

## **OKTA, INC.**

### **AMENDED AND RESTATED NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER**

#### **I. General Statement of Purpose**

The purposes of the Nominating and Corporate Governance Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Okta, Inc. (the “**Company**”) are to:

- identify individuals qualified to become Board members, consistent with criteria approved by the Board;
- recommend that the Board select the director nominees for election at each annual meeting of stockholders;
- develop and recommend to the Board a set of corporate governance guidelines (the “**Corporate Governance Guidelines**”) to be applicable to the Company, periodically reviewing such guidelines and recommending any changes thereto; and
- oversee the evaluation of the Board.

#### **II. Committee Composition**

The number of independent directors serving on the Committee shall be fixed by the Board from time to time but shall consist of no fewer than two members, each of whom shall satisfy the independence standards established pursuant to Listing Rule 5605(a)(2) of The Nasdaq Stock Market LLC (“**Nasdaq**”). Pursuant to Nasdaq Listing Rule 5605(e)(1)(B), the Company’s Committee will be composed entirely of directors who satisfy Nasdaq’s independence tests, subject to any available exception.

The members of the Committee shall be appointed annually by the Board and may be replaced or removed by the Board at any time, with or without cause. Resignation or removal of the director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the Committee. Vacancies occurring, for whatever reason, may be filled by the Board. The Board shall designate one member of the Committee to serve as chairperson of the Committee. Unless a chairperson is designated by the Board, the Committee may designate a chairperson of the Committee by majority vote of the full Committee membership.

#### **III. Meetings**

The Committee shall meet as often as it determines is appropriate to carry out its responsibilities. The Committee may meet in person or by telephone conference or other communications equipment by means of which all persons participating in the meeting can hear each other, with any additional meetings as deemed necessary or appropriate by the Committee. A majority of the members of the Committee shall constitute a quorum for purposes of a meeting, and the Committee may act by a vote of a majority of members present at such meeting. The Committee may act by unanimous written consent (which may include electronic consent) in

lieu of a meeting to the extent permitted by the Company's bylaws as may be adopted and amended by the Board from time to time. The chairperson of the Committee, in consultation with the other Committee members and management, may set meeting agendas consistent with this Charter.

#### **IV. Committee Activities**

The principal responsibilities and duties of the Committee are set forth below. These duties are set forth as a guide, with the understanding that the Committee will carry them out in a manner that is appropriate given the Company's needs and circumstances. The Committee or the Board may supplement these as appropriate and may establish policies and procedures from time to time that it deems necessary or advisable in fulfilling its responsibilities.

##### **A. Review of Charter**

- Review and reassess the adequacy of this Charter annually and submit any proposed changes to the Board for approval.

##### **B. Selection of New Directors**

- Recommend to the Board criteria for Board and committee membership, which shall include a description of any specific, minimum qualifications that the Committee believes must be met by a Committee-recommended nominee, and a description of any specific qualities or skills believed to be necessary for one or more of the Company's directors to possess, and periodically reassess the adequacy of such criteria and submit any proposed changes to the Board for approval.
- Establish a process for identifying and evaluating nominees for the Board, including nominees recommended by stockholders that provide evidence that they have held at least three percent (3%) of the Company's common stock continuously for at least twenty four (24) months prior to the date of the submission of the recommendations (a "**Stockholder Nomination**"), and any policies or procedures with regard to the consideration of Stockholder Nominations.
- Upon identifying individuals qualified to become members of the Board, consistent with the minimum qualifications and other criteria approved by the Board or the Committee from time to time, recommend that the Board select the director nominees for election at each annual meeting of stockholders; provided that, if the Company is legally required by contract or otherwise to provide third parties with the ability to nominate individuals for election as a member of the Board, the selection and nomination of such director nominees shall be governed by such contract or other arrangement and shall not be the responsibility of the Committee.
- Recommend to the Board the directors for appointment to committees of the Board.

- Review all Stockholder Nominations and proposals submitted to the Company (including any Stockholder Nominations pursuant to Rule 14a-11 (or any successor rule) under the Securities Exchange Act of 1934, as amended, or otherwise, and any proposal relating to the procedures for making nominations or electing directors), determine whether the nomination or proposal was submitted in a timely manner and, in the case of a director nomination, whether the nomination and the nominee satisfy all applicable eligibility requirements, and recommend to the Board appropriate action on each such nomination or proposal.

**C. Corporate Governance Guidelines**

- Develop and recommend to the Board the Corporate Governance Guidelines to be applicable to the Company.
- Review and reassess the adequacy of the Corporate Governance Guidelines periodically and recommend any proposed changes to the Board for approval.

**D. Annual Performance Evaluation of the Committee and Evaluation of Board of Directors**

- Perform an annual performance evaluation of the Committee.
- Oversee annual performance evaluation of the Board and its committees for the prior fiscal year and report to the Board and/or each of its committees, respectively, regarding such evaluations.

**E. Matters Relating to Retention and Termination of Search Firms to Identify Director Candidates**

- Exercise sole authority to retain and terminate any search firm that is to be used by the Company to assist in identifying director candidates. The Committee shall also have sole authority to approve any such search firm's fees and other retention terms.

**F. Sustainability Matters**

- Periodically review the Company's sustainability programs and public disclosure.

**V. General**

- The Committee may establish and delegate authority to subcommittees consisting of one or more of its members, when the Committee deems it appropriate to do so in order to carry out its responsibilities.
- The Committee shall make regular reports to the Board concerning areas of the Committee's responsibility.

- In carrying out its responsibilities, the Committee shall be entitled to rely upon advice and information that it receives in its discussions and communications with management and such experts, advisors and professionals with whom the Committee may consult. The Committee shall have the authority to request that any officer or employee of the Company, the Company's outside legal counsel, the Company's independent auditor or any other professional retained by the Company to render advice to the Company attend a meeting of the Committee or meet with any members of or advisors to the Committee. The Committee shall also have the authority to engage legal, accounting or other advisors to provide it with advice and information in connection with carrying out its responsibilities and shall have sole authority to approve any such advisor's fees and other retention terms.
- The Committee may perform such other functions as may be requested by the Board from time to time.

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*Amended and restated by the Board of Directors of Okta, Inc. on December 18, 2025.*