

# OKTA'S CORE VALUES

## 1. CUSTOMER SUCCESS

If our customers are successful, so are we. It's as simple as that. Our service touches all applications, devices, and employees within (and often outside) our customers' organizations. We are therefore an essential component in how some of the world's biggest companies do their work each day. So when it comes to making customers successful, we don't mess around.

## 2. INNOVATION

We have created products—and, at this point, at least one industry category—that never existed before us. If that's not innovation, we don't know what is. We are successful in part because of our ability to bring new ideas to life. And the best ideas come when people feel motivated to do their best work. Everyone at Okta is an innovator. How we support each other as a community of innovators is a huge part of fostering an environment of positive energy and sustainable growth.

## 3. TRANSPARENCY

There are no offices at Okta. We are open with information at the highest level, and we want you to operate with this same transparency with each other. Maintaining an open flow of information across teams, among individuals, up and down and around the company, is crucial to how we work. Trust is a great outcome of transparency. Trust is how we win.

## 4. INTEGRITY

We treat each other, our customers, our partners and our extended community with honesty, decency and respect. We don't commit to offering features we don't have. We don't promise to do things that we can't or won't do.

Confront the hard problems and solve them.

Don't bullshit people.

Protect the customer.

Think bigger.

Make it work.

Never stop.