

FY2025 Sustainability Fact Sheet

okta

The following is a summary of Okta's key Sustainability disclosures.

For more information, please visit our sustainability webpage at okta.com/responsibility.

This fact sheet covers reporting period FY2025 (February 1, 2024 - January 31, 2025).

Protecting our customers

Security

In February 2024, 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 securely connect their most precious assets—their employees and customers—while also safeguarding their privacy. Learn about Okta's approach to security and privacy within our sustainability framework in our blog post [here](#).

Okta complies with a range of industry-standard certifications and authorizations.

In FY2025, 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

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').

Auth0 LLC 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 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.



Investing in our people

Talent, Connection, and Community

Okta prioritizes investing in its people, with Talent, Connection, and Community being core to its corporate philosophy and operational practices. Creating a connected workforce where our employees can thrive and grow is critical to our continued growth and success as a company.

To achieve this, we focus on engaging our leaders, building connection & community, and strengthening talent pathways. For more information, please see the [Talent, Connection, and Community page](#).

Company overall	January 31, 2024	January 31, 2025
Men	66.1%	64.9%
Women	33.9%	35.1%
American Indian or Alaska Native	0.1%	0.1%
Asian	27.6%	27.7%
Black or African American	4.0%	3.9%
Hispanic or Latino	6.8%	7.3%
Native Hawaiian or other Pacific Islander	0.3%	0.3%
Two or more races	3.4%	3.3%
White	57.9%	57.4%

Leadership (VP level and above)	January 31, 2024	January 31, 2025
Men	70.4%	70.4%
Women	29.6%	29.6%
American Indian or Alaska Native	0.0%	0.0%
Asian	25.2%	24.5%
Black or African American	1.6%	0.9%
Hispanic or Latino	8.9%	11.3%
Native Hawaiian or other Pacific Islander	0.8%	0.9%
Two or more races	2.4%	2.8%
White	61.0%	59.4%

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Tech workers

	January 31, 2024	January 31, 2025
Men	76.5%	75.7%
Women	23.5%	24.3%
American Indian or Alaska Native	0.0%	0.0%
Asian	43.6%	43.1%
Black or African American	3.7%	3.1%
Hispanic or Latino	4.2%	5.1%
Native Hawaiian or other Pacific Islander	0.3%	0.1%
Two or more races	2.9%	2.6%
White	45.4%	45.9%

Non-tech workers

	January 31, 2024	January 31, 2025
Men	62.1%	60.2%
Women	37.9%	39.8%
American Indian or Alaska Native	0.1%	0.1%
Asian	18.8%	18.4%
Black or African American	4.0%	4.1%
Hispanic or Latino	8.0%	8.5%
Native Hawaiian or other Pacific Islander	0.4%	0.4%
Two or more races	3.7%	3.8%
White	65.0%	64.7%

Hybrid workers

	January 31, 2024	January 31, 2025
Men	61.4%	60.7%
Women	38.6%	39.3%
American Indian or Alaska Native	0.6%	0.0%
Asian	44.5%	42.6%
Black or African American	4.2%	4.2%
Hispanic or Latino	5.3%	6.5%
Native Hawaiian or other Pacific Islander	0.0%	0.0%
Two or more races	2.2%	2.2%
White	43.1%	44.4%

Employee engagement favorability

	FY2024	FY2025
Favorability rating*	74%	78%



*Okta conducts an Annual Engagement survey that includes the question "Overall, I am happy working at Okta."

Equal pay

At Okta, we are committed to the principles of equal pay. 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

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 FY2025, Okta employees completed nearly 55,000 hours of training, which included onboarding, professional development, manager development, self-directed, and compliance trainings on several topics, including:

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

Okta's goal is for 100% of our employees to complete their compliance training. We track progress by the percentage of employees who complete these trainings in FY2025.

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 update: Scaling and building in 2024](#) 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 (public [here](#))
- Sustainable Travel Guide & Smart Travel Game Playbook
- Annual Earth Week speakers and activations

In FY2025, Okta introduced a new 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

At Oktane 2024, we [announced](#) our partnership with CodePath to build an open source cybersecurity lab that will reach 3,000 students annually with simulated real-world cybersecurity scenarios – training students to identify, assess and address cyber threats. Additionally, we funded the [launch of Canada's first university-based cybersecurity clinic](#) at Toronto Metropolitan University. The clinic will provide free cybersecurity services to nonprofits, while equipping the

next generation of cyber professionals with vital hands-on experience. We also continued to partner with local organizations in 14 countries internationally to expand access to STEM education, mentorship, and opportunities – to cultivate long-term interest in tech and cybersecurity careers.

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

\$8.7M in cash contributed
by the Okta for Good Fund, Okta, and
Okta employees.

Breakdown of donations	FY2023	FY2024
Total funds donated*	\$7.3M	\$8.7M
Year-over-year increase	22%	19%
Total in-kind donations	\$6M	\$6.5M
Percentage of employees who volunteered or donated through Okta for Good in FY2025	88%	93%

*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 [Total Rewards](#) 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, and return to work support

Personalized content, expert support, and community resources for caregivers

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

Neurodiversity support and resources, both in the workplace and at home, for all Okta employees who identify as neurodivergent, or engage with or care for someone who identifies as neurodivergent

Expanded bereavement leave policy including reproductive loss events, such as 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, including neurodivergent support

Access to confidential financial well-being support such as training, tools, and guidance from certified local financial experts globally

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 its 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 and Case Management
- Risk Assessments and Management
- Program Evaluation and Continuous Improvement

Okta's commitment to human rights

Okta [introduced](#) the [Okta Secure Identity Commitment](#), our long-term initiative to lead the industry in the fight against Identity-based threats.

In line with our goal of, "raising the bar for our industry," Okta is part of the [OpenID Foundation working group to establish a new Identity security standard](#), the [Interoperability Profile for Secure Identity in the Enterprise \(IPSIE\)](#). The vision of this new, open standard is to provide a framework for SaaS companies to enhance the end-to-end security of their products across every touchpoint of their technology stack. This effort aims to help raise the bar for identity security, thereby respecting human rights like privacy. Okta also shared two blogs about [how Okta's security and privacy efforts support respect for human rights](#).

Okta established our [Responsible AI Principles](#) and shared our approach to [Responsible AI Innovation](#). We launched a [human rights webpage](#) sharing our commitment and related policies. Okta conducted human rights due diligence through a supply chain risk assessment.

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](#).

Committing to sustainability

In FY2025, Okta launched its first [Environmental Policy](#), showcasing our commitment to the environment. We also continued to achieve annually our 100% renewable electricity commitment, covering Okta's offices, remote workforce, and third-party cloud services. In the United States, where environmental attribute certificates (EACs) are known as renewable electricity certificates (RECs), [we aim to purchase RECs with an accompanying social benefit](#), such as community solar and solar

from California public schools. We deepened our internal engagement for our travel target to optimize business travel and also purchased Sustainable Aviation Fuel Certificates. We scaled our vendor engagement program with more resources, support and transparency. For more information please visit our [energy and climate webpage](#) and our [greenhouse gas \(GHG\) inventory](#), which includes third-party assurance.

Emissions ¹	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Total GHG Emissions (tCO ₂ e) ²	49,889	37,216	61,087	75,051	95,068	92,091
Scope 1 and scope 2, market based	1,352	732	298	324	350	284
Scope 1 and scope 2, location based	1,309	1,461	1,513	1,776	1,909	1,894
Scope 3 ³	48,537	36,484	60,789	74,727	94,718	91,807
Revenue Intensity (tCO ₂ e / M\$)	85	45	47	41	42	35.3
Scope 2 (office) GHG Emissions Intensity (kg CO ₂ e per sq ft)						
For direct lease offices, location based	3.31	2.94	2.59	3.5	2.94	2.96
For direct lease offices, market based	3.42	1.47	0.51	0.64	0.54	0.44

Energy consumption	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Energy Consumption for Okta Global Offices ⁴						
Total electricity + natural gas (MWh)	6,035	5,023	5,038	6,461	6,393	6,071
Renewable Electricity						
Offices	N/A ⁵	100% ⁶	100% ⁶	100%	100%	100%
Remote workforce	N/A ⁵	6% ⁶	100% ⁶	100%	100%	100%
Third-Party Cloud Service Providers and Production Environments	N/A ⁵	N/A ⁵	N/A ⁵	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
Percent of renewable electricity procurement for social/equity benefit	N/A ⁵	93% for Okta 0% for Auth0	68% for Okta + Auth0	82%	88%	89%

1 Total emissions include scope 1 and scope 2, market based, and scope 3 for Okta and Auth0.

2 Please see our [GHG Inventory Webpage](#) for more information. FY2020 and FY2021 energy data has been updated to include Auth0 office energy consumption.

3 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.

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.

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 and **Dublin** office are in LEED Gold buildings. Our 13th floor in **San Francisco** is LEED Gold and WELL Platinum rated. Okta **Sydney** and **Paris** are LEED Silver and WELL Silver certified. Our **London** office is WELL Silver, **Chicago** is WELL Gold, **Tokyo** and our **NYC Experience Center** are LEED Silver and WELL Gold certified.

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 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	FY2022	FY2023	FY2024
Scores	B	B-	C

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 Greenest Companies 2024
- Okta was Great Place to Work-certified in 2023 & 2024
- Named on *Newsweek*’s America’s Greatest Workplaces in Tech 2025
- Named on *Fortune*’s Best Workplaces in Technology 2024
- Independently assessed according to the FTSE4Good criteria; satisfied requirements to be a constituent of the FTSE4Good Index Series

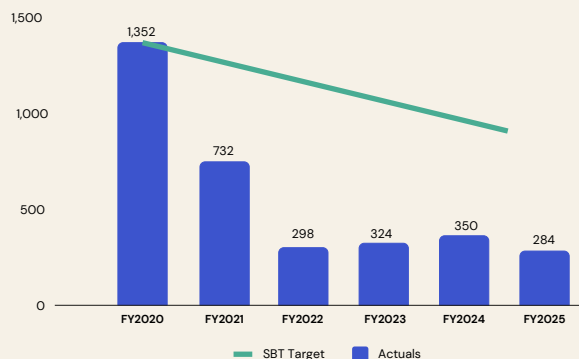


Emissions Reductions Efforts – SBTs Update

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

In FY2025, Okta focused on scaling its programs, including those described below, to help achieve its science-based targets.

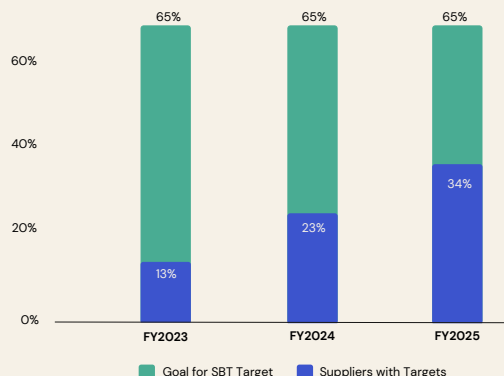
Scope 1 and 2 Progress



Target: Reduce absolute scope 1 and 2 GHG emissions 67% by FY2030 against an FY2020 base year.¹

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 energy efficient spaces.

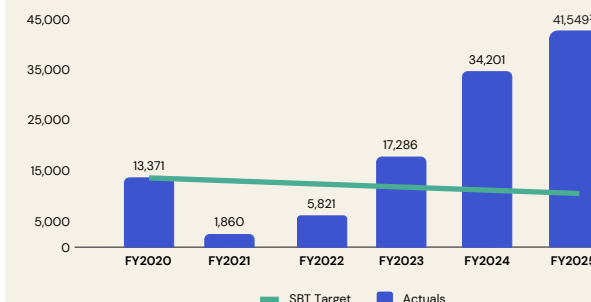
Scope 3 Vendor Engagement Progress



Target: Our goal is that 65% of Okta's suppliers (by spend) for purchased goods and services and capital goods have SBTs by FY2027.¹ As of FY2025, 34% 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.

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.¹

Commentary: In FY2025, we set targets to optimize business-related travel for many of our business organizations. We tracked and shared with Okta's leadership carbon emissions 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 some purchases of Sustainable Aviation Fuel certificated (SAFc) into our FY2025 greenhouse gas inventory. We made a multi-year investment in Sustainable Aviation Fuel certificates through United's Eco-Skies Alliance program, supporting the aviation industry's shift toward lower-carbon fuel alternatives. To date we have encountered challenges in achieving our Scope 3 target as business travel and commuting emissions have continued to increase in connection with our business growth.

¹ Green lines in SBT Update graphs represent a hypothetical linear progress scenario for achieving 2030 targets.

² Okta reduced its gross FY2025 Scope 3.6 Business Travel emissions by 1,072 mtCo2e through purchasing Sustainable Aviation Fuel Certificates.



This Fact Sheet was published in September 2025.

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About Okta

Okta, Inc. is The World's Identity Company™. We secure identity, so everyone is free to safely use any technology. Our customer and workforce solutions empower businesses and developers to use the power of identity to drive security, efficiencies, and success – all while protecting their users, employees, and partners. Learn why the world's leading brands trust Okta for authentication, authorization, and more at okta.com.