

2010 CORPORATE CITIZENSHIP REPORT

Positive Impact



Table of Contents

Letter from Oracle President	4
Introduction	7
Corporate Data	8
Governance	10
Code of Ethics & Business Conduct	12
Privacy	14
Awards and Recognition	16
Report Details	18
Environment	21
Overview	22
Oracle Environmental Policy	24
Facilities	26
Energy	28
Water and Waste	32
Future Goals	33
Events	34
Procurement	37
Products	39



Education	41
Overview	42
Oracle Academy	44
Oracle Education Foundation	46
Strategic Partnerships	54
Giving and Volunteering	57
Charitable Giving	58
Employee Volunteering	64
Open Computing	75
Overview	76
Accessibility	82
Global Workforce	85
Overview	86
Diversity and Inclusion	88
Employee Development	94
Wellness	96
Supply Chain Addendum	101
Overview	102
Supply Chain	104
Appendix: GRI G3 Sustainability Reporting Guidelines	109

Letter from Oracle President



Safra A. Catz
President and CFO

We launch this year's Corporate Citizenship Report amidst a constantly changing global landscape, quite different from the one in which we published our 2008 report. In response to a host of economic, social, and environmental challenges, governments, businesses, nonprofits, and local communities are working together to generate innovative solutions to seemingly intractable problems.

Oracle is doing its part to address these challenges. In this report, you will find stories that illustrate the positive impact that Oracle's technology and corporate citizenship efforts are having on society.

We continue to support K-12 and higher education institutions with technology education programs that reach 1.5 million students each year. Working to reduce our environmental footprint, we manage our facilities and business operations with an eye toward sustainability. We also donate millions of dollars to nonprofit organizations that share our goal of enriching community life globally.



Beyond these actions, Oracle supports more than 370,000 customers in 145 countries to create an IT foundation that enables them to react more quickly and effectively to opportunity. We help companies and organizations sharpen their business practices and employ our industry-leading technology to increase efficiency and reduce costs. And while these bottom-line benefits are what most often inspire customers to use Oracle products, our database, middleware, applications, server, and storage technologies are also helping them meet their sustainability goals.

Oracle added hardware to its product portfolio when we acquired Sun Microsystems in the latter part of fiscal year 2010. Expanding our business in this way broadens our corporate citizenship scope to include hardware manufacturing for the first time. Information about our progress in this area is included in the Supply Chain addendum.

We are proud of our work to serve our customers and advance society. If you would like to share your feedback with us, please feel free to contact us at citizenship_ww@oracle.com.

Safra A. Catz
President and CFO

[\[BACK TO TABLE OF CONTENTS\]](#)



Introduction

Oracle
Corporate
Citizenship
Report
2010

Oracle provides the world's most complete, open, and integrated business software and hardware systems. More than 370,000 customers – including 100 of the Fortune 100 – benefit from Oracle products and services.



[Watch the Video](#)

For more detail, please visit: <http://www.oracle.com/us/corporate/investor-relations/index.html>.

- **Employees:** 104,569
- **FY10 Revenue:** \$26.82 billion
- **Headquarters Location:** Redwood Shores, California
- **Other Locations:** Oracle supports customers in more than 145 countries, and has major operations in the United States, the UK, Japan, Germany, Canada, India, France, Australia, Brazil, the Netherlands, Romania, and Ireland.
- **Position on the 2010 Fortune 500:** 105
- **Key products:** Database, middleware, applications, servers, storage, support, and consulting.
- **Key industries:** Financial Services, Manufacturing, Communications, Media & Entertainment, Utilities, Tax, Public Sector, Education & Research, Life Sciences, Healthcare, Travel & Transportation, Consumer Products, Aerospace and Defense, Automotive, Professional Services, and Natural Resources.
- **Fiscal year:** June 1 to May 31.



ORACLE IN ACTION: THINKQUEST COMPETITION MOTIVATES STUDENTS



In 2009, five students from the Dr. Máximo Donoso Sánchez School in Juana Diaz, Puerto Rico, named themselves Planet Keepers and began using the Oracle Education Foundation's ThinkQuest Projects learning platform. They conducted extensive research about environmental preservation and ultimately created a multimedia presentation addressing how to stop pollution in their oceanfront community. When they entered their project the Oracle Education Foundation's 2009 ThinkQuest International Competition, they received the top prize.

Winning earned the students a life-changing trip to Oracle headquarters in Redwood Shores, California. During the five-day awards experience, the Planet Keepers had the chance to meet other winning teams and interact with some of the world's top technology experts. Each student received a laptop computer to take home, and was honored on stage at a gala celebration. "I will treasure the ThinkQuest experience forever!" said Lyanne, a team member.

Winning the competition was just the beginning of the Planet Keepers campaign to protect the environment. Since being recognized by Oracle, the team has entered conservation-themed science fairs and hosted conferences to educate younger students about environmental issues. With an idea that started in a small oceanfront community, the Planet Keepers have evolved into a movement that is motivating and empowering students around the globe to protect our environment.

[\[BACK TO TABLE OF CONTENTS\]](#)

OVERVIEW

Throughout its history, the Board of Oracle Corporation has developed corporate governance practices to fulfill its responsibility to stockholders.



The composition and activities of the Company's Board of Directors, its approach to public disclosure, and the availability of ethics and business conduct resources for employees exemplifies Oracle's commitment to good corporate governance practices, including compliance with new standards.

For more information on Oracle's corporate governance, including committees and disclosures, please visit <http://www.oracle.com/us/corporate/investor-relations/corporate-governance-176724.html>.



BOARD OF DIRECTORS

- Larry Ellison, Chief Executive Officer, Oracle Corporation
- Jeff Henley, Chairman of the Board, Oracle Corporation
- Safra Catz, President, Oracle Corporation
- Mark Hurd, President, Oracle Corporation
- Dr. Michael Boskin, Professor of Economics, Stanford University
- Jeffrey Berg, Chairman and Chief Executive Officer, International Creative Management, Inc.
- George H. Conrades, Executive Chairman, Akamai Technologies, Inc.
- Donald Lucas, Venture Capitalist since 1967
- Hector Garcia-Molina, Professor of Computer Science/ Electrical Engineering, Stanford University
- H. Raymond Bingham, Advisory Director, General Atlantic
- Naomi O. Seligman, Senior Partner, Ostriker von Simson
- Bruce R. Chizen, Independent Consultant and Venture Capitalist; Former Chief Executive Officer, Adobe Systems Incorporated.

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally.



It generally addresses the following:

- **Compliance with Laws and Regulations:** Employees are expected to abide by laws that apply to our business wherever we operate.
- **Business Conduct:** Employees are obliged to conduct internal and external business fairly and ethically.
- **Relationships:** Employees are expected to interact respectfully with one another, our customers, suppliers, and host communities.

To help employees understand and uphold the code, Oracle offers mandatory online courses, including:

- **Ethics and Business Conduct:** This course trains employees to apply the code in their daily work lives.
- **Sexual Harassment Awareness:** This course teaches employees to recognize and report actions that may constitute sexual harassment.
- **Data Privacy Awareness:** This course delineates how our customers' and employees' personally identifiable information should be handled.



Oracle maintains a helpline for employees who have questions about or who witness or suspect a violation of the code of conduct. The helpline addresses concerns relating to conflicts of interest, antitrust, auditing and accounting, insider trading, political contributions, use of confidential information, export controls, immigration, general commercial or government contracting, discrimination or harassment, workplace violence, and other activities that may violate the code.

To read Oracle's Code of Conduct and Supplemental Conflict of Interest Policies, please visit: <http://www.oracle.com/us/corporate/investor-relations/corporate-governance-176724.html>.

[BACK TO TABLE OF CONTENTS]

Oracle is committed to promoting data privacy and security for employees, customers, and partners around the world.

Ensuring Privacy and Security

Oracle is a licensee of the TRUSTe Privacy Program, a leading internet privacy services provider, and has self-certified its privacy practices in accordance with the United States/European Union Safe Harbor Program.



Oracle enforces corporate policies and practices to protect the personal information of customers and employees. We provide employees with data privacy awareness training, which delineates how customer and employee information should be handled. We also work to raise general public awareness by sponsoring a global Data Privacy Day and participating in privacy-related seminars and events.

We provide employees with data privacy awareness training, which delineates how customer and employee information should be handled. We also work to raise general public awareness by sponsoring a global Data Privacy Day and participating in privacy-related seminars and events.

PRODUCTS

Oracle products are built with features that provide needed privacy and security controls for personal data, including:

- Role-based access to ensure that only users with proper permissions can access and edit sensitive data.
- Audit controls that allow organizations to track and report data activity.



-
- Label security that allows organizations to classify and manage access to secure data.
 - Features to ensure that virtual private databases collect and display only the classes of data approved for use.
 - Anonymization and data-masking tools to support privacy policies and practices.

ADVOCACY

Oracle also acts as an international policy advocate, working to develop privacy policies and practices that protect consumers and citizens while enabling the flow of information that is the basis of today's digital economy. We work closely with other industry leaders, as well as governments and nongovernmental organizations, in support of this goal.

[\[BACK TO TABLE OF CONTENTS\]](#)

Awards and Recognition

Oracle's corporate citizenship efforts are broadly recognized.

2010

- Oracle ranked #48 on CRO Magazine's 100 Best Corporate Citizens list.
- Oracle named to *Silicon Valley Business Journal's* Top Corporate Philanthropists list.
- Oracle named to the *San Francisco Business Times* Top Corporate Philanthropists list.
- Oracle received the Silicon Valley Business Journal's Community Impact award for Education.
- Oracle recognized with an Outstanding Contribution Award from the Chinese Ministry of Education.
- Oracle received the Equality in Labor and Employment Award from the Portugal Ministry of Employment.
- Oracle recognized on the Human Rights Campaign's Best Places to Work list.
- Oracle recognized with an Outstanding Performance Award from the Government of Andhra Pradesh, India.
- Oracle Education Foundation received the Telly Award for *Radha's Story*.
- ThinkQuest received the CODiE Award for Best Education Community Solution from the Software Information Industry Association.
- Oracle received the Employee Volunteer Program CSR Award from PR News.
- Oracle recognized with the Shelter Network's Volunteer Champion Award.
- Oracle received a Corporate Impact Award from the American Cancer Society for outstanding support in the fight against cancer.

2009

- Oracle ranked #43 on *CRO Magazine's* 100 Best Corporate Citizens list.
- Oracle named to the *San Francisco Business Times* Top Corporate Philanthropists list.
- Oracle named one of the World's Most Ethical Companies by the Ethisphere Institute.
- Oracle named as one of the Best Places to Work by *China Business Journal*.



-
- Oracle Education Foundation received the Golden Lamp Award for Technology from the Association of Educational Publishers.
 - Oracle Education Foundation honored with the Award of Excellence from *Technology & Learning Magazine*.
 - Oracle received an Outstanding Contribution Award from the Chinese Ministry of Education.
 - Oracle named one of Uptime Institute's 2009 Global Green 100 for Corporate Leadership in IT Energy Efficiency.
 - Oracle named to the Best of Inspiring Excellence list issued by Business in the Community Ireland.
 - Oracle received the Most Charitable Multinational Company Award from the China International Institute of Multinational Corporations.
 - Oracle Academy received the Big Tick Award by Business in the Community, Scotland.
 - Oracle named a finalist for the U.S. Chamber of Commerce's Business Civic Leadership Center's 2009 Corporate Citizenship Awards.
 - Oracle named Best Working Environment in Saudi Arabia by Eleqtisadiah.
 - Oracle received an Honorable Mention for PR News' CSR Awards in Overall Leader category.
 - Oracle Education Foundation presented with a certificate of acknowledgment by Multimedia Development Corporation (MDEC) for contribution to the rural smart schools in Malaysia.



[Watch the Video](#)

[\[BACK TO TABLE OF CONTENTS\]](#)

This biennial report addresses Oracle's corporate citizenship efforts for FY09 and FY10. In the fall of 2011, it was appended with a Supply Chain addendum that specifically addresses our new role as a hardware manufacturer.

OVERVIEW

Report Design and Development

This report was designed to achieve the following objectives:

- Reflect Oracle's efforts to benefit society through 1) our products and services, and 2) our corporate citizenship initiatives.
- Engage the reader with stories where appropriate.
- Meet Global Reporting Initiative (GRI) requirements.

We interviewed dozens of Oracle executives in order to develop this report. Our published content meets the following criteria:

- Unless otherwise noted, it covers all Oracle subsidiaries for the stated reporting period.
- None of the information published in our 2008 Corporate Citizenship Report is restated.
- It maps to GRI requirements as detailed [here](#).

If you have any questions regarding this report, please contact us at citizenship_ww@oracle.com.

Understanding Oracle's Impact

The technology industry is critical to global progress and prosperity, and Oracle consistently leverages its technology leadership to benefit society. We adhere to a focused strategy as we manage our business and help customers to better run their own.

We continually refine business practices and employ state-of-the-art technology to increase efficiency, reduce excess, and create opportunity.

Oracle has followed this strategy for decades and, moving forward, will continue to do so. It makes clear that Oracle doesn't embrace good corporate citizenship because it is in fashion. On the contrary, good corporate citizenship is inherent in what we do.



If you are reading this report to understand how sustainability relates to Oracle's overall business strategy, please note the following:

- Oracle products don't just help customers better manage their businesses. They also help them meet their sustainability goals.
- Evolving our technology is our top strategic priority.

For more details regarding Oracle's business impact, risks, and opportunities, please read our Form 10-K.

[\[BACK TO TABLE OF CONTENTS\]](#)



Environment

Oracle
Corporate
Citizenship
Report
2010

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle maintains its facilities, runs its business operations, and develops products with a focus on sustainability.



[Read the Policy](#)

Oracle reduces its environmental impact through a multi-faceted approach that includes decreasing energy and water consumption, minimizing waste and travel, adopting green procurement practices, delivering sustainable marketing events, and – most importantly – developing products that help customers achieve their sustainability goals.

Oracle's sustainability accomplishments include the following:

- Electricity usage at Oracle headquarters in Redwood Shores, California has dropped 31 percent over the last 10 years.
- Oracle runs its Austin data center cooling and power distribution systems at energy levels 60 percent lower than the industry average.
- Oracle's hardware manufacturing facilities are ISO 14001 certified.
- Oracle received LEED-NC silver certification at its new 190,000 square foot building in Hyderabad, India.
- Oracle employees dedicate volunteer time to more than 120 environmental projects, annually.



-
- Oracle drastically reduced its travel-related footprint by requiring that, when appropriate, meetings take place using Oracle Web Conferencing.
 - At Oracle OpenWorld, 60 percent of menu ingredients are sourced from within 100 miles of the event venue.
 - Oracle develops thousands of products that help customers reduce their environmental impact.

Because Oracle acquired Sun late in fiscal year 2010, details about progress in the areas of hardware manufacturing and supply chain management are included in the [Supply Chain addendum](#).

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle Environmental Policy

Oracle Corporation (“Oracle”) is a global company that designs, produces and markets computer software and hardware, and provides sales, consulting, education and training in the application and use of its products. Oracle is committed to meeting the needs of our customers, including helping our customers use information technology to meet environmental challenges.

Taking account of our business needs, customer requirements and the desire to minimize adverse impacts on the environment, we maintain our facilities, run our business operations and develop products in a responsible manner. Oracle’s primary environmental impacts relate to: the company’s own energy consumption as well as the energy consumption of its hardware products; the disposition of its hardware products at the end of their useful life; vendor and supply chain management; business travel; and the consumption of natural resources through its own activities and its procurement processes. Oracle, with the cooperation of its employees,

customers, contractors and suppliers, is committed to environmental management through:

- Participating in efforts to improve environmental protection and the sharing of appropriate knowledge, methods and working practices;
- Monitoring and continually improving performance to help protect the environment, including pollution prevention;
- Managing the consumption of energy, water, paper and other resources used by Oracle in its day-to-day operations;
- Identifying opportunities to divert, minimize, reuse and recycle our waste stream;
- Incorporating environmental considerations into procurement processes;
- Considering environmental issues when leasing or purchasing property;
- Promoting staff adoption of alternative and sustainable commuter transport options;



- Striving to reduce business travel and promote alternatives wherever practicable;
- Keeping our internal and external stakeholders informed about Oracle's environment, health and safety performance;
- Working with our customers to develop software and hardware offerings to help our customer base manage their own environmental challenges;
- Committing to comply with applicable environmental laws and regulations, as well as other standards to which Oracle subscribes;
- Educating our employees about the steps Oracle is taking to help protect the environment and providing channels for employees to contribute to our efforts;
- Requesting that employees report any instances of noncompliance with applicable environmental laws and regulations and conducting appropriate follow-up.

Oracle is committed to the successful implementation of this policy. To achieve results, Oracle develops and monitors short- and long-term environmental objectives.

Oracle's Environmental Steering Committee (the "ESC") is responsible for the implementation and oversight of this policy. The ESC, which is comprised of senior employees from Oracle's various business units, meets regularly to review Oracle's progress and status on environmental issues and makes recommendations related to this policy and other environmental initiatives. Representatives of the ESC provide regular updates and reports to the President of Oracle.

Safra A. Catz
President and CFO

[\[BACK TO TABLE OF CONTENTS\]](#)

OVERVIEW

Oracle minimizes energy consumption, greenhouse gas emissions, water usage, and waste at all company-owned facilities worldwide.



Over the past decade, Oracle has dramatically reduced the environmental impact of operating its owned facilities. Presently,

Oracle facilities:

- Consume 22% less natural gas than in 2008.
- Utilize at least 5% renewable energy in U.S. datacenters.
- Produce less than .02% emissions of ozone-depleting substances from loss of refrigerant.
- Utilize 5% more recycled water than in 2008.
- Dispose of 11% less sewage than in 2008.
- Recycle or compost 65% of waste at our headquarters site.

EFFICIENCY IMPROVEMENTS

These notable savings result from several conservation and efficiency improvements, including:

- Controls system upgrades
- HVAC system upgrades
- Lighting system upgrades
- Domestic hot water upgrades
- Lighting and controls upgrades
- Monitoring and continuous commissioning of HVAC and control systems
- Employee behavioral changes.



ORACLE IN ACTION: ORACLE TEAMS WITH NATIONAL GEOGRAPHIC TO PROMOTE OCEAN CONSERVATION

Scientists suggest that 20 percent of the Earth's oceans should be protected, yet we currently preserve just 1 percent. To help address this issue, Oracle donated \$1 million to the National Geographic Society to fund ocean conservation education.

Oracle's grant funds an ocean conservation curriculum for teachers; the distribution of ocean conservation videos and materials to hotels, cruise lines, youth groups, zoos, and museums; and educational workshops for sailing organizations, fishing and tourism charters, and scuba instructors.

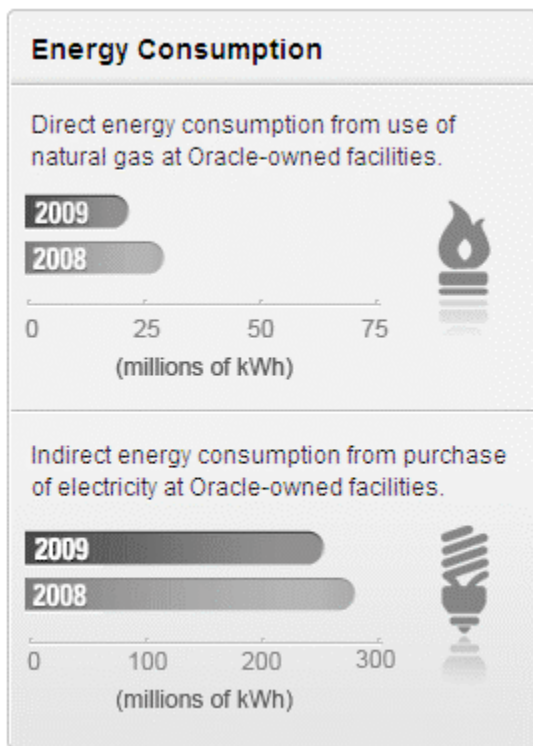
In addition to Oracle's cash grant, the Oracle Education Foundation is linking the National Geographic Society with more than 500,000 students and educators in 47 countries through its online learning community, ThinkQuest. "Thousands of students used ThinkQuest to follow a research expedition to Cocos Island near Costa Rica," says Colleen Cassity, Executive Director of the Oracle Education Foundation. "These kids will never look at the ocean the same way again."



[\[BACK TO TABLE OF CONTENTS\]](#)

INNOVATION FUELS ENERGY EFFICIENCY AT DATA CENTERS

Oracle is a leader in data center energy conservation.



In 2004, we introduced hot-air containment technology and variable airflow cooling in our Austin data center. This approach, now adopted by many other data center operators, significantly reduces energy consumption by preventing hot air recirculation.

In our Austin data center alone, this innovation saves approximately 16 million kilowatt hours (kWh) annually – enough energy to power 1,400 Texas homes for a year. In 2010, Oracle was honored with an award from the American Society of Heating, Refrigerating, and Air Conditioning Engineers for this ground-breaking approach.



TECHNOLOGY ENABLES BOLD ENERGY REDUCTION CAMPAIGNS

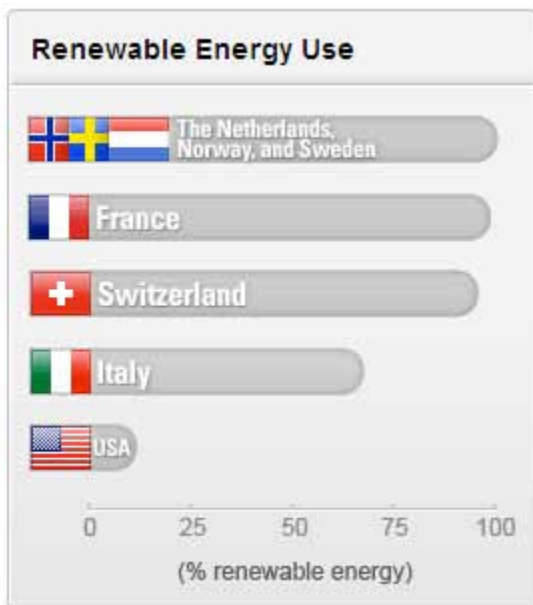
As part of Oracle's membership in the U.S. Environmental Protection Agency's Climate Leaders program, we set two major goals for 2010:

1. Reduce energy use at Oracle-owned facilities by 6% vs. 2003 levels.
2. Power data centers with at least 5% renewable energy.

Oracle met these goals one year ahead of schedule. By 2009, we reduced our normalized U. S. energy consumption by 11%, and our headquarters electricity consumption by 31%.

The graph on the previous page shows declines in both direct energy use from natural gas and indirect energy use from purchased electricity in 2009 vs. 2008.

[\[BACK TO TABLE OF CONTENTS\]](#)



In 2009 Oracle purchased 5%, or approximately 5,400 megawatt hours, of renewable energy to power its U.S. data centers. As shown in the diagram to the left, Oracle facilities in Europe are also powered by significant sources of renewable energy.

STREAMLINING MINIMIZES GREENHOUSE GAS EMISSIONS

In 2009, Oracle began tracking and reporting greenhouse gas emissions (GHG) for its owned and leased facilities as follows:

Scope 1: Direct emissions by carbon emitting sources such as natural gas consumption, corporate jets, cars, and shuttles, or refrigerant leakage.

Oracle's direct emissions from natural gas, diesel and refrigerant loss totaled 10,517 metric tons CO₂e, including 52 metric tons CO₂e from loss of refrigerant used in air conditioning. Oracle's total emission of ozone-depleting substances is less than 0.02% of total emissions. This total also includes 155 metric tons CO₂e from diesel fuel used in stationary emergency generators, which is the full extent of Oracle's emission of nitrous oxides (NO_x) and sulfur oxides (SO_x).



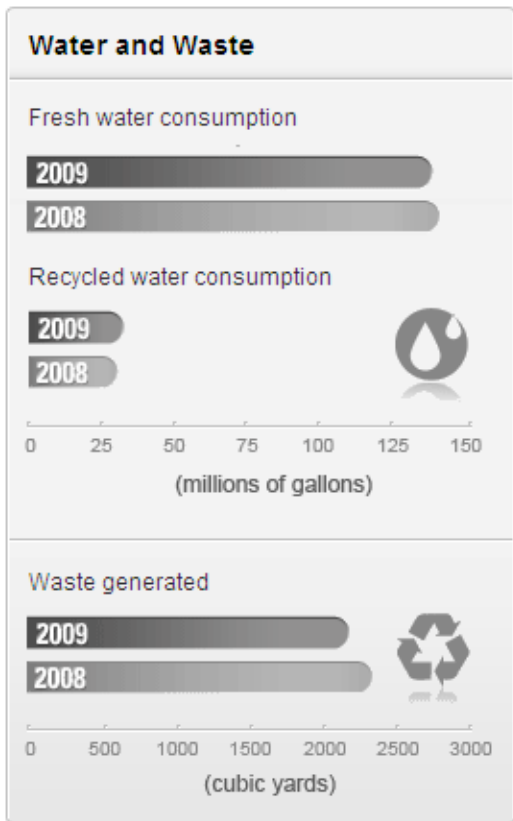
Scope 2: Indirect emissions from purchasing electricity, chilled water, or steam.

Oracle's indirect emissions as a result of purchased electricity were 282,920 metric tons CO₂e. Over 94% of Oracle GHG emissions result from purchased electricity. Our efforts to reduce energy, and thereby reduce GHG emission, are detailed above.

Scope 3: Indirect emissions from ongoing operations outside the direct control of the company, such as employee commutes, business travel, and supply chains.

Oracle does not report on Scope 3 emissions.

[\[BACK TO TABLE OF CONTENTS\]](#)



MANAGING CHANGE REDUCES WATER USE AND WASTE

Oracle tracks and reports water use and sewage disposal for all facilities it owns worldwide. In 2009, Oracle reduced fresh water consumption by 1% and sewage disposal by 11%. We also increased our use of recycled water by 5%.

Oracle recycles and composts materials at all facilities where a local waste management partner offers these services. At Oracle headquarters, we track the percentage of waste that goes to landfill versus being recycled or composted – the diversion rate. In 2010, Oracle began tracking waste diversion for all facilities it owns worldwide.

As illustrated in the diagram to the left, Oracle headquarters produced 4.5% less waste in 2009 than in 2008. We also achieved a diversion rate of 65% in 2009, up from 63% in 2008.



LOOKING AHEAD

By investing in new technologies, retrofitting office buildings and data centers, and streamlining operations, Oracle plans to continue to reduce its energy use, greenhouse gas emissions, water use, and waste disposal moving forward. We have set the following goals:

- Versus our 2009 baseline, reduce energy use per employee in all corporate-owned buildings by 2016.
- Data center energy efficiency, measured by Power Utilization Effectiveness (PUE), reflects the ratio of total power consumed to power consumed by computer hardware. We intend to improve PUE by 6% in Oracle-owned data centers by 2016.
- In 2009, we began tracking energy use for leased facilities in addition to those we own. Tracking data more widely across all of our facilities will allow us to better report Oracle's energy use in the future.

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle leads the way in designing sustainable world-class events for customers, partners, developers, and employees.



MANAGING CHANGE REDUCES WATER USE AND WASTE

Oracle OpenWorld in San Francisco, California is the world's largest information technology event, attracting more than 40,000 attendees each year. Beginning in 2007, Oracle adopted planning strategies that have transformed OpenWorld into a model sustainable event.

Since 2007, Oracle OpenWorld sustainability efforts have:

- Cut waste by enabling the re-use of US\$1.3 million in event elements.
- Diverted enough trash from landfills to fill 37 garbage trucks.
- Reduced emissions equivalent to taking 190 cars off the road for a year.
- Conserved enough water to fill 3 Olympic-sized swimming pools.
- Eliminated an estimated 22 tons of plastic water bottles.
- Saved enough energy to power 62 U.S. homes for a year.
- Prevented the cutting of 1,363 trees.



THE MOST SUSTAINABLE OPENWORLD EVER HELD

In 2010, Oracle combined OpenWorld with JavaOne and Oracle Develop to gain environmental efficiencies by staging the three events at the same time. The success of an expanded OpenWorld represents the culmination of three years of consistent changes in event planning practices. As a result of this continual improvement, OpenWorld 2010:

- Reduced daily paper volume by 76%.
- Reduced travel emissions by 17,800 miles vs. 2009.
- Reused 90% of exhibitor materials such as tents, stages, décor, and kiosks.
- Served more attendees with 500 fewer gallons of water.
- Served three unique audiences while keeping the per participant footprint nearly constant.
- Achieved all sustainability targets on a cost-neutral basis.

[\[BACK TO TABLE OF CONTENTS\]](#)

We used “keeping it local” as a key planning principle for improving the sustainability of OpenWorld. In 2009, Oracle developed a method for measuring food miles; in 2010, Oracle challenged all food providers to reduce their menus to 5,000 food miles. OpenWorld 2010 participants enjoyed seasonal food that saved an average of 2,482 food miles, with at least 77% of all menu ingredients arriving from within 100 miles of the meeting site.

Oracle measures sustainable event planning against a consistent set of performance indicators. Our tracking resource use at OpenWorld has created broader impact, because event partners have followed Oracle’s lead and shifted their sustainability practices as well. For instance, Moscone Center has advanced their measurements for energy and water use tracking. Bay Area Rapid Transit has developed a conference incentive program to increase the use of public transit by attendees. Champion Exposition Services, one of the largest tradeshow service providers in the U.S., has created a new format for reporting on event sustainability. These services are now offered to other events in addition to Oracle OpenWorld.

A NEW INDUSTRY STANDARD FOR EVENTS

The success of sustainability practices at OpenWorld in San Francisco led Oracle to examine the more than 8,000 events we host worldwide each year. In 2009, Oracle expanded its sustainability efforts to 38 events across five continents.

Oracle’s event planning policy encourages that the following “four R’s” be implemented:

- Re-think event planning to align with sustainable business goals.
- Reduce what is used.
- Reuse where we are able.
- Recycle remaining materials.



Oracle's commitment to sustainability extends to the products and services we purchase.

Oracle strives to reduce its environmental impact by decreasing business travel and by employing sustainable procurement practices.

BUSINESS PROCESS CHANGES REDUCE TRAVEL

Despite increasing our employee base by more than 30 percent in FY09, we successfully reduced employee travel by leveraging Oracle products and modifying our travel-related business practices.

- We asked employees to travel only when necessary. Many internal meetings that were previously conducted face-to-face were replaced by web conferences. We employed Oracle's Web Conference product across our enterprise to ensure that the virtual meetings were highly effective.
- We increased management visibility to employee travel by modifying the business rules within our online travel system. When employees book business travel, they are now required to submit a business justification and their managers are notified about their trip.

- We used Oracle's Business Intelligence tools to create expense summaries for each Oracle line of business. These summaries are automatically generated and emailed to Oracle executives quarterly, enabling them to better monitor and manage their organization's travel-related activities.

SUSTAINABLE SUPPLIERS ARE PREFERRED

Oracle employs a supplier qualification program that requires our suppliers to demonstrate environmentally-responsible business practices. Highlights of this program's achievements include:

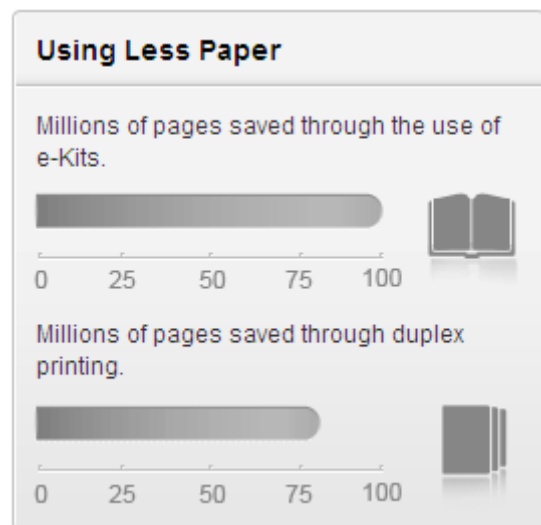
- 90% of Oracle's suppliers possess certifications such as ISO 14001 and a track-record of good environmental performance.
- 100% of the laptops that Oracle purchases are Energy Star and EPEAT certified. They also include utilities to conserve power when they are not in use.
- 15% of the hotels that Oracle Travel recommends are LEED certified, and we primarily partner with airlines and car rental companies that work to track and control emissions.

[\[BACK TO TABLE OF CONTENTS\]](#)

RECYCLING ASSETS

Oracle strives to recover, reuse, or recycle 100% of its workplace tools such as copiers, computers, and paper. Examples of our efforts include:

- Over the past two years, we replaced 1.5 million manual software installations with electronic installations, eliminating all physical media that was previously necessary.
- Oracle uses recycled paper for 57% of its daily printing needs.
- By changing the default setting on printers from single-sided to double-sided, we saved an estimated 80,161,112 pages of paper between 2007 and 2010.
- In FY10, Oracle University replaced the paper-based course guides it used to produce with electronic guides, or eKits. This smart business change enabled us to stop printing over a 100 million pages of paper a year.





Oracle develops a range of software and hardware solutions that help companies better execute and measure their sustainability initiatives.

Eco-Enterprise Awards



Oracle honors customers who use our products to substantially reduce their environmental impact.

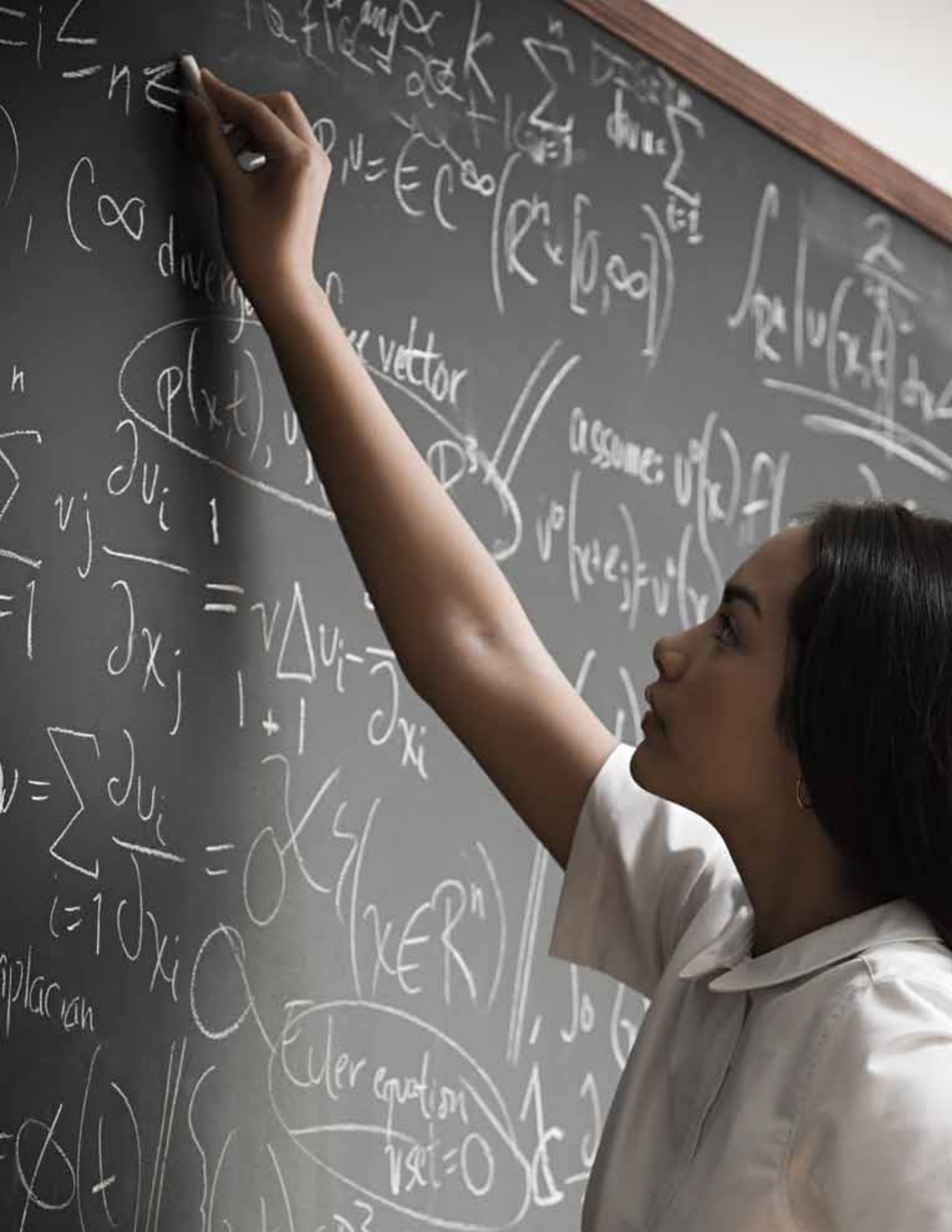
[Read More](#)

Because Oracle technologies evolve at a very rapid rate, we are intentionally not presenting details regarding our sustainability solutions here.

For the most complete and current information available, including case studies on how Oracle products are helping customers meet their environmental objectives, please visit the following websites:

- <http://www.oracle.com/green>
- <http://www.oracle.com/goto/green/customers>

[\[BACK TO TABLE OF CONTENTS\]](#)



Education

Oracle
Corporate
Citizenship
Report
2010

[\[BACK TO TABLE OF CONTENTS\]](#)

Overview

Oracle works to advance education with state-of-the-art technology programs and to prepare students for life and work in the 21st century.



Oracle has supported K-12 and higher education institutions with generous in-kind grants of technology, curriculum, and teacher training resources for more than two decades.

Each year, the Oracle Academy delivers more than US\$2 billion in software, curriculum, hosting services, and teacher professional development to thousands of education institutions globally. Further, Oracle donates more than US\$11 million in in-kind resources to help the Oracle Education Foundation implement its award-winning ThinkQuest program.

Combined, the Oracle Academy and ThinkQuest reach 1.5 million students across 95 countries.



ORACLE IN ACTION: ORACLE ACADEMY SPARKS STUDENT'S PASSION FOR TECHNOLOGY

Christine Farahat Sedky, a student in Alexandria, Egypt, always excelled in school, but she had little passion for her studies and no real ambition. School was just one more daily chore, no more important than washing dishes or cleaning her room.

Things changed when Christine entered the Oracle Academy. Under the guidance of her teacher, Ms. El Sayed, Christine quickly discovered an interest and talent for database design and programming. The course taught her to analyze business data flows between employees and customers, build data models, and develop a database. Along the way, Christine sharpened her analytical and problem-solving skills and improved her grades in many of her other subjects.

For the first time in her life, Christine now sees a world beyond school. After her Oracle Academy experience, she decided to pursue a technology degree and career. Thanks to a strong transcript, she earned a scholarship to study computer science at the German University in Cairo, and is well on her

way to pursuing her dreams. "My ambitions are much higher now," said Christine. "I don't just think about exams and tests. I think about creating my own software company."



[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle's Academy program helps 1 million students gain industry-relevant skills prior to entering the workforce.



The Oracle Academy offers education institutions a complete portfolio of software, curriculum, hosted technology, faculty training, support, and certification resources through three programs:

- **Introduction to Computer Science** - Designed for high schools, technical schools, and vocational schools, this offering includes a structured curriculum to help students master entry-level technical and business skills.
- **Advanced Computer Science** - Designed for university computer science departments, this offering provides students with hands-on access to Oracle database and middleware software. **Enterprise Business Applications** - Designed for university computer science departments and business schools, this offering gives students hands-on access to Oracle applications that are widely used in a variety of industries.
- **Enterprise Business Applications** - Designed for university computer science departments and business schools, this offering gives students hands-on access to Oracle applications that are widely used in a variety of industries.



[Watch the Video](#)

Awards and Recognition

SILICON VALLEY / SAN JOSE
BusinessJournal

Oracle received the *Silicon Valley Business Journal's* Community Impact Award for Education in 2010.

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle's Education Foundation helps more than 500,000 K-12 students to develop 21st century skills.



The Oracle Education Foundation offers ThinkQuest a comprehensive online learning environment to primary and secondary schools globally.

THINKQUEST PROJECTS

This online learning platform enables teachers and students to create and share Web-based learning projects within a global community of learners. Available in Chinese, Dutch, English, French, German, Hindi, Italian, Portuguese, Spanish, Thai and Turkish, ThinkQuest Projects is used by schools in 47 countries.

THINKQUEST INTERNATIONAL COMPETITION

This global competition challenges students to solve real-world problems using their critical thinking, communication and technology skills. Competing in one of 3 events – ThinkQuest Projects, Digital Media, or Application Development – participants develop a variety of technology-based entries, including online applications, online games, websites, photo essays, online blogs/ journals, animations, and videos.



More than 18,000 students from 83 countries entered the 2009 ThinkQuest International Competition. Winning entries were submitted by students from Australia, Brazil, China, Hungary, India, Pakistan, the Commonwealth of Puerto Rico, Singapore, South Africa, Turkey and the United States.

THINKQUEST LIBRARY

Visited by more than 58 million learners annually, this award-winning learning resource features more than 8,000 educational websites created by and for students.

[\[BACK TO TABLE OF CONTENTS\]](#)



[Watch the Video](#)



THINKQUEST PROFESSIONAL DEVELOPMENT

ThinkQuest provides extensive professional development opportunities for educators, including:

- The Project Learning Institute, a 2-day instructor-led course that helps teachers integrate technology, project learning, and 21st century skill development into their classroom curriculum.
- Getting Started with Projects, an instructor-led seminar that introduces teachers to ThinkQuest Projects and how they can use it for classroom instruction.
- The ThinkQuest Projects Tutorial, an online tutorial that helps teachers quickly deploy ThinkQuest Projects in their classrooms.



ORACLE IN ACTION: STUDENTS DEVELOP HEALTHY HABITS THROUGH THINKQUEST

More than 250 students and teachers from Belgium, Greece, Iceland, Italy, the Netherlands, Poland, and Spain participated in the EU's Comenius Programme and its SMASH project. This two-year project emphasized to students the importance of study, mobility, activity, sport, and health (SMASH).

Students participating in the SMASH program used ThinkQuest Projects, the Oracle Education Foundation's online learning platform, to identify and publish strategies for healthy living. Teachers also used ThinkQuest Projects to plan SMASH-related lessons and activities. Throughout the program, everyone was required to speak and write in English in order to increase their English proficiency.

"ThinkQuest made it possible for our students and teachers to work together, share, and communicate in a common language towards a common goal," said Annie Mazzocco, a SMASH project coach from Italy. "The experience really helped our students to grow."



[\[BACK TO TABLE OF CONTENTS\]](#)

**THINKQUEST AWARDS
CELEBRATION**



Winning teams participate in team building exercises.



Workshops teach students production techniques.



Students engage in interactive learning.



Competition winners receive instruction on HeartMath.



Singapore and USA teammates finally meet in person in San Francisco.



Team from South Africa celebrates at ThinkQuest Live.



Winning teams collaborate on exciting projects.



Winners in the 12 and under category receive their awards.



Second place winner showcases his team's entry.

[\[BACK TO TABLE OF CONTENTS\]](#)

**THINKQUEST AWARDS
CELEBRATION**



Students participate in Film Fest Workshop.



Team members in the 12 and under category review their presentation.



Winning team experiences the thrill of the Awards Banquet.



International teams learn 21st century skills at the ThinkTank.



Second place winner showcases his team's entry.

[\[BACK TO TABLE OF CONTENTS\]](#)

Strategic Partnerships

The Oracle Academy and the Oracle Education Foundation collaborate with governments around the world to support thousands of schools each year.



These strategic partnerships engage Ministries of Education, NGO's, and other educational organizations.

Together with these groups, we work to advance technology education and equip students with the skills they need for life and work in the 21st century.

PARTNERS

In FY09 and FY10, our strategic partners included the following organizations:

- Center of Education and Technology – Enlaces, Ministry of Education (Chile)
- Kendriya Vidyalaya Sangathan (India)
- Medellin Digital (Colombia)
- Ministerio de Educacion (Peru)
- Ministry of Education / Ministry of Communication and Information (Egypt)
- Ministry of Education and Youth (Romania)
- Ministry of National Education (Turkey)



-
- National Center for Educational Technology (China)
 - Virginia Department of Education (USA)
 - Academy for Educational Development (USA)
 - Australian Council for Computers in Education (Australia)
 - Beijing Normal University (China)
 - British Council (United Kingdom)
 - Computer Olympiad Trust (South Africa)
 - Florida Center for Instructional Technology, University of South Florida (USA)
 - Fundação de Apoio à Faculdade de Educação (Brazil)
 - Japan Association for Promotion of Internet Application in School Education (Japan)
 - Kennisnet (Netherlands)
 - PesonaEdu iLearning (Indonesia)
 - Secretaria da Educação Básica do Estado do Ceará (Brazil)
 - Teach for Indonesia – BINUS University (Indonesia)
 - The Field Museum (USA)
 - TRIO Quest (USA)

Awards and Recognition



Oracle was recognized with an Outstanding Contribution Award from the Chinese Ministry of Education in 2010.

[\[BACK TO TABLE OF CONTENTS\]](#)

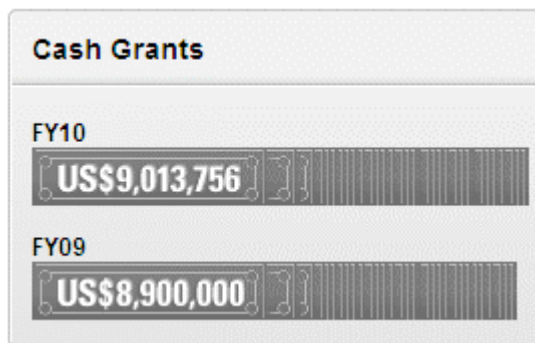


Giving and Volunteering

Oracle
Corporate
Citizenship
Report
2010

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle works to improve the quality of life in the communities where it does business.



In FY10, Oracle donated more than US\$9 million in cash to nonprofit organizations and more than US\$2.3 billion in in-kind resources to educational institutions. For details regarding Oracle's in-kind grants, see the Overview tab in the Education section of this report.

COMMITMENT GRANTS

Oracle awards Commitment Grants of US\$1 million to organizations that work globally to support math, science, technology education, or the environment.

Examples of recent Commitment Grants include:

- **Lawrence Hall of Science:** Oracle's grant to this internationally renowned museum and research center funds the creation of KidzScience, an after-school science-education program. Consisting of four hands-on science kits that map to K-5 chemistry, physical, environmental, and earth science standards, the KidzScience curriculum supports more than 45,000 K-5 students globally.



-
- **National Geographic:** Oracle's grant helps fund Mission Blue, a five-year, US\$70 million initiative to reverse ocean degradation. Launched in September 2010, this initiative is a sweeping combination of research, publicity, and education. Our donation funds much of the education effort. Beyond the grant, the Oracle Education Foundation has also linked National Geographic with its online learning community, ThinkQuest. Thousands of ThinkQuest users recently followed marine ecologist Dr. Enric Sala's research expedition to Cocos Island, and they will follow future expeditions as well.
 - **Teach For All:** Oracle's grant expands the Teach For All network – which currently includes organizations in the U.S., UK, India, Australia, Argentina, Chile, Peru, Germany, Estonia, Latvia, and Lebanon – to 12 additional countries. Our donation funds global infrastructure development, and the recruitment and training of 3,000 teachers in 23 countries.
 - **Susan G. Komen for the Cure:** Oracle's donation supports the development of the world's first virtual tissue bank at the Indiana University Simon Cancer Center. This virtual bank transforms tissue specimens into free, digital data that is available online. Powered by Oracle technology, the bank opens breast cancer research to anyone with access to the Internet.

[\[BACK TO TABLE OF CONTENTS\]](#)



IMPACT GRANTS

Oracle awards Impact Grants to San Francisco Bay Area organizations that support math, science, technology education, or the environment. Approximately 40 to 50 grants are dispersed annually, ranging from US\$10,000 to US\$100,000. A list of recent Impact Grant recipients can be found at <http://www.oracle.com/us/corporate/citizenship/038275.htm>.

MATCHING GRANTS

Oracle matches employee's charitable contributions up to US\$300 per employee/year.

DISASTER RELIEF

When a disaster occurs, Oracle matches employee contributions dollar-for-dollar. To make a significant impact and speed aid to those in need, we typically select one or two nonprofits as our disaster relief recipients.



Oracle's recent disaster relief efforts include:

- 2010 Chile earthquake, with relief donations going to the Chilean Red Cross.
- 2010 Haiti earthquake, with relief donations going to AmeriCares.
- 2009 Australia bush fire, with relief donations going to the Australian Red Cross.
- 2009 Italy earthquake, with relief donations going to the Italian Red Cross.
- 2008 China earthquake, with relief donations going to the American Red Cross.
- 2008 Myanmar cyclone, with relief donations going to the American Red Cross.

EVENT SPONSORSHIPS

On a selective basis globally, Oracle makes contributions to charitable fund-raising events.

[\[BACK TO TABLE OF CONTENTS\]](#)

ORACLE IN ACTION: ORACLE HELPS SUSAN G. KOMEN FOR THE CURE FIGHT CANCER



Nancy Brinker had a promise to keep. In the late 1970s, as her sister Susan Komen neared the end of her two-and-a-half-year battle with breast cancer, she asked Brinker to find a way to cure the disease. Brinker took this request to heart, and a few years later, with just US\$200 and a shoebox full of names, she founded Susan G. Komen for the Cure.

“Our mission, even back then, was to eradicate breast cancer through the funding of education, screening, research, and awareness,” says Brinker, now CEO of the charity that bears her sister’s name.

Today, Susan G. Komen for the Cure is a world leader in the fight to end breast cancer. Since its inception in 1982, the organization has invested nearly US\$1.5 billion, making America’s largest private funding source for the fight against breast cancer. In 2008, the organization awarded US\$100 million in research grants – the largest annual amount slated for research to date.



Oracle made a US\$1 million grant to Susan G. Komen for the Cure in 2010. This grant – which includes cash, products, and services – is helping to develop the world’s first virtual tissue bank at the Indiana University Simon Cancer Center. The bank will transform tissue specimens into digital data that will become freely available online. Powered by Oracle and Sun technology, the bank will open breast cancer research to anyone with access to the internet.

Oracle President Safra Catz currently serves as a Susan G. Komen for the Cure global ambassador, aiding the organization in its mission to end breast cancer forever.

[\[BACK TO TABLE OF CONTENTS\]](#)

Employee Volunteering

Oracle employees generously volunteer their time and talents to make a positive impact globally.



In FY10, Oracle employees logged 47,000 volunteer hours in 47 countries.

For 20 years, Oracle employees have helped to improve the quality of life in communities where they live and work.

Examples of our efforts include:

GLOBALLY

- **Season of Sharing:** Every November and December, Oracle employees generously share their time and personal resources to help those in need.
- **Earth Week:** Each year during Earth Week, Oracle employees take action to protect our planet. They partner with environmental organizations to restore habitats, plant trees, clean up beaches and parklands, and protect wildlife.



Oracle Volunteers



of Volunteers

FY10 11,357 ↑ 31%

FY09 8,645

of Projects

FY10 448 ↑ 24%

FY09 341

Awards and Recognition

SAN FRANCISCO
Business Times

Oracle was named to the *San Francisco Business Times*' Top Corporate Philanthropists list in 2009 and 2010.

Awards and Recognition

PRNews

Oracle received the Employee Volunteer Program CSR Award from *PR News* in 2010.



[\[BACK TO TABLE OF CONTENTS\]](#)



Employee volunteers plant 350 trees with Ecologista en Accion in Spain.

EUROPE, MIDDLE EAST, AFRICA

- **Dunajská Lužná, Slovakia:** At the Children's Rehabilitation Centre TETIS, which serves youngsters who are developmentally disabled or paralyzed, Oracle employees washed windows and helped with grounds keeping and cleaning until the facility sparkled.
- **Athens, Greece:** Oracle employees helped the Tou Paidiou agency, which operates residential facilities for victims of child abuse, to sort and distribute school supplies to children living in group homes around Athens.
- **Geneva, Switzerland:** Oracle employees worked with Pro Natura, an agency that maintains protected areas in Switzerland, to remove non-native trees from critical wetland habitats.
- **Bucharest, Romania:** Oracle employees mentored youth at Young Goldfish, an agency that helps young people succeed in school and prepare for future careers. Volunteers provided workshops on career development, leadership, resume writing, and job interview preparation.



- **Phoenix, Mauritius:** Oracle employees engaged youngsters at the SOS Children's Village Bambous in a day of fun activities, including singing, dancing, football, and other outdoor games.
- **Cape Town, South Africa:** At the Leliebloem House, a residence for abandoned and abused children, Oracle employees renovated the play area, cleaned rooms, installed blackboards, and painted a mural.



Oracle Volunteers restore the Meyrin Wetland habitat in Geneva, Switzerland.



Oracle Volunteers raise funds for Sidaction, a French Aids awareness fund.

[\[BACK TO TABLE OF CONTENTS\]](#)

Employee Volunteering



Oracle Volunteers visit children at Casa Hogar in Caracas, Venezuela.

LATIN AMERICA

- **Heredia, Costa Rica:** Oracle employees spent two days planting trees with A Que Sembras un Arbol, an organization that promotes tree planting to sustain a healthy environment.
- **Lima, Peru:** Oracle employees renovated a room at Asociacion un Dia de Esperanza, an organization that works to improve the quality of life for children affected by HIV/AIDS. Employees painted walls, cleaned rooms, installed doors, and spent time with the children.
- **Caracas, Venezuela:** At Casa Hogar Domingo Savio, a network of homes for victims of child abuse, neglect, and poverty, Oracle employees offered a workshop on the harmful effects of drugs and the benefits of school and sports. They also painted the basketball court before playing a game with the children.



Volunteers and their families plant trees for the Municipalidad del Surco in Peru.



Volunteers rebuild fences for a Hipoterapia Tomas Munoz Kids Care center in Chile.

[\[BACK TO TABLE OF CONTENTS\]](#)

Employee Volunteering



Volunteers and the Nashua Parks Department restore walking trails at Mine Park in New Hampshire.

NORTH AMERICA

- **Rocklin, California:** Oracle employees made more than 60 fleece blankets for the clients of WEAVE, which serves victims of domestic abuse and sexual assault.
- **Nashua, New Hampshire:** Oracle employees helped the Nashua Parks and Recreation Department remove trash along the riverside and clear walking trails in Mine Falls Park.
- **Berwyn, Pennsylvania:** Oracle employees collected old cell phones and converted them into cash with the help of ReCellular, a company that recycles valuable materials from phones and keeps them out of landfills. The proceeds were donated to Help Our Troops Call Home, a nonprofit that purchases prepaid calling cards for U.S. soldiers who are overseas.
- **Redwood City, California:** Oracle employees trained with the Marine Science Institute to become docents for the monthly Aquarium Spotlight Program, which offers aquarium visitors hands-on learning about marine animals and their habitats.



Oracle Volunteers plant trees during Earthweek in Toronto, Canada.



Oracle Volunteers and the Warriors mentor children from Friends for Youth in Redwood Shores, California.

[\[BACK TO TABLE OF CONTENTS\]](#)

Employee Volunteering



Oracle Volunteers spend time with kids at The Street Children School in Jakarta, Indonesia.

ASIA PACIFIC

- **Fujisawa, Japan:** Oracle employees removed hundreds of pounds of litter and recyclables from Kugenuma Beach on International Coastal Cleanup Day.
- **Bangalore, India:** Oracle employees hosted a boot camp to help underprivileged students learn basic business and IT concepts, and to improve their English.
- **Bangalore, India:** Oracle employees planted 50 trees in a Bangalore neighborhood with the Rajanet Yegneswaran Charitable Trust, an organization that promotes tree planting to create healthier urban environments.
- **Kilmore, Australia:** Oracle employees joined Blaze Aid to help farmers and property owners rebuild fences damaged by the 2009 bush fires.
- **Shenyang, China:** Oracle employees teamed with the Shenyang Shenhe District's Environment and Sanitation Management Office to remove garbage along the Hun riverside.



Oracle Volunteers attend family day with the children of Elsie Gaches in the Philippines.



Employees help the Rajanet Yegneswaran Charitable Trust plant trees in Bangalore, India.

[\[BACK TO TABLE OF CONTENTS\]](#)

Open Computing

Oracle
Corporate
Citizenship
Report
2010

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle's IT solutions are complete, open and integrated. Based on public and open industry standards, our products simplify many of our customers' interoperability, security and cost of deployment decisions.

Open Standards Activities	
Standards-Setting Organizations	107
Leadership Positions	320
Technical Working Groups	594
Administrative/Policy Committees	90

Oracle understands the importance of open standards, and we support adopting an open technology strategy. This approach helps our customers avoid vendor lock-in, enables open access to technical details and interfaces, lowers barriers to innovation, and reduces the total cost of their technology investments.

ORACLE IS AN OPEN STANDARDS LEADER

Open standards enable innovation, facilitate fair competition, and allow for interoperability with legacy and third party systems. For decades, Oracle products have reflected an open standards philosophy.

Platforms: Since its inception in 1977, Oracle has adopted and distributed its software on multiple platforms (e.g., Apple, AIX, Linux, Solaris, UNIX, Windows).

- **Platforms:** Since its inception in 1977, Oracle has adopted and distributed its software on multiple platforms (e.g., Apple, AIX, Linux, Solaris, UNIX, Windows).
- **Tools:** Oracle tools like JDeveloper enable the creation of open and extendable applications.



-
- **Core technology:** Oracle's open standards involvement addresses all layers of the technology stack – database, middleware, and applications. Oracle Database Release 11g supports 75 software standards.
 - **Middleware:** Open interfaces in middleware and reliance on web services allows for faster deployment, the ability to pick the best mix of software, and the assurance that an open stack will integrate into and optimize any software ecosystem. Oracle Fusion Middleware Release 11g supports 149 software standards.
 - **Applications:** Oracle's Application Integration Architecture technology enables companies to integrate their applications, giving customers the ability to optimize value and enable end-to-end business processes.
 - **Standards Organizations:** Oracle participates in over 66 standards organizations, including W3c, OSGI, incits, JCP, Ansi/ISO, ETSI, Eclipse, OMA, The Open Group, and Liberty Alliance.

ORACLE'S OPEN SOURCE INITIATIVES

Oracle embraces leading open source solutions as a viable choice for development and deployment within the enterprise. We invest significant resources to develop, test, optimize, and support open source technologies, including:

- **Berkeley DB:** Oracle Berkeley DB is a family of open source, embeddable databases. It allows developers to incorporate within their applications a fast, scalable, transactional database with industrial grade reliability and availability. With deployments estimated at more than 200 million, Oracle Berkeley DB is the most widely used open source database in the world.
- **Eclipse:** Oracle is a board member of the Eclipse Foundation and contributes developers and leadership to three Eclipse projects: Dali JPA Tools, JavaServer Faces, and BPEL. Oracle Enterprise Pack for Eclipse provides tools that make it easier for Eclipse users to develop applications utilizing specific Oracle Fusion Middleware technologies and the Oracle database.

[\[BACK TO TABLE OF CONTENTS\]](#)

Lines of Code Contributed	
OpenJDK 7,002,579	JSF 701,980
Eclipse 1,800,000	Apache MyFaces Trinidad 1,316,840
MySQL 5,073,113	Hudson 1,209,779
NetBeans 7,870,446	OpenOffice.org 7,500,000

- **GlassFish:** A lightweight, flexible, and open source application server, Glassfish is the first compatible implementation of the Java EE 6 platform specification. To learn about Java EE 6 features, visit <http://www.oracle.com/technetwork/java/javasee/overview/index.html>.
- **InnoDB:** Created by Oracle subsidiary Innobase OY, InnoDB is the leading transactional storage engine for the popular MySQL open source database.
- **Java:** The Java programming language powers state-of-the-art programs including utilities, games, and business applications. Java runs on billions of devices and more than 850 million personal computers. To learn more about Oracle and Java, visit <http://www.oracle.com/us/technologies/java/index.html>.
- **Java Platform, Micro Edition:** Developers in the mobile and embedded community drive the evolution and adoption of Java ME for mobile and embedded devices.



- **Linux:** Oracle's technical contributions to Linux enhance and extend enterprise-class capabilities, and Oracle Unbreakable Linux delivers enterprise-quality support for Linux at a lower cost. Oracle has also made available the Unbreakable Enterprise Kernel for Oracle Linux – a fast, modern, reliable kernel that is optimized for Oracle software and hardware.
- **MySQL:** MySQL is the world's most popular open source database for the Web. Oracle continues to invest and enhance this product, and Release 5.5 has received positive feedback from the community about performance, new features, and the quality of the contributed code.
- **NetBeans:** NetBeans offers a free, open-source Integrated Development Environment for software developers, along with tools to create professional desktop, enterprise, web, and mobile applications with Java, C/C++, PHP, JavaScript, Groovy, and Ruby. The NetBeans platform is the world's only modular Swing application framework.



[\[BACK TO TABLE OF CONTENTS\]](#)

-
- **OpenJDK:** OpenJDK is an open-source implementation of the Java Platform, Standard Edition (Java SE). It is licensed as free software under the GNU General Public License. To learn about more about Java SE features, visit <http://www.oracle.com/technetwork/java/javase/overview/index.html>.
 - **OpenOffice.org:** OpenOffice is the leading open-source office software suite for word processing, spreadsheets, presentations, and graphics. Available in many languages, it works on all common computers, and can be downloaded for free.
 - **PHP:** Oracle makes PHP plug-ins available for Oracle Database and Oracle Fusion Middleware.
 - **VirtualBox:** VirtualBox is available under the open-source GNU General Public License and offers powerful x86 and AMD64/Intel64 based desktop virtualization.



-
- **Xen:** Oracle contributes heavily to feature development of Xen mainline software and is a member of the Xen Advisory Board. Part of Oracle VM, our next generation server virtualization software, includes the Xen hypervisor.
 - **Free and Open Source Software:** At <http://oss.oracle.com>, Oracle makes available everything you need to know about free and open source software from, and for, Oracle, including community projects, downloads, blogs, and more.
 - **Open-source Tooling Projects:** Oracle contributes to several open-source tooling projects, including Project Trinidad (ADF Faces), Eclipse, Spring, and more.

For more information on Oracle's commitment to open source, please go to <http://oracle.com/opensource>.

[BACK TO TABLE OF CONTENTS]

Oracle creates accessible products that allow users with disabilities to perform the same tasks as any other user of enterprise technology.

The Accessibility Program Office, which reports to Oracle's Chief Corporate Architect, defines Oracle's corporate accessibility standards and trains employees to create products that meet those standards. The vast majority of Oracle products are coded to accessibility standards and include documentation in several accessible formats.

To learn more about Oracle's accessibility program, including our portfolio of accessible products, visit <http://www.oracle.com/us/corporate/accessibility/index.html>.

STANDARDS-BASED APPROACH

Oracle actively participates in accessibility standards-setting bodies such as the World Wide Web Consortium, the International Organization for Standardization, and the U.S. Access Board's Section 508 Refresh Committee. Oracle believes that a single set of standards that allow application vendors, platform vendors, and assistive technology vendors to all build to the same design point reduces costs, speeds development, and provides our customers with the greatest flexibility and choice in assistive technologies.

CREATING EMPLOYMENT OPPORTUNITIES

One of the most important benefits of building accessible products is the increased number of employment opportunities they create for persons with disabilities, at least 80 percent of whom are unemployed or underemployed.

For example, working closely with the National Federation of the Blind (NFB), Oracle identified call center applications that were well-suited for blind users who possessed the requisite computer skills, and who could work from home. We also recognized that people with disabilities need special training materials written with their unique needs in mind.

Oracle is currently engaged in a multiyear project to enhance the accessibility of its Siebel call center product and training materials for blind and low vision users. Results from the first phase of this effort were incorporated into the Siebel 8.1.1.3 Fix Pack.



ORACLE IN ACTION: ORACLE WORKS WITH THE NATIONAL FEDERATION OF THE BLIND

Technology continues to change the way we work and live. But for the 1.3 million blind people in the United States, technological advancements often pose new challenges.

“One of the biggest problems of blindness is access to information,” says Mark Riccobono, executive director of the National Federation of the Blind (NFB) Jernigan Institute, a research and training facility in Baltimore, Maryland.

“Computerized information systems are frequently built with graphic elements that aren’t accessible to blind people.”

Riccobono and his team expect the number of sight-impaired working people to increase as aging employees delay retirement. This makes creating accessible technology increasingly important. For the past decade, Oracle has been dedicated to accessibility, a commitment strengthened through its collaboration with the NFB.

In July 2008, Oracle sponsored the NFB’s annual convention and announced a plan to develop a Center of Excellence for Enterprise Computing at the Jernigan Institute. Since then,

Oracle has continued to sponsor the convention, and has installed a PC at the Jernigan Institute to perform product evaluations with several NFB staff members.

“This is not a welfare-to-work ticket,” explains Anne Taylor, the NFB’s Director of Access Technology. The Institute serves both visually impaired workers and the employers who train them. And in Oracle’s case, specifically, our partnership with the Institute has improved our ability to consistently deliver accessible enterprise applications.

Oracle’s collaboration with the NFB doesn’t just stop there, however. In FY09 and FY10, we sponsored the NFB Youth Slam, a five-day event that inspires blind youth to consider careers previously thought beyond their reach. Oracle also participated in Web Accessibility Day at NFB headquarters. This event provided government employees with much-needed training on creating accessible web content that complies with federal and state regulations.

[\[BACK TO TABLE OF CONTENTS\]](#)



Global Workforce

Oracle
Corporate
Citizenship
Report
2010

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle fosters a culture of innovation, excellence, and respect throughout its workforce of more than 104,500 employees.

Oracle's Workforce



Region	# of Employees
Americas	43,968
APAC	23,040
EMEA	37,561
Total	104,569

As a market leader that delivers world-class products and services, Oracle is an employer of choice in the technology industry.

Oracle's performance-oriented culture makes it an attractive place to work, especially for people seeking to develop or support state-of-the-art technology. Employment with Oracle offers a great deal, including:

- Competitive compensation and benefits.
- Extensive professional development opportunities.
- A supportive environment that fosters diversity, inclusion and employee wellness.
- The opportunity to telecommute and work flexible schedules, if appropriate.

Oracle's global workforce is comprised predominantly by full-time employees who work more than 30 hours per week. Full-time employees receive a generous benefits package that includes a variety of options such as paid time off and access to health care, savings plans, and an employee assistance program (EAP). Employees who work part-time receive a prorated



or less extensive benefits package. Oracle delivers its benefit programs at the country-level, which means that they vary with local market practices.

When positions are eliminated due to redundancies created by an acquisition, Oracle provides outplacement services that assist employees to locate future employment. For those employees who are beginning to transition into retirement, Oracle's EAP programs offer helpful counseling services.

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle employees represent a variety of cultures, cross four generations, practice many religions, and live in large cities and small towns. This diversity allows us to examine our business from a range of perspectives.

Women and Minority Employees in Oracle's U.S. Workforce	
Minority Employees	37%
Minority Managers	34%
Female Employees	29%
Female Managers	26%

EMPLOYEE ENGAGEMENT

Oracle offers several programs to support our diverse employee population. For example:

- Oracle Women's Leadership (OWL) provides opportunities for female employees to enhance their leadership skills, benefit from mentoring, and strengthen their business networks. OWL conducted 100 events in FY09 and FY10, reaching more than 6,000 employees in 41 communities.
- Inclusion Matters helps employees in North America develop inclusive leadership skills at all levels of the organization.
- Dimensions of Diversity, a monthly newsletter, offers U.S. employees information about ongoing diversity and inclusion activities.



KEY PARTNERSHIPS

Oracle works with numerous external partners to build an inclusive workforce. For example:

- Our decade-long relationship with the United Negro College Fund has contributed more than US\$1 million in cash grants, software donations, and internships to the organization.
- Oracle's Injured Veteran Training Program provides internships and technical-skills training to service members injured in the Afghanistan and Iraq wars. This program served 9 veterans during FY09 and FY10, and overall 16 veterans have participated.
- Oracle offers in-kind and cash donations to the Technology Transfer Project, which enables faculty and students at historically black colleges and universities to strengthen their technology skills, achieve technical certifications, and to conduct technology-based research.

[\[BACK TO TABLE OF CONTENTS\]](#)

ORACLE IN ACTION: ORACLE HELPS INJURED VETS TRAVERSE A NEW BATTLEFIELD: FINDING EMPLOYMENT



Jeddah Deloria

Internet Sales Representative

Jeddah Deloria enlisted in the U.S. Army in 2006. Trained as a machine gunner, he deployed to Afghanistan in 2007. Three months later, an explosion from a rocket-propelled grenade blinded him in one eye, ruptured both of his eardrums, and penetrated his shoulder. Jeddah spent three years recovering from his injuries at Walter Reed Army Medical Center, where he met Bud Langston, an Oracle vice president, who recruited him into Oracle's Injured Veteran Job and Training Program.

Oracle's Injured Veteran Job and Training Program offers on-the-job training for soldiers wounded in the Afghanistan and Iraq wars. To date 16 veterans have entered the program, which spans Oracle's information technology, consulting, finance, human resources and sales departments.

"By design, this program is small and supportive," says Oracle's Diversity Director, Jane Robertson. "This population has had intense experiences, and we want to make sure we give them the tools and support they need." Robertson



explains, “My definition for success is that participants either find a job within Oracle, or expand their skills so they may thrive wherever they go.”

Jeddah Deloria, who started as an intern at Oracle’s Reston, Virginia, office, recently celebrated his move into a full-time position as an Internet sales representative. He describes Oracle’s role in his process of recovery, saying, “Many of the skills I learned in the military are appreciated by my management at Oracle and transferable to my present job. Because my injuries precluded me from law enforcement or other similar jobs, this opportunity supports my transition back to civilian life.”

Awards and Recognition



Oracle was named a Best Place to Work by the Human Rights Campaign in 2010.

Awards and Recognition



Oracle was named a Best Place to Work by *China Business Journal* in 2009.

[\[BACK TO TABLE OF CONTENTS\]](#)

ORACLE IN ACTION: ORACLE ENGAGES WITH THE COMMUNITY TO FOSTER LEARNING



Oracle understands that students don't always grasp the enormous importance of studying math and science – which is why the company periodically hosts events that help students see the real-world impact of what they are learning in school.

Oracle Diversity and Inclusion recently hosted an Oracle Development Day for children from Chicago's Public Schools. During this event, Oracle employees spoke with more than 40 high school students, explaining how math and science skills are the building blocks of a successful career in technology. "The students were engaged and asked very good questions," says Erica Daniel, an Oracle senior sales consulting manager. "This was a great opportunity for Oracle to interact with the community."

Oracle partner Black Data Professional Associates (BDPA) also participated in Development Day. BDPA helped students see "From High School to the Boardroom" in a presentation that emphasized how technology, communication, and critical



thinking skills are crucial for success in the 21st century. The students received a one-year membership to BDPA to encourage them to connect with technology in an ongoing way.

During the summer of 2011, Oracle plans to sponsor an internship program with the Chicago Public Schools (CPS). Brenda Wilkerson, Information Technology Cluster Manager for CPS, emphasizes the motivating impact of this program. “Students want to understand the connection between what they learn in the classroom and what happens in the real world,” she says. “Internships like this one really help them to do this.”

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle provides employees extensive training opportunities and a supportive environment that fosters career self-management.



Oracle employees work in a rapidly changing industry and we support them to continually advance their skills.

EVALUATING REQUIRED COMPETENCIES

Oracle's standard business practice for conducting employee performance and career development reviews is to utilize Oracle Human Resources, a module within Oracle's E-Business Suite. With this product, employees and managers can review and track an employee's performance against the required competencies for a particular job function.

EMPLOYEES MASTER NEW TECHNICAL SKILLS DAILY

Oracle University (OU), the world's leading provider of Oracle product training, offers thousands of courses to employees.

Approximately 5,000 Oracle employees attend Oracle University classes daily. Student evaluations from these courses reflect that 99% of attendees would:

- Take another class from Oracle University.
- Take another class from their instructor.
- Recommend Oracle University training to others.



DEVELOPING LEADERSHIP SKILLS

Oracle's Organization and Talent Development group offers a comprehensive business and leadership skills curricula to employees.

EMPLOYEE ORIENTATION

Newcomers to Oracle receive online orientation materials that introduce them to our culture, practices, and policies.

SELF-DIRECTED LEARNING

Employees can easily access self-paced training as they need it.

- *Global Toolkits* provide guidance on people management and career development practices.
- *Skillsoft Courses* span more than 100 professional development topics.
- *Global English* helps employees sharpen their English skills for more effective business communication.
- *GlobeSmart* equips employees with information on how to conduct business in more than 60 countries. enables

faculty and students at historically black colleges and universities to strengthen their technology skills, achieve technical certifications, and to conduct technology-based research.

PROFESSIONAL & LEADERSHIP DEVELOPMENT

This curriculum addresses topics that are critical for career advancement, including:

- Presentation Skills
- Project Management
- Managing Talent and Coaching
- Transitioning to Management
- Hiring for Success
- Foundations in Management
- Coaching as a Manager
- Managing Beyond Boundaries
- Leading Change
- The Art of Feedback
- Team Leadership.

[\[BACK TO TABLE OF CONTENTS\]](#)

Oracle promotes employee wellness, health, and safety.



We encourage all new employees to complete an online health and safety awareness training. Our health and safety staff also make available needs assessments and instructor-led health and safety training, where appropriate.

KEEPING EMPLOYEES HEALTHY AND SAFE

Oracle's health and safety programs are designed to prevent work-related injuries and illnesses, and to comply with our industry's health and safety laws and regulations. They include the following:

- **Ergonomics:** Oracle offers a range of ergonomic resources. Basic information and online ergonomics training is available to all employees, as are self-assessment checklists and recommendations for ergonomic equipment. We offer on-site ergonomics evaluations in many Oracle offices and customized evaluations for employees who work from home.
- **Injury and illness prevention:** Oracle's Environment, Health, and Safety team conducts periodic audits to identify and correct workplace hazards. Per the requirements of government agencies such as the U.S. Occupational Safety and Health



Administration and the U.S. Environmental Protection Agency, audits are conducted annually. We ask employees to report any injuries, accidents, near misses, and hazards promptly so we can investigate and take corrective action.

- **Communicable diseases prevention:** Oracle works to limit the spread of communicable diseases through a range of outreach efforts. For example, during the H1N1 outbreak in 2009, we posted signs in all offices that listed helpful hints on disease containment behaviors such as washing hands regularly. We also used our global newsletter to teach employees about the disease and how to protect themselves and their families.

PROMOTING HEALTH AND WELLNESS

Oracle also offers a range of preventive health services to employees, including:

- **Health insurance:** Our health insurance plans include several preventive care and health improvement programs, as well as health risk assessments and educational materials to help employees make healthy lifestyle choices.

- **Access to fitness centers:** In many Oracle locations, employees have access to onsite fitness facilities or reduced membership rates at offsite health clubs. In some countries, employees' health club fees and other related expenses are reimbursable or provided as a benefit.
- **Wellness promotions and health fairs:** Many Oracle locations host health fairs that include biometric screenings, flu shots, health promotion education, and other wellness offerings made available through our global benefits vendors.
- **EAP services:** Oracle employees have access to employee assistance program (EAP) professionals who can help them through challenging periods in their lives. Oracle's EAP programs vary by region, and in some cases by country, to ensure that the programs address local language and specific cultural needs. Services may extend beyond individual mental health assistance and often include financial and legal assistance.

[\[BACK TO TABLE OF CONTENTS\]](#)



ORACLE IN ACTION: ORACLE HEADQUARTERS: NOT JUST A PLACE TO WORK

Like many other employees who work at Oracle's spectacular corporate headquarters in Redwood Shores, California, Brad Quisenberry loves the tranquil, man-made lake in the center of the 60-acre campus. "The lagoon recreation trails and the Willow Walk around the lake offer a calming respite from the office environment," says Quisenberry, a senior program manager who has worked at Oracle for more than 14 years. "Sometimes when I need an ergonomic break, I walk around the lake to stretch my legs, clear my head, and re-prioritize my day."



The lake and lagoon walkways are just a few of the attractions on the beautifully-landscaped grounds. The headquarters campus features six glistening, blue glass office towers, a conference center, a variety of cafeterias, and a 50,000-square foot fitness facility.

In fact the campus, which sits on the former site of Marine World amusement park, was designed with employee health and wellness in mind. “From the beginning, wellness was a consideration,” says Vice President of Real Estate and Facilities, Randy Smith. “The campus is a great place for people to get out and walk around. And hundreds of our employees visit our fitness center to exercise before, after, or during a break in their work day.”

[\[BACK TO TABLE OF CONTENTS\]](#)



Supply Chain Addendum

Oracle
Corporate
Citizenship
Report
2010

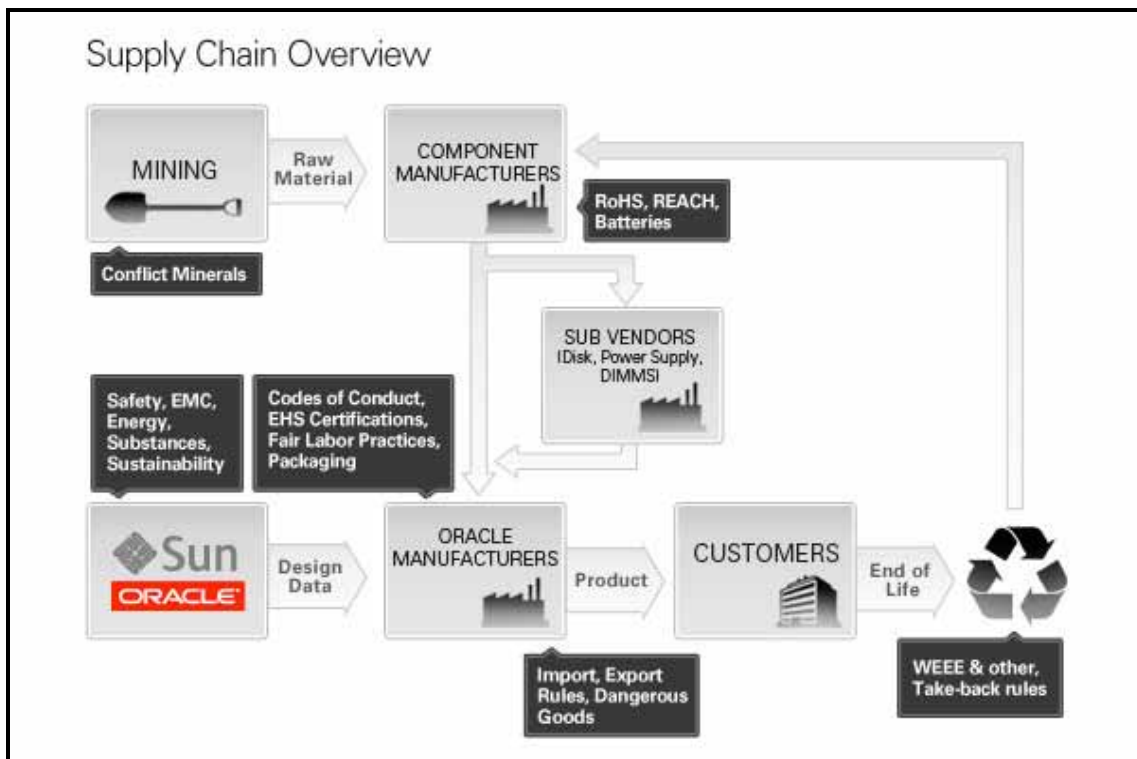
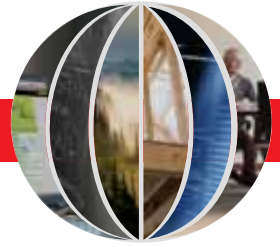
Oracle employs socially and environmentally responsible business practices throughout its supply chain.

The graphic to the right provides a high-level overview of Oracle's supply chain. We manage our supply chain to comply with related regulations as applicable.

MEMBERSHIPS & ASSOCIATIONS

Oracle is active with the following supply chain organizations:

- Electronic Industry Citizenship Coalition (EICC).
- Electronic Product Environmental Assessment Tool (EPEAT).
- Information Technology Industry Council (ITI).
- International Standards Organization (ISO).
- IPC Association Connecting Electronics Industries.
- Joint Electronic Device Engineering Councils (JEDEC).
- PCI Industrial Computer Manufacturers Group, Inc.
- Silicon Valley Leadership Group.
- Software & IT Services Chamber of Commerce from Argentina (CESSI).
- TechAmerica China RoHS Steering Committee.
- The Green Grid.



[BACK TO TABLE OF CONTENTS]

Sustainability is a consideration throughout every phase of the Oracle product life cycle.

PRODUCT DESIGN

Oracle offers EPA ENERGY STAR qualified products. Visit oracle.com/green to learn more.

Further, we are committed to reducing or altogether removing potentially hazardous substances from our products. For example, most of our hardware products use lead-free solder on their printed circuit boards and our monitors and displays use less mercury than the amount allowed by the European Union's Restriction of Hazardous Substances Directive 2002/95/EC.

PRODUCT MANUFACTURING

As a manufacturer of hardware, we minimize our environmental impact by adhering to the following business practices:

- [Electronic Waste and Product Returns](#)
- [Environment, Health and Safety Management System](#)
- [International Electronic Waste Compliance](#)
- [Use of Potentially Harmful Substances](#)

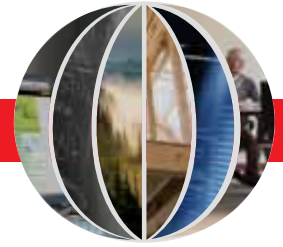
In FY11, we modified our hardware manufacturing processes as follows:

- We transitioned to a "build-to-order" process and now only build hardware after customers have placed firm orders. This action alone eliminated excess inventory.
- We incorporated more standard components across product types.
- We reduced the number of assembly and distribution centers we use.
- We offered environmental awareness training to all of our manufacturing and assembly facility employees.

PRODUCT PACKAGING

Oracle's product packaging meets the following criteria:

- Safe.
- High-quality.
- Does not use excess materials or generate electronic waste.
- Uses kraft (i.e. brown) corrugated cartons in lieu of white, bleached cartons that may release chlorine compounds.



- Easily recycled. We provide instructions regarding recycling on our packaging.
- Adheres to the essential requirements of European Union Directive 94/62/EC on packaging and packaging waste.
- Does not use materials that contain lead, mercury, cadmium, chromium, or chlorofluorocarbons.

SUPPLIER CODE OF ETHICS AND BUSINESS CONDUCT

Oracle's Supplier Code of Ethics and Business Conduct requires suppliers to observe the law and conduct business in an ethical and responsible manner. Where local laws are less restrictive than Oracle's Code, suppliers must comply with the Code, even if their conduct would otherwise be legal. Where local laws are more restrictive than Oracle's Code, suppliers must always, at a minimum, comply with law.

Where permitted by law, we enable the anonymous reporting of non-compliance incidents through the [Oracle Incident Reporting Website](#).



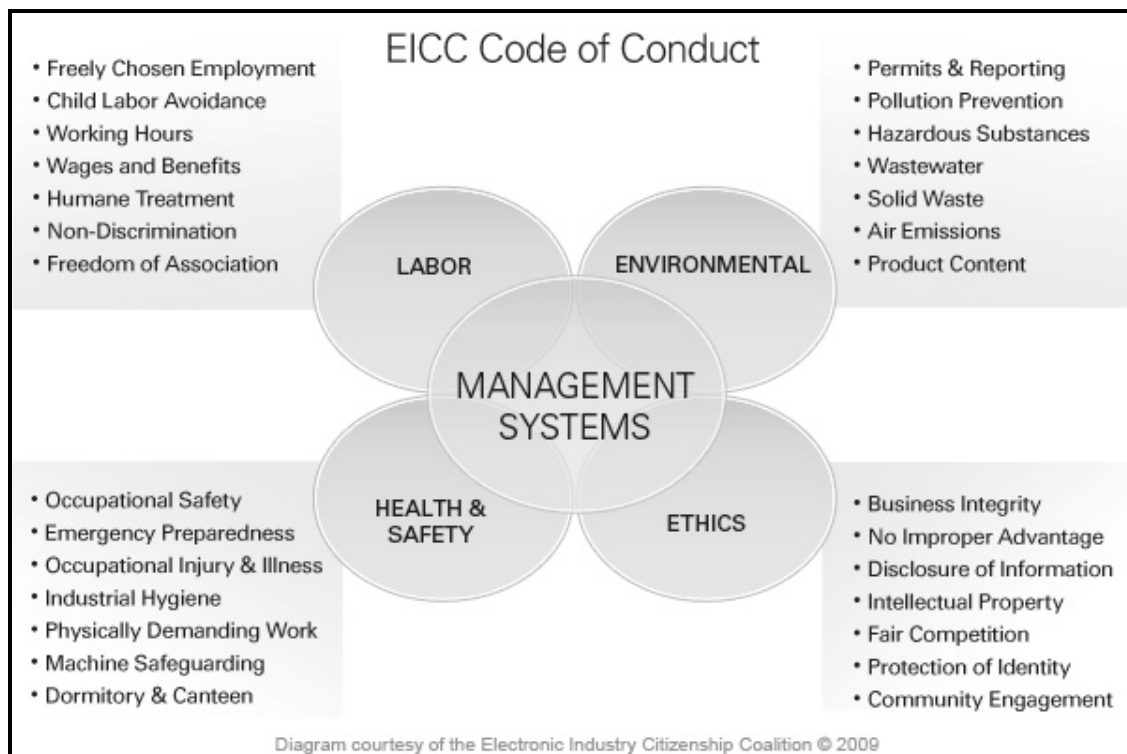
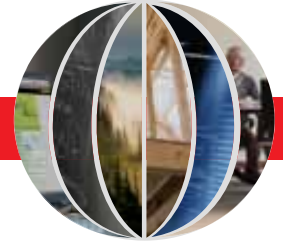
[BACK TO TABLE OF CONTENTS]

SUPPLIER AUDIT PROGRAM

Oracle's supplier audit program is based on the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. The EICC promotes a supply chain code of conduct for global electronics providers.

Oracle has adopted the EICC Code of Conduct and actively participates with other industry group members to address the following issues in our respective supply chains:

1. Labor and Working Conditions.
2. Ethics; Environment; Health and Safety.
3. Human Trafficking (California SB 657).
4. Conflict Minerals (Dodd Frank Act/SB 861).
5. Tracking supplier carbon and water footprints.
6. Documentation of management systems and processes.



[\[BACK TO TABLE OF CONTENTS\]](#)



Appendix:

GRI G3 Sustainability Reporting Guidelines

Appendix: GRI G3 Sustainability Reporting Guidelines

Oracle's adheres to the GRI G3 Sustainability Reporting Guidelines.

Asterisks (*) are noted next to all items that are published outside of the 2010 Corporate Citizenship Report.

ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
Strategy & Analysis		
1.1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy.	Letter from the President Report Details Section
1.2	Description of key impacts, risks, and opportunities.	Letter from the President Form 10-K*
Organizational Profile		
2.1	Name of the organization.	Corporate Data Section
2.2	Primary brands, products, and/or services.	Corporate Data Section
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Governance Section Investor Relations*
2.4	Location of organization's headquarters.	Corporate Data Section
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Corporate Data Section
2.6	Nature of ownership and legal form.	Form 10-K*
2.7	Markets served.	Corporate Data Section Investor Relations*
2.8	Scale of the reporting organization, including: <ul style="list-style-type: none"> - Number of employees; - Net sales; - Total capitalization broken down in terms of debt and equity; and - Quantity of products or services provided. 	Corporate Data Section Investor Relations*



ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: <ul style="list-style-type: none"> - The location of, or changes in operations, including facility openings, closings, and expansions; and - Changes in the share capital structure and other capital formation, maintenance, and alteration operations. 	Letter from the President SEC Filings*
2.10	Awards received in the reporting period.	Awards and Recognition Section
Report Parameters		
3.1	Reporting period for information provided.	Report Details Section
3.2	Date of most recent previous report.	Report Details Section
3.3	Reporting cycle.	Report Details Section
3.4	Contact point for questions regarding the report or its contents.	Report Details Section
3.5	Process for defining report content, including: <ul style="list-style-type: none"> - Determining materiality; - Prioritizing topics within the report; and - Identifying stakeholders the organization expects to use the report. 	Report Details Section
3.6	Boundary of the report.	Report Details Section
3.7	State any specific limitations on the scope or boundary of the report.	Report Details Section

[BACK TO TABLE OF CONTENTS]

Appendix: GRI G3 Sustainability Reporting Guidelines

ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Report Details Section
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	Report Details Section
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Report Details Section
3.12	Table identifying the location of the Standard Disclosures in the report.	Report Details Section
3.13	Policy and current practice with regard to seeking external assurance for the report.	

Governance, Commitments, and Engagement

4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance Section Corporate Governance*
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	Oracle Executives*
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Board of Directors* Proxy Statement*
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Corporate Governance* Proxy Statement*



ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Code of Ethics & Business Conduct Section Corporate Governance*
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Code of Ethics & Business Conduct Section
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. Include date of adoption, countries/ operations where applied, and the range of stakeholders involved in the development and governance of these initiatives.	

[BACK TO TABLE OF CONTENTS]

Appendix: GRI G3 Sustainability Reporting Guidelines

ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
4.13	<p>Memberships in associations and/or national/international advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> - Has positions in governance bodies; - Participates in projects or committees; - Provides substantive funding beyond routine membership dues; or - Views membership as strategic. 	<u>Privacy Section</u>
4.14	List of stakeholder groups engaged by the organization.	
4.15	Basis for identification and selection of stakeholders with whom to engage.	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	

ITEM	GRI G3 PERFORMANCE INDICATORS	WHERE DOES ORACLE REPORT IT?
Economic Performance Indicators		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	<u>Investor Relations*</u>
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	
EC3	Coverage of the organization's defined benefit plan obligations.	
EC4	Significant financial assistance received from government.	



ITEM	GRI G3 PERFORMANCE INDICATORS	WHERE DOES ORACLE REPORT IT?
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Letter from the President Form 10-K*
Environmental Performance Indicators		
EN1	Materials used by weight or volume.	
EN2	Percentage of materials used that are recycled input materials.	
EN3	Direct energy consumption by primary energy source.	Energy Section
EN4	Indirect energy consumption by primary source.	Energy Section
EN5	Energy saved due to conservation and efficiency improvements.	Energy Section
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Energy Section
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Energy Section

[BACK TO TABLE OF CONTENTS]

Appendix: GRI G3 Sustainability Reporting Guidelines

ITEM	GRI G3 PERFORMANCE INDICATORS	WHERE DOES ORACLE REPORT IT?
EN8	Total water withdrawal by source.	<u>Water and Waste Section</u>
EN9	Water sources significantly affected by withdrawal of water.	
EN10	Percentage and total volume of water recycled and reused.	<u>Water and Waste Section</u>
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	
EN13	Habitats protected or restored.	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	<u>Facilities Section</u>
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	
EN16	Total direct and indirect greenhouse gas emissions by weight.	<u>Energy Section</u>
EN17	Other relevant indirect greenhouse gas emissions by weight.	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<u>Energy Section</u>
EN19	Emissions of ozone-depleting substances by weight.	<u>Energy Section</u>
EN20	NO, SO, and other significant air emissions by type and weight.	<u>Energy Section</u>
EN21	Total water discharge by quality and destination.	
EN22	Total weight of waste by type and disposal method.	<u>Water and Waste Section</u>
EN23	Total number and volume of significant spills.	



ITEM	GRI G3 PERFORMANCE INDICATORS	WHERE DOES ORACLE REPORT IT?
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Facilities Section
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	
EN30	Total environmental protection expenditures and investments by type.	
Social Performance Indicators: Labor Practices and Decent Work		
LA1	Total workforce by employment type, employment contract, and region.	Workforce Section
LA2	Total number and rate of employee turnover by age group, gender, and region.	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Workforce Section
LA4	Percentage of employees covered by collective bargaining agreements.	

[BACK TO TABLE OF CONTENTS]

Appendix: GRI G3 Sustainability Reporting Guidelines

ITEM	GRI G3 PERFORMANCE INDICATORS	WHERE DOES ORACLE REPORT IT?
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	<u>Wellness Section</u>
LA9	Health and safety topics covered in formal agreements with trade unions.	
LA10	Average hours of training per year per employee by employee category.	<u>Employee Development Section</u>
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<u>Employee Development Section</u>
LA12	Percentage of employees receiving regular performance and career development reviews.	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	<u>Diversity and Inclusion Section</u>
LA14	Ratio of basic salary of men to women by employee category.	



ITEM	GRI G3 PERFORMANCE INDICATORS	WHERE DOES ORACLE REPORT IT?
Social Performance Indicators: Human Rights		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	
HR4	Total number of incidents of discrimination and actions taken.	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	

[[BACK TO TABLE OF CONTENTS](#)]

Appendix: GRI G3 Sustainability Reporting Guidelines

ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
Social Performance Indicators: Society		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	
SO2	Percentage and total number of business units analyzed for risks related to corruption.	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Code of Ethics & Business Conduct Section
SO4	Actions taken in response to incidents of corruption.	
SO5	Public policy positions and participation in public policy development and lobbying.	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Political Contributions*
SO7	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	



ITEM	G3 PROFILE DISCLOSURES	WHERE DOES ORACLE REPORT IT?
Social Performance Indicators: Product Responsibility		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	

[\[BACK TO TABLE OF CONTENTS\]](#)

