

# Total Rewards Snapshot

Okta's Total Rewards portfolio offers eligible employees and their family members a variety of competitive benefits, available to support all areas of their lives—at work, at home, and in their community.

Get connected to all that Okta has to offer you. When you join us, you'll find:

- **Competitive health and wellness benefits**, like medical, dental, and vision, as well as fertility, adoption, and surrogacy assistance.
- **Financial security programs**, like life and accident insurance, disability coverage, retirement savings, and student loan refinancing.
- **Pay and incentives** that recognize your contributions and give you a stake in the company's success.
- **Time off benefits**, like flexible PTO and company-provided holidays, to relax, recharge, and spend time away from work with those you love.
- **Everyday support**, like our employee assistance program and family care programs, to help you care for your wellbeing and the wellbeing of those you love.



Okta Total Rewards are flexible, comprehensive, and tailored just for you. Explore [rewards.okta.com](https://rewards.okta.com) to learn more about the benefits available to you.

## Inside:

- 
- 2 Health + wellness

---

  - 4 Financial benefits

---

  - 5 Pay + incentives

---

  - 6 Time away from work

---

  - 7 Extras

---



# Health + wellness

## Medical and prescription drugs

Choose between multiple Blue Shield and Kaiser medical plans. Each plan is designed differently, so there's a fit for everyone.

- **The Blue Shield and Kaiser HDHP + HSA plans** have the lowest monthly premiums but the highest annual deductibles. Both plans come with a health savings account (HSA) and a company-provided contribution to help pay for eligible healthcare expenses. For the Kaiser HDHP + HSA plan, you can only see providers in the Kaiser network.
- **The Blue Shield PPO plan** has the highest monthly premiums but a low deductible and the most choice of in-network providers.
- **The Blue Shield EPO plan** has higher monthly premiums but no deductible. You'll pay a fixed cost when you receive medical care, but you can only see providers in the Blue Shield network.

- **The Kaiser HMO** (offered in California, Colorado, Georgia, the mid-Atlantic states [MAS], Oregon, and Washington) has higher monthly premiums but no deductible. You'll pay lower costs when you receive care, but you can only see providers in the Kaiser network.

Employees in Hawaii can find information about their medical and prescription drug options through HMSA at [rewards.okta.com](https://rewards.okta.com).

No matter which Okta medical plan you enroll in, you'll have automatic prescription drug coverage.



Review the [healthcare comparison chart](#) for a side-by-side view of our medical and prescription drug plans.



## Health savings account (HSA)

If you enroll in the Blue Shield or Kaiser high-deductible health plan (HDHP), Okta will contribute to your HSA each pay period, and you can choose to contribute your own money, too! Use your HSA funds to help pay for eligible healthcare expenses now or years down the road.

If You Enroll...	Okta's Annual HSA Contribution	Your Annual HSA Contribution
Yourself Only	\$800	Up to \$3,050
Yourself and Your Family Members	\$1,600	Up to \$6,150

Note: For new hires, Okta's annual HSA contribution is prorated based on start date.

## Dental

MetLife's Preferred Dentist Program gives you access to comprehensive dental coverage, with a nationwide network of providers to choose from.

## Vision

VSP's nationwide provider network gives you access to great vision care with coverage for routine eye exams, lenses, frames, and contacts, as well as competitive discounts for LASIK and other vision services.

## Fertility, adoption, and surrogacy assistance

Enjoy easy access to Carrot's fertility care, from basic checkups to egg freezing and in vitro fertilization (IVF). Carrot provides access to fertility care regardless of gender, sexual orientation, fertility diagnosis, or geographic location, as well as coverage for adoption and surrogacy.

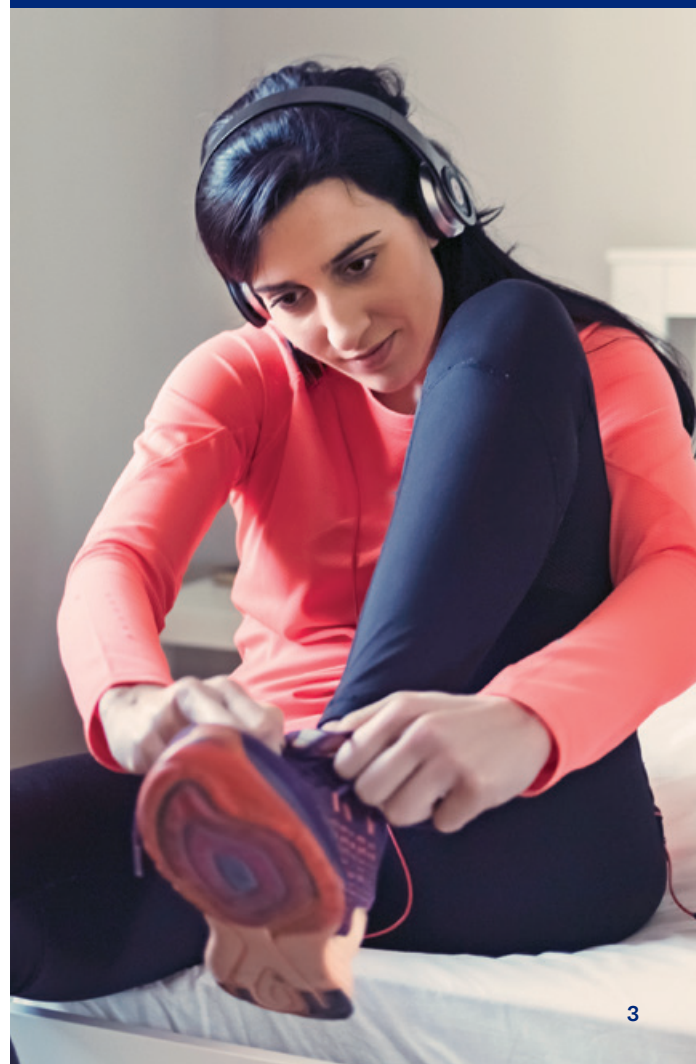


## More for your health

When you enroll in an Okta medical plan, you can join programs to help you lose weight, get fit, quit tobacco, sleep better, and manage stress!

Okta also offers OktaFIT to all employees, where you can take part in on-site group fitness classes, compete against other Okta offices to log your steps and workouts, join an Okta sports league, and get discounts for local gym and studio memberships.

Go to [rewards.okta.com](https://rewards.okta.com) for all the details.



## 2023 employee monthly premiums for medical, dental, and vision coverage\*

Plan	Employee Only	Employee + Spouse/ Partner	Employee + Child(ren)	Employee + Family
Blue Shield HDHP + HSA**	\$0.00	\$120.00	\$90.00	\$205.00
Blue Shield EPO Plan**	\$120.00	\$350.00	\$270.00	\$550.00
Blue Shield PPO Plan**	\$115.00	\$370.00	\$285.00	\$550.00
Kaiser HDHP + HSA (CA, CO, GA, MAS, OR, WA)	\$0.00	\$120.00	\$90.00	\$205.00
Kaiser HMO (CA, CO, GA, MAS, OR, WA)	\$85.00	\$255.00	\$220.00	\$390.00
MetLife Dental	\$0.00	\$16.77	\$23.16	\$39.93
VSP Vision	\$0.00	\$1.80	\$1.90	\$4.60

\* Domestic partners (DP) and DP child(ren) premiums are subject to imputed income.

\*\* Available nationwide, except Hawaii.

Hawaii employees can view monthly premiums for HMSA at [rewards.okta.com](https://rewards.okta.com).

## Financial benefits

### Flexible spending accounts

Set aside pretax money to pay for healthcare and dependent care expenses—up to \$3,050 for healthcare and \$5,000 for dependent care each year.

### Life and accident insurance

Okta provides company-paid basic life and accident coverage—two times your annual salary, up to \$500,000.

You can also enroll in voluntary employee life coverage of up to \$1 million, and purchase coverage for your family members.

In addition, Okta offers business travel insurance and global personal travel assistance when you're traveling.

### Disability insurance

Short-term disability coverage provides you with financial protection if you're away from work for more than 10 consecutive workdays. You may receive 100% of your base salary for the first 30 days of disability, then 60% of your weekly earnings (\$2,500 maximum per week) for up to 13 weeks.\*

If you need to be away for longer than 13 weeks, Okta provides long-term disability coverage of 60% of your monthly salary (up to a \$12,000 maximum per month).

\*Coordinates with applicable state disability benefits.

## 401(k) plan

Save and invest for your future through the 401(k) savings plan administered by Fidelity. Okta matches your contributions dollar for dollar up to a quarterly maximum of \$1,250 (\$5,000 per year), which allows you to save even more for your future.

Set aside up to \$22,500 for 2023 (\$30,000 if you're age 50 or older) with pretax or Roth contributions. If you max out these contributions, you can save even more with after-tax contributions.

## Financial wellbeing program

Gradifi provides you with resources to help you take charge of your financial wellbeing, with guidance and valuable learning you can access 24/7. This includes:

- Interactive learning content to provide you with financial education on topics like opening a checking account, tackling student loan repayments, and planning for retirement.
- Personalized dashboards and calculators for visualizing different student loan repayment strategies.
- A marketplace of leading student loan refinancing lenders.

---

# Pay + incentives



Your base pay works together with Okta's bonus, incentives, equity grants (aka "long-term incentives" or "RSUs"), and our employee stock purchase plan (ESPP) to provide you with competitive pay and an ownership opportunity.

## Cash incentive bonus program

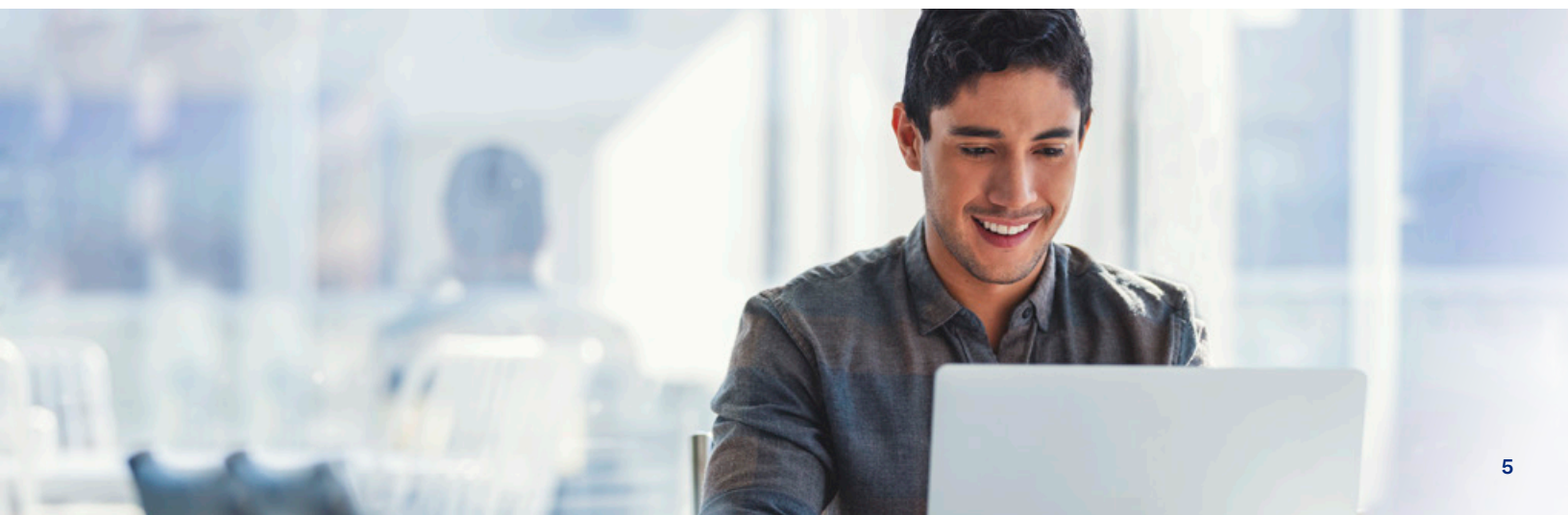
Okta's bonus can add to your cash compensation each year. It rewards you for your hard work and contributions, while also tying to Okta's financial performance.

## Equity grants

Here's your true opportunity to share in the value you're building—aligned directly with our shareholders' interest in Okta's long-term success. Most employees are eligible for annual equity grants, a form of noncash compensation that gives you a piece of company ownership.

## Employee stock purchase plan (ESPP)

By choosing to participate in the ESPP, you'll invest directly in the company by purchasing shares of Okta stock at a discount.



# Time away from work

## Flexible paid time off

Okta doesn't set a limit on your flexible paid time off—whether it's for vacation, personal business, or family matters. We just ask you to talk with your manager and decide what's reasonable.

## Paid holidays

You receive 11 paid holidays in 2023:

Holiday	Date
<b>New Year's Day (observed)</b>	Monday, January 2, 2023
<b>Martin Luther King, Jr. Day</b>	Monday, January 16, 2023
<b>Presidents' Day</b>	Monday, February 20, 2023
<b>Memorial Day</b>	Monday, May 29, 2023
<b>Juneteenth</b>	Monday, June 19, 2023
<b>Independence Day</b>	Tuesday, July 4, 2023
<b>Labor Day</b>	Monday, September 4, 2023
<b>Veterans Day (observed)</b>	Friday, November 10, 2023
<b>Thanksgiving</b>	Thursday, November 23, 2023
<b>Friday After Thanksgiving</b>	Friday, November 24, 2023
<b>Christmas Day</b>	Monday, December 25, 2023

## Wellbeing Week

At Okta, we recognize the importance of wellbeing and how vital it is for employees to fully step away from work to rest and recharge. As such, we recognize the last week in December as a global Wellbeing Week (December 25–31).

## Volunteer time off

Each year, you can take four paid days off to volunteer with the nonprofit of your choice. Plus, you get a \$500 charitable match per year to donate to an organization of your choice.

## Parental leave

With our enhanced parental leave, take up to 18 weeks of time away with 100% of your base pay. You choose whether to take this leave all at once or break it up within the first 12 months of your child's birth or placement.

Okta's parental leave program is coordinated with state and local disability benefits and runs concurrently with federal, state, and local laws.



# Extras

## Mental health support

Balancing work and family life is challenging, and sometimes, we all need a little extra support. Okta's employee assistance program (EAP), provided by Modern Health, helps you and your family members thrive, no matter what the challenge may be. From on-demand digital tools to virtual coaching or therapy, you set up the approach that fits your life. It's care that meets your needs 24/7.

## Bump Boxes for expecting families

Expecting or adopting? Take advantage of Bump Boxes, Okta's benefit that supports expecting families. With Bump Boxes, you'll receive three boxes with fun (and useful) items to use when your baby arrives.

## Family care program

Bright Horizons gives you access to provider networks for caregiver resources, tuition discounts, learning pods, and tutors, as well as pet sitters and housekeepers.

## Caregiving resources

Get specialized caregiving support and guidance with Grayce for helping elderly, ill, and vulnerable loved ones. You can get personal support as you navigate difficult situations.

## Commuter benefits

Set aside pretax money (up to \$300 per month) to pay for your everyday commuting expenses, including parking and transit.

## Employee discounts

Perks at Work gives you access to a broad range of perks that can save you money and help with your overall wellness. It provides negotiated discounts with thousands of merchants to offer the best value as part of a closed network, as well as instant access to live and on-demand classes for both adults and kids about wellness and personal development for free.

## Cell phone and internet service reimbursement

As a little something extra, Okta reimburses full-time employees up to \$200 per month for personal cell phone and internet service.



## Additional benefits for whatever life throws your way

- Auto and home insurance offered through Farmers
- Legal assistance benefits offered through Rocket Lawyer
- Pet insurance offered through Nationwide
- Identity theft protection offered through LifeLock





# When you join us, you'll learn, plan, and enroll

Want to do a deeper dive on your Okta benefits? We've got you covered. Visit [rewards.okta.com](https://rewards.okta.com) for all your benefit details throughout the year.