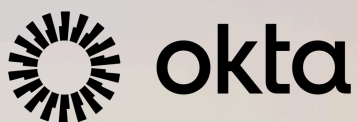


FY2026 Sustainability & Responsible Technology Fact Sheet

The following is a summary of Okta's key Sustainability and Responsible Technology disclosures. For more information, please visit our Responsibility webpage at okta.com/responsibility.

This fact sheet covers the reporting period FY2026 (February 1, 2025 - January 31, 2026).



Protecting Our Customers

Security

Okta remains dedicated to the Okta Secure Identity Commitment, driving security outcomes for customers and elevating the industry. This initiative reflects our long-term commitment to lead the industry in the fight against identity attacks.

We believe that our customers trust us to securely connect their most precious assets—their employees and customers—while also safeguarding their privacy.

Okta complies with a range of industry-standard certifications and authorizations. In FY2026, Okta achieved or maintained the following certifications:

- ISO/IEC 27001:2022 Certified
- ISO/IEC 27017:2015 Certified
- ISO/IEC 27018:2019 Certified
- AICPA SOC 1 Type II, SOC 2 Type II, and SOC 3 Audits
- FedRAMP Moderate, High, and IL-4 Authority to Operate (ATO)
- PCI-DSS Report on Compliance
- BSI-C5 (Germany)
- ENS High (Spain)
- HDS (France)
- IRAP Protected (Australia)
- TISAX (Germany)



As the compliance and regulatory environment is constantly changing, a current list of our certifications can be found on our [compliance page](#).

Data Privacy

Data Privacy

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

Okta's privacy practices comply with the Global Privacy Recognition for Processors (PRP) System. Okta has obtained APEC Privacy Recognition for Processors ("PRP") certification for the Okta-branded aspects. More information about the PRP System can be found at: <https://www.globalcbpr.org/>.

As the compliance and regulatory environment is constantly changing, a current list of our certifications can be found on our [compliance page](#).

Please note: Okta's PRP certification does not extend to the aspects of the Service branded as 'Customer Identity Cloud' ('Auth0').

Okta, Inc. complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. See Okta's [Privacy Policy](#) for more information.



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 and train thereafter.
 - [Company Policies](#): All employees are expected to certify they have read, understood, and agree to comply with our company policies, which contain our expectations and procedures for compliance.
-

Responsible AI

We are developing practices and processes to encourage responsible AI use and to safely accelerate AI innovation at Okta. We have made strides including:

- **Governance:** Okta's AI Governance Team oversees and implements our responsible AI strategy across the business; and board-level oversight of AI risk via Okta's audit committee as part of our enterprise risk management program
- **Guidance:** We have provided various resources including [Responsible AI Principles](#), internal Responsible AI Usage Standard, internal resource to use AI more sustainably
- **Tool/AI use case** review criteria and process, and "[paved pathways](#)" of pre-approved AI tools for top AI use cases
- **Resourcing:** VP AI Strategy, an AI Hub, and dedicated AI champions in each function
- **Training:** Corporate-wide AI training with Responsible AI module launched
- **Strategy:** Responsible AI strategy with project teams for each of the four pillars to integrate this work across our business: (1) Secure and ethical AI (learn more [here](#) and [here](#)) (2) workforce (3) sustainable AI (learn more [here](#)), and (4) AI for Nonprofits ([Nonprofits at Work report](#))

Human Rights

Okta remains committed to the [Okta Secure Identity Commitment](#), our long-term initiative to lead the industry in the fight against Identity-based threats. Security and privacy are core to [Okta's vision](#): To free everyone to safely use any technology. "Safely" means secure access and protecting the right to privacy.

Okta continues to participate in the [OpenID Foundation working group to establish a new Identity security standard](#), the [Interoperability Profile for Secure Identity in the Enterprise \(IPSIE\)](#).

These efforts build upon Okta's work in prior years to align with the UN Guiding Principles on Business and Human Rights. For example, we conducted a human rights impact assessment and performed human rights due diligence for new market expansion. For more information about our human rights program, please visit our [human rights webpage](#).

Equal Pay

At Okta, we are committed to the principles of pay equity. We want employees who perform the same or similar job duties to be similarly compensated, while also taking into account factors like job level, job family, tenure, and geography.

Here are actions we have taken:

- Reviewing hiring and promotion processes and procedures to support equality
- Promoting equal pay best practices, such as increased pay transparency, training for all employees on retaliation protections, and training for supervisors and managers on pay equity laws

Employee Satisfaction



84%

Satisfaction Rating*

*Okta conducts an engagement survey that includes the question "Overall, I am happy working at Okta." This metric has transitioned to a satisfaction rating. Comparing year-over-year data should note that this represents an evolution in reporting presentation rather than a modification to the underlying survey measurement methodology.

Health, Safety, and Wellbeing

Okta remains steadfast in providing a safe, secure, and supportive environment for every employee. We prioritize holistic wellbeing through a comprehensive suite of inclusive financial, health, and wellness benefits designed to meet diverse needs. Our [Total Rewards site](#) offers a complete look at these programs, many of which extend support to our employees' families.

- **Inclusive Family Support:** Gender-neutral parental leave and global family-forming benefits, including coverage for fertility, adoption, surrogacy, and reproductive care.
 - **Holistic Health & Wellness:** Specialized support for hormonal health, pregnancy, and "return to work" transitions.
 - **Comprehensive Mental Health:** Access to coaching, therapy, community "circles," and 24/7 employee assistance programs.
 - **Caregiver Resources:** Personalized content, expert guidance, and community support for those caring for loved ones.
 - **Neurodiversity Inclusion:** Dedicated workplace and home resources for neurodivergent employees and those who care for or engage with neurodivergent individuals.
 - **Compassionate Bereavement:** Expanded leave policy that explicitly includes reproductive loss, such as miscarriage, stillbirth, or unsuccessful assisted reproduction.
-

Activities for Healthy Minds, Bodies and Communities

- **OktaWell Reimbursement Account:** A new holistic global program providing quarterly funds to support each individual employee's unique lifestyle.
- **Perks at Work & Global Healthcare:** Direct access to discounted online classes, services, and resources via our Perks at Work platform, alongside comprehensive global healthcare plans.
- **Mental Health & Neurodiversity Support:** Virtual and in-person resources for stress management and mental health, including specialized support for neurodivergent employees.
- **Sustainable Commuting:** Access to bike and scooter programs, including sharing services, secure parking, and exclusive discount options.
- **Global Financial Wellbeing:** Confidential guidance from certified local experts, supplemented by digital tools and training to support the financial health of our employees.
- **Giving Back:** We amplify employee impact with employee donation matching up to \$500 USD per year.
- **Recharge & Give Time:** Balanced time away from work, including flexible PTO, sick time, and paid/unpaid leaves, plus 4 days of Volunteer Time Off (VTO) to support the causes employees care about.



Health and Safety

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

- Incident Prevention, Reporting and Case Management
- Risk Assessments and Hazard Mitigation
- Program Evaluation and Continuous Improvement
- Focus on Ergonomics and WFH
- Health & Safety Training
- Emergency Response Drill
- Psychosocial Regulations

Workforce Training and Development

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

In FY2026, Okta employees completed over 110,000 hours of training, doubling last year's hours. Company-wide AI enablement focuses on securely empowering a workforce to use, manage, and build AI tools without compromising data privacy. Learn more about AI deployment at Okta [here](#). Training also included onboarding, professional development, manager development, high-trust role security training, self-directed training and more:

- Security Awareness
- Code of Conduct
- Data Protection & Privacy
- Harassment Prevention
- Anti-Corruption & Bribery
- Insider Trading
- Physical Security, Health, and Safety
- US Public Sector Security Awareness

Okta's goal is for 100% of our employees to complete their required compliance training. We track progress by the percentage of employees who complete these trainings in FY2026.

Environmental Training

Okta provides annual sustainability updates and 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 2025 sustainability update: driving climate impact](#) 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
- Sustainable Travel Guide & Smart Travel Game Playbook
- Employee Engagement activations such as Annual Earth Month (April) and Okta Climate Week (November, to align with the United Nations' Conference of the Parties) with speakers and employee activations

In FY2026, Okta continued internal training focused on Okta's climate program and how to speak to customers about sustainability. Okta supports our customers to achieve their climate goals. Okta's efforts to reduce our emissions, such as energy efficiency and renewable energy, reduces our customers' scope 3 (value chain) emissions.

Supporting our Communities

Our research with Opportunity@Work revealed that 1 million current cybersecurity workers are Skilled Through Alternative Routes (STARs), or individuals without four-year college degrees. They comprise 41% of the cybersecurity workforce, yet job posting barriers are increasing. We're equipping employers, partners, and stakeholders with data to expand talent pools, identify qualified candidates and highlight STAR successes. We also invest in ecosystem leaders like aiEDU to scale AI literacy across school districts, as these initiatives align with our belief that a well-prepared workforce can strengthen responsible AI adoption.

\$10.3m
in cash contributed by the Okta for Good Fund, Okta and Okta employees.

Breakdown of donations	FY2024	FY2025	FY2026
Total funds donated ¹	\$7.3M	\$8.7M	\$10.3M
Year-over-year increase	22%	19%	19%
Total in-kind donations ²	\$6M	\$6.5M	\$54M
Percentage of employees who volunteered or donated through Okta for Good	88%	93%	91%



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

2 Starting in Q2 of FY2026, our methodology for valuing technology donations was updated to more accurately reflect cumulative monthly contributions, rather than only the initial donation amount. Consequently, donation figures from this point forward are not comparable to prior reports. This method will be used for all future reporting. For more information, please see the [Okta for Good Impact Report](#).

Committing to Sustainability

In FY2026, Okta continued driving forward our program by integrating sustainability into the business. We continued to achieve annually our 100% renewable electricity commitment, covering Okta's offices, remote workforce, and third-party cloud services.

Recognizing the growth of Artificial Intelligence, we launched a sustainable AI strategy, completed our first baseline measurement of key AI tools, incorporated sustainability questions in AI vendor engagements, and launched employee resources and features to drive more efficient and sustainable use of AI tools.

Beyond technology, we worked to extend our influence across the value chain. We expanded our Sustainable Finance initiative, engaging our banks to align treasury investments with our environmental priorities. Our Meetings and Events team integrated sustainability into our annual Sales Kick Off (SKO) and customer conference (Oktane) through waste diversion, sustainable catering, and communal transit options. Internally, we continued to engage employees through Earth Month, Climate Week, and our Climate Champions program, helping employees better understand Okta's sustainability commitments. The programs empower regional leads to drive sustainability locally to enable employees to take meaningful actions that are most relevant to their local regions. The goal with employee engagement on sustainability is to shift employee behavior to be more sustainable, build community, and build confidence around sustainability at Okta.

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. In addition to our existing portfolio of LEED and WELL certified offices, in FY2026, Okta achieved LEED and WELL Silver for the 9th floor of our Bengaluru office. We have a total of 9 WELL certified spaces and 6 LEED Certified offices for all constructed build outs since 2021.



CDP

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 22,000 companies, including Okta, participate in 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	FY2022	FY2023	FY2024	FY2025
Scores	B	B-	C	B

Sustainability awards and recognition

- Named on Newsweek’s [America’s Most Responsible Companies](#) in 2024 & 2025
- Named on USA Today’s [America’s Climate Leaders](#) in 2023-2025
- Named on Newsweek’s [America’s Greatest Workplaces](#) in Tech 2025
- Independently assessed according to the FTSE4Good¹ criteria; satisfied requirements to be a constituent of the FTSE4Good Index Series



¹ 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.

EcoVadis

In our 2025 EcoVadis sustainability assessment, Okta outperformed the industry average, achieving a score of 60/100. Our EcoVadis assessment also highlighted Okta's "Advanced" carbon management level, reflecting a comprehensive and mature system for managing carbon emissions. This result underscores Okta's ongoing commitment to transparently managing and continuously improving our sustainability practices.



Greenhouse Gas Inventory

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.

Emissions ¹

	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026
Total GHG Emissions (tCO ₂ e)	49,889	37,216	61,807	75,051	95,068	92,091	79,818
Scope 1 and scope 2, market based ²	1,352	732	298	324	350	284	267
Scope 1 and scope 2, location based	1,309	1,461	1,513	1,776	1,909	1,894	1,306
Scope 3 ³	48,537	36,484	60,789	74,727	94,718	91,807	79,551
Revenue Intensity (tCO ₂ e / M\$)	85	45	47	41	42	35.3	27.4
Scope 2 (office) GHG Emissions Intensity (kg CO ₂ e per sq ft)							
For direct lease office, market based	3.42	1.47	0.51	0.64	0.54	0.44	0.59
For direct lease office, location based	3.31	2.94	2.59	3.5	2.94	2.96	2.86

Energy

Consumption

	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026
Energy Consumption for Okta's Global Offices ⁴	6,035	5,023	5,038	6,461	6,393	6,071	4,978
Renewable Electricity							
Offices	N/A ⁵	100% ⁶	100% ⁶	100%	100%	100%	100%
Remote workforce	N/A ⁵	6% ⁶	100% ⁶	100%	100%	100%	100%
Third-Party Cloud Service Providers and Production Environments	N/A ⁵	N/A ⁵	N/A ⁵	100%	100%	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	9,139	8,413
Percent of renewable electricity procurement (e.g. RECs) with social/equity benefit (MWh)	N/A ⁵	93% for Okta 0% for Auth0	68% for Okta + Auth0	82%	88%	89%	90%

¹ Total emissions include scope 1 and scope 2, and scope 3 market based.

² In FY26, we improved the accuracy of our square footage calculations for our San Francisco headquarters by correctly excluding subleased space from Okta's occupied footprint. In FY25, the subleased area was inadvertently double counted, resulting in an overstatement of occupied space and associated Scope 2 emissions intensity metrics.

³ Scope 3 market based GHG emissions included 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.

⁴ FY2020 and FY2021 were prior to the acquisition of Auth0 (FY2022). In FY2021, Okta met our goal of supporting offices with 100% renewable electricity. Auth0 did not purchase renewable electricity certificates (RECs) prior to the acquisition.

⁵ N/A refers to Fiscal Years before Okta had extended our public commitments to Renewable Electricity in these areas.

⁶ In FY2023, Okta restated FY2020-FY2022 GHG Inventories in alignment with the GHG Protocol.

Emissions Reductions Efforts - SBT Update

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

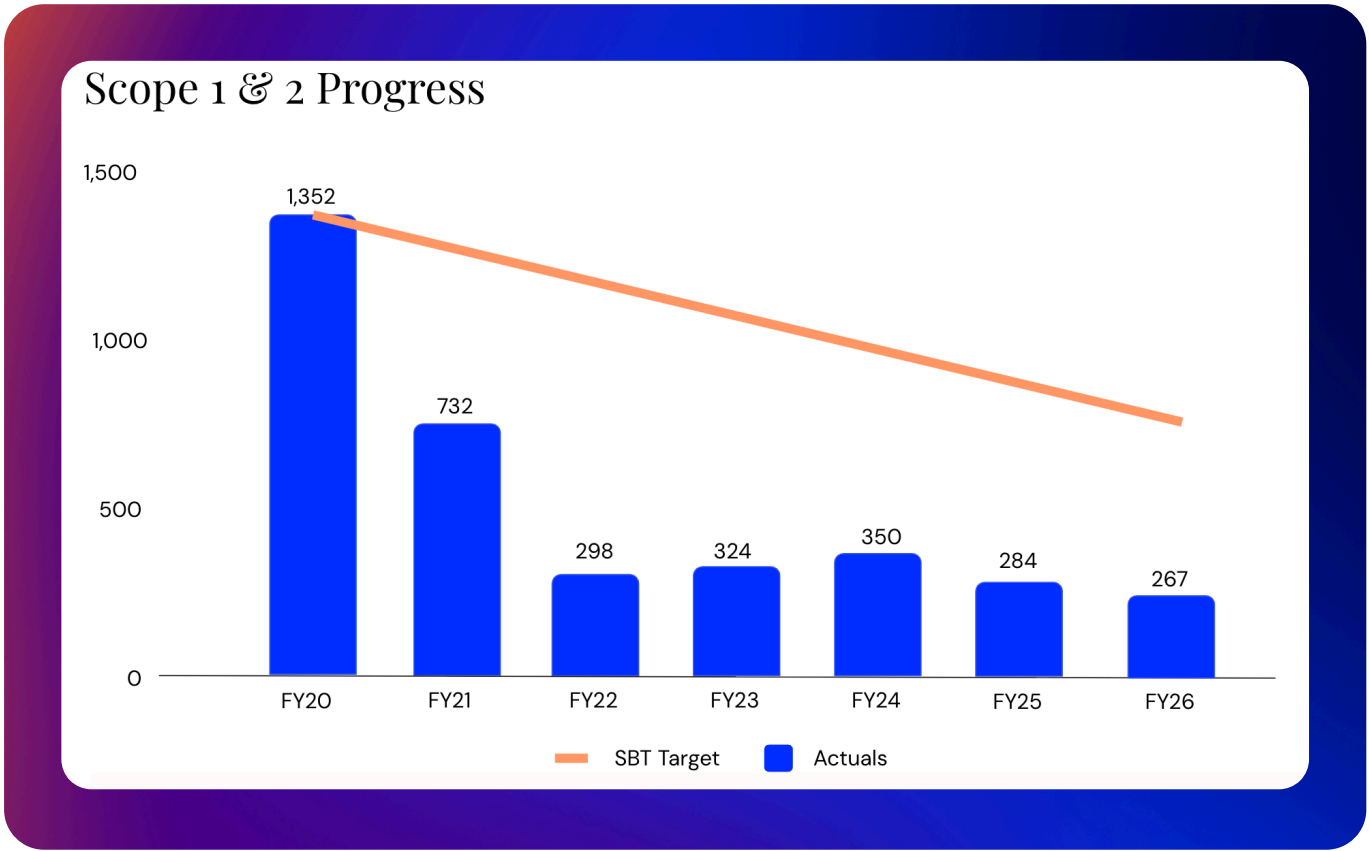
In FY2026, Okta continued to focus on scaling its programs, including those described below, to help achieve its science-based targets.

Scope 1 & 2 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. During FY2026, we continued to right size our portfolio, select new buildings that are highly efficient and electric, and procure renewable energy certificates (RECs) and onsite solar. Our largest growing office in Bengaluru, India (85,000 sq. ft.) averages 95% renewable energy from onsite solar production.

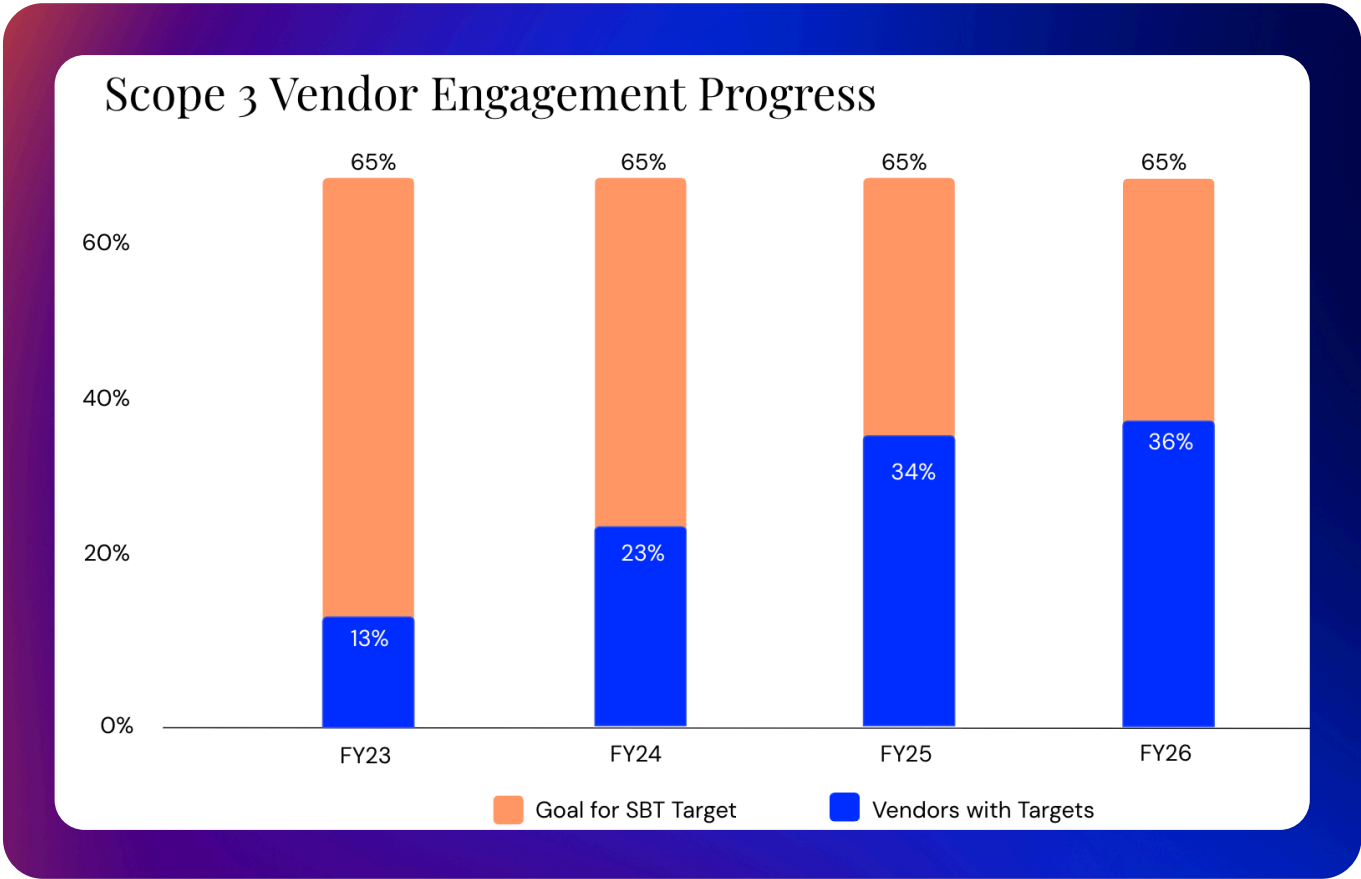
Okta’s real estate team continued to prioritize sustainability during site selection, developed green lease language to formalize sustainability criteria into contracts, and built out energy efficient spaces.



Scope 3 Vendor Engagement 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 FY2026, 36% have set validated SBTs.

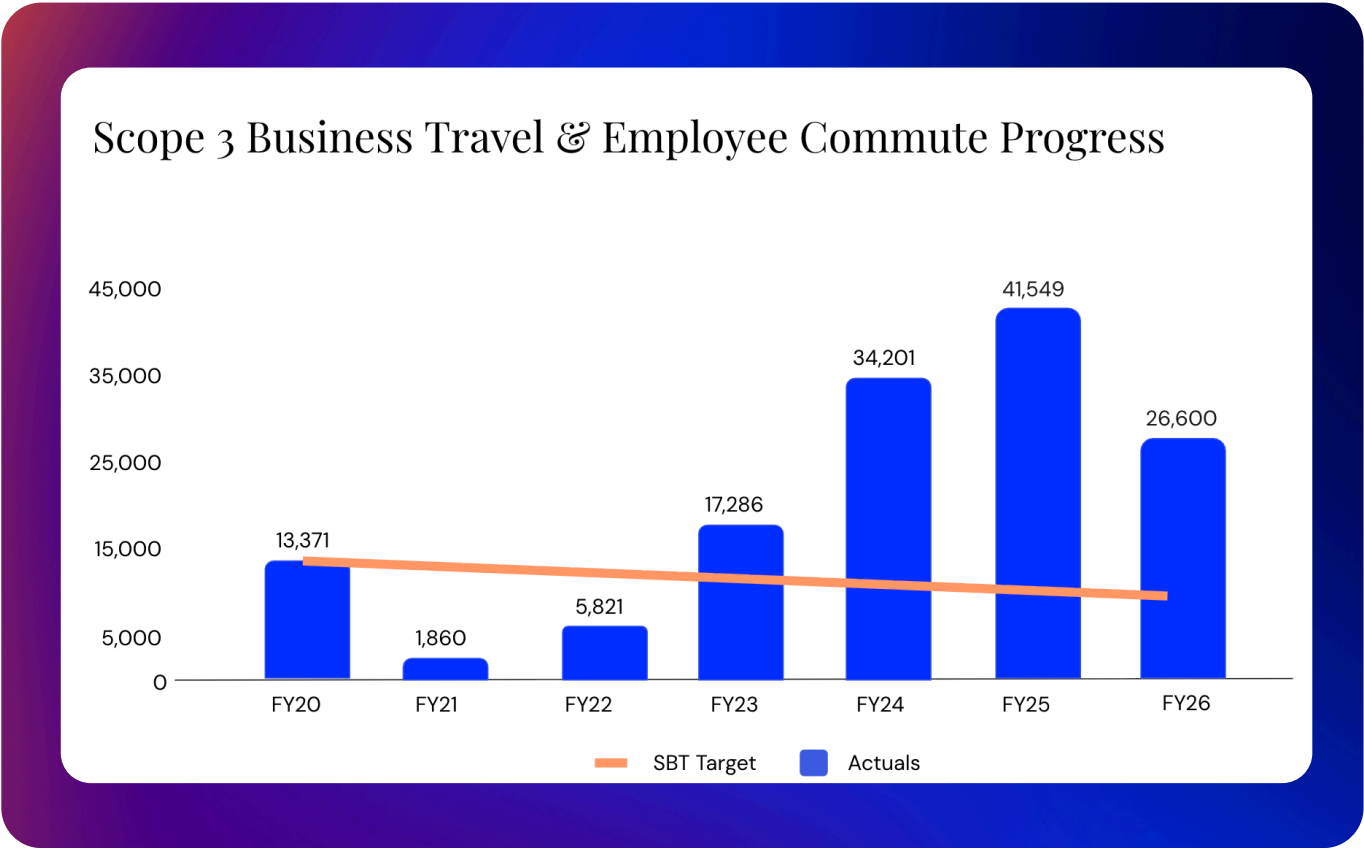
Commentary: In FY2026, we continued to offer our vendors resources including educational webinars and consulting services, and we further embedded sustainability into the vendor lifecycle. We launched our first sustainability contractual addendum pilot program, involving a small percentage of vendors by spend, adding language to require SBTs and GHG inventories within Okta’s supplier contracts. This contractual language aims to drive further accountability across our supply chain. In addition, we expanded our green lease language with landlords for all future lease extension negotiations for our existing directly leased offices as well as for new office relocations.



Scope 3 Business Travel
and Employee
Commute Progress

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

Commentary: In FY2026, we tracked and shared carbon emissions with Okta’s leadership on a bi-annual 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 applied purchases of Sustainable Aviation Fuel certificates (SAFc) into our FY2026 greenhouse gas inventory from our multi-year investment in SAFc through United’s Eco-Skies Alliance program, supporting the aviation industry’s shift toward lower-carbon fuel alternatives.





Okta, Inc. is The World's Identity Company™. We secure AI, machine, and human identity so everyone is free to safely use any technology. Our workforce and customer solutions empower businesses and developers to protect their AI agents, users, employees, and partners while driving security, efficiencies, and innovation. Learn why the world's leading brands trust Okta for authentication, authorization, and more at okta.com.

okta

The World's Identity Company

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