

FY 2022

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.

This fact sheet covers reporting period FY2022 (February 1, 2021 - January 31, 2022)*.

Protecting our customers

Security

Okta complies with a range of industry-standard certifications and authorizations. In FY 2021 and 2022, 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



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:

- [APEC for Processors Certification](#)

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.

* Except for Diversity, Inclusion and Belonging (DIB) data which reports as of August 2021.

Investing in our people

Diversity, inclusion, and belonging

In the combined demographics for Okta and Auth0, we continue to look at our workforce and leadership in terms of gender and ethnicity as of August 2021. Our gender data includes global employees. In this report, we only include data on race and ethnicity for U.S.-based employees due to regional differences in definitions.

Company overall	FY 2021	FY 2022
Male	69.8%	69.4%
Female	30.2%	30.6%
White	60.4%	60.6%
Non White	39.6%	39.4%
Asian	28.8%	26.7%
American Indian or Alaska Native	0.1%	0.1%
Black or African American	2.9%	3.0%
Hispanic or Latino	4.5%	5.6%
Native Hawaiian or other Pacific Islander	0.3%	0.3%
Two or more races	3.0%	3.6%

Leadership (VP level and above)	FY 2021	FY 2022
Male	73.9%	71.1%
Female	26.1%	28.9%
White	68.5%	69.4%
Non White	31.5%	30.6%
Asian	22.5%	23.1%
American Indian or Alaska Native	0.0%	0.0%
Black or African American	2.2%	0.7%
Hispanic or Latino	5.6%	4.1%
Native Hawaiian or other Pacific Islander	1.1%	0.7%
Two or more races	0.0%	2.0%

Tech workers	FY 2021	FY 2022
Male	79.3%	80.4%
Female	20.7%	19.7%
White	38.2%	47.6%
Non White	61.8%	52.4%
Asian	54.8%	43.5%
American Indian or Alaska Native	0.0%	0.1%
Black or African American	1.2%	1.4%
Hispanic or Latino	3.7%	4.1%
Native Hawaiian or other Pacific Islander	0.2%	0.2%
Two or more races	2.0%	3.2%

Non-Tech workers	FY 2021	FY 2022
Male	66.7%	64.4%
Female	33.3%	35.6%
White	68.0%	66.1%
Non White	32.0%	33.9%
Asian	19.9%	19.7%
American Indian or Alaska Native	0.1%	0.1%
Black or African American	3.4%	3.7%
Hispanic or Latino	4.8%	6.2%
Native Hawaiian or other Pacific Islander	0.3%	0.4%
Two or more races	3.4%	3.8%

For more information, please see the [Okta State of Inclusion Report](#).

FY22 Employee Engagement Favorability* | **81%**

**Okta conducts an annual engagement survey that includes two questions that make up the employee engagement favorability outcome: (1) How happy are you working at Okta? (2) I would recommend Okta as a great place to work.*

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, reproductive healthcare)

Transgender healthcare benefits

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



Healthy communities

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

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

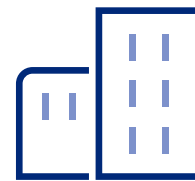


Activities for healthy minds and bodies

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

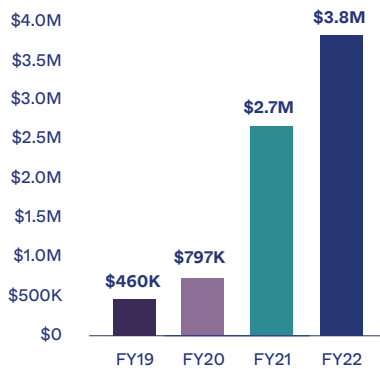
All new Okta offices will adopt both certifications to focus on optimizing energy performance, as well as promoting the health and wellness of occupants in our workspaces

Supporting our communities

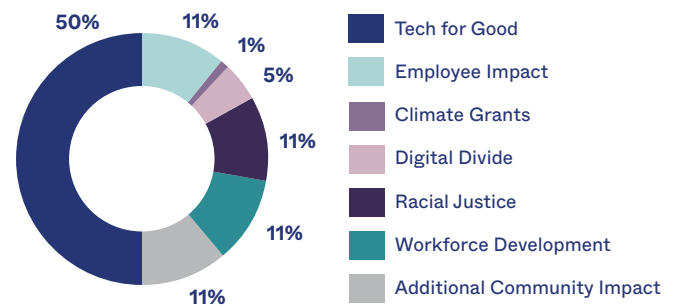
Monetary donations	FY 2021	FY 2022
Total funds donated*	\$4.1M	\$5.0M
Okta for Good Fund		
Money in annual grantmaking	\$2.7M	\$3.8M
Okta, Inc.		
Includes our employee match program	\$813K	\$836K
Okta employees	\$600K	\$606K

Breakdown of in-kind donations:	FY 2021	FY 2022
Total in-kind donations	\$3.6M	\$5.1M
• Product:	\$3.4M	\$4.8M
• Services:	\$239K	\$283K
Percentage of employees who volunteered or donated through Okta for Good in the last year	88%	85%

Annual Grantmaking out of the Okta for Good Fund



Breakdown of FY 2022 Grants



For more information, please see the [Okta for Good Impact Report](#).

* Okta provides philanthropic dollars to fund employee matching donations. In order to ensure accurate reporting of funds deployed to nonprofit organizations, we made an adjustment to the final total - subtracting any funds provided for the program, but not deployed externally during the fiscal year.

Numbers include Okta and Okta for Good contributions only. [Auth0.org](#) contributions can be found in our [2022 Impact Report](#).

Committing to sustainability

FY22 was also a unique year because we included Auth0, a company that we acquired in May 2021, in our GHG inventory. We also updated our FY20 and FY21 inventories to include Auth0. This allows us to provide a comprehensive baseline and to enable us to better track our year-over-year progress.

Emissions	FY 2020	FY 2021	FY 2022
Total GHG Emissions (measured in tCO2e) ¹	38,508	35,895	55,843
Scope 1 and scope 2, market based	1,103	658	254
Scope 1 and scope 2, location based	1,411	1,340	1,469
Scope 3 ²	37,404	35,237	55,589
Office GHG emissions intensity (measured in kg CO2e per sq ft)			
For direct lease offices, location based	3.86	3.05	3.2
For direct lease offices, market based	3.02	1.50	0.55

Energy consumption

Energy consumption for Okta global offices ³			
Total electricity + natural gas (measured in MWh)	6,035	5,023	5,038
Percentage of electricity consumption for scope 1 and 2 (offices) that is renewable electricity	0% for Okta 0% for Auth0	100% for Okta ⁴ 0% for Auth0	100% for Okta + Auth0
Percentage of electricity consumption for remote workforce that is renewable electricity	0% for Okta 0% for Auth0	6% for Okta 0% for Auth0	100% for Okta + Auth0
Renewable electricity procurement (e.g. RECs) with social/equity benefit (measured in MWh)	N/A	2,851	8,960
Percent of renewable electricity procurement for global offices and remote workforce with social/equity benefit	N/A	93% for Okta 0% for Auth0	68% for Okta + Auth0

Building certifications

San Francisco and San Jose dual headquarters are in LEED Gold buildings. Okta Sydney office is LEED ID+C Silver and WELL Silver certified, as well as WELL HSR Certified.

1. Total emissions include scope 1 and scope 2, market based, and Scope 3 for Okta and Auth0.
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; upstream and downstream leased assets.
3. Please see our [GHG Inventory Webpage](#) for the breakdown by site.
4. FY20 and FY21 were prior to the integration of Auth0 following its acquisition by Okta in May 2021 (FY22). In FY21 Okta met its goal of supporting offices with 100% renewable electricity. Auth0 did not purchase renewable electricity certificates (RECs) prior to the acquisition.

In FY22, Okta achieved 100% renewable electricity for its global offices, remote workforce, and cloud service providers.





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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 16,400 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.