



2024 Total Rewards Snapshot

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

Take a look at what's inside:

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

- **Competitive healthcare benefits**, like medical, dental, and vision coverage, as well as early cancer detection screenings for eligible employees, and healthcare navigation support.
- **Financial benefits**, like spending and savings accounts, life and accident insurance, the 401(k) savings plan, and financial support resources.
- **Rewards** that recognize your contributions at Okta and allow you to share in the success of the company you're helping to grow.
- **Time away benefits**, like flexible PTO, company-provided holidays, sick time, and competitive leave programs.
- **Everyday wellbeing**, like our mental health resources, family support programs, and voluntary benefits, to help you care for your wellbeing and the wellbeing of those you love.



Okta's Total Rewards are tailored just for you. Explore rewards.okta.com to learn more about all the benefits available to you.

Healthcare

Medical and prescription drug coverage

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 (offered in California, Georgia, the mid-Atlantic states, and Washington state).
- **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, Georgia, the mid-Atlantic states, and Washington state) 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.
- **Prescription drug coverage** is offered no matter which Okta medical plan you enroll in:
 - Blue Shield participants have prescription drug coverage through Express Scripts.
 - Kaiser participants have prescription drug coverage through Kaiser network pharmacies.

Dental coverage

MetLife's Preferred Dentist Program (PDP Plus) gives you access to comprehensive dental coverage that includes three preventive cleanings per year and a nationwide network of providers to choose from.

Vision coverage

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

Early cancer detection screenings

As part of Okta's commitment to caring for you and your family members, we offer Galleri, an early cancer detection screening benefit offered through Grail, to those who are enrolled in an Okta medical plan and who meet additional eligibility criteria (age 40 or older with additional risk factors, or age 50 or older with no additional risk factors). Examples of additional risk factors may include, but are not limited to, smoker status, diabetes, first-degree relative with cancer or a cancer survivor, and history of HIV infection.

Healthcare Navigators

We all need support to navigate the complexity of our healthcare system. That's why Okta offers Rightway Healthcare—a personal concierge, or Navigator, that can save you time and money with your everyday and more complex health needs. Connect with a Healthcare Navigator to find resources, make appointments, get second opinions, and more.



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

2024 employee per-paycheck premiums for medical, dental, and vision coverage*

Plan	Employee Only	Employee + Spouse/ Domestic Partner (DP)	Employee + Child(ren)	Employee + Family
Blue Shield HDHP + HSA**	\$0.00	\$64.62	\$48.46	\$108.46
Blue Shield EPO Plan**	\$60.00	\$175.38	\$133.85	\$274.62
Blue Shield PPO Plan**	\$62.31	\$189.23	\$152.31	\$274.62
Kaiser HDHP + HSA (CA, GA, MAS, WA)	\$0.00	\$64.62	\$48.46	\$108.46
Kaiser HMO (CA, GA, MAS, WA)	\$46.15	\$136.15	\$117.69	\$210.00
HMSA (HI Only)	\$38.49	\$114.37	\$114.37	\$190.29
MetLife Dental	\$0.00	\$8.46	\$11.69	\$20.16
VSP Vision	\$0.00	\$0.85	\$0.90	\$2.17

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

**Available nationwide, except Hawaii.



Financial benefits

Health savings account (HSA)

If you enroll in the Blue Shield or Kaiser HDHP + HSA plan, you'll be eligible for an HSA, administered through Fidelity. 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	Up to \$800	Up to \$3,350
Yourself and Your Family Members	Up to \$1,600	Up to \$6,700

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

Flexible spending accounts (FSAs)

Set aside pretax money to pay for eligible healthcare and dependent care expenses:

Account	Your Annual FSA Contribution
Healthcare or Limited Purpose FSA	Up to \$3,050 for eligible healthcare expenses
Dependent Care FSA	Up to \$5,000 for eligible dependent care expenses

Commuter benefits

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

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 life insurance coverage:

- Up to \$1 million for yourself
- Up to \$250,000 for your spouse/domestic partner
- Up to \$10,000 for your children, which may be subject to evidence of insurability (EOI) and health exams

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

Disability insurance

If you're away from work due to an injury or illness, you may receive up to 100% of your base salary for the first 30 days of absence. Following this, short-term disability will cover 60% of your weekly earnings (\$2,500 maximum per week), up to 12 weeks.*

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

*Coordinates with applicable state disability benefits.

401(k) savings 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 \$23,000 for 2024 (\$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.

Student loan refinancing

With Gradifi (offered through E*TRADE), you have access to actionable resources for taking charge of planning and paying for college. This includes a library of financial education resources and access to Gradifi's student loan refinancing marketplace.

Employee discounts

Perks at Work gives you access to discounts with thousands of merchants to offer the best value as part of a closed network. Through Perks at Work, you also have free, instant access to live and on-demand wellness and personal development classes for both adults and kids.

Cell phone and internet reimbursement

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

Rewards

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

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 through after-tax payroll deductions.

Short-term incentive programs

Okta offers all eligible employees a short-term incentive program, depending on your role:

- For our salesforce, we have designed a commission plan to reflect your individual achievements, allowing you to have greater control over your compensation.
- For all other employees, we offer a corporate bonus program, which is designed to recognize your dedication and achievements, while also tying to Okta's financial performance.

Long-term incentives (RSUs)

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 long-term incentives, which are a form of noncash compensation that gives you a piece of company ownership. Okta's equity grants are made in the form of RSUs, at no cost to you.



Time away

Flexible paid time off (PTO)

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'll receive 11 paid holidays in 2024:

Holiday	Date
New Year's Day (observed)	Monday, January 1, 2024
Martin Luther King, Jr. Day	Monday, January 15, 2024
Presidents' Day	Monday, February 19, 2024
Memorial Day	Monday, May 27, 2024
Juneteenth	Wednesday, June 19, 2024
Independence Day	Thursday, July 4, 2024
Labor Day	Monday, September 2, 2024
Veterans Day (observed)	Monday, November 11, 2024
Thanksgiving	Thursday, November 28, 2024
Friday After Thanksgiving	Friday, November 29, 2024
Christmas Day	Wednesday, December 25, 2024

Wellbeing Week

Wellbeing is important and it's vital for employees to fully step away from work to rest and recharge. For this reason, December 23-27, 2024 is recognized as a global Wellbeing Week.

Sick time

All Okta employees receive paid sick time for preventive care or for treatment of a health condition for yourself or for an immediate family member.

Other time off

Other time off includes volunteer time off (VTO) to give back to your community, as well as leaves of absence to rest and recover from any illnesses or injuries.

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 to break it up within the first 12 months of your child's birth or adoption placement. Okta's parental leave program is coordinated with state and local disability benefits and runs concurrently with federal, state, and local laws.

Personal leave

If you've exhausted other types of leave, you can request an unpaid leave of absence for up to three additional months.

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.



Everyday wellbeing

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, provides you and your family members with 24/7 support to help you thrive, no matter what the challenge may be. You and your eligible dependents each receive up to eight coaching sessions and eight therapy sessions per individual, per calendar year.

Fertility healthcare and family-forming benefits

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.

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.

Caregiving support

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.

Child and elder care resources

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



Voluntary benefits for whatever life throws your way

- Auto and home insurance through Farmers
- Identity theft protection through LifeLock
- Legal assistance through Rocket Lawyer
- Pet insurance through Nationwide
- Personal travel assistance through TravelConnect



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. View our [benefits mini-series](#) to learn more about all your Okta resources. You can also visit rewards.okta.com at any time throughout the year for all your benefits details.