Okta's FY2025 Greenhouse Gas Inventory Results

Overview of FY25 GHG emissions

Okta's greenhouse gas ("GHG") inventory is foundational to our environmental strategy. The data enables us to increase our understanding of Okta's current emissions, track our progress year over year, and identify opportunities to reduce our carbon footprint.

Okta's FY2025 (February 1, 2024-January 31, 2025) GHG emissions decreased 3% compared to FY2024 (February 1, 2023-January 31, 2024). Okta's Scope 1 & 2 emissions decreased by 23% driven by strategic real estate decisions shifting our office spaces towards energy efficient buildings that use renewable electricity and/or are all electric. Our Scope 3 emissions decreased 3% driven by internal efforts to reduce sales and marketing and software purchases.

In FY2025, Okta launched our first Environmental Policy, further formalizing our commitment to the environment. In FY2025, Okta continued to achieve 100% renewable electricity for our global real estate footprint, remote workforce, and third-party cloud services by purchasing renewable energy

Table 1: Total Greenhouse Gas (GHG) Emissions

	FY20		FY21		FY22		FY23		FY24		FY25		Change from FY24 to FY24
	tCO2e	% of total	tCO2e	% of total	tCO2e	% of total	tCO2e	% of total	tCO2e	% of total	tCO2e	% of total	
Scope 1	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0%
Scope 2 Location Based[1]	1,309		1,461		1,513		1,776		1,909		1,894		-0.7%
Scope 2 Market Based[1]	1,352	3%	732	2%	298	0.5%	324	0.4%	350	0.4%	284	0.3%	-19%
Scope 3[2]	48,537	97%	36,484	98%	60,789	>99%	74,727	>99%	94,718	>99%	91,807	>99%	-3%
Total Market Based[3]	49,889		37,216		61,087		75,051		95,068		92,091		-3%

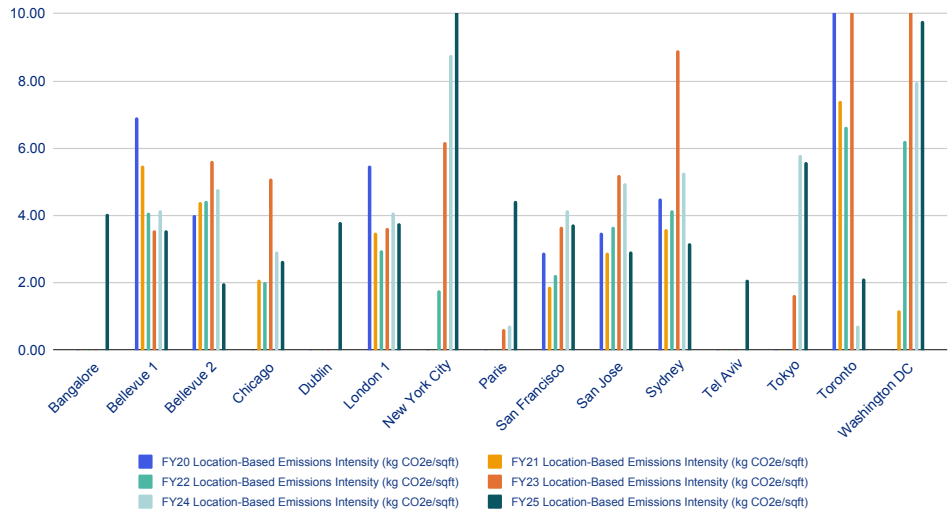
A closer look at Okta's GHG emissions

certificates (“RECs”) to match our non-renewable electricity consumption. Okta continued to focus on making progress towards our science based targets (“SBTs”); for example, launching vendor scorecards, deepening internal engagement on our travel targets and purchasing sustainable aviation fuel certificates.

Scope 1 & 2

Okta leases our office spaces; therefore, onsite heating and cooling are included in Scope 2 per Greenhouse Gas Protocol (“GHGP”) guidance, resulting in zero Scope 1 emissions. Okta has achieved a significant 79% reduction in total Scope 1 and 2 emissions compared to our FY2020 baseline. This progress is largely due to our continued achievement of 100% renewable electricity and prioritization of buildings that have achieved certification for their sustainability performance.

Graphic 1: FY25 GHG Emissions Intensity by Office Location[5]



In FY2025, we opened our Bengaluru, India office in a building with onsite solar, targeting LEED and WELL Silver certification. We also relocated our Dublin, Ireland office to a building featuring onsite solar and LEED Gold certification. Subsequently, Okta pursued and successfully achieved WELL Silver certification at the new office space. Lastly, our London office now sources 100% clean energy from utilities and is both LEED and WELL Silver certified.

In FY2025, natural gas emissions decreased due to the closure of certain

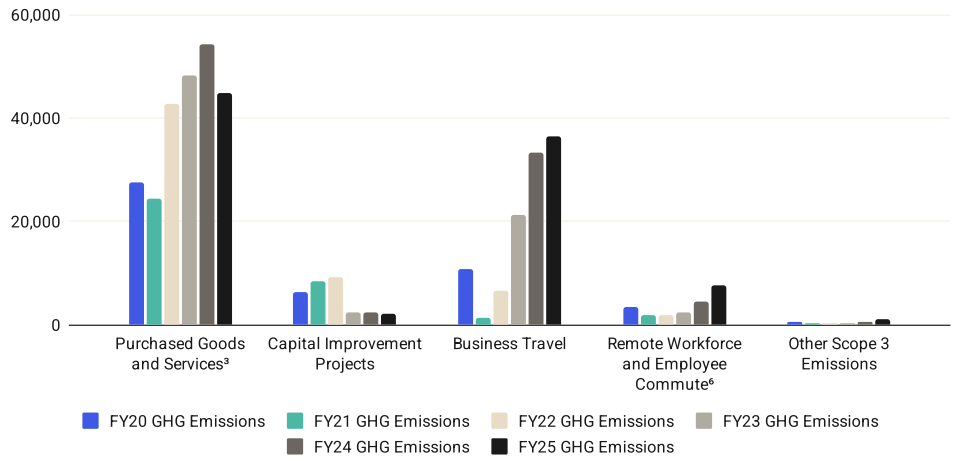
Update on Okta's SBTs

Okta offices with high natural gas usage and relocation to more energy-efficient, electric buildings. From FY2020 to FY2025, emissions from natural gas usage have decreased by 69%.

Scope 3 value chain emissions

In FY2025, our Scope 3 emissions decreased in the purchased goods and services category (17% compared to FY2024), but increased in business travel (9% compared to FY2024) and employee commuting (70% compared to FY2024) categories. Our reduction in purchased goods and services was due to an internal effort to create efficiencies and reduce sales and marketing and software purchases. The growth in business travel is tied to Okta's strategy to promote collaboration by bringing teams together and connecting in person with customers. However, Okta's year-over-year ("YoY") travel emissions growth is declining, Okta saw 9% growth from FY2024 to FY2025, which we believe represents a significant reduction from previous year's 56% growth from FY2023 to FY2024. In addition, the 70% YoY growth in employee commuting emissions is driven by an initiative to encourage employees to meet in the office to more frequently collaborate.

Graphic 2: FY25 Scope 3 Emissions by Category



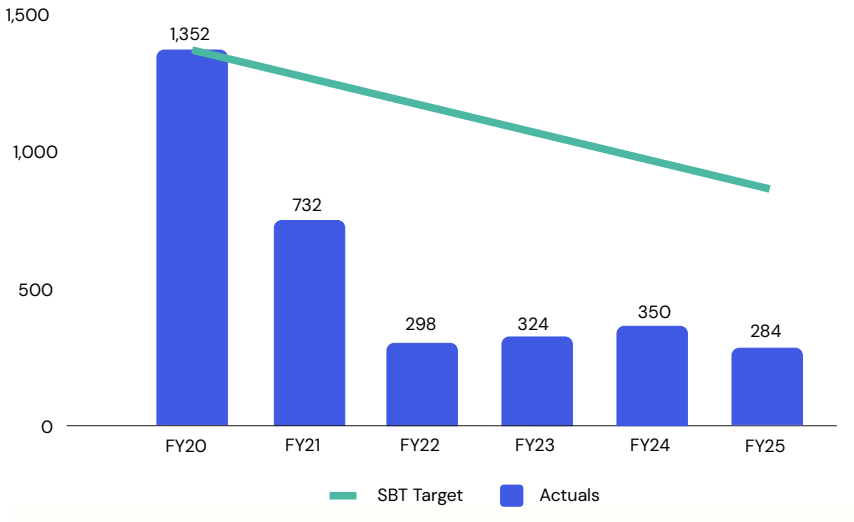
Emissions reduction efforts: SBTs update

Okta is committed to our SBTs, which were validated by the Science Based Target initiative (SBTi) in September 2022. Okta's validated SBTs for absolute emissions reductions are aligned with a 1.5°C global warming trajectory. In FY2025, Okta focused on strengthening programs, including those described below, to help achieve these SBTs.

Target 1: Reduce absolute scope 1 and 2 GHG emissions 67% by FY30 against an FY20 base year.

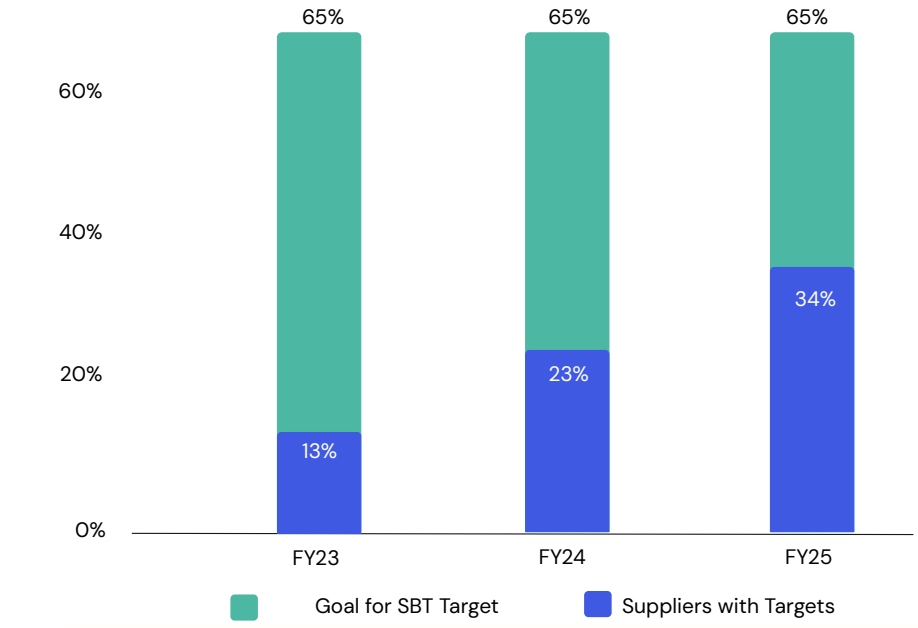
Commentary: Since FY2020, Okta has made strides toward reducing its scope 1 & 2 emissions, primarily through renewable energy procurement and purposeful office portfolio management. During FY2025 we continued to right size our portfolio and select new buildings that are highly efficient and electric. Okta's real estate team prioritized sustainability during site selection, developed green lease language, and continued to build out

Target 1: Scope 1 and 2 Progress



energy efficient spaces.

Target 2: Scope 3 Vendor Engagement Progress



Target 2: Our goal is that 65% of Okta's suppliers (by spend) for purchased goods and services and capital goods have SBTs by FY27. As of FY2025, 34% of our suppliers have set validated SBTs.

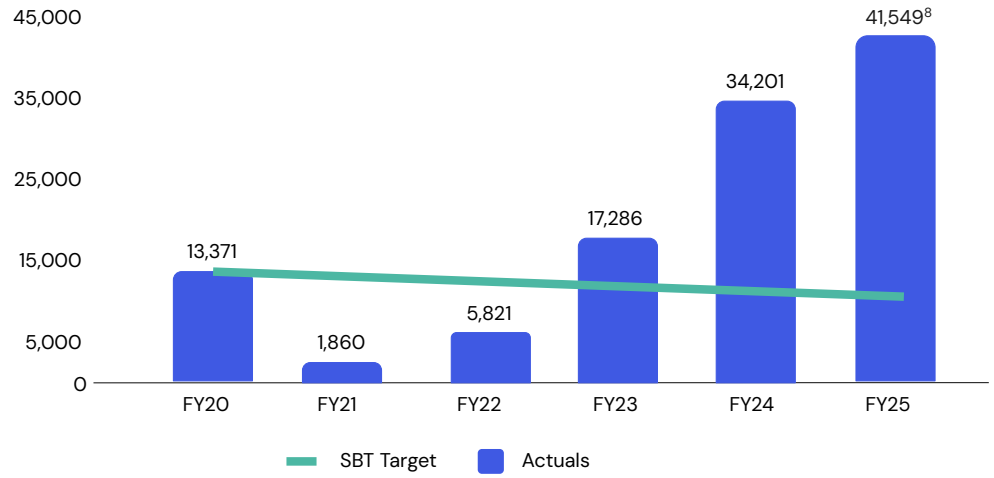
Commentary: Supporting our vendors in setting their own SBTs affects change through our supply chain and beyond. In FY2025, we continued to request that Okta's strategic vendors set SBTs. We expanded our resources for vendors by including educational webinars, additional consulting services, and communicating our expectations through our vendor scorecard. We are partnering with our Strategic Sourcing and Procurement team to increasingly embed sustainability considerations across the lifecycle of vendor interactions with Okta.

Target 3: Reduce absolute scope 3 GHG emissions from business travel and employee commuting transportation 42% by FY30 against an FY20 base year.

Commentary: In FY2025, we set targets to optimize business-related travel for many of our business organizations. We tracked and shared carbon emissions with Okta's leadership on a quarterly basis. We continued to explore alternative travel options, like virtual meetings and train travel. We

also worked to integrate sustainable travel considerations into our meeting and events planning. We continue to support the Sustainable Aviation Buyers Alliance (SABA), as a key mechanism to accelerate decarbonization of the aviation sector as a whole. We retired purchases of Sustainable Aviation Fuel certificates (SAFc) into our FY25 greenhouse gas inventory. We made a multi-year investment in Sustainable Aviation Fuel certificates through United's Eco-Skies Alliance program, supporting the aviation

Target 3: Scope 3 Business Travel and Employee Commute Progress



industry's shift toward lower-carbon fuel alternatives.

Scope and Methodology

For FY2025, we used Watershed to conduct the analysis in accordance with applicable standards from the GHG Protocol. An independent third party assured our FY2025 inventory in accordance with the WRI/WBCSD Standards. Find our FY2025 GHG inventory assurance letter below.

Our FY2020-FY2025 inventories were calculated using the Watershed methodology.4 Our GHG inventory includes our Scope 1, Scope 2, and Scope 3 emissions, including employee remote work emissions (aligned with our Dynamic Work strategy) and hotel-based emissions. Although remote work GHG emissions is an optional category for inclusion under the GHG Protocol, with Okta's focus on Dynamic (hybrid) Work, we believe it is an essential piece of our footprint. To calculate most other Scope 3

emissions, we use spend as a proxy, except for when we receive actual emissions data from vendors. Our business travel emissions are calculated based on travel distances and country hotel emissions factors. While hotel-based emissions are also optional under the GHG protocol, we have chosen to include it in our overall footprint calculations to stay consistent with Okta's core value of transparency.

In our FY2025 inventory we retired sustainable aviation fuel certificates ("SAFc"). SAFc is a tradable certificate representing proof that sustainable aviation fuel has been produced and utilized, allowing airlines and organizations to claim environmental benefits without physically using the fuel themselves. Okta's SAFc has reduced Scope 3 travel emissions (category 6) by 1,072 mtCO2e represented by 1,072 SAFcs that were purchased in partnership with fuel producer, SkyNRG, and airline partner, Delta.

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[1] The GHG Protocol requires that companies use two methods for Scope 2 reporting. The location-based method reflects the average emissions intensity of grids on which energy consumption occurs (mostly grid-average emission factor data). The market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). Location-based emissions are not shown as a percentage of Okta's total emissions as the method used for the total value is the market-based method.

[2] Market-based emissions

[3] Total emissions include Scope 1, Scope 2, and Scope 3 - market based.

[4] The GHG Protocol defines Scope 1 emissions as those that occur from sources owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, etc. As Okta does not own any boilers, furnaces, etc, we do not currently have Scope 1 emissions (see p34 here). Scope 2 accounts for GHG emissions from the generation of purchased electricity, heating, and cooling consumed by the company. For Okta, this includes our natural gas consumption.

[5] Graphic 1: FY2025 Emissions Intensity by Office Location visualizes emissions over the period within that fiscal year the office is open/active.

[6] Watershed collects employee count by location and, using office-specific work-from-home policies, determines the total number of days per month where employees commuted or worked from home. Work-from-home electricity usage is calculated by applying incremental energy usage assumptions to home office spaces. Learn more about the Watershed methodology with their online calculator. Watershed is an enterprise sustainability platform, which helps companies manage climate and ESG data, produce audit-ready reports, and drive decarbonization. Learn more at https://watershed.com/platform/measure.

[7] Green lines in SBT Update graphs represent a hypothetical linear progress scenario for achieving 2030 targets.

[8] Okta reduced its gross FY25 Scope 3.6 Business Travel emissions by 1,072 mtCo2e through purchasing Sustainable Aviation Fuel Certificates.

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS AND ELECTRICITY DATA

To: The Stakeholders of Okta,

Apex Companies LLC, (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions and electricity data reported by Okta for the period stated below. This verification opinion applies to the related information included within the scope of work described below.

The determination of the GHG emissions and electricity data is the sole responsibility of Okta. Okta is responsible for the preparation and fair presentation of the GHG emissions and electricity data statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions and electricity data reported, and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG emissions and electricity data statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions and electricity data covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO_2, N_2O, CH_4, HFCs

GHG Emissions and Electricity Data Statement:

- Percentage Renewable Electricity: 100%
- Scope 1: 0 metric tons of CO_2 equivalent
- Scope 2 (Location-Based): 1,894 metric tons of CO_2 equivalent
- Scope 2 (Market-Based): 284 metric tons of CO_2 equivalent
- Scope 3

  Category 1 – Purchased Goods & Services (Location-based): 49,054 metric tons of CO_2 equivalent

  Category 1 – Purchased Goods & Services (Market-based): 44,730 metric tons of CO_2 equivalent

  Category 2 – Capital Goods: 2,210 metric tons of CO_2 equivalent

  Category 3 – Fuel and Energy-Related Activities (Location-based): 578 metric tons of CO_2 equivalent

  Category 3 – Fuel and Energy-Related Activities (Market-based): 315 metric tons of CO_2 equivalent

  Category 5 – Waste Generated in Operations: 488 metric tons of CO_2 equivalent

  Category 6 – Business Travel (Location-based): 37,386 metric tons of CO_2 equivalent

  Category 6 – Business Travel (Market-based): 36,314 metric tons of CO_2 equivalent

  Category 7 – Employee Commuting (Location-based): 8,557 metric tons of CO_2 equivalent

  Category 7 – Employee Commuting (Market-based): 7,514 metric tons of CO_2 equivalent

  Category 8 – Upstream Leased Assets (Location-based): 127 metric tons of CO_2 equivalent

  Category 8 – Upstream Leased Assets (Market-based): 35 metric tons of CO_2 equivalent

  Category 13 – Downstream Leased Assets (Location-based): 795 metric tons of CO_2 equivalent

Category 13 – Downstream Leased Assets (Market-based): 201 metric tons of CO_2 equivalent

Data and information supporting the Scope 1, Scope 2, and Scope 3 GHG emissions and electricity data assertion were in most cases estimated rather than historical in nature.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emission Factor Hub, 2024
- USEPA Emissions & Generation Resource Integrated Database (eGRID), 2024
- National Inventory Report 1990-2022: Greenhouse Gas Sources and Sinks in Canada, Part 3, 2024
- USEPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6, 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), *UK Government GHG Conversion Factors for Company Reporting*, 2024
- International Energy Agency (IEA) Emission Factors, 2024
- Australia National GHG Emission Factors, 2024
- Green-E Residual Mix Emissions Rates (2021 Data), 2023
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Supplier-specific emission factors
- ecoInvent v3.10

Period covered by GHG emissions and electricity data:

- Fiscal Year 2025 - February 1, 2024 to January 31, 2025

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Reference Standard:

- ISO 14064-3 (2019-04) Second Edition: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above indicators.

GHG and Electricity Verification Methodology:

Evidence gathering procedures included but were not limited to:

- Interviews with relevant personnel of Okta and their consultant;
- Review of documentary evidence produced by Okta and their consultant;
- Review of Okta data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions and electricity data; and

- Audit of sample of data used by Okta to determine GHG emissions and electricity data.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions and electricity data statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions and electricity data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

It is our opinion that Okta has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of electricity consumption and GHG emissions for the stated period and boundaries.

Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Okta, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Jessica Jacobs, Lead Verifier
ESG – Program Manager
Apex Companies, LLC
Cincinnati, Ohio

Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

June 18, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to Okta and is solely for the benefit of Okta in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.