



Employee Benefits Program – Australia

Okta's total rewards connects eligible employees and their family members to a constantly evolving portfolio of plans, services, and support for meeting their changing needs. Okta is committed to assisting our employees to maintain their health and wellbeing and ensuring that employees and their families are protected in the case of death, sickness or injury. For this reason, Okta has put in place an employee benefits program. The following is a summary of the insurance covers that are being provided as a funded benefit. Additional information is available and specific advice can be sought from our local Benefits Broker, Mercer Marsh Benefits.

Group Life & TPD Cover via MetLife

- Permanent employees, under age 65, are automatically eligible for cover upon commencement of employment.
- Provides protection in the event of death or total and permanent disablement.
- Cover is 3 x (times) annual base salary, capped at the Automatic Acceptance Limit (AAL) of \$1,000,000
- To receive cover above the AAL, evidence of good health must be submitted to the insurer for assessment and acceptance (insurer may apply terms and conditions to the cover).
- TPD cover tapers by 20% from age 61, reducing to nil cover by age 65.

Group Salary Continuance Cover (SCI) via MetLife

- Permanent employees, under age 65 and working a minimum of 15 hours per week, are automatically eligible for cover upon commencement of employment.
- Cover entitlement is 75% of your base salary, capped at the Automatic Acceptance Limit (AAL) of \$11,000 insured benefit per month.
- To receive cover above the AAL, evidence of good health must be submitted to the insurer for assessment and acceptance (insurer may apply terms and conditions to the cover).
- A benefit is provided in the event of sickness or injury that prevents you from working after the initial waiting period (qualification) of 30 days.
- Benefits are paid monthly in arrears and accrue after the waiting period has expired. If you are also entitled to Workers Compensation benefits, a lesser benefit may be paid from this policy (offsets apply).
- If continuing to meet the policy total disability definition, benefits may be paid up until age 65 years.

All new permanent employees will be automatically enrolled into the Group Life and SCI Policy by Okta. There are no application forms for you to complete. You will be contacted if you are eligible for cover above the AAL and can apply for the additional portion of cover by going through a standard medical underwriting process that may include medical and/or blood tests. You may also choose to remain capped at the AAL if you do not wish to submit health evidence to the insurer.

If you leave the employment of Okta, you may apply to continue your GL and TPD, or SCI cover (limited medical evidence required) through your own policy. Conditions apply, so please contact Mercer Marsh Benefits immediately on leaving Okta to allow sufficient time to put this policy in place within the 60-day deadline set by the insurer.

Private Medical Health Insurance

- All employees are eligible upon commencement of employment, but must enroll directly with Medibank
- Singles Cover stipend: AUD 400 per month
- Family Cover stipend: AUD 600 per month

You may elect to participate in the Okta Corporate Health Insurance Plan. If you choose to participate, you are eligible to receive a subsidy for yourself and your immediate family members enrolled in the plan. The current subsidy amount is up to AUD 400 per month for employee only and up to AUD 600 per month for employee + family - but in any case, the subsidy will not exceed the actual cost of the health plan. The subsidy is subject to change at the company's discretion and without notice. If the cost of the coverage you select exceeds the subsidy amount, you must make a payment directly to the insurance provider each month for the excess. Employees who decline to participate in the Okta Corporate Health Insurance Plan with the preferred provider are ineligible to receive the subsidy.

Please speak to your People Benefits Team for additional details on enrollments and any other queries.

If you leave the employment of Okta, you will be able to maintain the cover at your own cost (Australian citizens/permanent residents). If you have any questions or would like some advice, contact details are below:

Health Insurance Cover queries:

Ph: (03) 9623 4192

Email: healthadmin@mercermarshbenefits.com

GL & TPD & SCI cover queries

Ph: 1300 265 741

Email: clientoperations@mercermarshbenefits.com