

FY 2021

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 FY 2020 and 2021, Okta achieved 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 Authority to Operate (ATO)
- FIPS Validated 140-2



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

Data privacy is critically important to Okta.

- Okta's [Privacy Policy](#) details our privacy practices. Additionally, please see our [Trust and Compliance](#) site for more detailed documentation and certifications.
- Okta requires annual privacy training for all employees, globally.

Additional data privacy reports and certifications:

- [Government Request Transparency Report](#)
- [Asia Pacific Economic Cooperation, Privacy Recognition for Processors](#)

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

Our gender data includes global Okta employees. For race and ethnicity, we only include US-based employees due to regional differences in definitions. All data includes people who were Okta employees between September 1, 2019, and August 31, 2020.

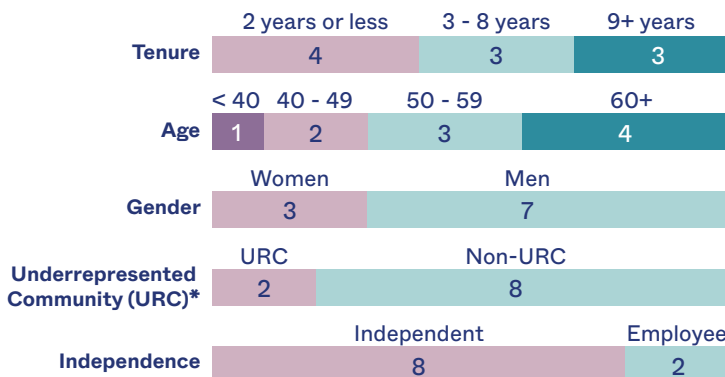
Company overall	
69.8%	Male
30.2%	Female
60.4%	White
39.6%	Non White
28.8%	Asian
0.1%	American Indian or Alaska Native
2.9%	Black or African American
4.5%	Hispanic or Latino
0.3%	Native Hawaiian or other Pacific Islander
3.0%	Two or more races

Leadership (VP level and above)	
73.9%	Male
26.1%	Female
68.5%	White
31.5%	Non White
22.5%	Asian
0.0%	American Indian or Alaska Native
2.2%	Black or African American
5.6%	Hispanic or Latino
1.1%	Native Hawaiian or other Pacific Islander
0.0%	Two or more races

Tech workers	
79.3%	Male
20.7%	Female
38.2%	White
61.8%	Non White
54.8%	Asian
0.0%	American Indian or Alaska Native
1.2%	Black or African American
3.7%	Hispanic or Latino
0.2%	Native Hawaiian or other Pacific Islander
2.0%	Two or more races

Non-tech workers	
66.7%	Male
33.3%	Female
68.0%	White
32.0%	Non White
19.9%	Asian
0.1%	American Indian or Alaska Native
3.4%	Black or African American
4.8%	Hispanic or Latino
0.3%	Native Hawaiian or other Pacific Islander
3.4%	Two or more races

Diverse and highly-qualified board



* As defined in California Assembly Bill 979

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 financial and health and wellness benefits. See all of our programs and offerings on our [Rewards](#) page. Highlights include:



Inclusive health benefits

Gender-neutral parental leave to support employees raising families

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

Transgender healthcare benefits



Healthy communities

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

Time away from work including volunteer time off (VTO)

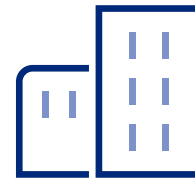


Activities for healthy minds and bodies

Activities through the OktaFIT program including fitness classes and sports leagues

Global 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



LEED and WELL silver certified offices

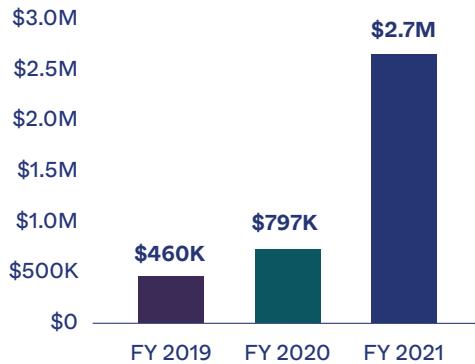
All new Okta offices will adopt both certifications to focus on optimizing energy performance, as well as promoting the health and wellness of occupants in our workspaces

Supporting our communities

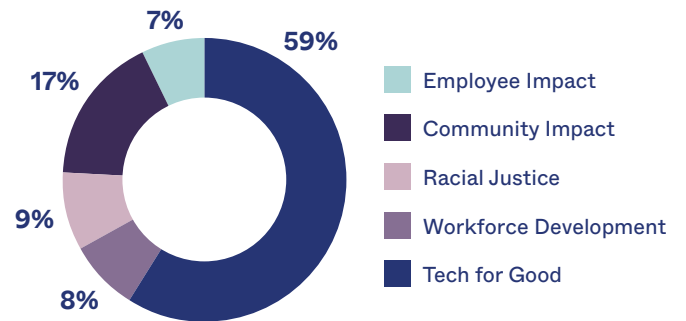
Monetary donations	FY 2021
Total funds donated	\$4.1M
Okta for Good Fund	
Money in annual grantmaking	\$2.7M
Okta, Inc.	
Includes our employee match program	\$813K
Okta employees	\$600K

Donations of time and products	FY 2021
Value of committed product donations to help accelerate the missions of nonprofit customers around the world	\$3.4M
Percentage of employees who volunteered or donated through Okta for Good in the last year	88%

Annual Grantmaking out of the Okta for Good Fund



Breakdown of FY 2021 Grants



Committing to sustainability

Emissions	FY 2020	FY 2021
Total GHG emissions (measured in tCO ₂ e) ¹	33,111	30,209
Scope 1 and scope 2, market based	839	360
Scope 1 and scope 2, location based	1,163	1,074
Scope 3 ²	32,272	29,849
Office GHG emissions intensity (measured in kg CO ₂ e per sq ft)		
For direct lease offices, location based	3.7	2.92
For direct lease offices, market based	2.7	0.98

Energy consumption		
Energy consumption for Okta global offices ³		
Total electricity + natural gas (measured in MWh)	3,931	4,093
Percentage of electricity consumption for scope 1 and 2 (offices) that is renewable electricity	0%	100%
Renewable electricity procurement (e.g. RECs) with social/equity benefit (measured in MWh)	N/A	2,851

Building certifications

San Francisco and San Jose headquarters are located in LEED Gold buildings

Carbon disclosure project (CDP)

Please see our [2021 CDP report](#)

1. Total emissions include scope 1 and scope 2, market based, and Scope 3.
2. Scope 3 includes purchased goods and services; capital goods; fuel and energy-related activities (not included in scopes 1 or 2); business travel; employee commuting; downstream leased assets. More information available in our [CDP report](#).
3. Please see our [CDP report](#) for the breakdown by site.

In FY21, Okta achieved 100% renewable electricity for its global offices



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 13,050 organizations, including JetBlue, Nordstrom, Siemens, Slack, Takeda, Teach for America, and Twilio, trust Okta to help protect the identities of their workforces and customers.

To learn more about Okta's ESG program, visit okta.com/responsibility.