068 |
| Scope 1 and scope 2, market based | 1,352 | 732 | 298 | 324 | 350 |
| Scope 1 and scope 2, location based | 1,309 | 1,461 | 1,513 | 1,776 | 1,909 |
| Scope 3[3] | 48,537 | 36,484 | 60,789 | 74,727 | 94,718 |
| Revenue Intensity (tCO2e / M$) | 85 | 45 | 47 | 41 | 42 |
| Scope 2 (office) GHG Emissions Intensity (kg CO2e per sq ft) | | | | | |
| For direct lease offices, location based | 5.1 | 4.0 | 4.6 | 5.5 | 4.6 |
| For direct lease offices, market based | 3.0 | 1.5 | 0.6 | 1.9 | 1.0 |

| Energy consumption | FY2020 | FY2021 | FY2022 | FY2023 | FY2024 |
|---|---|---|---|---|---|
| Energy Consumption for Okta Global Offices[4] Total electricity + natural gas (MWh) | 6,035 | 5,023 | 5,038 | 6,461 | 6,393 |
| Renewable Electricity | | | | | |
| Scope 2 (offices) | N/A[5] | 100%[6] | 100%[6] | 100% | 100% |
| Scope 3.7 (remote workforce) | N/A[5] | 6%[6] | 100%[6] | 100% | 100% |
| Third-Party Cloud Service Providers and Production Environments | N/A[5] | N/A[5] | N/A[5] | 100% | 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 | 14,323 |
| Percent of renewable electricity procurement for social/equity benefit | N/A[5] | 93% for Okta 0% for Auth0 | 68% for Okta + Auth0 | 82% | 88% |

### Building certifications

Okta's goal is to adopt both LEED Silver and WELL Silver certifications at all new direct-lease offices to focus on optimizing energy performance, as well as promoting the health and wellness of all occupants. Okta's San Francisco headquarters is in a LEED Gold building. Okta Sydney and Paris are LEED ID+C Silver and WELL Silver certified. Our 13th floor in San Francisco is LEED ID+C Gold certified while our NYC Experience Center is LEED Silver.

**New in FY25:** Find out more about Okta's first Environmental Policy here.

1. Total emissions include scope 1 and scope 2, market based, and scope 3 for Okta and Auth0.
2. 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, and upstream and downstream leased assets.
3. Please see our GHG Inventory Webpage for more information. FY2020 and FY2021 energy data has been updated to include Auth0 office energy consumption.
4. 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.
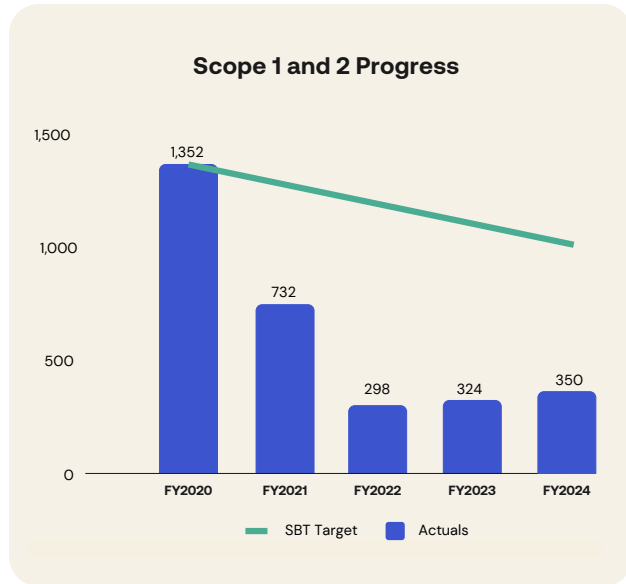5. In FY2023, Okta restated FY2020-FY2022 GHG inventories in alignment with The GHG Protocol.
6. N/A refers to Fiscal Years before Okta had extended our public commitments to Renewable Electricity in these areas.

# Emissions Reductions Efforts - SBTs Update

In FY2023, Okta announced its science-based targets (SBTs), which were validated by the Science Based Targets initiative (SBTi) in September 2022.

In FY2024, Okta focused on strengthening its programs, including those described below, to help achieve its science-based targets.

### Scope 1 and 2 Progress



### Scope 3 Vendor Engagement Progress



### Scope 3 Business Travel and Employee Commute Progress



**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. During FY2024 we continued to right size our portfolio and select new sites in highly efficient and electric buildings. We partnered with our real estate team to prioritize sustainability during site selection as well as continued to build out energy efficient spaces.
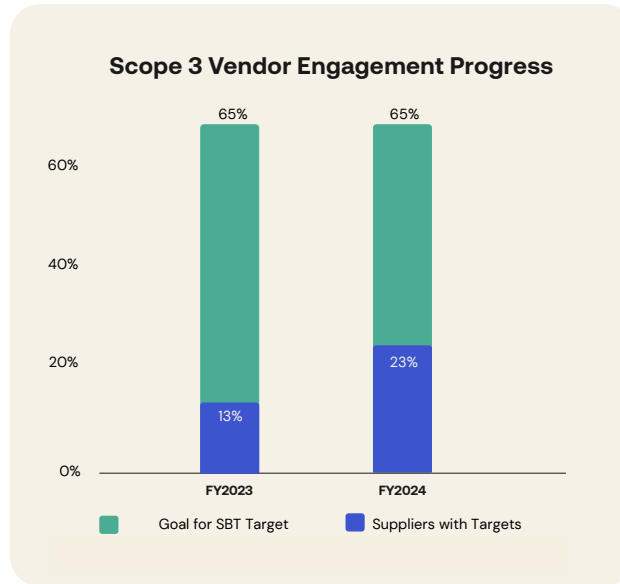
**Target:** Our goal is that 65% of Okta's suppliers (by spend) for purchased goods and services and capital goods have SBTs by FY2027. As of FY2024, 23% have set validated SBTs.

**Commentary:** Supporting our vendors in setting their own SBTs affects change through our supply chain and beyond. In FY2024, we requested that Okta's strategic vendors set SBTs. We provided resources to help vendors conduct GHG inventory, set targets, and reduce emissions, and conducted follow-up calls so they understood Okta's expectations. We are partnering with our Strategic Sourcing and Procurement team to increasingly embed sustainability considerations across the lifecycle of vendor interactions with Okta.
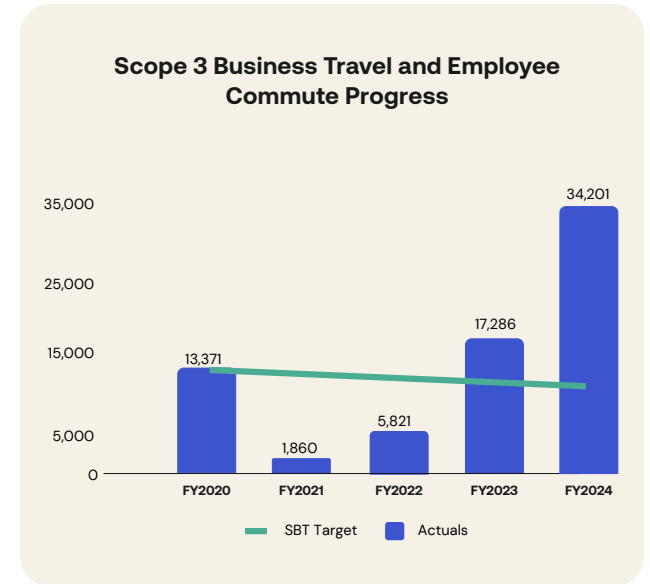
**Target:** Reduce absolute scope 3 GHG emissions from business travel and employee commuting transportation 42% by FY2030 against an FY2020 base year.

**Commentary:** In FY2024, we launched a comprehensive Sustainable Travel Guidebook to educate employees, paired with a Smart Sustainable Travel Game to incentivize them to rethink their travel decision-making process. We partnered closely with the travel team to incorporate sustainability language into Okta's travel policy and with Finance and Data Analytics so we continuously share additional data around our travel progress with leadership. We made a small purchase of sustainable aviation fuel (SAF) certificates, as we want to be part of the market signal of the importance of reducing aviation emissions. We are focusing on reducing unnecessary air travel by offering virtual options for meetings and events, and bundling trips to reduce total trips. Okta continues contributing to innovation in the ecosystem by supporting organizations like the Sustainable Aviation Buyers Alliance (SABA). Despite our efforts, our Scope 3 emissions increased in FY2024 as our travel and operations have grown post the COVID-19 pandemic. We will continue to monitor our Scope 3 emissions and evaluate ways to address this trend.

**CDP** is a global nonprofit that provides a disclosure system for companies, cities, states, and regions to measure and manage their environmental impact. It collects data on an organization's climate change risks and opportunities, business strategy, emissions data, and more. Over 13,000 companies, including Okta, participate in the CDP's climate questionnaire every year. Our participation enables us to track progress, remain accountable and focus on continual improvement. Find out more on our Energy and Climate webpage.

| CDP by Fiscal Year | FY2021 | FY2022 | FY2023 |
|---|---|---|---|
| Scores | B- | B | B- |

## ESG & sustainability awards and recognition

- Named on *USA Today*'s <u>America's Climate Leaders</u> in 2023 & 2024
- Named on *Newsweek*'s <u>America's Greenest Companies 2024</u> list
- Okta was <u>Great Place to Work</u> certified in 2023
- Independently assessed according to the <u>FTSE4Good</u>* criteria; satisfied requirements to be a constituent of the FTSE4Good Index Series



*Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social, and Governance (ESG) practices.

This Fact Sheet was published in August 2024.

# okta

**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 <u>okta.com</u>.