

2012 CORPORATE CITIZENSHIP REPORT

Positive Impact

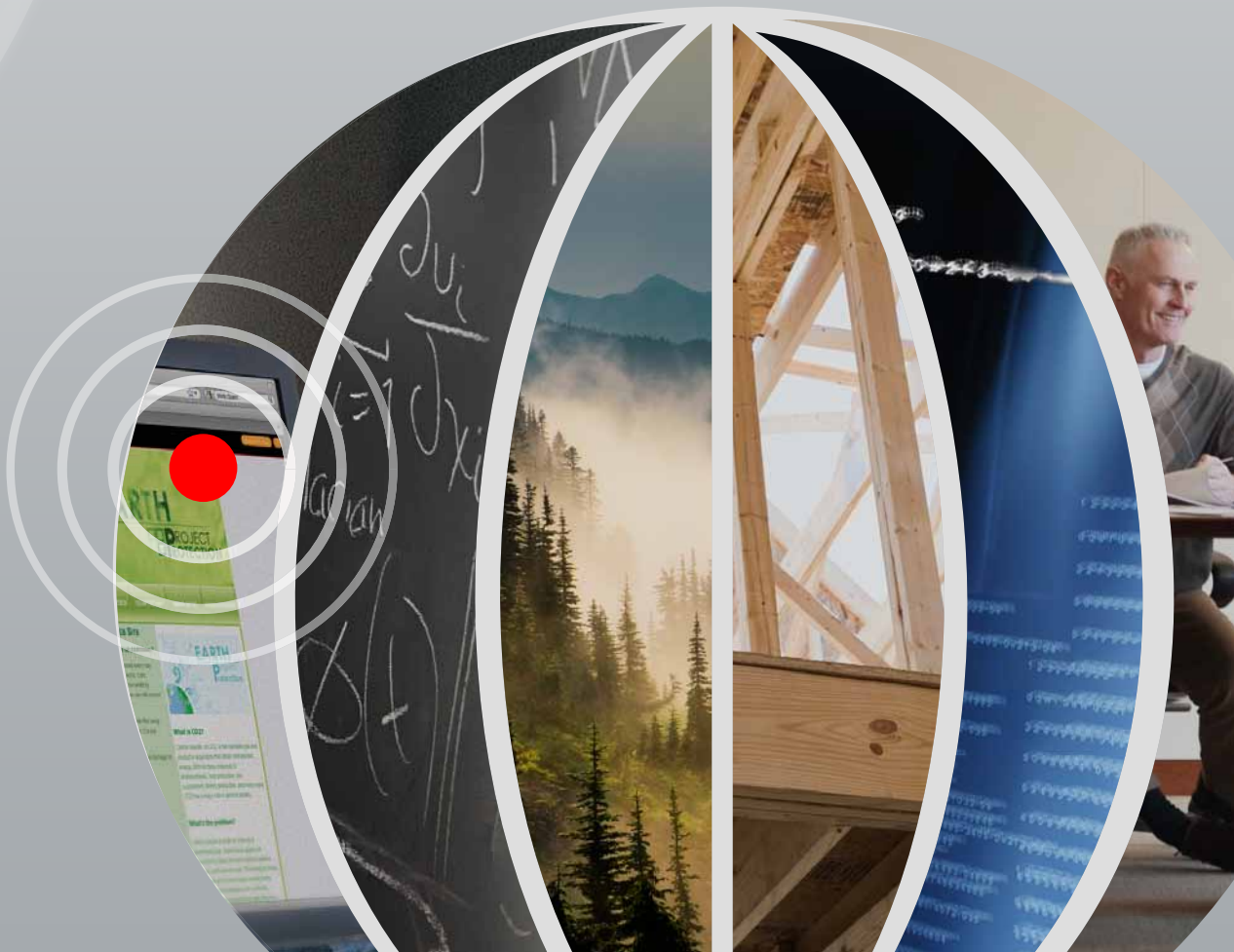


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Letter from Oracle President



Safra A. Catz
President and CFO

The technology industry is critical to global progress and prosperity, and Oracle's corporate citizenship initiatives are grounded in our technology leadership. We are committed to using our resources to increase opportunity, protect the environment, advance education, and enrich community life.

Oracle invests more than \$4.5 billion in research and development annually. Our technology is built on open and public industry standards, and Oracle engineers drive innovation by participating in 119 standards-setting organizations. Open interfaces, documented specifications, and standards-based development tools lower IT costs, while providing increased choice, interoperability, and flexibility. In addition to open standards, Oracle also contributes to, tests, and supports open source technologies. Java, MySQL, Linux, and VirtualBox are just a few examples of products offered by Oracle in the context of our total, complete, and open technology portfolio.

SUSTAINABILITY

Oracle is committed to developing practices and products that help protect the environment. Our database, middleware, applications, server, and storage technologies help our customers



meet their sustainability goals, while providing bottom-line benefits. Oracle's sustainability solutions offer an unmatched breadth and depth of capability, and we are continuing to innovate. This report illustrates how our customers are using Oracle solutions to reduce their environmental impact and meet regulatory compliance requirements. It also discusses the environmentally and socially responsible business practices we employ as we operate our business, including our supply chain, facilities, and energy-efficient data centers.

EDUCATION

Oracle has leveraged its technology leadership to advance education for nearly 20 years. In FY12, we achieved a new milestone—our technology education programs now reach more than two million students annually. Through the Oracle Academy, we grant Oracle software to secondary schools, colleges, and universities in 97 countries. Educators use our products, in combination with the curriculum, Oracle Press books, lectures, certification preparation, and community resources we provide, to equip students with the technical skills they need to enter the global workforce prepared to succeed.

GIVING AND VOLUNTEERING

Each year Oracle donates millions of dollars to nonprofit organizations that emphasize science, technology, engineering, and math (STEM) education. We also offer grants to organizations with which we volunteer, helping to improve the quality of life in communities where our employees live and work. In FY11 and FY12, we matched employee donations to 2,800 nonprofits and initiated more than 1,000 volunteer projects to support schools, teachers, food banks, the environment, and health and human service organizations globally.

We are proud of Oracle's technology leadership and the positive impact that our corporate citizenship efforts are having on society. If you would like to share your feedback with us, please contact us at citizenship_ww@oracle.com.

Safra A. Catz
President and CFO

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think Quest

ECT
CTION

RESOURCES

EARTH
Protection

CO₂

... of CO₂ is the molecule you eat
and breathe that enters the planet
from the burning of fossil fuels.
It's the main cause of global
warming. You can't see it, but it's
there. And it's making the planet
warmer. And that's a problem.

What's the problem?

Global warming is a real problem. It's
causing the planet to warm up. And
that's causing a lot of trouble. The
planet is getting warmer. And that's
causing a lot of trouble. The planet
is getting warmer. And that's causing
a lot of trouble.

Introduction

Oracle
Corporate
Citizenship
Report
2012

Oracle provides the world's most complete, open, and integrated business software and hardware systems. More than 390,000 customers – including 100 of the Fortune 100 – benefit from Oracle products and services.



Oracle products are #1 in 44 product or industry categories.

SCALE

- US\$37.1 billion in revenue in FY12
 - Position on the 2012 Fortune 500: 82
 - Position on the 2011 Interbrand 100: 20
- #1 in 44 product or industry categories
 - Key offerings: database, middleware, applications, servers, storage, support, and consulting
 - Key industries: financial services, manufacturing, communications, media and entertainment, utilities, tax, public sector, education and research, life sciences, healthcare, travel and transportation, consumer products, aerospace and defense, automotive, professional services, and natural resources
- 390,000 customers in 145 countries
- 25,000 partners
- 115,000 employees
- 15 million developers in Oracle online communities



INNOVATION AND INVESTMENT

- 34,000 developers and engineers
- 18,000 customer support specialists, speaking 29 languages
- 18,000 implementation consultants
- 900 independent Oracle user groups with 500,000 members
- 2 million students supported annually

OTHER

- Headquarters: Redwood Shores, California
- Major operations in the United States, India, the United Kingdom, Japan, Germany, Canada, India, France, Australia, Brazil, the Netherlands, Romania, and Ireland
- Fiscal year: June 1 to May 31

For more detail, read our [Form 10-K](#) or visit oracle.com/us/corporate/investor-relations/index.html

To review our past Corporate Citizenship reports, visit our [report archives](#).

Research and Development



Oracle invests more than US\$4.5 billion in research and development annually.

Report Archives

[2010 Report \(PDF\)](#) [2008 Report \(PDF\)](#) [2006 Report \(PDF\)](#)

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Corporate Data



Java user groups are active all over the world.



ORACLE IN ACTION: ORACLE'S STEWARDSHIP OF JAVA

With its acquisition of Sun Microsystems in 2010, Oracle also acquired the ownership and stewardship of Java. More than 9 million developers use Java to create applications for everything from smart cards and smart phones to enterprise servers and the cloud. Java powers more than 4,500 branded products and runs on 97 percent of enterprise desktop computers and 100 percent of Blu-ray devices.

Over the past two years, Oracle's stewardship of Java has focused on three goals: advancing Java technology, expanding community participation in the definition of Java standards, and growing the Java ecosystem of developers and end users.

ADVANCING THE TECHNOLOGY

Java is not just a programming language; it is also one of the leading software development platforms for building innovative applications in industries as diverse as

finance, healthcare, government, entertainment, retail, and agriculture. The basis of that software development platform is the Java Development Kit (JDK). This integrated set of tools, utilities and class libraries is the most popular software development kit (SDK) in the Java ecosystem.

The most notable achievement of Oracle's two-year stewardship of Java is the 2011 release of the JDK 7.0, the first new version in five years. Development of JDK 7.0 had been stalled, but under Oracle's leadership movement resumed. "During the last couple of years with Sun at the helm, it was obvious that there wasn't a lot of investment going on in Java," explains Mike Millinkovich, executive director of the Eclipse Project. "There was also a stalemate regarding moving forward with Java 7 at the Java Community Process Executive Committee level. When Oracle took over at the helm, we got going again."

EXPANDING PARTICIPATION

The Java Community Process (JCP) is an open, public process through which the Java community defines the future of the technology—including JDK 7.0 and subsequent releases—through Java Specification Requests (JSRs). These formal documents describe proposed technologies that are added to the Java platform after public reviews and voting.

One of Oracle's chief goals for Java has been to open the JCP to as many participants as possible in order to ensure that all interested stakeholders—implementers, users, and developers—can participate directly in the evolution of Java. The organization now has hundreds of members including commercial organizations, non-profits, Java user-groups, and individuals.



Oracle has also broadened the JCP's governance by involving the users as well as the implementers of Java technologies. Recent additions to the JCP's Executive Committee have included firms with large internal Java engineering groups such as Goldman Sachs and Credit Suisse, and Java user-groups such as the London Java Community and SouJava.

"We've worked hard over the past couple of years to make the process more open and transparent," says Patrick Curran, chair of the JCP. "The new JCP 2.8 process requires expert groups to operate transparently so that all members of the Java community can see what is happening and participate in the development of new JSRs. The results will be more developer-friendly specifications and fewer surprises for those who implement or work with them."

Along with encouraging more JCP participation, Oracle is actively pushing forward the development of the Java SE platform with increased participation from the OpenJDK project. Oracle is committed to OpenJDK as the best open-source Java implementation and actively promotes community contribution to the project. Today there are more than 30 OpenJDK projects lead by a wide range of community members and employees of companies like AMD, Apple, IBM, Red Hat, SAP, and Oracle. In addition, OpenJDK has strong representation from academics, open-source operating system distribution developers, and individual software developers. The increased push to promote the OpenJDK effort has been highly effective in attracting talented contributors.

GROWING THE BASE

Oracle has expanded efforts to grow the Java community on many fronts. The [java.net](#) site is an online meeting place for the global Java community with 820,000 members and 660,000 unique visitors per month. Here, members post information about their development projects, share code and programming tips, and participate in blogs.

The site also serves as a hub for the many local or regional Java user groups (JUGs) around the world. JUGs are volunteer organizations, usually focused on a geographical area, that host local meetings, educational events, and networking forums to build the Java community from the ground up.

"The Java user group community, as well as other communities on [Java.net](#), have benefited from the increased investment by Oracle," says John Yearly, president of

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Oracle believes that no community can grow and thrive without direct face-to-face contact. For that reason, Oracle continues to sponsor events such as JavaOne, the premier Java technology conference and trade show.

ORACLE IN ACTION: ORACLE'S STEWARDSHIP OF JAVA

the Greenville, South Carolina JUG.

"We now have full-time staff dedicated to adding more functionality to the site to support us, and we are actively soliciting enhancement requests from the JUG community to improve the site to meet our needs."

Oracle's newest investment in the Java community is *Java Magazine*, a bi-monthly, digital-only magazine with 120,000 subscribers. Like Java itself, the magazine is user driven; 60 percent of its content consists of contributions from the Java community. The magazine highlights news, new products, and significant, innovative and unusual Java applications. A recent issue discussed the Duke's Choice Awards, an annual honor roll of innovative and noteworthy Java technologies and applications. For the first time, the awards recognized two JUGs, while featuring the very first Community Choice Award winner.

Oracle also offers a free monthly electronic newsletter—the OTN Java Technology Newsletter—that delivers up-to-date information on news, trends, events and more.

Oracle believes that no community can grow and thrive without direct face-to-face contact. For that reason, Oracle continues to sponsor events such as JavaOne, the premier Java technology conference and trade show. In addition to its JavaOne conference, there are also smaller, regional conferences around the world.

Oracle also continues to grow its Java evangelist and Java Champions programs. Java evangelists are Oracle staffers who promote Java and interact with the community. Java Champions are independent, non-Oracle Java community leaders selected by the community itself. Through formal and informal discussions, meetings, and other community-building

activities, Java Champions provide direct feedback that helps Oracle grow the Java platform. Members include Java luminaries, senior developers, architects, consultants, academics, industry speakers, and authors of Java-related content. Between the evangelist and Java Champions program, Oracle has spread the Java message to more than 500,000 members and potential members of the Java community in the last two years.

Oracle is also reaching out to upcoming generations of Java developers through the Oracle Academy. In 2012 this program added a full range of Java courses to the portfolio it provides to secondary schools and higher education institutions. In this way, Oracle is supporting generations of Java developers and users yet to come. ●



Throughout its history, Oracle's Board of Directors has developed corporate governance practices to fulfill its responsibility to stockholders.

Awards and Recognition



In FY11 and FY12, *Corporate Responsibility Magazine* named Oracle one of the 100 Best Corporate Citizens.

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>.

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BOARD OF DIRECTORS

- Larry Ellison, Chief Executive Officer, Oracle Corporation
- Jeff Henley, Chairman of the Board, Oracle Corporation
- Safra Catz, President and Chief Financial Officer, 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.
- Hector Garcia-Molina, Professor of Computer Science/Electrical Engineering, Stanford University
- H. Raymond Bingham, Managing Director, General Atlantic
- Naomi O. Seligman, Senior Partner, Ostriker von Simson
- Bruce R. Chizen, Former Chief Executive Officer, Adobe Systems Incorporated

Awards and Recognition



In FY11 and FY12, the Human Rights Campaign recognized Oracle as a Best Place to Work.



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

It addresses the following:

- **Compliance with Laws and Regulations:** Employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.
- **Oracle's Compliance and Ethics Program:** Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.



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Code of Ethics and Business Conduct

- **Oracle's Integrity Helpline:** Oracle's Integrity Helpline is available to employees, contractors, business partners, and other stakeholders. It can be used to raise concerns or seek guidance on ethical business practices 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 a variety of other topics.
- **Business Conduct:** Employees are obliged to conduct internal and external business fairly and ethically.
- **Oracle's Relationships:** Employees are expected to interact respectfully with one another, our customers, partners, suppliers, and host communities. We expect our partners and suppliers to adhere to the standards of the [Oracle Partner Code of Conduct and Business Ethics](#) and the [Oracle Supplier Code of Ethics and Business Conduct](#), respectively. Further, we require our partners and suppliers to comply with all applicable laws and regulations and to ensure that all goods and services provided by them conform to all applicable legal standards.



[Oracle Code of Conduct](#)

[Partner Code of Conduct](#)

[Supplier Code of Conduct](#)



COMPLIANCE, ETHICS, AND BUSINESS CONDUCT CURRICULUM

To help employees understand and uphold the code, Oracle offers online courses, including the following.

Course	Description
Anti-Corruption and Foreign Corrupt Practices Act	Trains employees to conduct business ethically and in accordance with Oracle policy and the law.
Ethics and Business Conduct	Trains employees to apply the code in their daily work.
Sexual Harassment Awareness	Teaches employees to recognize and report actions that may constitute sexual harassment.
Information Protection Awareness	Teaches employees how to protect information at Oracle and how to apply Oracle's security and privacy policies and practices to their jobs.
Oracle Software Security Assurance	Explains to employees the processes to be followed during product development, and describes how to handle security vulnerability.
Insider Trading	Trains employees to fully comply with applicable insider trading and securities laws governing transactions in the securities of Oracle and other companies.
Employee Health and Safety Awareness	Trains employees to identify and understand workplace hazards, and to comply with all applicable health and safety laws, regulations, and other requirements.

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In 2011, more than 1.5 million visitors accessed the Comic Relief website during the six-hour show.

ORACLE IN ACTION: ORACLE SUPPORTS COMIC RELIEF UK

Comic Relief, one of the most widely recognized charity organizations in the United Kingdom (UK), strives to create a world free from poverty by leveraging the power of entertainment. Since its inception in 1985, the organization has raised more than a billion dollars to drive positive change in 70 countries.

Every year, Comic Relief raises the majority of its budget through a massive charity event with high profile television coverage. The event alternates annually between Comic Relief and Sport Relief. Each event generates a huge influx of donations that are processed through the Comic Relief website. Since 2001, Oracle has been donating software and support to help Comic Relief operate this important website.

Comic Relief is the biggest televised fundraiser in the UK, reaching an audience of 10 million people in one evening.

In 2011, more than 1.5 million visitors accessed the Comic Relief website during the six-hour show. Simultaneously, 10,000 call center operators used the site to process donations. Transactions peaked at 214 per second and a record-breaking US\$174 million in donations were processed.

Sport Relief is a fundraising campaign that engages more than one million people to participate in sporting events such as foot races and tournaments. It culminates in a BBC-hosted telethon, featuring a wide range of entertainers and inspiring documentaries. Sport Relief donations, also processed through the Comic Relief website, exceeded US\$108 million in 2012.

“We only have one chance to get everything right,” said Phil Latham, head of future media and technology, Comic Relief UK. “Therefore, we need to test thoroughly. Testing is carried out for three months prior to each major fundraising event. For every campaign, Oracle has met Comic Relief’s critical requirements for availability and performance.” ●



The following core values comprise the foundation of our company and are essential to Oracle's business.



Quality, customer satisfaction, and innovation are among Oracle's core values.

- **Integrity:** Oracle employees demonstrate honesty and sound ethical behavior in all business transactions and personal integrity in all dealings with others.
- **Mutual Respect:** Oracle employees consistently treat individuals with respect and dignity.
- **Teamwork:** Oracle employees work together as a team for the collective interests of Oracle.
- **Communication:** Oracle employees share information effectively with each other. We balance the need to share information alongside the need for confidentiality regarding certain information.
- **Innovation:** Oracle employees seek innovative and creative approaches to problem-solving.
- **Customer Satisfaction:** Oracle employees consistently treat customer satisfaction as a top priority.
- **Quality:** Oracle employees make excellence and quality a part of day-to-day work processes and seek continuous improvement in all that they do.
- **Fairness:** Oracle employees commit to dealing fairly with customers, suppliers, partners, and one another.
- **Compliance:** Oracle employees comply with all laws, regulations, and Oracle policies that govern Oracle's business and employees' actions on behalf of the company.
- **Ethics:** Oracle employees observe the standards that have been established by Oracle and act ethically in their approach to business decisions.

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“Students want to understand the connection between what they learn in the classroom and what happens in the real world.”

– Brenda Wilkerson
Information Technology Cluster Manager
Chicago public schools

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. That is why the company periodically hosts events that help students see the real-world impact of what they are learning in school.

Oracle hosted a Development Day for high school students from Chicago's public schools. During this event, Oracle employees spoke with more than 40 teens, 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 the Oracle 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 twenty-first

century. The students received a one-year membership to BDPA to encourage them to connect with technology careers.

During the summer of 2011, Oracle sponsored an internship program with the Chicago public schools (CPS). Brenda Wilkerson, information technology cluster manager for CPS, remarked on the internship's motivating impact. “Students want to understand the connection between what they learn in the classroom and what happens in the real world. Internships like this one really help them to do this.” ●



Oracle is committed to promoting data privacy and security for our customers, partners, and employees 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 data privacy awareness training to employees, which defines how customer and employee information should be managed. 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.

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ADVOCACY

Oracle provides international policy expertise, and works 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 governing bodies and nongovernmental organizations in support of this goal, and provide leadership to important privacy working groups such as the Business Expert Group on Cloud Computing, established by the European Commission.





Oracle's corporate citizenship efforts are recognized by a variety of organizations globally.

2012

- Oracle named to the 100 Best Corporate Citizens list published by *Corporate Responsibility Magazine*.
- Oracle ranked #7 in the *Silicon Valley Business Journal* Corporate Philanthropy Awards.
- Oracle ranked #12 in the *San Francisco Business Times* Corporate Philanthropy Awards.
- Oracle recognized as a Green Power Partner by the U.S. Environmental Protection Agency.
- Oracle received the Silver International Design Excellence Award for Computer Equipment – Sun Ray 3 Series Clients.
- Oracle Sun Ray 3 Series Clients were EPEAT Silver certified.
- Oracle honored with a Green Product Design Award from the European Centre for Architecture Art Design and Urban Studies – Sun Ray 3 Series Clients.
- Oracle received a PR News Honorable Mention for Corporate Social Responsibility: Community Affairs.
- Oracle received a PR News Honorable Mention for Corporate Social Responsibility: Community Partnership.



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CSR Awards & Recognition

2012 (continued)

- Oracle Education Foundation awarded the USAID Macedonia and the Primary Education Public-Private Partnership Award.
- Oracle named a Platinum Level Partner by the Pleasanton Partnerships in Education Foundation.
- Oracle honored by Friends for Youth Honors for “Making a Difference in the Lives of Youth in Our Community.”
- Oracle ranked #9 among the Top 50 Employers named by *Equal Opportunity Magazine*.
- Oracle recognized on the Human Rights Campaign’s list of *Best Places to Work*.
- Oracle named Corporation of the Year by Hispanic IT Executive Council.
- Oracle named the “The Most Charitable Multinational Company” by the China International Institute of Multinational Corporations, an association of the Ministry of Commerce.
- Oracle awarded the Outstanding Contribution Award from the China Foundation for Poverty Alleviation.
- Oracle recognized as Best Diversity Company – Software Category by the readers of *Diversity Careers Magazine*.
- Oracle named Career Communications Group’s Most Admired Employer.
- Oracle named one of the best companies to partner with by *CRN* magazine.
- Oracle received the ISM Award for Excellence in Supply Chain Management.
- Oracle received the Best Working Environment Enterprises Award from *Korea Economy Magazine*.
- Oracle received a PR News Honorable Mention for Corporate Social Responsibility: Corporation with more than 10,000 employees.
- Oracle received a StarVisionary Award for strengthening communities in San Mateo County.

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- Oracle named by Randstad as one of the three most attractive companies to work for in India.
- Oracle ranked as follows by Great Place to Work:
 - #7 among the Best Multinational Companies to work for in Latin America
 - #17 among the Best Multinational Companies to work for in Central America and the Caribbean
 - #3 among the Best Companies to work for in Puerto Rico
 - #12 among the Best Companies to work for in Costa Rica
 - #14 among the Best Companies to work for in Venezuela
 - #63 among the Best IT & Telecom Companies to work for in Brazil
 - #20 among the Best IT & Telecom Companies to work for in Mexico
 - #68 among the Best Multinational Companies with over 500 employees to work for in Mexico



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CSR Awards & Recognition



2011

- Oracle named to the 100 Best Corporate Citizens list published by *Corporate Responsibility Magazine*.
- Oracle ranked #9 in the *Silicon Valley Business Journal* Corporate Philanthropy Awards.
- Oracle ranked #17 in the *San Francisco Business Times* Corporate Philanthropy Awards.
- Oracle recognized as a Green Power Partner by the U.S. Environmental Protection Agency.
- Oracle recognized on the Human Rights Campaign's list of *Best Places to Work*.
- Oracle VM VirtualBox received the InfoWorld Bossie Award for Best Open Source Desktop and Mobile software.
- Oracle VM VirtualBox named Virtualization Product of the Year by the members of LinuxQuestions.org.
- MySQL 5.6 named Best Open Source Database by *CRN* magazine.

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- Oracle's manufacturing facility recognized by the city of Louisville, Colorado for its commitment to environmental protection.
- Oracle Sun Ray 3 Series Clients were EPEAT Silver certified.
- Oracle ranked as follows by Great Place to Work:
 - #14 among the Best Multinational Companies to work for in Central America and the Caribbean
 - #16 among the Best IT and Telecom Companies to work for in Mexico
 - #38 among the Best IT & Telecom Companies to work for in Brazil
 - #62 among the Best Multinational Companies with over 500 employees in Mexico



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Sustainability

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Letter from Chief Sustainability Officer

Oracle products don't just help customers better manage their businesses; they also help them meet their sustainability goals. Because of this, we are especially pleased to release this sustainability report.



Jon Chorley
Chief Sustainability Officer
Vice President, Product Strategy

Most sustainability reports published today discuss internal policies and programs regarding how businesses are decreasing energy and water consumption, minimizing waste and travel, more effectively disposing of or recycling hardware products at the end of their useful life, and ensuring that their vendors and supply chain partners adhere to specific sustainability-related requirements.

While Oracle's sustainability report addresses each of these subjects, it also covers one more—how Oracle technology helps companies better execute and measure their own sustainability initiatives. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities. Our sustainability solutions cover an unmatched breadth and depth of capability, and we are continuing to invest and innovate.

Throughout this report, you can read about Oracle's recent sustainability-related accomplishments, including the following highlights.



- We released Oracle Environmental Accounting and Reporting, a product that enables companies to better manage and report their environmental footprint. This product joins the many other Oracle products that can help customers reduce their environmental impact. We employ Oracle technology and environmentally responsible business practices as we operate our business, including our supply chain, facilities, and energy-efficient data centers.
- For the fifth year in a row, Oracle Eco-Enterprise Innovation Awards were given to 11 customers that are using Oracle products to meet their sustainability goals, and to six partners that helped them achieve those goals.
- Oracle's two major data centers employ innovative energy management techniques and qualified for EPA ENERGY STAR rating. We run our Utah Compute Facility at energy levels 70 percent more efficient than the industry average and our Austin Data Center cooling and power distribution systems at energy levels 60 percent lower than the industry average.

- Oracle's hardware manufacturing facilities maintained their ISO 14001 certifications.
- Electricity usage at Oracle headquarters in Redwood Shores, California, dropped 28 percent over the last 10 years.

We are proud of our efforts to minimize Oracle's environmental impact and the work we do to help our customers do the same. If you would like to share your feedback with us, please feel free to contact us at citizenship_ww@oracle.com.

Jon Chorley
Chief Sustainability Officer
Vice President, Product Strategy

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



Oracle's environmental policy outlines our commitment to sustainable business practices.

[Read the Policy](#)

Leading businesses recognize that environmental responsibility is good business. Oracle operates its business according to environmental best practices, and we use our own sustainability products to improve our bottom line.

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, visit the following Websites.

- [Oracle Sustainability Solutions](#)
- [Customer Case Studies](#)



North County Transit District
[Watch the Video](#)



Earth Day Interview with Jon Chorley
[Watch the Video](#)

Awards and Recognition



In FY12, Oracle was honored with a Green Product Design Award from the European Centre for Architecture Art Design and Urban Studies.

Awards and Recognition



In FY12, Oracle named one of the best companies to partner with by CRN.

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Products



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

ECO-ENTERPRISE AWARDS: ORACLE ECO-ENTERPRISE INNOVATION AWARDS FOR 2012

Oracle unveiled the winners of the 2012 Oracle Excellence Award: Eco-Enterprise Innovation at the Oracle OpenWorld conference in San Francisco. The recipients of these awards use Oracle products to help with their sustainability initiatives. By their use of green business practices and Oracle technology, these customers have been able to reduce their environmental footprint while also reducing costs.

These awards were presented by Jeff Henley, Oracle Chairman of the Board, in Oracle's fifth annual sustainability awards session. Several of the winning customers also chose to include their partners who had helped these customers with their sustainability initiatives.

Winners hail from a wide range of industries and regions. The winning nomination forms were selected by a panel of 6 judges. 3 judges are from Oracle and the other 3 judges include: Heli Hel Helskyaho: CEO Miracle Finland Oy and President Oracle User Group Finland; Debra Lilley: Council Member and Past President UKOUG; and Kathleen Schwillie: Vice President, Educational Design and Development, National Geographic Education.

ECO-ENTERPRISE INNOVATION AWARD RESULTS

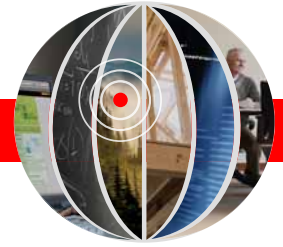
The winning companies are:

- Dena Bank
- Earth Rangers Centre for Sustainable Technology
- Grupo Pão de Açúcar

- Health Authority – Abu Dhabi
- Korean Air
- North County Transit District
- Orlando Utilities Commission
- Ricoh - Europe
- Schneider Electric
- Severn Trent Water
- Terracap

The winning partners are:

- Hitachi Consulting
- Infosys
- Memora Innovative Processes
- Oracle Consulting
- Raqmiyat LLC
- TeamCain



The recipients of these awards use Oracle products to help with their sustainability initiatives. By their use of green business practices and Oracle technology, these customers have been able to reduce their environmental footprint while also reducing costs.

Oracle also awarded Ian Winham, Executive Vice President and Chief Financial Officer from Ricoh Europe with Oracle's Chief Sustainability Officer of the Year award. Ricoh Europe is a multinational imaging and electronics company with a strong commitment to sustainability. Ian was honored for his leadership in dramatically reducing Ricoh's environmental impacts by leveraging Oracle's applications and underlying technology. ●



Ian Winham, Executive Vice President and Chief Financial Officer from Ricoh Europe accepting Oracle's Chief Sustainability Officer of the Year award.

[View all customers.](#)

See the [2011 winners.](#)

See the [2010 winners.](#)

See the [2009 winners.](#)

See the [2008 winners.](#)

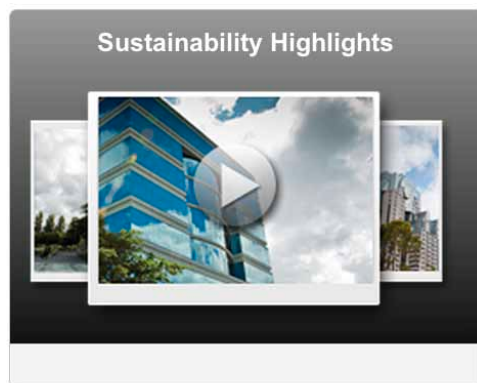
Awards and Recognition



In FY12, Oracle received the Silver International Design Excellence Award for Computer Equipment - Sun Ray 3 Series Clients.

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Oracle engages with industry, trade, and government organizations and associations to define standards and best practices for sustainable IT solutions.



[Launch the slideshow](#)

Following are some of the organizations with which Oracle participates:

- American Chamber of Commerce to the European Union (AMCHAMEU)
- Asia-Pacific Economic Cooperation (APEC)
- Business and Industry Advisory Committee to the OECD (BIAC)
- Business Action to Support the Information Society
- Business Europe
- Corporate Eco Forum (CEF)
- DigitalEurope
- Electronic Industry Citizenship Coalition (EICC)
- Electronic Product Environmental Assessment Tool (EPEAT)
- European Telecommunications Standards Institute (ETSI)
- International Committee for Information Technology Standards (INCITS)
- Information Technology Industry Council (ITI)
- International Chamber of Commerce (ICC)
- International Standards Organization (ISO)



- IPC Association Connecting Electronics Industries
- Joint Electronic Device Engineering Councils (JEDEC)
- National Center for APEC (NCAPEC)
- Organization for Economic Co-operation and Development (OECD)
- PCI Industrial Computer Manufacturers Group
- Silicon Valley Leadership Group
- Sustainability Roundtable, Inc.
- TechAmerica Europe
- TechAmerica China RoHS Steering Committee
- The Green Grid
- US-ASEAN Business Council
- U.S.-India Business Council (USIBC)
- United States Council for International Business (USCIB)

In our work with these organizations, Oracle emphasizes sustainability standards, green information and communication technology (ICT), hardware supply chain issues, and energy efficiency. Below are some examples of Oracle's activities with respect to each of these topics.



[Read the story](#)

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SUSTAINABILITY STANDARDS

Oracle works with the International Committee for Information Technology Standards to set standards for sustainable IT solutions.

As part of our work with the International Chamber of Commerce (ICC), Oracle acts as Vice Chair of the ICC's Digital Economy Committee. In this capacity, Oracle participated in the development of a published paper on ICT and sustainability. Oracle remains active as the Committee expands both this paper and the broader sustainability-related work of the ICC.

As part of our work with the International Committee for Information Technology Standards, Oracle is helping to define standards for best practices in sustainable IT and a data center maturity model.

GREEN ICT

Oracle works with organizations such as the Green Grid, the Information Technology Industry Council, GridWise Alliance, Storage Network, Carbon Trust Standard, the European Smart Metering Industry Group, and the European Smart Network



Association to explore best practices related to green ICT.

HARDWARE SUPPLY CHAIN

- Oracle is a member of the Electronics Industry Citizenship Coalition (EICC) and actively participates with other industry group members to address issues in our respective hardware supply chains.

ENERGY EFFICIENCY

- As a part of our work with the Organization for Economic Co-operation and Development (OECD), Oracle chairs the OECD's Information Communication Computing Policy (ICCP) committee. In this capacity, Oracle helps assess and explore best practices related to energy efficiency and sustainability within our industry.
- We announced our [support of the White House's Green Button Initiative](#) to help utility companies provide customers access to energy use data.

Oracle in Action

mercado Libre

Consolidated, Virtualized Data Center Consumes 75% Less Energy

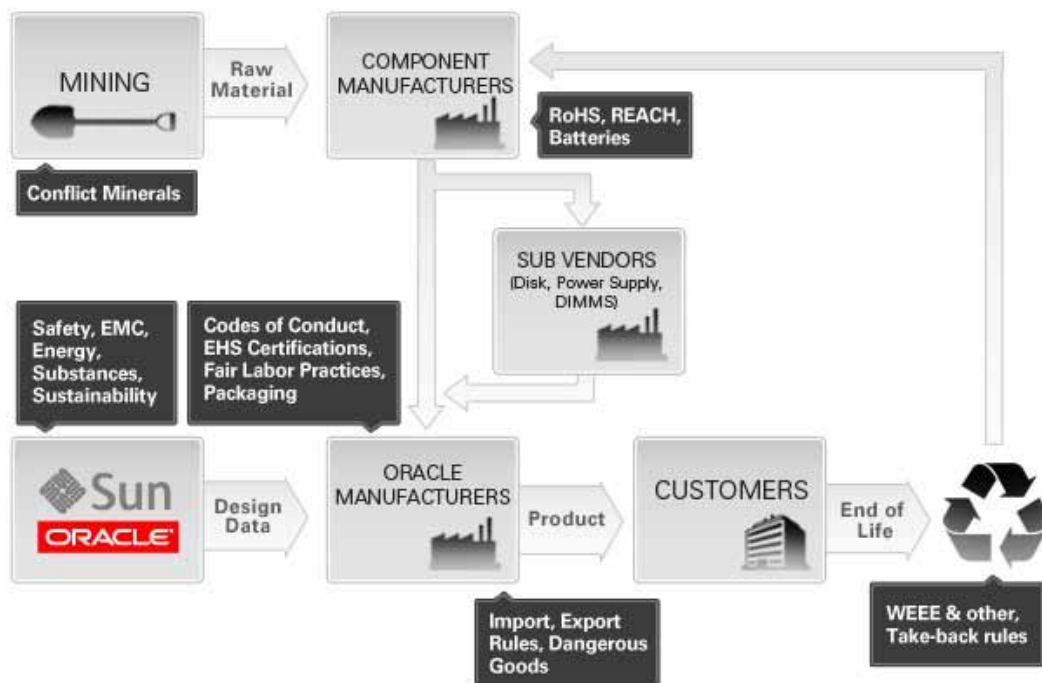
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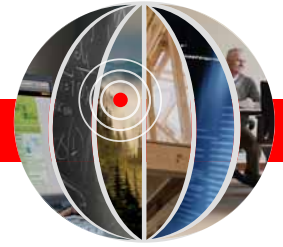
Supply Chain

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

The graphic below provides an overview of Oracle's supply chain. We manage our supply chain to comply with related

regulations as applicable, and sustainability is a consideration throughout every phase of our product lifecycle.





MEMBERSHIPS AND 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
- Silicon Valley Leadership Group
- Software & IT Services—Chamber of Commerce from Argentina (CESSI)
- TechAmerica China RoHS Steering Committee
- The Green Grid

Oracle's Statement on Human Trafficking



[Read the statement](#)

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Oracle's Statement on Conflict Minerals



[Read the statement](#)

PRODUCT DESIGN

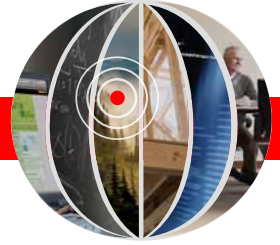
Oracle offers EPA ENERGY STAR–qualified products. Visit oracle.com/green to learn more.

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 hardware manufacturer, Oracle minimizes its 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 eliminates 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 our manufacturing and assembly facility employees.



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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 can 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 noncompliance incidents through the [Oracle Incident Reporting Website](#).



Oracle has adopted the EICC Code of Conduct and actively participates with other industry group members to leverage industry-wide approaches to address the following issues impacting supply chain operations in the electronics industry:

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.

SUPPLIER AUDIT PROGRAM

Oracle's hardware supply chain supplier audit program is based on the [Electronic Industry Citizenship Coalition \("EICC"\) Code of Conduct](#). The EICC promotes a consistent industry-wide supply chain code of conduct for global electronics companies.



[Read the story](#)

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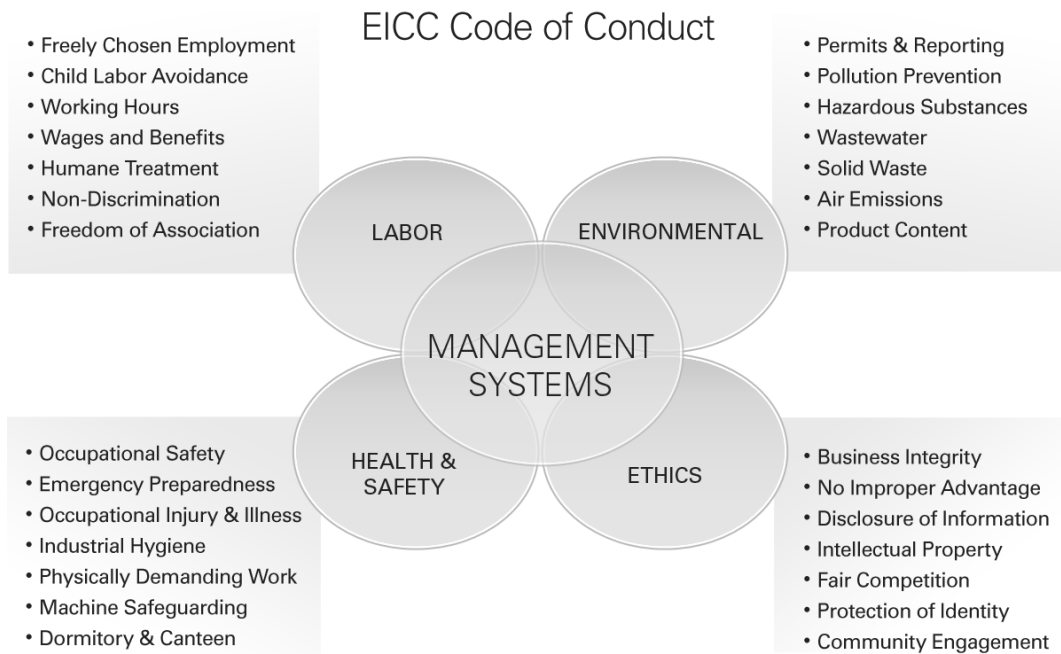


Diagram courtesy of the Electronic Industry Citizenship Coalition © 2009



Within the next 12-24 months, we will encourage all of our top direct hardware supply chain manufacturing suppliers to disclose their sustainability performance (based on the GRI 3 or another appropriate reporting method). Seventy-five percent of Oracle's Tier 1 hardware supply chain manufacturing suppliers currently publish their sustainability performance. In FY12, Oracle completed multiple audits based on the EICC Code of Conduct at various supplier factory locations that support our direct hardware business operations. Examples of actions that Oracle has directly taken based on our analysis of the audit findings include:

- Ensuring that our suppliers develop and complete any necessary corrective action plans.
- Holding a training session facilitated by the Business for Social Responsibility of Management of Migrant Workers in China.
- Encouraging our suppliers to participate in training sessions held by the EICC.

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OVERVIEW

Oracle minimizes energy consumption, greenhouse gas emissions, water usage, and waste at our facilities worldwide.

Energy Saving Technology

- Building management systems that automate the control of heating, cooling, ventilation, lighting, and other energy consuming equipment
- LED lighting installation
- Lighting system and control upgrades
- HVAC system and control upgrades
- Domestic hot water upgrades



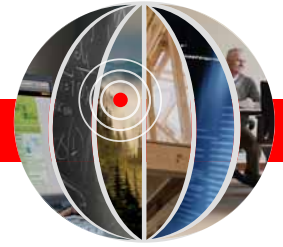
Oracle's facilities portfolio spans more than 9 million square feet of owned real estate and 14 million square feet of leased space. Having successfully decreased our energy use across our owned facilities, we are now investing in technologies that will enable us to do the same across our leased facilities as well.

The image to the left summarizes the innovative technologies that Oracle has used to increase our energy efficiency to-date.

ACCOMPLISHMENTS

Examples of Oracle's energy, water, and waste reduction achievements since 2000 include:

- A 28 percent decrease in energy use at Oracle headquarters between 2000 and 2011.
- A 25.4 percent decrease in natural gas use at Oracle headquarters between 2000 and 2011.



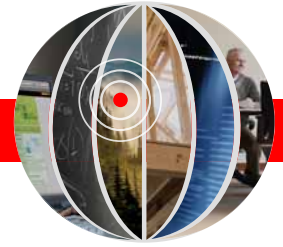
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- Our two major data centers—the Utah Compute Facility (UCF) and the Austin Data Center (ADC)—received an ENERGY STAR rating from the US Environmental Protection Agency.
 - The Utah Compute Facility runs at energy levels 70 percent more efficient than the industry average, and the Austin Data Center cooling and power distribution systems run at energy levels 60 percent lower than the industry average.
 - We have participated in the Carbon Disclosure Project since 2005.
 - We implement LEED best practices across our facilities, and Oracle owns two LEED certified buildings in the US and India.
 - Six Oracle-owned facilities in the US are ENERGY STAR certified. Nine Oracle owned facilities are BOMA 360 Performance Program designated.
 - Oracle-owned facilities in the United Kingdom have been certified by the UK Carbon Trust Standard for year-over-year carbon reduction.
 - We diverted 185 tons, or 87 percent, of construction and demolition debris from landfill during the construction of our new lab in Santa Clara, California.
 - We recycle or compost 76 percent of the waste produced at Oracle headquarters.
 - Landscaping at Oracle headquarters is irrigated with recycled water, representing 45 percent of all water use in 2011.

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Goals for 2016	
Energy <ul style="list-style-type: none">• Consume 10% less energy per employee*• Improve power usage and effectiveness in production data centers by 6%**• Track energy use for leased facilities in addition to those we own.	
Water <ul style="list-style-type: none">• Consume 15% less water per employee***	
Waste <ul style="list-style-type: none">• Divert to landfill 15% less waste per employee****	
<small>* vs. 2010 for Oracle owned buildings ** vs. 2010 *** vs. 2011 for Oracle owned buildings **** vs. 2012 for Oracle owned buildings</small>	

FUTURE GOALS

Drawing on more than a decade of experience implementing sustainable energy, water, and waste management practices at Oracle headquarters, we are now deploying the best of these practices to our owned and leased facilities worldwide. By 2016, we plan to achieve the goals specified in the image to the left.



ENERGY

Oracle strives to minimize its energy consumption and greenhouse gas emissions.

In 2004, Oracle was the first IT company to join the US Environmental Protection Agency (EPA) Climate Leaders Program. Climate Leaders helps businesses develop comprehensive climate change strategies, set aggressive energy reduction goals, and apply stringent methods to track and report emissions. Fewer than 200 US companies have qualified for Climate Leaders membership, and only 10 of them are IT companies.

Upon joining Climate Leaders, Oracle committed to reducing energy use across our owned facilities in the US by 6 percent and to using at least 5 percent green power in our US datacenters by 2010. Considering that we had already reduced energy use at Oracle headquarters by 10 percent between 2000 and 2003, these goals were quite aggressive.

Even so, by 2009, we successfully reduced our energy use by 11 percent. We met our Climate Leaders goal one year ahead of schedule and were recognized by the EPA in 2010 as an Early Goal Achiever.

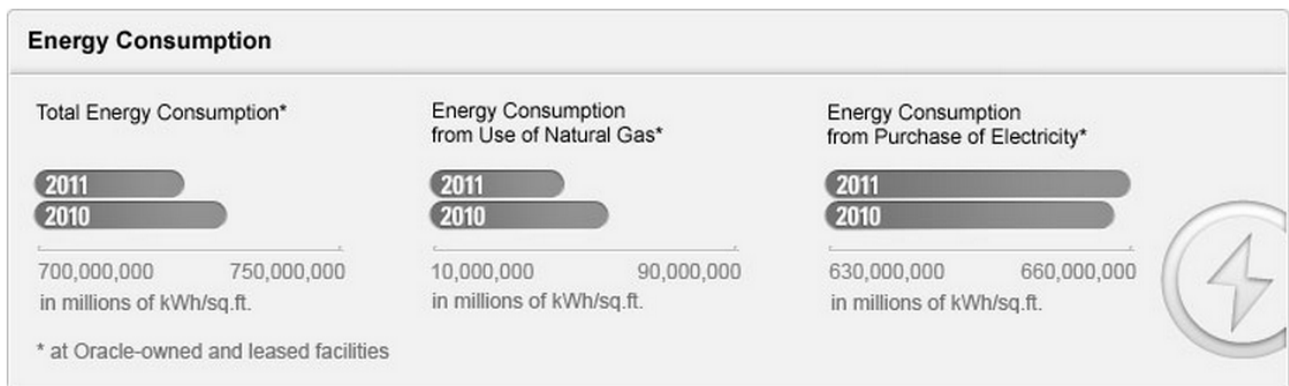


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Facilities

During this same year, we received the prestigious Technology Award from the American Society of Heating, Refrigerating, and Air Conditioning Engineers for introducing 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.

Following these achievements, in 2010 we set out to reduce energy use across our leased facilities in addition to those we own. Further, because our employee base grew significantly in 2010, we began calculating our energy use per square foot and per employee, helping us better measure our success over time. The chart below summarizes Oracle's energy consumption in 2010 and 2011.

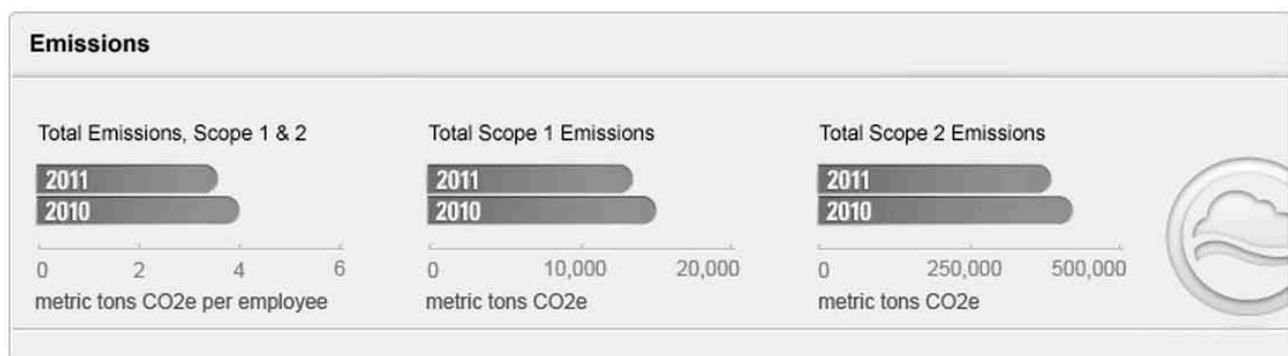




GREENHOUSE GAS EMISSIONS

Oracle has reported its greenhouse gas (GHG) emissions by participating in the Carbon Disclosure Project since 2005. During the years covered by this report, we measured and reported Scope 1 and Scope 2 GHG emissions, using the following standard definitions:

- Scope 1 GHG emissions:** Direct emissions by carbon-emitting sources such as natural gas consumption, corporate jets, cars, and shuttles, or refrigerant leakage.
 - Scope 2 GHG emissions:** Indirect emissions from purchasing electricity, chilled water, or steam.
- Scope 3 GHG emissions are typically defined as indirect emissions from operations outside the direct control of the company, such as employee commutes, business travel, and supply chain operations. Oracle does not report on Scope 3 emissions.



[View details](#)

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Awards and Recognition



In FY11, for the third consecutive year, Oracle was recognized by the city of Louisville for our commitment to environmental protection.

RENEWABLE ENERGY

Oracle uses renewable energy as appropriate to power its facilities. The chart below summarizes the percent of renewable energy we used in specific countries.





Oracle was the first company in the IT industry to join the US Environmental Protection Agency's Climate Leaders program in 2004.

ORACLE IN ACTION: ENERGY EFFICIENCY AT ORACLE HEADQUARTERS

Oracle headquarters in Redwood Shores, California, encompasses eleven buildings and houses a conference center, auditorium, and fitness center. Totalling almost 2 million square feet, our headquarters campus is an example of how dramatic energy reductions can be achieved when businesses focus on sustainable management practices and implement energy-saving technologies.

Since 2000, we have reduced our electricity and natural gas use at Oracle headquarters by 28 percent and 25.4 percent, respectively.

Oracle was the first company in the IT industry to join the US Environmental Protection Agency's Climate Leaders program in 2004. Our membership in Climate Leaders followed from our participation in the late 1990s in Green

Lights, an EPA program in which companies voluntarily agreed to install energy-efficient lighting. As a result of the energy reduction we achieved through Green Lights, we received a California Energy Commission award to develop and implement power reduction strategies at Oracle headquarters.

ASSESSING OUR STATUS

In 2000, the California Energy Commission and Pacific Gas and Electric granted Oracle \$543,000 to participate in a pilot program designed to engage California companies to adopt sustainable facilities management practices. We used this grant to evaluate every electric outlet on our headquarters campus.

We assessed the load being placed on each outlet by lighting, heating, ventilation and air conditioning (HVAC), servers,

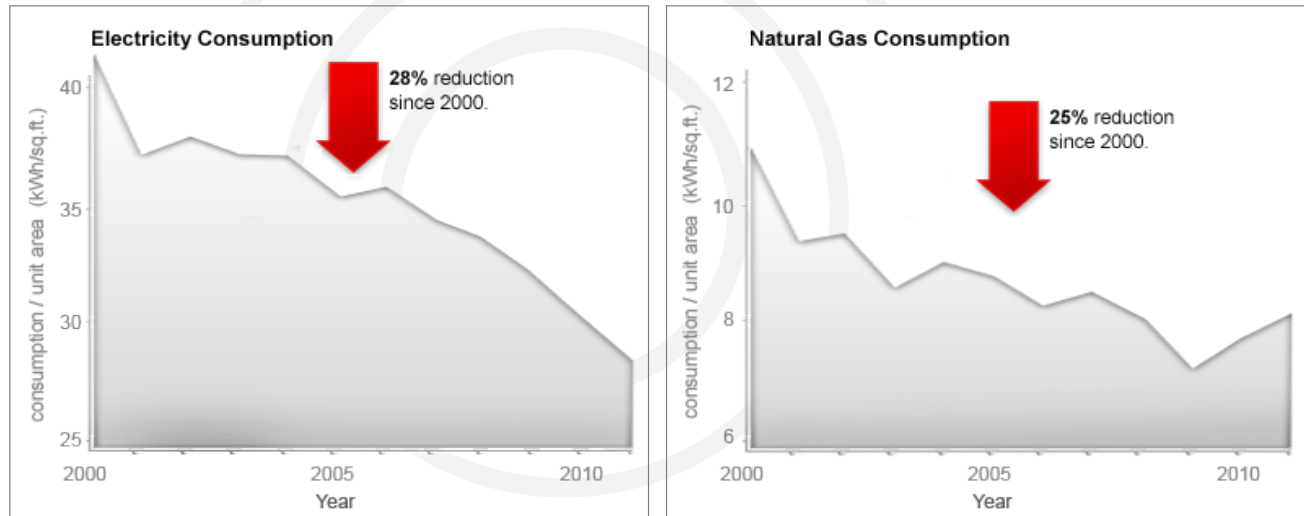
computers, and other office equipment. Further, we documented the business need of each item that required electricity, eliminating unnecessary usage. For those items that were necessary for our business, we assessed whether their use could be controlled by new technologies in order to save energy.

Our analysis suggested that we could reduce our energy use and long-term costs by implementing new technology. For example, HVAC system and control upgrades would yield significant energy savings, as would lighting system and control upgrades, and domestic hot water controls.

Our investment paid off quickly. In 2001, just one year after implementation, we cut our electricity and natural use by 9.8% and 15.1%, respectively.

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Facilities



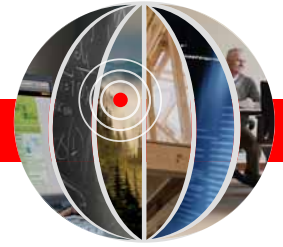
ORACLE IN ACTION: ENERGY EFFICIENCY AT ORACLE HEADQUARTERS

INVESTING IN NEW TECHNOLOGIES

Encouraged by these results, Oracle has continued to invest in technology and set aggressive yearly targets for energy reduction. In 2011, we used 28% less electricity and 25.4% less natural gas at Oracle headquarters than we did in 2000. And we are now expanding our energy efficiency programs to Reston, Virginia; Reading, United Kingdom; Hyderabad, India; and other owned facilities worldwide.

BEST PRACTICES

- Operational Changes:** In 2001, Oracle was among the first commercial enterprises to demonstrate that Electric Peak Demand can be curtailed without impacting important business operations. This early discovery catalyzed the development of demand response programs, through which power companies provide incentives to businesses that reduce their energy use during peak hours.
- HVAC System and Control Upgrades:** Participating in the demand response programs that were introduced throughout California in 2004, we collaborated with researchers at Lawrence Berkeley Laboratory to develop controls for our thermostats. These controls allow us to gradually cool temperatures in our facilities after demand response periods. We also developed a low-cost method to control HVAC demand in systems which have several thousand pneumatic thermostats and discovered how to prevent simultaneous cooling and heating, a common problem in the IT industry.
- Lighting System and Control Upgrades:** Since not all building areas must be lit to the same degree, we reduced lighting in non-working areas such as hallways, restrooms, and stairways; eliminated daytime lighting in lobbies where large windows provide natural light; installed motion sensors in conference rooms; and removed lights from all beverage coolers. We also replaced incandescent lamps with compact fluorescent or light emitting diode lamps.
- Domestic Hot Water Upgrades:** We reset all domestic hot water temperatures to 110 degrees and turned off all recirculation pumps during unoccupied hours.
- Employee Behavior Changes:** We discovered that our nighttime lighting controlled by motion sensors turned on with the slightest trigger. To save energy, we instructed our evening janitorial staff to override motion detectors when they completed cleaning a particular area. This resulted in a 3.3% reduction in energy use. ●



WATER & WASTE

Oracle strives to minimize water use, recycle whenever possible, and manage waste responsibly.

While we have tracked water consumption and waste production at Oracle headquarters for many years, recently we began to track these activities across all Oracle-owned facilities worldwide. Future reports will reflect this increased scope.

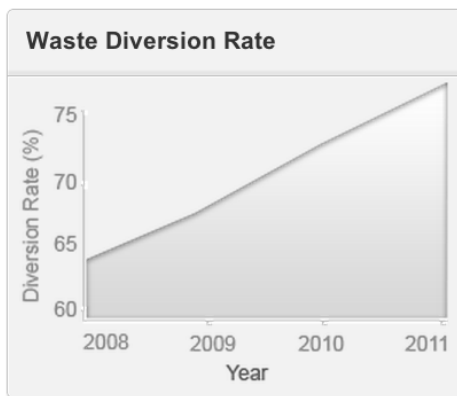
WATER CONSUMPTION

As illustrated in the graphic to the right, we reduced our fresh water use by 5 percent and our recycled water use by 18 percent at Oracle headquarters from 2009 to 2011. To achieve this, we installed water-efficient fixtures in restrooms, replaced dishwashing equipment in our cafes, and closely monitored sprinklers and our landscaping irrigation system.

Please note that the number of employees working from Oracle headquarters increased by more than 5 percent from 2009 to 2011.



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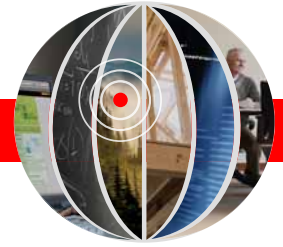
MANAGING WASTE

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 is recycled or composted vs. going to landfill—the diversion rate.

WASTE DIVERSION RATE

In 2011 we achieved a diversion rate of 76 percent, up from 63 percent in 2008. To achieve this, we did the following:

- Hired Recology, a new waste management partner that is helping us recycle and compost more effectively.
- Replaced cafeteria utensils and to-go containers with compostable materials.
- Clearly labeled all trash receptacles as “Compost,” “Recycle,” or “Landfill.”
- Educated employees regarding the items that can be recycled and composted.



BENCHMARKING

Oracle engages with select organizations to benchmark our energy use performance.



CARBON DISCLOSURE PROJECT

The Carbon Disclosure Project (CDP) helps businesses track and report their energy use each year, and Oracle has completed the CDP survey since 2005. Because we present our energy use in the CDP survey by calendar year, in this report we have also applied a calendar year metric to our facilities data. If you are interested in discussing our 2011 CDP survey response with us, please send an e-mail to citizenship_ww@oracle.com.

LEED CERTIFICATION

The US Green Building Council's Leadership in Energy and Environmental Design (LEED) guidelines offer certifications for sustainable construction and real estate operations. Oracle implements LEED best practices across its real estate portfolio and owns two LEED-certified buildings in the US and India.

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ENERGY STAR

The US Environmental Protection Agency's ENERGY STAR certification signifies strict energy efficiency performance. Buildings that earn the EPA ENERGY STAR rating use at least 35 percent less energy than similar buildings and are considered to be in the top quartile of their class for energy efficiency. Six Oracle-owned facilities in the US are ENERGY STAR certified. They are located in Burlington, Massachusetts; Nashua, New Hampshire; Denver, Colorado; Rocklin, California; and Colorado Springs, Colorado.

BOMA 360

The BOMA 360 program evaluates buildings against industry best practices in sustainability, as well as safety and security. Oracle owns nine buildings that are designated by the BOMA 360 Performance Program. They are located in Burlington, Massachusetts; Orlando, Florida; Denver, Colorado; Reston, Virginia; and Rocklin, California.



Oracle is a leader in data center energy conservation.



Oracle's Utah Compute Facility's PUE rating is 1.3, 70 percent more efficient than the industry standard.

Oracle's energy efficient data centers have been recognized by the US Environmental Protection Agency and the American Society of Heating, Refrigerating, and Air Conditioning Engineers.

Customers can use our data centers as an example of how to construct, manage, and build their own efficient data center or they can run their applications on Oracle's public cloud and take advantage of Oracle's power use effectiveness. To learn more about how Oracle products and services can help you optimize your data center and minimize energy use, visit oracle.com.

CONSOLIDATION

In 2006, we operated 40 data centers that have now all been consolidated into two major data centers—the Utah Compute Facility and the Austin Data Center—and four smaller data centers (in Colorado, US; Utah, US; Reading, UK; and Linlithgow, UK).

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[Watch the video](#)

Both of our major data centers have received an ENERGY STAR rating from the US Environmental Protection Agency.

- Oracle's Utah Compute Facility employs innovative fresh-air cooling technology, and operates at energy usage levels that are 70 percent more efficient than the industry standard.
- Oracle's Austin Data Center is the first facility to employ hot-air containment technology. This data center operates at energy levels 60 percent below the industry average.

Oracle replaces older hardware systems with energy-efficient Sun servers as appropriate.



INNOVATION FUELS ENERGY EFFICIENCY

Oracle data centers house 43,000 servers and 11,000 virtual environments that are used to manage the following aspects of our business:

- Internal data management
- Cloud services
- Other customer-related services (e.g., support, training)
- Product development
- Website development and provisioning

In addition to using our own engineered systems, Oracle employs the following energy-saving approaches as we manage our data centers:

- **Consolidation:** Fewer data centers means less power consumption.
- **Technology Replacement:** We refresh and reuse hardware, and replace older systems with energy-efficient Sun servers.

Awards and Recognition



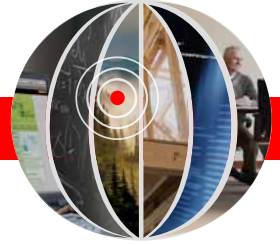
In FY11 and FY12, Oracle's Austin Data Center and Utah Compute Facility were EPA ENERGY STAR rated.

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- **Server Virtualization:** We use Oracle virtualization technology to enable servers to service more than one business function when necessary.
- **Power Efficiency Management:** We reduce uninterruptible power supply (UPS) losses by implementing ECOMode on installed UPS devices, installing branch circuit monitoring, and reducing or eliminating standby energy losses at chiller heater blocks, generator heater blocks, cooling tower sump heaters, and gutter heaters.
- **Cooling:** We strive to match the airflow from cooling equipment to the actual cooling needs of our servers and IT equipment. We deploy an intelligent energy management system that allows wireless monitoring and adjusting of cooling controls. Beyond this, in our Utah Compute Facility, we operate a unique cooling system that uses outdoor air to cool the facility 90 percent of the year.
- **Hot-Air Containment:** 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 centers, significantly reduces energy consumption by preventing hot air recirculation. This innovation saves approximately 16 million kilowatt hours (kWh) annually—enough energy to power 1,400 Texas homes for a year.
- **Power Concentration:** At our Utah Compute Facility, we separate networking and power distribution so computing power can be more concentrated within the data center.

POWER USE EFFECTIVENESS

Data center energy efficiency is often measured by a power usage effectiveness (PUE) rating—the ratio of energy used to run the servers to energy used to run the infrastructure. Oracle's Utah Compute Facility's PUE energy rating is 1.3, 70 percent more efficient than the industry standard.



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



By rethinking how we deliver Oracle marketing events, we are reducing both our environmental impact and cost.

Oracle implements eco-friendly practices as it delivers its marketing events around the world. We adhere to the following guidelines:

- Rethink how gatherings can align with sustainable business goals.
- Reduce energy, water, and material use.
- Reuse materials where possible.
- Recycle any materials remaining from our events.

For the most complete information available on Oracle's event management practices, please visit our [Oracle Open World and JavaOne Sustainability Report for 2011](#) and our [Global Green Events Progress Report for 2012](#).

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



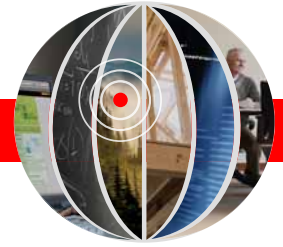
In FY11 and FY12, Oracle's Asset Management team collected 127,914 technology assets for recycling or reuse.

Oracle strives to reduce its environmental impact by employing sustainable procurement practices, recycling and recovering assets, and limiting business travel.

SUSTAINABLE SUPPLIERS ARE PREFERRED

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

- 90 percent of Oracle's suppliers possess certifications such as ISO 14001 and a track record of good environmental performance.
- 100 percent of Oracle's technology recyclers are ISO 14001 certified.
- 100 percent 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.
- We partner with airlines and car rental companies that work to track and control emissions, and 15 percent of the hotels that Oracle Travel recommends are LEED certified.



- The Oracle fitness center floor is made from recycled tires, and much of the equipment within it is powered by refurbished parts, rechargeable parts, or the person who is exercising. We donate our old fitness equipment to local schools and nonprofit organizations.
- Our primary office supply vendor—Office Depot—uses paper to ship supplies to Oracle. Since the paper bags weigh considerably less than the cardboard box alternative, approximately 1,547 pounds of wood use is avoided quarterly.
- The vendor we use to carpet our facilities in North America recycles 100 percent of the carpeting we remove and replaces it with carpet that contains 65 percent recycled content.
- Upswing, a veteran-owned marketing company and a member of Oracle's Supplier Diversity program, uses natural, renewable products to produce Oracle collateral.

RECYCLING AND RECOVERING ASSETS

Oracle strives to recover, reuse, or recycle 100 percent of its workplace tools such as copiers, computers, and paper.

- Over the past two years, we replaced nearly 3.2 million manual software installations with electronic installations, eliminating nearly all the physical media that had been previously necessary.
- We purchase 100 percent recycled paper when available, and use recycled paper for nearly all of our daily printing needs. All Oracle printers print double-sided.
- We recycle 71 tons of paper, cardboard, cans, bottles, and plastic at Oracle headquarters annually.

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RECOVERING OFFICE EQUIPMENT

Oracle's Asset Sale, Donation, and Disposal policy outlines what employees should do with technology assets that aren't being fully utilized or have reached their end of useful life.

Computers, monitors, computer accessories, printers, fax machines, projectors, and more are collected and managed by Oracle's Technology Recovery and E-Waste Recycling program. Surplus equipment from one Oracle department is given to another for immediate use, and assets that must be retired are mined for their useful parts before being donated or recycled.

In FY11 and FY12, Oracle's Asset Management team collected 127,914 technology assets, weighing more than 8 million pounds, for recycling or reuse. Additionally, the team recycled 41,000 batteries.

REFURBISHING PHONES

Oracle and its mobile phone providers—AT&T, Sprint, and Verizon—offer a trade-in program for employee cell phones and handheld devices. Phones that are traded in are refurbished and made available to customers who seek to purchase pre-owned equipment at a reduced rate.

GOING PAPERLESS

We seek to eliminate the use of paper within our business processes as appropriate. For example:

- Although we have leveraged our own technology to reimburse employee expenses for several years—which in and of itself drastically reduces both our cost and paper use—in FY11, we began requiring employees to submit their receipts electronically. In locations where employees can access scanners, expense reports are fully processed without paper.
- Leveraging Oracle Accounts Payable, we electronically process invoices submitted by suppliers.
- Leveraging Oracle Order Management, we electronically process orders that employees submit for our products. From FY10 to FY12, 10,050 internal orders were processed without using paper.



LEVERAGING TECHNOLOGY TO REDUCE TRAVEL

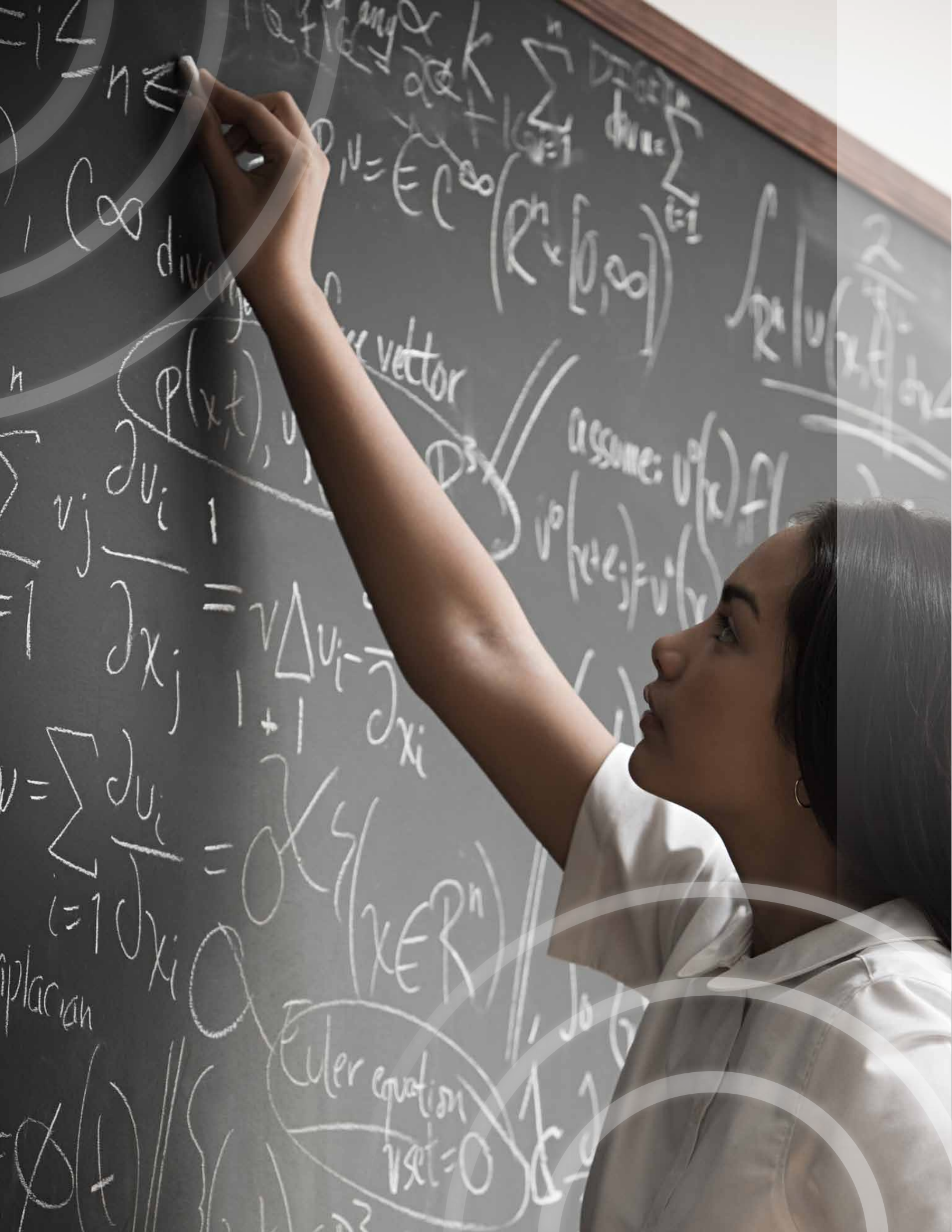
In FY11 and FY12, we continued our work to reduce travel by leveraging Oracle products and updating our travel-related business practices.

- We ask employees to travel only when necessary and employ Oracle Web Conferencing and Cisco TelePresence across our enterprise to ensure that virtual meetings are highly effective. Many internal meetings that were previously conducted face-to-face have been replaced by teleconferences.
- When employees book business travel, they are required to submit a business justification, and their managers are immediately notified about their trip. This practice helps Oracle managers ensure that employees travel only when necessary.
- We use Oracle's Business Intelligence tools to create expense summaries for each Oracle line of business. These summaries are automatically generated and e-mailed to Oracle executives quarterly, enabling them to better track and manage their organization's travel-related activities.



[Read the story](#)

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$$\sum_{i=1}^n \frac{\partial v_i}{\partial x_j} = 0$$

$$v_j \frac{\partial v_i}{\partial x_j} = 0$$

$$\sum_{i=1}^n \frac{\partial v_i}{\partial x_i} = 0$$

$$v = \sum_{i=1}^n \frac{\partial v_i}{\partial x_i} = 0$$

$$v \in C^\infty(\mathbb{R}^n \times [0, \infty))$$

$$\Delta v_i = 0$$

Euler equation
 $v \cdot \nabla v = 0$

$$\sum_{i=1}^n \frac{\partial v_i}{\partial x_i} = 0$$

Assume: $v^0(x) = f(x)$

$$v \in \mathbb{R}^n$$

Education

Oracle
Corporate
Citizenship
Report
2012

Overview

Oracle works to advance education with state-of-the-art technology programs that awaken and deepen students' interest in computer science and engineering.



[Launch the slideshow](#)



Oracle and the Oracle Education Foundation have supported K-12 schools, vocational schools, and colleges and universities since 1993.

In FY11 and FY12, the Oracle Academy delivered more than US\$4 billion in Oracle software, curriculum, faculty training, and certification resources to tens of thousands of K-12 and higher-education institutions globally. Further, Oracle donated nearly US\$13 million in cash and in-kind resources to help the Oracle Education Foundation implement its award-winning ThinkQuest program, and nearly US\$5 million in cash to support other nonprofit organizations that emphasize science, technology, engineering, and math education.

Each year, Oracle's education initiatives reach more than 2 million students in 97 countries, helping them develop vital technology skills for life and work in the twenty-first century.



Students create games, simulations, and applications, while visualization tools allow them to see their programs executed graphically so they can immediately confirm that their code works.

ORACLE IN ACTION: ORACLE FUNDS ALICE AND GREENFOOT

Few disciplines will open as many doors in the twenty-first century as computer science (CS). To spark and grow students' interest in this important field of study, Oracle funds Alice and Greenfoot, two development environments that support early CS learning.

Alice is a free platform from Carnegie Mellon University designed to teach students object-oriented programming by engaging them in something fun—making animated movies and games. By dragging and dropping graphic tiles that contain standard Java programming statements, students create programs to animate 3-D objects that populate a virtual world. They can run their programs immediately and see the relationship between the programming statements and the behavior of objects in their animations.

Suitable for students ages 8-22 and downloaded more than a million times a year, Alice is the subject of 11 textbooks. Through Alice, students gain experience with all the constructs typically addressed in an introductory programming course. However, because Alice presents programming as a means of storytelling, it attracts a much wider cross-section of students than conventional programming courses.

Studies show that middle school girls are more interested in learning to write computer software when it is presented as a storytelling activity. Some research shows that exposure to Alice prior to or concurrent with CS1 improves performance in the course by as much as a full letter grade and helps 88 percent of students advance to CS2.

After Alice, Greenfoot forms the next rung on the learning ladder. Greenfoot

is a free platform from the University of Kent. It is an integrated development environment (IDE) suitable for students ages 14-25 and the only tool available today that teaches standard Java in a visual manner. Students write standard Java syntax to create games, simulations, and applications, while visualization tools allow them see their programs executed graphically so they can immediately confirm that their code works.

Although Greenfoot includes all the tools professional developers use, its interface is designed for beginners. Computer science students who use it early in their CS learning are able to advance more easily to professional IDEs such as NetBeans and Eclipse.

For more information on Alice and Greenfoot, visit <http://alice.org> and <http://www.greenfoot.org>. ●

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The Oracle Academy helps more than 1.9 million students gain industry-relevant skills prior to entering the workforce.



Few subjects will open as many doors for students in the twenty-first century as computer science (CS) and engineering. To help educators awaken and deepen students' interest in these important fields of study, the Oracle Academy makes available CS education resources that are up-to-date, industry-relevant, and engaging.

TECHNOLOGY

- ORACLE SOFTWARE**
Ranked #1 in more than 44 product/industry categories, Oracle technologies are used by 390,000 customers in 145 countries. The Oracle Academy grants educators access to hundreds of Oracle products for teaching use.
- HOSTED LAB ENVIRONMENTS**
For students interested in learning how to design a database or program in SQL or PL/SQL, the Oracle Academy provides Oracle Application Express as a hosted practice environment.



[Watch the Video](#)

- **JAVA DEVELOPMENT ENVIRONMENTS**

As the steward of Java, Oracle contributes to several Java development environments (JDEs), including Alice, Greenfoot, BlueJ, Eclipse, and NetBeans. Students and faculty may access these JDEs to learn Java, the development platform used by more than 9 million developers worldwide.

CURRICULUM

- **COURSEWARE**

Professionally developed courseware is a core component of the instructional support offered by the Oracle Academy. Our courses are modular and aligned to Oracle certification; regional, national, and state standards; Association for Computing Machinery standards; and the US Advanced Placement Computer Science A exam.

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- **ORACLE PRESS BOOKS**

Published by McGraw-Hill and used by millions of Oracle professionals worldwide, Oracle Press books cover a variety of Oracle and Java-related subjects. The Oracle Academy grants faculty and students a 50 percent discount on Oracle Press books and e-books.

- **GUEST LECTURES**

Hearing firsthand about computer science at work in the real world can broaden students' awareness of possible career opportunities and inspire further learning. Oracle experts visit Oracle Academy classrooms to deliver guest lectures on a variety of topics.

- **TECHNICAL ARTICLES**

Oracle Magazine and *Java Magazine* offer educators and CS students who want to learn more about Oracle and Java technologies easy access to technical articles. *Profit* magazine helps educators and business students deepen their understanding of how Oracle technology is used to streamline business operations, increase efficiency, and reduce costs.

- **ORACLE LEARNING LIBRARY**

Faculty and students can access free online learning content—videos, tutorials, articles, demos, task-specific step-by-step instructions, and more—from the [Oracle Learning Library](#).

TRAINING

- **FACULTY PROFESSIONAL DEVELOPMENT**

To help educators successfully adopt Oracle Academy curriculum, we provide extensive training opportunities. Faculty may attend Oracle Academy training events at no cost. They also receive a 50 percent discount on hundreds of Oracle University courses.

CERTIFICATION

- **CERTIFICATION PREPARATION AND EXAMS**

Oracle Academy faculty and students receive substantial discounts on Oracle certification preparation products and exams. These resources help them earn a valuable distinction recognized throughout the IT industry—Oracle certification.



COMMUNITY

- **COMPUTER SCIENCE CLUBS**

If students form CS clubs that emphasize Oracle, Java, or women in CS, the Oracle Academy supports them with Oracle club advisers and guest lecturers.

- **FACULTY LOUNGE AND STUDENT CENTER**

We help educators and students connect with the Java developer network through java.net, engage with Oracle's global user groups through the OracleTechnologyNetwork, and access postings of internships and jobs available at Oracle.

- **ORACLE OPENWORLD AND JAVAONE**

Oracle Academy faculty and students are invited to attend Oracle OpenWorld and JavaOne. These international conferences offer informative technical sessions and opportunities to meet Oracle employees, customers, partners, and Java developers and enthusiasts.

For more information on the Oracle Academy, visit <http://academy.oracle.com>.

Awards and Recognition



PLEASANTON
PARTNERSHIPS
IN EDUCATION
FOUNDATION

In FY12, Oracle was named a Platinum-level Partner by the Pleasanton Partnerships in Education Foundation.

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To inspire other students, Hana and colleague Najla Alkebsi recently undertook a speaking tour to visit three higher education institutions—Effat University, King Abdulaziz University, and the College of Business Administration.

ORACLE IN ACTION: ORACLE ACADEMY ALUMNA INSPIRES STUDENTS IN SAUDI ARABIA

Oracle employee Hana Barakat was once a student participating in the Oracle Academy. That experience led her to build an impressive portfolio of projects demonstrating her technology, critical thinking, and communication skills. Upon graduation, she accepted a job as technical sales consultant with Oracle in Saudi Arabia.

To inspire other students, Hana and colleague Najla Alkebsi recently undertook a speaking tour to visit three higher education institutions—Effat University, King Abdulaziz University, and the College of Business Administration.

Najla and Hana spoke with students enrolled in computer science, information systems, information technology, and management information systems courses. They described a variety of career paths and the kinds of technical skills that are required for success

in the twenty-first century knowledge economy. They also offered examples of real-life job postings, showed model applicant responses, and role-played job interviews. Hana shared her personal experiences with Oracle, both as a student and as an employee. “I’m still receiving thank you notes from inspired students,” says Najla, “and am delighted to see so many of them applying for local Oracle internships.” ●



The Oracle Education Foundation helps more than 500,000 K–12 students develop twenty-first century skills.

The Oracle Education Foundation (OEF) is a nonprofit organization funded by Oracle. Beginning in 1998 and continuing through July 2013, Oracle and OEF have offered ThinkQuest, a comprehensive online learning platform, to primary and secondary schools globally.

THINKQUEST PROJECTS

The ThinkQuest Projects platform enables teachers and students to create and share Web-based learning projects within a global community. Available in 11 languages, including Chinese, Dutch, English, French, German, Hindi, Italian, Portuguese, Spanish, Thai and Turkish, ThinkQuest Projects has been used by tens of thousands of schools in 65 countries.



In FY12, ThinkQuest supported 559,000 students in 65 countries to develop their technology skills.

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More than 51,000 students from 59 countries entered the 2012 ThinkQuest Competition.



[Watch the Video](#)

THINKQUEST INTERNATIONAL COMPETITION

In FY11 and FY12, this global competition challenged students to solve real-world problems using technology.

Competing in one of three events—ThinkQuest Projects, Digital Media, or Application Development—participants developed a variety of technology-based entries, including online and mobile applications, Websites, animations, videos, photo essays, and blogs.

More than 51,000 students from 59 countries entered the 2012 ThinkQuest Competition. Students from China, France, Great Britain, Greece, India, Indonesia, Malaysia, Puerto Rico, Romania, Serbia, Singapore, Sri Lanka, and the United States submitted winning entries and were honored at a gala awards celebration.

THINKQUEST LIBRARY

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



THINKQUEST PROFESSIONAL DEVELOPMENT

ThinkQuest also provides extensive professional development opportunities for educators, including:

- The Project Learning Institute, a two-day, instructor-led course that helps teachers integrate technology, project learning, and twenty-first century skills development into their classroom curriculum
- Getting Started with Projects, an instructor-led seminar that introduces teachers to the ThinkQuest Projects platform 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



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THINKQUEST AWARDS CELEBRATION



Participants learn team-building through interactive sessions.



In the Everest: A Virtual Mountain Climb workshop, teams learn about project planning and strategic decision-making.



A member of the Teen Tweakers team performs with friends in the 2011 ThinkQuest Awards Ceremony.



In the AdVision workshop, teams learn to use a variety of video authoring and editing technologies. They also write, act in, and produce video stories about solutions to real problems.



Winning teams kickoff the 2011 ThinkQuest Live celebration with a city tour of San Francisco.

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THINKQUEST AWARDS CELEBRATION



The PHP Guide team, winners of the 16 and under age division in the ThinkQuest Application Development event, receive their award.



The River Speaks team, winners of the 16 and under age division in the ThinkQuest Projects event, receive their award.



The E-Warriors team, winners of the 19 and under age division in the ThinkQuest Digital Media event, receive their award.



The Hope team, winners of the 19 and under age division in the ThinkQuest Application Development event, receive their award.



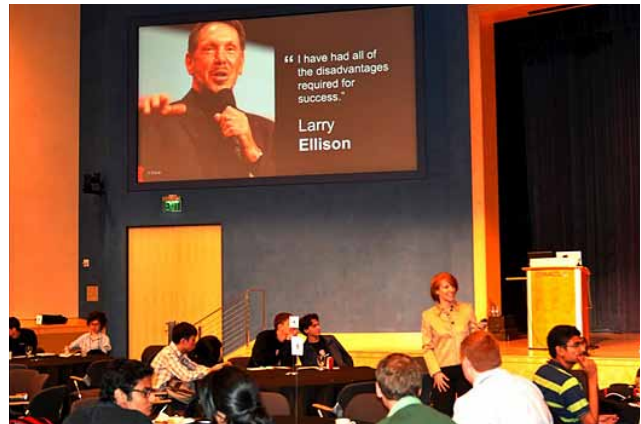
Winners receive their hardware prizes at the end of ThinkQuest Live 2011.



Staff celebrate the end of a successful ThinkQuest Live 2011.



Participants spend a day sight-seeing in San Francisco, California.



Students learn about the skills and qualities of good leaders at the Many Faces of Leadership keynote.

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THINKQUEST AWARDS CELEBRATION



The Algae's Power Cycle team, winners of the 19 and under age division in the ThinkQuest Projects event, receive their award.



The Obesity Weight Awareness team, winners of the 12 and under age division in the ThinkQuest Projects event, celebrate at the Awards Reception.



Winners of second place in the 12 and under ThinkQuest Projects event celebrate at the Awards Reception.



Winners and staff take a bow after leading the audience in a Virtual Thunderstorm in the 2011 ThinkQuest Awards Ceremony.



Winning teams from around the world participate in an interactive workshop using a giant map from National Geographic.

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THINKQUEST AWARDS CELEBRATION



Anna Eschoo, U.S. Representative for California's 14th congressional district, addresses the audience in the 2012 ThinkQuest Awards Ceremony.



The Nobody In, Everybody Out team, winners of the 16 and under age division in the Digital Media event, receive their award.



The Seqr team, winners of the 19 and under age division in the ThinkQuest Digital Media event, receive their award.



The World Hunger team, winners of the 19 and under age division in the ThinkQuest Projects event, receive their award.



Students engage in team-building and problem-solving in the Marshmallow Challenge workshop at ThinkQuest Live 2012.

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THINKQUEST AWARDS CELEBRATION



Members of the Animus team engage with guests at the 2012 ThinkQuest Awards Reception.



Members of the Entrepreneurial Kids team use the ThinkQuest iPad app to show a guest their winning project at the ThinkQuest Awards Reception.



Participants discover their leadership strengths in the 6 Thinking Hats workshop.



Participants share photos via the ThinkQuest iPad app at the 2012 ThinkQuest Awards Reception.



Students enjoy a day at the beach in San Francisco, California.

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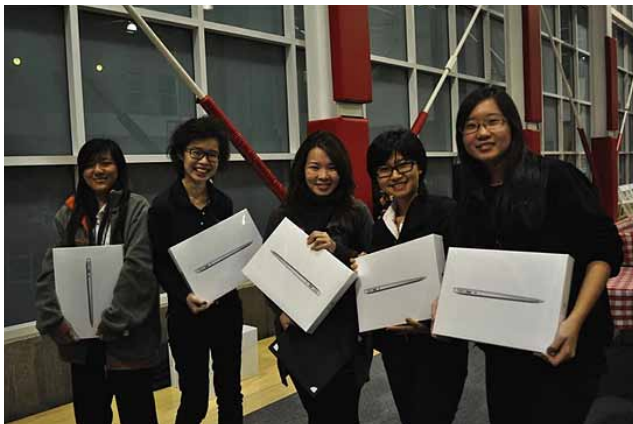
**THINKQUEST AWARDS
CELEBRATION**



The Taking it to the Next Level workshop helps students make their wonderful projects even better.



Participants go on an excursion to the California Academy of Sciences in San Francisco.



Winning teams receive their hardware prizes at the end of ThinkQuest Live 2012.



Elena, a member of the Healthy Options team, talks about her ThinkQuest experience as part of the 2012 ThinkQuest Awards Ceremony.



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

In partnership with Ministries of Education, nongovernmental organizations, and other educational groups, Oracle advances technology education globally and equips students with the skills they need for life and work in the twenty-first century.

PARTNERS

In FY11 and FY12, Oracle and the Oracle Education Foundation worked with many partners, including those listed on the following pages, to deliver its technology education programs to students globally.

Awards and Recognition



In FY12, Oracle was honored by *PR News* in its Corporate Social Responsibility: Community Partnership awards category.



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Strategic Partnerships



North America

- Mathematics Engineering Science Achievement
- Computer Science Teachers Association
- National Association of State Directors of Career Technical Education Consortium
- New York Institute of Technology
- International Society for Technology in Education
- League for Innovation in the Community College
- Florida Center for Instructional Technology, University of South Florida
- San Mateo County Office of Education STEM Center

Latin America

- Universidad de La Punta—Secretaría de Educación de San Luis (Argentina)
- Fundação de Apoio à Faculdade de Educação (Brasil)
- Secretaria da Educação Básica do Estado do Ceará (Brasil)



-
- Secretaria da Educação Básica do Indaiatuba (Brasil)
 - Center of Education and Technology—Enlaces, Ministry of Education (Chile)
 - Medellín Digital—Secretaría de Educación de Medellín (Colombia)
 - Secretaría de Educación de Cundinamarca (Colombia)
 - CTA Medellín (Colombia)
 - Ministerio de Educación (Peru)
 - Alianzas Educativas (Mexico)
 - Adopta una Escuela (Mexico)
 - DIF San Pedro—Monterrey (Mexico)
 - Fundación Parque Cibernético de Santo Domingo (República Dominicana)
 - Ministerio de Educación (República Dominicana)
 - Computer Learning Center (Puerto Rico)

Europe, Middle East, Africa

- Ministry of Education/Ministry of Communication and Information (Egypt)
- Ministry of Education, Research, Youth, and Sport (Romania)
- Ministry of National Education (Turkey)
- British Council (United Kingdom)
- EduCentrum (Belgium)
- Kennisnet (Netherlands)
- USAID (Macedonia)
- World Wildlife Fund (Italy)
- AICA Associazione Italiana per l'Infomatica ed il Calcolo Automatico (Italy)
- Entreprenre pour Apprendre (France)
- Eagles Club (Ghana)
- Association Partenariat Ecole Enterprise Al Jisr (Morocco)
- Jordan Education Initiative (Jordan)
- Commission Nationale Marocaine pour L'Education les Sciences et la Culture (Morocco)
- Computer Olympiad Trust (South Africa)
- Junior Achievement—Young Enterprise Europe (Europe)

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“Oracle understands the industry’s need for well-trained, highly skilled technology professionals who are able to keep up with the fast-paced economic growth that is occurring in Asia Pacific.”

– Kevin Walsh
Chief Technology Officer
Oracle Asia Research and Development Centers

ORACLE IN ACTION: ORACLE ACADEMY GIVES SINGAPORE STUDENTS HANDS-ON BANKING EXPERIENCE

The School of Information Systems at Singapore Management University (SMU) is collaborating with the Oracle Academy to prepare students for careers in the financial services and banking sector.

“Oracle understands the industry’s need for well-trained, highly skilled technology professionals who are able to keep up with the fast-paced economic growth that is occurring in Asia Pacific,” says Kevin Walsh, chief technology officer, Oracle Asia Research and Development Centers. “Since 1993, we have supported universities globally with state-of-the-art technology education programs. By partnering, Oracle and SMU are directly investing in Singapore’s workforce and improving service delivery in the financial sector.”

Since August 2012, students in SMU’s Information Systems Management and Information Technology in Business programs have been using Oracle FLEXCUBE to streamline banking business processes and develop new banking products and services. In the process, they have been acquiring the hands-on technical expertise that financial services employers will expect when these students graduate and apply for jobs.

“Oracle FLEXCUBE is a market leader in core banking systems, and we are proud to help expand the ecosystem of highly trained and experienced Oracle FLEXCUBE professionals globally,” says Chet Kamat, managing director and CEO, Oracle Financial Services.

“By working with the Oracle Academy, we are exposing our students to best-in-class products that manage the complex business processes that banks implement. This experience with end-to-end banking processes, along with their out-of-class assignments and projects, gives students a strong competitive edge, encourages innovative thinking, and helps them stand out when they embark upon careers in the financial services sector,” says Steven Miller, dean of SMU’s School of Information Systems. ●



Asia Pacific

- Kendriya Vidyalaya Sangathan (India)
- ICT Academy of Tamil Nadu (India)
- Institute of Electronic Governance (India)
- Directorate of School Education, Government of Puducherry (India)
- Navodaya Vidyalaya Samiti (India)
- Delhi Public School Society (India)
- National Center for Educational Technology (China)
- Ministry of Education of the People's Republic of China (China)
- Australian Council for Computers in Education (Australia)
- Japan Association for Promotion of Internet Application in School Education (Japan)
- PesonaEdu iLearning (Indonesia)
- Teach for Indonesia—BINUS University (Indonesia)
- Department of Education Jakarta (Indonesia)
- Department of Education, Province of West Java (Indonesia)
- Ministry of Education (Sri Lanka)



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Giving and Volunteering

Oracle
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Oracle works to improve the quality of life in the communities where we do business.



In FY11 and FY12, Oracle donated more than US\$4 billion in in-kind resources to education institutions and US\$23 million in cash to nonprofit organizations.

GRANTS

Oracle's giving centers on science, technology, engineering, and math (STEM) education. We also offer grants to organizations with which we volunteer, helping to improve the quality of life in communities where our employees live and work.

Following are some of the organizations and programs that received Oracle grants in FY11 and FY12:

- **Secondary Schools and Colleges/Universities:** The Oracle Academy provides in-kind grants of software, hosted technology, curriculum, faculty training, support, and certification resources to secondary and higher education institutions for teaching use. Faculty can insert these resources into computer science and business programs, ensuring that students gain industry-relevant skills prior to entering the workforce. (For more detail, see the Oracle Academy tab in the Education section of this report.)



-
- **Alice:** Alice is a free platform from Carnegie Mellon University designed to awaken students' interest in computer programming. Oracle funds the continued development of Alice, which introduces students—ages 8-22—to object-oriented programming in a manner that emphasizes storytelling. Downloaded more than 1 million times a year, Alice is used by thousands of schools globally and has been adopted by 19 percent of US colleges and universities.
 - **Greenfoot:** Greenfoot is a Java development environment designed to help beginners transition from drag-and-drop environments like Alice into pure Java. Developed at the University of Kent and LaTrobe University, Greenfoot emphasizes visualization tools that ease the transition into more advanced Java tools such as BlueJ, NetBeans, and Eclipse. Greenfoot serves students age 14 and up, and engages more than 350,000 new users annually.
 - **Khan Academy:** This online learning platform helps students of all ages master core academic subjects, including math and science. Oracle support helps make available free, self-paced education, accessible to anyone with an internet connection. The Khan Academy Website offers video lessons, practice exercises, assessments, personalized progress maps for students, and analytics for teachers.
 - **San Mateo County Office of Education:** Oracle funded the completion of a new, state-of-the-art STEM Center that provides research-based STEM professional development for educators. The center is evolving into one of California's premier teacher training facilities.

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[Watch the Video](#)

- **Second Harvest Food Bank:** One of the largest food banks in the United States, Second Harvest provides food to nearly 250,000 Californians. Oracle contributes to the Food Assistance Program, which provides 26.6 million pounds of food—more than 20 million meals—to residents in Santa Clara and San Mateo counties.
- **Stanford University Hospital & Clinics:** Oracle is a founding member of the Stanford Hospital Corporate Partners Program. Oracle's grant of US\$25 million over 10 years supports the development of a new hospital at Stanford Medical Center.
- **Lawrence Hall of Science:** This internationally renowned science museum is also a center for research, curriculum development, and teacher professional development. With support from Oracle, the Hall created KidzScience, an after-school program consisting of four hands-on science kits that map to primary school science standards. More than 45,000 students globally benefit from the KidzScience curriculum.



-
- **Select Bay Area School Districts and Educational Nonprofits:** We fund a variety of programs in the San Francisco Bay Area that offer teacher professional development in math and science, support the integration of technology into classrooms, provide STEM-related education, and align STEM curricula to the Common Core standards.
 - **Boys and Girls Clubs:** Oracle supports the Boys and Girls Clubs of the Peninsula to deliver academic support programs to students living in disadvantaged communities on the San Francisco Peninsula. We also contribute to the Boys and Girls Clubs of America.

To review our complete list of cash grant recipients, click [here](#).

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Many people are unaware that habitat destruction and overfishing threaten to catastrophically damage ocean ecosystems globally.

ORACLE IN ACTION: ORACLE TEAMS WITH NATIONAL GEOGRAPHIC ON OCEAN SCIENCE EDUCATION

The National Geographic Society is one of the world's largest nonprofit scientific and educational organizations. Founded in 1888, it works to inspire people to care about the planet. Over the last four years, Oracle has provided US\$2 million to support the National Geographic Society's Ocean initiative, aimed at reversing ocean degradation through research, policy reform, and public education.

Many people are unaware that habitat destruction and overfishing threaten to catastrophically damage ocean ecosystems globally. One study in the journal *Science* predicted that if fishing continues at current rates, all the world's fisheries will collapse by 2048. Scientists suggest that 20 percent of the Earth's oceans should be protected, yet we currently preserve just 1 percent.

Oracle supports the public education aspect of the Ocean initiative. Our funding has enabled National Geographic to:

- develop a high-quality, standards-based ocean science curriculum;
- train more than 2,000 teachers who deliver this curriculum to 200,000 primary and secondary students annually;
- provide free, online professional development materials and ocean science lessons to tens of thousands of teachers;
- train 200 ocean recreation professionals to educate their 624,000 yearly customers in fun ways that affect positive behavioral change;

- engage students and teachers in the Oracle Education Foundation's global online learning community, ThinkQuest, to follow research expeditions to Cocos Island near Costa Rica and Isla Salas y Gómez, near Chile; and
- create three identical giant maps of the Pacific Ocean that travel to schools to ignite students' curiosity about the ocean.

The Giant Traveling Map program reaches more than 300,000 students annually. The giant map provides a basketball-court-sized learning environment with specially-designed curriculum materials to engage students as they have fun exploring the ocean. Oracle Volunteers brought the Pacific Ocean map to more than 8,000 students at 20 schools in FY12. ●



MATCHING GIFTS AND EVENT SPONSORSHIPS

Oracle matches employees' charitable contributions up to US\$300 per employee per year. In FY12, we issued matching gift payments to more than 2,800 nonprofit organizations.

Oracle supports charitable fundraising events on a selective basis.

DISASTER RELIEF

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

In FY11 and FY12 Oracle provided significant contributions to disaster relief efforts in many areas of the world, including:

- **Japan:** In the wake of the 2011 earthquake, Oracle sent relief donations to the International Federation of Red Cross and Red Crescent Societies.
- **Pakistan:** In the wake of the 2011 floods, Oracle sent relief donations to the International Federation of Red Cross and Red Crescent Societies.
- **New Zealand:** In the wake of the 2011 Christchurch earthquake, Oracle sent relief donations to the Australian Red Cross New Zealand Earthquake Appeal 2011.
- **Australia:** In the wake of the 2011 floods, Oracle sent relief donations to the Queensland Premier's Flood Relief Appeal and the Salvation Army's Queensland and New South Wales Flood Relief Appeal.

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Employee Volunteering

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



In FY12, employees logged 56,000 volunteer hours in 44 countries.

For more than 22 years, Oracle employees have helped improve the quality of life in communities where we live and work.

We support a wide variety of volunteer projects, some global and many designed to meet specific local needs.

GLOBALLY

- **Season of Sharing:** Every November and December, Oracle employees generously share their time and personal resources to help those in need.
- **Earth Week:** Every April 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 Projects

FY12 586 ↑ Increased by 30%

FY11 451

of Volunteers

FY12 14,491

FY11 14,536

Volunteers In Action



[Watch the Video](#)



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Employee Volunteering

The Oracle Volunteers program supports employee volunteerism and works in partnership with nonprofit organizations globally. Through a number of projects, Oracle employees help achieve positive change in the communities where they live and work.



UNITED STATES
Restoring native habitat in Sausalito, California



MEXICO
Donating blood for the fourth consecutive year



PUERTO RICO
Testing water samples on World Water Monitoring Day

[Launch the slideshow](#)



UNITED KINGDOM

Building stone walls to preserve natural habitat



SWEDEN

Organizing a football tournament with the Red Cross for youth refugees in Stockholm



CHINA

Partnering with local environmental organizations to plant trees near Beijing



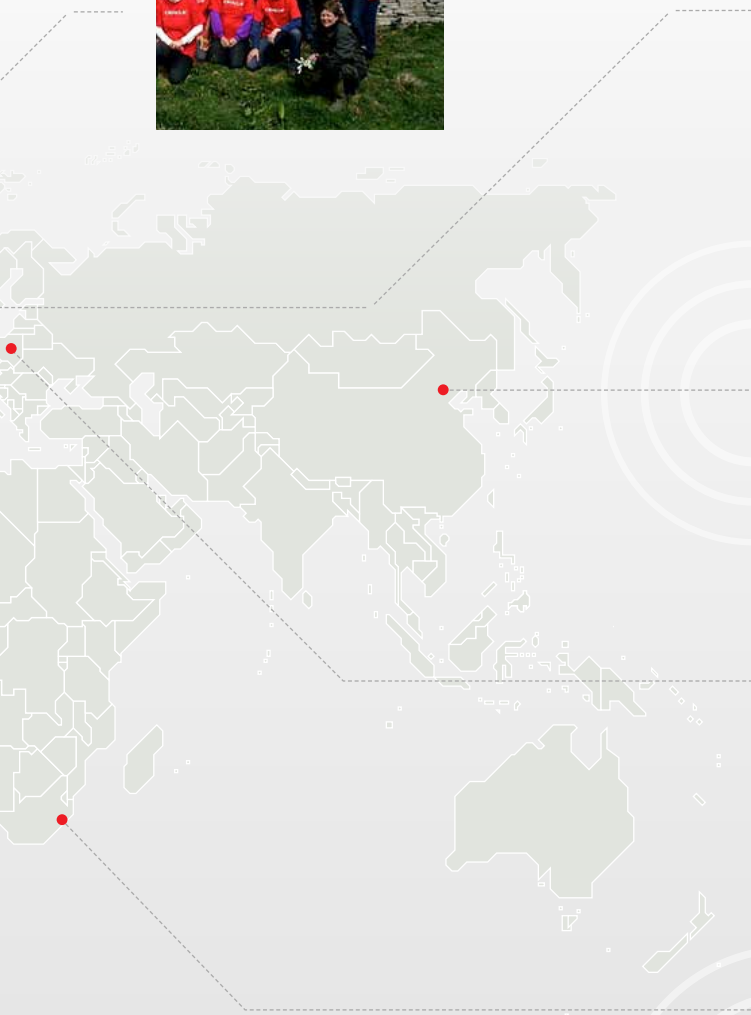
POLAND

Providing baking lessons to children in an orphanage



SOUTH AFRICA

Organic vegetable gardening at a primary school in Durban



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Oracle Volunteers tend to rescued and retired residents of the Donkey Sanctuary in Cyprus, where donkeys have been vital to the winemaking tradition for thousands of years.

EUROPE, MIDDLE EAST, AFRICA

- **Bucharest, Romania:** Oracle Volunteers helped the Casa Lidia orphanage stage a concert to raise money for construction of a playground.
- **Madrid, Spain:** To support the Association of Parents of Cancer Patients, 350 Oracle Volunteers engaged 250 kids in a day of fun and games, including a theatrical performance.
- **Warszawa, Poland:** Oracle Volunteers dedicated an entire day to supporting children's teams at the first Lego League robotics competition. They assisted the event organizers, provided snacks, and transported children to and from the competition.
- **Blarney, Ireland:** At Scoil Mhuire Gan Smál, a secondary school, Oracle Volunteers cleaned, painted, and donated books to create a comfortable reading space to help students develop as readers, writers, and thinkers.



- **Bucharest, Romania:** Oracle Volunteers spent a day painting fences, cleaning paddocks, and cutting grass at Lubirre, Bucharest's first-ever dog adoption center. Volunteers also spent time grooming, walking, and socializing the dogs.
- **Madrid, Spain:** Oracle employee Jose Jimenez rode his bicycle 375 miles to raise money for the Isabel Gemio Foundation, which is dedicated to finding cures for neuromuscular diseases.
- **Putzbrunn, Germany:** At Salberghaus, a therapeutic center for infants and children, Oracle Volunteers painted a patient room, cut hedges, and played games with the children.
- **Sofia, Bulgaria:** Oracle Volunteers brightened up the Sofia Zoo, the oldest and largest zoo in Bulgaria, by providing a fresh coat of paint on the fences.



Oracle Volunteers plant 101 trees in Málaga, Spain.



Oracle Volunteers in Madrid, Spain provide mentoring to students participating in Junior Achievement.

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Employee Volunteering

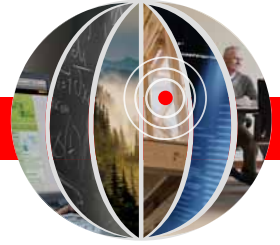


Oracle in Action: Oracle Volunteers Work with Wolves.
[Watch the video](#)



Oracle Volunteers participate in their local community's Spring cleanup in Poland.

- **Bohemia, Czech Republic:** 70 Oracle Volunteers planted trees to help restore a deforested area of Central Bohemia.
- **Madrid, Spain:** 18 Oracle Volunteers from 11 countries translated short articles from English into other languages for the BabelFamily Website. BabelFamily is a worldwide group of volunteers who support the doctors, researchers, and scientists searching for treatments and a cure for Friedreich's ataxia.
- **Cairo, Egypt:** 25 Oracle employees adopted and refurbished Qaryet Abd Elsamad Preparatory School, which serves 300 disadvantaged children. Oracle Volunteers painted the schools' 12 classrooms and soon plan to revitalize the computer lab and restore the playground.



Oracle Volunteers participate in the ECCO Walkathon, raising over 300 euros towards charitable causes in Poland.



Oracle Volunteers spend time with children at a child protection center in Bucharest, Romania.



Oracle Volunteers help elderly residents of Conjunto Habitacional Club de Leones in Monterrey, Mexico.



Oracle Volunteers collect donations for Casa de la Amistad, an organization serving children with cancer in Mexico.

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Employee Volunteering



Oracle Volunteers join the Care Institute to host a party for 150 children and young adults with special needs in Brazil.



Oracle employees paint and reconstruct school walls in Calle Larga, Chile on Global Volunteer Day.

LATIN AMERICA

- **San Juan, Puerto Rico:** Oracle Volunteers joined the Scuba Dogs diving school to pick up trash along a beach for the International Coastal Cleanup.
- **Lima, Peru:** In partnership with Association Peru Niñez, Oracle Volunteers prepared, served, and delivered 1,500 meals to children and adults of a Southern Lima community. Volunteers also donated clothes, toys, and books.
- **São Paulo, Brazil:** Oracle Volunteers hosted a fun-filled party and provided gifts for 150 children with special needs at Care Institute, an organization that advocates for social inclusion and rehabilitation.
- **México City, Mexico:** Oracle Volunteers removed three tons of trash to reopen green space for visitors to the Diego Rivera-Anahuacalli Museum.



- **Bogotá, Colombia:** In collaboration with members of the Camara Junior Internacional, a youth organization that promotes self-improvement and community service, Oracle Volunteers planted trees in a depressed area of Bogotá City.
- **Santiago, Chile:** Oracle Volunteers refurbished nine computers at the Voluntarios de la Esperanza center, providing 48 at-risk students with computing power and internet access.
- **São Paulo, Brazil:** Oracle Volunteers repaired and painted the sports court of Centro de Apoio à Criança “O Visconde,” a community organization serving more than 1,600 disadvantaged youth.
- **Caracas, Venezuela:** Oracle Volunteers collected and delivered clothes, bed sheets, towels, and other items to the Casa Hogar Domingo Savio orphanage.
- **Santiago, Chile:** Oracle Volunteers hosted a toy-drive and holiday party for 190 disadvantaged children at the Jardín Infantil Las Pequeñas daycare center.



Oracle Volunteers in Argentina host workshops for children at the Fundación Juanito.



Oracle Volunteers celebrate the Season of Sharing during the holiday season in Chile.

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Employee Volunteering



Oracle Volunteers partner with the José Celestino Mutis Botanical Garden to plant 100 trees in Colombia.



Oracle Volunteers join forces with the Red Cross to organize a Blood Donor Day in Budapest, Hungary.

NORTH AMERICA

- **California, United States:** Oracle Volunteers work with patients at the Marine Mammal Center, one of the world's premiere veterinary hospitals.
- **California, United States:** In collaboration with Habitat for Humanity, Oracle Volunteers put on their hard hats and work boots and installed weather-proofing and siding on a 36-unit condominium complex for low-income families.
- **Colorado, United States:** In collaboration with the American Red Cross, Oracle Volunteers spread good cheer by writing holiday cards to US military veterans, active service members, and their families around the world.
- **Massachusetts, United States:** In partnership with People Helping People, Oracle Volunteers from Burlington, Vermont collected toys and grocery items for hundreds of families in need.



- **Colorado, United States:** Oracle Volunteers spent more than 1,100 hours creating audio books for Learning Ally, an organization that provides more than 65,000 textbooks and literature titles for people who cannot read due to blindness, visual impairment, dyslexia, or other learning disabilities.
- **Aurora, Canada:** Oracle Volunteers joined forces with Yellow Brick House, an agency serving women and families who have left abusive relationships. Volunteers built shelves, painted, and installed insulation at Reta's Place shelter, and sorted hundreds of donated items at the Yellow Brick warehouse.
- **Toronto, Canada:** Oracle Volunteers helped Evangel Hall Mission prepare and serve hot meals to more than 160 homeless individuals.



Oracle Volunteers help out at Shelter Network in San Mateo, California.

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Employee Volunteering



Oracle Volunteers in Boulder, Colorado help Global Reach International ship books to children in Ghana.



Oracle Volunteers team up with the American Diabetes Association for the Tour de Cure Cycle event in Atlanta, Georgia.

- **Orlando, Florida:** Oracle Volunteers signed cards to show their appreciation for members of the United States Armed Forces who could not be home for the holidays. The American Red Cross collected and mailed the cards to service members abroad.
- **East Rutherford, New Jersey:** Oracle Volunteers donated new and gently used Halloween costumes to Jersey Cares, an organization that matches individuals and groups with volunteer opportunities. The Halloween costumes were distributed to children living in local shelters.
- **Austin, Texas:** In collaboration with Caritas Community Kitchen, Oracle Volunteers prepared and served lunch to more than 350 homeless individuals.
- **California, United States:** Oracle Volunteers brought joy to 40 families at Shelter Network of San Mateo County by hosting holiday activities, including ornament making and cookie decorating.



ASIA PACIFIC

- **Bangalore, India:** 200 Oracle Volunteers participated in the Bangalore Midnight Marathon, a fundraiser organized by Rotary Bangalore West to benefit child welfare organizations.
- **Chamarajanagar, India:** Oracle Volunteers distributed books, gifts, and sports kits to 500 children in communities served by Vivekananda Girijana Kalyana Kendra, an agency that helps tribal societies improve their standard of living while keeping their culture intact.
- **Paranaque, Philippines:** Oracle Volunteers helped the volunteer doctors of the Exempli Gratia Foundation provide 900 low-income patients with free check-ups and medicine.
- **Tokyo, Japan:** In collaboration with Japan Heart, 69 Oracle Volunteers knitted mufflers, gloves, and hats for victims of the 2011 earthquake, and also gave out handmade greeting cards and bags of candy.
- **Dalian, China:** Oracle Volunteers gathered in Xinhang Square, the city's largest plaza, to clean up litter and raise awareness about the environment.



Oracle Volunteers plant trees in the Nandi Hills in India during Earth Week.

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Employee Volunteering



Oracle Volunteers brighten the days of seniors at the Ju Eng Home in Singapore.

- **Laguna, Philippines:** In support of My Shelter Foundation's mission to provide light to 1 million homes by 2012, Oracle Volunteers converted used plastic bottles into eco-friendly "solar bottle bulbs" and installed 120 bulbs in households in a resettlement area.
- **Bangalore, India:** Oracle Volunteers organized a science workshop for 100 underprivileged children, including a field trip to a planetarium to learn about the solar system.
- **Fisher, Australia:** Oracle Volunteers spruced up the garden and helped with maintenance at two Hartley Lifecare homes for the disabled.
- **Wellington, New Zealand:** In partnership with the Wellington City Mission, Oracle Volunteers packed food parcels for redistribution to families in need.
- **Lopburi, Thailand:** Oracle Volunteers repainted a library and six classrooms at the Nong Ga Biean School, creating a more comfortable learning environment for students and teachers.



Oracle Volunteers participate in a workshop aimed at motivating young mothers and pregnant teenagers in Madrid, Spain.



Oracle Volunteers help the Berks, Bucks & Oxon Wildlife Trust clear the banks of the river Thames in the UK.



Oracle Volunteers partner with the Catalina Muñoz Foundation to paint houses in Colombia.



Oracle Volunteers participate in the Great Orchestra of Christmas fundraiser for children's health in Poland.

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Open Computing

Oracle
Corporate
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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 119
Leadership Positions 328
Technical Working Groups 541
Administrative/Policy Committees 77

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

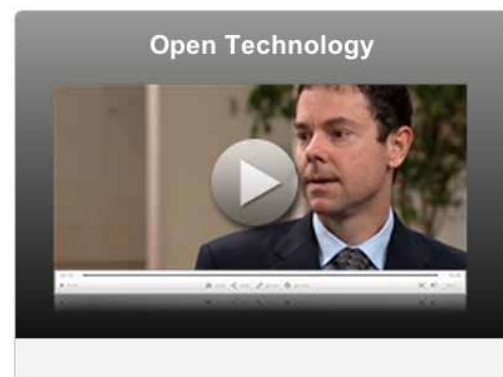
ORACLE IS AN OPEN STANDARDS LEADER

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).
- **Tools:** Solutions such as Oracle JDeveloper enable the creation of open and extendable applications.



- **Core technology:** Oracle's open standards involvement addresses all layers of the technology stack—hardware, network, operating system, database, middleware, and applications. Oracle Database 11g supports 75 software standards.
- **Middleware:** Open interfaces in middleware and the use of Web services allow for faster deployment, enable customers to pick the best mix of software, and provide the assurance that an open stack will integrate into and optimize any software ecosystem. Oracle Fusion Middleware 11g supports 149 software standards.
- **Applications:** Oracle 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:** More than 463 Oracle employees work with standards organizations such as W3C, OSGI, OASIS, INCITS, JCP, ANSI, ISO, ETSI, Eclipse, OMA, The Open Group, Liberty Alliance, and many others.



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[Listen to the Podcast](#)

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:

- **MySQL:** MySQL is the world's most popular open source database for Web and embedded applications. Oracle leads MySQL innovation and continues to grow the product line and customer adoption.
- **Linux:** Oracle's technical contributions to Linux enhance and extend enterprise-class capabilities, and Oracle Linux Support delivers enterprise-quality support for Linux at a lower cost.



- **Xen:** Oracle contributes heavily to feature development of Xen mainline software and is a member of the Xen Advisory Board. [Oracle VM](#), next generation server virtualization software, includes the Xen hypervisor.
- **VirtualBox:** With over 80 million downloads, VirtualBox is the world's most popular cross-platform virtualization software. It is available under the open source GNU General Public License (GPL) and offers powerful x86 and AMD64/Intel64 based desktop virtualization.

Please visit oracle.com/us/technologies/open-source/index.html to learn more about these and other key open source initiatives that Oracle supports, view a datasheet entitled *Oracle and Open Source*, and explore free and open source software from—and for—Oracle.



[Watch the Video](#)

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Oracle creates accessible products that allow users with disabilities and the aging population to perform the same tasks as other users 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. Most 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 oracle.com/us/corporate/accessibility.

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 US Access Board's Section 508 Refresh Committee. Oracle believes that a single set of standards that allows application vendors, platform vendors, and assistive technology vendors to build to the same design point reduces costs, speeds development, and provides customers with the greatest flexibility and choice in assistive technologies.



“Oracle is committed to creating accessible technologies and products that enhance the overall workplace environment and contribute to the productivity of our employees, our customers, and our customers’ customers.”

– Safra Catz
President and Chief Financial Officer

COLLABORATION 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 and millions more around the world, 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, which makes creating accessible technology

increasingly important. For the past decade, Oracle has been dedicated to a strong collaboration with the NFB.

Oracle has sponsored the NFB’s National Convention five years in a row, and in 2008, we announced a plan to develop a Center of Excellence for Enterprise Computing at the Jernigan Institute. Since then, Oracle has worked closely with experts at the Institute to address product design issues, interpret accessibility standards, test key products, and resolve customer issues.

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National Industries for the Blind and its nationwide network of associated agencies are the largest US employer of people who are blind.



ORACLE IN ACTION: NATIONAL INDUSTRIES FOR THE BLIND PRAISED FOR ORACLE PRODUCT USE

For 75 years, National Industries for the Blind (NIB) has been working to create, sustain, and improve employment opportunities for people who are blind. NIB and its nationwide network of associated agencies are the largest US employer of people who are blind.

In 2011, NIB launched an initiative to create a fully accessible web-based e-commerce platform for use by NIB and the government agencies it serves. NIB leveraged Oracle E-Business Suite to develop this platform. Ultimately named AbilityOne.com, this site is the primary government purchasing website for products made by people who are blind or those with severe disabilities. AbilityOne.com meets all requirements specified in Section 508 of the Rehabilitation Act.

Impressed by NIB's innovative work, global IT media network *ComputerWorld* selected NIB as a 2011 Computerworld Honors Laureate.

The ComputerWorld Honors Laureate Program acknowledges organizations and individuals that use information technology to effectively benefit society in the areas of social, economic, and educational change. More than 1,000 Honors Laureate nominations are reviewed each year, and *ComputerWorld* selects only a handful of winners.

"AbilityOne.com was built with accessibility in mind, and the results have been extremely positive for both NIB employees and our customers," said Kevin A. Lynch, NIB's President and CEO. ●



“Oracle’s business is information—how to manage it, use it, share it, and protect it. Our commitment to create products that simplify, standardize, and automate extends to all users, including users who are disabled.

– Edward Screven
Chief Corporate Architect

By working with the NFB, we have improved our ability to consistently deliver accessible enterprise applications. For example, Oracle Fusion Applications were built with accessibility in mind. The first release of this suite of products exhibits exceptional conformance with accessibility standards, an achievement that is the result of seven years of development and testing. Further, we have drastically enhanced the accessibility of Oracle’s Siebel call center product, and our Siebel open user interface will take advantage of the WAI-ARIA coding technique, which enables Web applications to operate like other desktop applications when used with assistive technology.

Because the lack of effective training can be a barrier to technology use by blind and low-vision users, Oracle’s collaboration with the NFB extends to training as well. We have developed and delivered several training workshops to help blind users transition from older, character mode systems to modern, enterprise-class application interfaces.



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Workforce

Oracle
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Oracle fosters a culture of innovation, excellence, and respect throughout its workforce of more than 115,000 employees.

Oracle's Workforce



Region	# of Employees
Americas	49,000
APAC	43,000
EMEA	23,000
Total	115,000

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 the following:

- Competitive compensation and benefits.
- Extensive professional development opportunities.
- The opportunity to work for a company that conducts business in more than 145 countries.
- Meaningful, challenging, and cutting-edge projects that enable knowledge workers to innovate.
- A supportive environment that fosters diversity, inclusion, and employee wellness.
- The opportunity to telecommute and work flexible schedules, as appropriate.



Oracle's global workforce is comprised predominantly of 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, 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.

For employees who are beginning to transition into retirement, Oracle's EAP programs offer counseling services. Oracle also provides outplacement services that help employees find future employment in the event that their positions are eliminated due to redundancies created by an acquisition or other change.

Workforce Growth



Year	# of Employees
FY12	115,000
FY11	108,000
FY10	105,000
FY09	86,000

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Overview



ORACLE IN ACTION: ORACLE WOMEN'S LEADERSHIP

Oracle Women's Leadership (OWL), a leadership and professional development program founded in 2006, supports the growth of current and emerging women leaders within Oracle. Guided by an executive steering committee of 15 senior leaders, OWL is a global community that recognizes the value of networking, mentoring, lifelong learning, and "paying it forward."

COMMUNITIES

Nearly 100 women from Oracle's senior management lead 50 OWL communities globally, educating current and future generations of women leaders. In FY11 and FY12, OWL conducted 275 events that engaged more than 7,000 employees.

ROAD SHOW EVENTS

In FY11, OWL hosted leadership development and networking events in several regions around the world under the theme "Leadership Starts with One."

In Reston, Virginia, OWL featured keynote speaker Rudy Corsi, Oracle senior vice president, followed by a panel discussion—titled "Inclusion Matters"—with four senior Oracle executives.

In Nice, France, OWL convened more than 60 women senior managers for a two-day networking and professional development event. Loïc Le Guisquet, Oracle executive vice president for EMEA, remarked on OWL's importance, saying, "OWL helps Oracle build closer relationships with our customers. OWL members' experience-sharing and communication across lines of business enable us to serve our customers better."

GLOBAL WOMEN'S LEADERSHIP SUMMIT

In FY12, OWL hosted 250 senior women leaders from around the world at the second Global Women's Leadership Summit in Redwood Shores, California. The event featured a variety of perspectives on leadership, including keynote addresses and panel discussions with Oracle customers and partners.

Oracle President and Chief Financial Officer Safra Catz and Oracle President Mark Hurd addressed the summit. Ms. Catz shared her leadership philosophies and experiences in a keynote presentation titled "Leading from the Top, Leading Globally, and Leading Beyond." Mr. Hurd spoke about the importance of OWL and workplace diversity as a part of Oracle's growth strategy, and our commitment to being among the best customer-facing enterprises in the world.



Oracle Women's Leadership members volunteer in their local communities, motivating young women and girls to explore computer science and engineering.

OUTREACH AND VOLUNTEERISM

OWL members volunteer in their local communities, motivating young women and girls to explore computer science and engineering. For example:

- In FY11 and FY12, OWL supported the Dare 2B Digital conference, a one-day event that introduces girls in grades 7-10 to careers in science, technology, engineering and mathematics (STEM). The conference engages women leaders and technologists from local technology companies to deliver workshops that ignite and deepen girls' interest in STEM fields. OWL volunteers delivered a workshop in which the girls created 3-D animations while learning basic Java concepts.

- In FY12, OWL hosted the second annual Girl Power Day in partnership with the Stillheart Institute and the Boys and Girls Clubs of Silicon Valley and the Peninsula. This event brought together 100 10- to 12-year-old girls from Boys & Girls Clubs to participate in a variety of empowerment activities. OWL volunteers shared their career stories and helped the girls create their own career journey maps.

Kirsten Hanson, senior director of Oracle Organization & Talent and Development, said, "Everyone who succeeds does so with the help of others—mentors, role models, and champions. The best way we can repay our benefactors is to pass the gift along by mentoring a young professional woman or sparking an eighth grade girl's imagination." ●

Awards and Recognition



In FY12, Oracle was named a Best Place to Work in 10 countries.

Awards and Recognition



In FY12, Oracle was recognized by *Diversity Careers* magazine as the Best Diversity Company among software providers.

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Diversity and Inclusion

Oracle employees represent a variety of cultures, span 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.



At Oracle, we foster an inclusive environment that leverages the diverse backgrounds and perspectives of our employees, customers, suppliers, and partners to drive a global competitive advantage.

Oracle offers a variety of programs to support our diverse employee population.

- **Flexible Workplace:** Flexible work arrangements, such as telecommuting or alternative schedules, are provided to accommodate employees with physical challenges, disabilities, or other special needs.
- **Oracle Women's Leadership (OWL):** OWL offers opportunities for female employees to enhance their leadership skills, strengthen their business networks, and benefit from mentoring. In FY11 and FY12, OWL conducted 275 events, reaching more than 7,000 employees in 50 communities.
- **Inclusion Matters Leadership Development:** These events assist employees across North America to develop inclusive leadership skills at all levels of the organization.



- **Dimensions of Diversity:** This monthly newsletter offers US employees information about ongoing diversity and inclusion activities.
- **Affinity Groups:** Affinity groups allow employees to connect and learn more about the unique backgrounds of veterans, African Americans, Latinos, LGBT individuals, people with disabilities, and those from various religious groups.
- **Mentoring:** We encourage mentoring relationships in which employees receive coaching and guidance from those with more experience.

Women and Minority Employees in Oracle's US Workforce

Minority Employees

37%

Minority Managers

34%

Female Employees

29%

Female Managers

25%

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Diversity and Inclusion



Oracle has a long history of helping veterans, especially those injured during their service, find employment.

ORACLE IN ACTION: ORACLE SUPPORTS VETERANS

Oracle recognizes those who have served in the United States Armed Forces and thanks them for their service. We are especially proud to acknowledge and support our own employees and their family members who have served or are serving in the military.

Oracle has a long history of helping veterans, especially those injured during their service, find employment. Our efforts include:

- **Oracle Injured Veteran Intern Program:** Oracle sponsors a job-training program that offers work experience and mentoring for soldiers injured in the Iraq and Afghanistan wars. This paid internship program provides personalized career development support from skilled Oracle professionals in departments such as IT, consulting, finance, human resources, and sales.
- **Project HIRED Business Collaborative for the Wounded Warrior Workforce:** Oracle serves as a Platinum Member of this Collaborative, making a commitment to support, train, hire, and retain injured veterans who are joining the civilian workforce. Project HIRED helps veterans evolve their military training, resourcefulness, and resilience into successful civilian careers.
- **Veteran Recruiting, Networking, and Outreach:** Oracle supports a broad range of efforts that provide veterans and injured veterans with opportunities to build professional networks and find civilian jobs that build on their skills. Since 2003, 5,000 veterans have utilized Oracle's online resources or participated in Oracle-sponsored events and workshops.
- **Fisher House:** In FY12, Oracle contributed US\$20,000 to Fisher House, an organization that provides housing free of charge to injured veterans and their families. Over the past 10 years, Oracle has donated hundreds of thousands of dollars to support Fisher House in its work to build homes and provide services for veterans and their families during medical treatment and rehabilitation.
- **Employee Matching Gifts:** In FY12, Oracle contributed US\$315,000 to match employee donations to veteran service organizations. ●



KEY PARTNERSHIPS

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

- **The United Negro College Fund (UNCF):** Over the past decade, Oracle has contributed more than US\$11 million in cash grants, software donations, and internships to UNCF.
- **Technology Transfer Project (TTP):** Oracle helps faculty and students at historically black colleges and universities (HBCU) in the US strengthen their technology skills, achieve technical certifications, and conduct technology-based research. In FY11, Oracle delivered Java certification training for HBCU students and 15 of them successfully obtained Oracle Java certification, a credential that is highly valued in the IT industry.
- **Project HIRED:** Oracle is a Platinum Member of the Project HIRED Business Collaborative for the Wounded Warrior Workforce. This program supports injured veterans in their transition to civilian life. We offer 12-month internships that introduce veterans to Oracle and help them pursue full-time positions as appropriate.
- **Hispanic IT Executive Council (HITEC):** Oracle sponsors HITEC, an organization that is dedicated to developing senior-level Hispanic executives across the Americas. Oracle employees serve on the HITEC Board of Directors and contribute as presenters at HITIC leadership development events. In FY12, HITEC named Oracle "Corporation of the Year."

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SCHOLARSHIPS

To enable students from underrepresented groups to prepare themselves for work in IT-related fields, Oracle provides scholarship funding to the following organizations:

- Society of Women Engineers, Golden Gate Section
- American Indian Science and Engineering Society
- Hispanic Scholarship Fund
- National Society of Hispanic Professionals
- Congressional Hispanic Caucus Institute
- National Society of Black Engineers
- United Negro College Fund
- East Bay National Society of Black Engineers
- 100 Black Men of Silicon Valley
- National Coalition of 100 Black Women
- Black Data Processing Associates
- Greene Scholars Program

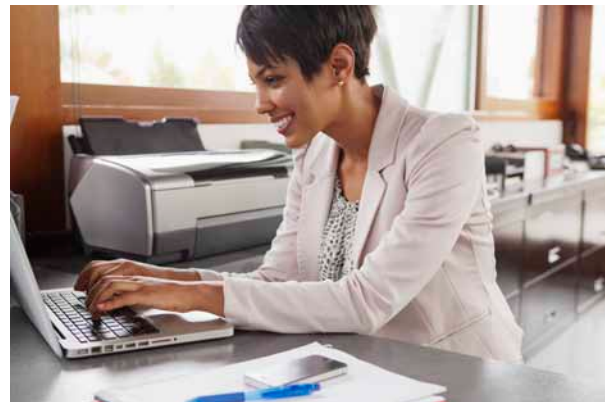


Oracle provides extensive training opportunities and a supportive environment that fosters career self-management.

As an employer of choice in the rapidly evolving technology industry, Oracle encourages employees to engage in professional development that spans the full continuum of their Oracle careers. From the orientation of new employees to a comprehensive suite of technical training and professional skills courses, leadership development, and customized organizational development consultations, almost every Oracle employee takes advantage of the online and in-person training and professional development that Oracle provides.

NEW EMPLOYEE ORIENTATION

Oracle hires thousands of new employees each year. New staff ramp-up quickly with online orientation materials that immerse them in Oracle business practices, organizational policies, history, and culture. In addition, they can access the Oracle learning portal, which provides self-directed training on hundreds of important, career-related subjects. Nearly all employees continue to use this learning portal as they progress throughout their Oracle careers.



Oracle encourages employees to engage in professional development throughout their Oracle careers.

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OU Technical Training Hours Delivered to Employees



FY12 1,997,542 ↑ Increase of 29%
FY11 1,552,958

EMPLOYEE COMPETENCIES

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

CONTINUOUS LEARNING ON DEMAND

Oracle provides a comprehensive digital library of educational material that is available on-demand, with the aim of enhancing the productivity and effectiveness of our workforce. Some examples of resources available for continuous learning include:

- **Skillsoft courses:** Highly relevant business skills training that encompasses more than 100 topics.
- **E-journals and magazines:** Technical and business publications relevant to Oracle's business worldwide.



-
- **Harvard ManageMentor:** Web-based courses that address the specific challenges facing managers.
 - **Safari books online:** Critical technical information from a reliable source.
 - **GlobeSmart:** Cultural guidance that provides employees with information on how to conduct business in more than 60 countries.
 - **Global English:** Practices to help sharpen effective business communication in English.
 - **Global toolkits:** Practical guidance on management and career development practices.

TECHNICAL TRAINING

In order to develop and support Oracle's world-class products, our employees must continuously evolve their technical skills. We provide a variety of formal and informal technical training

resources for employees, including Oracle University training, external training, self-study, "brown bag" lunch sessions, technical Webcasts and seminars, on-the-job training, and one-on-one mentoring.

ORACLE UNIVERSITY TRAINING

Oracle University, 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 percent of employees would:

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

Employee demand for Oracle University courses has grown in recent years, and more than 3.7 million training hours were delivered to employees in FY12.

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Employee Development

Total OU Training Hours Delivered to Employees



FY12 3,715,316

↑ Increase of 9%

FY11 3,403,248

TALENT DEVELOPMENT

We seek to retain and develop high-potential employees who provide great value to Oracle and our customers. Oracle's Organizational and Talent Development team works to identify such employees at all levels of our business and guide strategic decisions regarding their development.

LEADERSHIP DEVELOPMENT

We deliver an extensive leadership development curriculum that includes courses such as:

- Hiring for Success
- Managing Talent and Coaching
- Managing Within the Law
- Team Leadership
- The Art of Feedback
- Coaching as a Manager
- Negotiation Skills



-
- Presentation Skills
 - Managing Change
 - Project Management
 - Managing Beyond Boundaries
 - Building Your Business Network

ORGANIZATIONAL DEVELOPMENT

Oracle is a market leader that is continuously evolving and innovating. As our executives and managers lead their organizations to achieve, Oracle's Organization and Talent Development team is available to help them maximize their impact. This team offers a variety of customized organizational development services, including organizational assessments, organizational performance and skills analysis, strategic planning facilitation, change management consultations, and leadership training to help Oracle teams increase their effectiveness.

Awards and Recognition



In FY12, Randstad named Oracle one of the three most attractive companies to work for in India.

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Nadia's Oracle internship sparked in her a desire to pursue a master's degree in business administration.



ORACLE IN ACTION: ORACLE SUPPORTS UNITED NEGRO COLLEGE FUND

Oracle proudly sponsored the United Negro College Fund's (UNCF) 23rd Annual Frederick D. Patterson Gala and Awards event in Oakland, California on February 11, 2012. This event recognizes corporations, individuals, and volunteers who help students realize their educational goals at historically black colleges and universities, as well as other colleges throughout the United States.

McKinley Baker, a Finance major from Morehouse College, a historically black college in Augusta, Georgia, expressed gratitude for the opportunity to matriculate from Morehouse—a school with a legacy of producing African-American leaders. "At Morehouse, I was pushed to achieve my highest potential, both personally and professionally," Baker said. "I also received tremendous support and opportunities to build networks that are important career launching pads." As a result, Baker has a job awaiting him upon graduation with a leading San Francisco Bay Area company.

Oracle was recognized at the event for our ongoing support of UNCF. Paul H. Lake, senior director of Oracle Cloud Enablement and Compliance Services, commented, "Oracle has a 10-year history of financial commitment to UNCF that includes software donations, support

for computer science education, and internships that help students ready themselves for IT careers. A number of interns have joined Oracle full-time at the end of their internships."

Once such intern is Nadia Gruny, a graduate of South Carolina State University. Nadia's Oracle internship sparked in her a desire to pursue a master's degree in business administration. "My summer internship with Oracle inspired me to learn more about business, so I enrolled in a two-year MBA program shortly after my internship ended. When I graduated, I reached out to some of the Oracle employees that I met during my internship. There was a position open that I was qualified for and I was hired as a full-time Oracle employee in 2008. This year I celebrate my five-year anniversary with Oracle and I couldn't be happier." ●



Oracle seeks to prevent work-related injuries and promote employee wellness, health, and safety.

KEEPING EMPLOYEES HEALTHY AND SAFE

Oracle's health and safety programs comply with our industry's health and safety laws and regulations. They include the following:

- **New Hire Training:** To educate new employees on how to prevent work-related injuries, we encourage them to complete an online health and safety awareness training. Our health and safety staff also offer needs assessments and in-person seminars.
- **Ergonomics:** Oracle provides extensive ergonomic resources to employees. General ergonomics information is available online, as are self-assessment checklists and recommendations for ergonomic equipment. We also offer onsite ergonomics evaluations in many Oracle offices, and customized evaluations for employees who work from home.



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- **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 US Occupational Safety and Health Administration and the US 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 Disease Prevention:** Oracle works to limit the spread of communicable diseases through outreach efforts that educate employees about disease prevention, disease containment, and how they can protect themselves and their families.



PROMOTING HEALTH AND WELLNESS

Oracle offers a range of health and wellness promotion services to employees, including:

- **Health Insurance:** Many of our health insurance and reimbursement programs include preventive care services. Where available, we may also offer health improvement programs that help employees learn about common health risks, review their personal risk factors, and access educational materials regarding healthy lifestyle choices.
- **Fitness Centers:** In many Oracle locations, employees have access to onsite fitness facilities or reduced membership rates at offsite health clubs. In some countries, employee's health club fees and other related expenses are reimbursable or provided as a benefit.

- **Employee Assistance Plan:** Oracle employees have access to employee assistance program (EAP) professionals who provide support during difficult times. 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. While EAP services emphasize mental health assistance and healthy coping during challenging life events, they may include financial and legal counseling as well.

Currently, Oracle is reviewing how wellness is understood by our employees globally. Our goal is to eventually develop grass roots programs—such as health fairs, biometric screenings, flu shots, and general health education—that will effectively address common health needs in particular countries or regions.

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“Sometimes when I need a break, I walk around the lake to stretch my legs, clear my head, and reprioritize my day.”

- Brad Quisenberry



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



Like many 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 computer screen,” says Quisenberry, a senior program manager who has worked at Oracle for more than 16 years. “Sometimes when I need a break, I walk around the lake to stretch my legs, clear my head, and reprioritize 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.” ●



This biennial report addresses Oracle's corporate citizenship efforts for FY11 and FY12.

REPORT DESIGN AND DEVELOPMENT

This report was designed to achieve the following objectives.

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

We interviewed dozens of Oracle executives and employees in order to develop this report. Unless otherwise noted, it covers all Oracle subsidiaries for the stated reporting period.

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 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 at oracle.com/us/corporate/investor-relations/financials/10k-2012-1851553.pdf.

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Appendix:

Global Reporting Initiative G3.1

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Appendix: Global Reporting Initiative G3.1

G3.1 Content Index – GRI Application Level B

The GRI Content Index provides an overview of Oracle’s reporting practices, in accordance with the Global Reporting Initiative (GRI) G3.1 Sustainability Guidelines. This index references our responses to a number of core GRI performance indicators. Based on an internal review, we declare an Application Level of B. Asterisks (*) are noted next to all items that are published outside of the 2012 Corporate Citizenship Report.

STANDARD DISCLOSURES PART I: Profile Disclosures				
Profile Disclosure	Description	Degree of Coverage	Information/Links	Explanation
1. Strategy and Analysis				
1.1	Statement from the most senior decision-maker of the organization.	Full	<ul style="list-style-type: none"> Letter from President & CFO 	
1.2	Description of key impacts, risks, and opportunities.	Full	<ul style="list-style-type: none"> Form 10-K* (pg. 21-33) Letter from President & CFO Letter from CSO 	
2. Organizational Profile				
2.1 – 2.2	Name of organization, primary brands, products, and/or services.	Full	<ul style="list-style-type: none"> Corporate Data section Form 10-K* (pg. 3-17) 	
2.3 – 2.8	Operational structure of the organization; Location of Headquarters; Nature of ownership; Markets served; Scale of organization	Full	<ul style="list-style-type: none"> Corporate Data section Governance section Form 10-K* (pg 34, 38-43) 	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Full	<ul style="list-style-type: none"> Form 10-K* (pg. 38-43, 53-55) Investor Relations* 	
2.10	Awards received in the reporting period	Full	<ul style="list-style-type: none"> CSR Awards and Recognition section 	
3. Report Parameters				
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Full	<ul style="list-style-type: none"> Corporate Data section 	
3.2	Date of most recent previous report (if any).	Full	FY10	
3.3	Reporting cycle (annual, biennial, etc.)	Full	Biennial	



Profile Disclosure	Description	Degree of Coverage	Information/Links	Explanation
3.4	Contact point for questions regarding the report or its contents.	Full	<ul style="list-style-type: none"> Report Details section 	
3.5	Process for defining report content.	Full	<ul style="list-style-type: none"> Report Details section 	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Full	See Profile Disclosures 2.3 (operational structure), 2.5 (number of countries where the company operates), 2.7 (markets served), 2.8 (scale of organization), and 3.1 (reporting period)	
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Full	There are no known limitations on the boundary of this report, unless otherwise stated.	
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.	Full	<ul style="list-style-type: none"> Form 10-K* (pg 38-55) 	
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. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Full	<ul style="list-style-type: none"> Report Details section Sustainability section Form 10-K* (pg 43-52) 	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/ periods, nature of business, measurement methods).	Full	Information from prior Reports has not been restated.	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Full	There are no significant changes.	
3.12	Table identifying the location of the Standard Disclosures in the report.	Full	<ul style="list-style-type: none"> Report Details section 	
3.13	Policy and current practice with regard to seeking external assurance for the report.	Full	We have not sought assurance.	

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Profile Disclosure	Description	Degree of Coverage	Information/Links	Explanation
4. 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.	Full	<ul style="list-style-type: none"> Governance section Corporate Governance* 	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Full	<ul style="list-style-type: none"> Governance section Corporate Governance* 	
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Full	<ul style="list-style-type: none"> Governance section Oracle Board of Directors* 	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Full	<ul style="list-style-type: none"> Contact Investor Relations* 	
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).	Full	<ul style="list-style-type: none"> Governance section Corporate Governance* 	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Full	<ul style="list-style-type: none"> Governance section Code of Ethics and Business Conduct section 	
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Full	<ul style="list-style-type: none"> Governance Section Corporate Governance* 	



Profile Disclosure	Description	Degree of Coverage	Information/Links	Explanation
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.	Full	<ul style="list-style-type: none"> • Governance section • Values section • Sustainability section • Diversity & Inclusion section • Code of Ethics and 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.	Partial	<ul style="list-style-type: none"> • Governance section • Corporate Governance* • Code of Ethics and Business Conduct section • Sustainability section 	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Partial	<ul style="list-style-type: none"> • Governance section • Corporate Governance* 	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Full	<ul style="list-style-type: none"> • Supply Chain section • Governance section • Code of Ethics and Business Conduct section 	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Full	<ul style="list-style-type: none"> • Sustainability section 	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <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. 	Full	<ul style="list-style-type: none"> • Sustainability section • Leadership section • Facilities section • Open computing section • Strategic Partnerships section • Diversity and Inclusion section 	

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Profile Disclosure	Description	Degree of Coverage	Information/Links	Explanation
4.14 – 4.15	List of stakeholder groups engaged by the organization and basis for identification and selection of stakeholders with whom to engage.	Full	<ul style="list-style-type: none"> • Sustainability section • Open Standards section • Education section • Giving and Volunteering section 	Oracle works extensively with stakeholder groups based on the areas that are most important to us and the communities where we conduct business. Our key stakeholders include customers, suppliers, employees, partners, investors, industry coalitions, government agencies, and nonprofit organizations.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Partial	<ul style="list-style-type: none"> • Oracle Customer Feedback* • Oracle Investor Relations* • Education section • Giving and Volunteering section • Diversity and Inclusion section • Sustainability section 	
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.	Full	<ul style="list-style-type: none"> • Form 10-K* • Oracle 2012 Corporate Citizenship Report 	



STANDARD DISCLOSURES PART II & III: Disclosures on Management Approach (DMAs) and Performance Indicators

Economic

Management Approach Disclosure: Economic

Oracle's corporate citizenship initiatives are grounded in our technology leadership. We are committed to using our resources to increase opportunity, protect the environment, advance education, and enrich community life.

Oracle invests more than \$4.5 billion in research and development annually. Our technology is built on open and public industry standards, and Oracle engineers drive innovation by participating in 119 standards-setting organizations. Open interfaces, documented specifications, and standards-based development tools lower IT costs, while providing increased choice, interoperability, and flexibility. In addition to open standards, Oracle also contributes to, tests, and supports open source technologies. Java, MySQL, Linux, and VirtualBox are just a few examples of products offered by Oracle in the context of our total, complete, and open technology portfolio.

Oracle's economic impact encompasses not only our own business operations, but also those of our customers. Oracle products don't just help customers better manage their businesses; they also help them meet their sustainability goals. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities.

For more information regarding Oracle's governance practices and economic impact, please refer to the 2012 Corporate Citizenship Report and the Form 10-K.

Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Economic Performance				
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.	Full	<ul style="list-style-type: none"> • Form 10-K* (pg 37, 84-87) • Investor Relations* • Education section • Giving and Volunteering section • Diversity and Inclusion section • Charitable Giving* 	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Full	<ul style="list-style-type: none"> • Sustainability Section • Form 10-K* (pg 21, 26-27, 31, 33) 	

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Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
EC3	Coverage of the organization's defined benefit plan obligations.	Full	<ul style="list-style-type: none"> Workforce Section Form 10-K* (pg 75, 113-119) 	
EC4	Significant financial assistance received from government.	Not reported		Not material
Market Presence				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Partial	<ul style="list-style-type: none"> Procurement section Supplier Diversity Program* 	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Partial	<ul style="list-style-type: none"> Workforce section 	
Indirect Economic Impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Full	<ul style="list-style-type: none"> Education section Giving and Volunteering section Diversity and Inclusion section 	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Full	<ul style="list-style-type: none"> Letter from President Form 10-K* (pg 3-18, 21-34) 	



Environmental

Management Approach Disclosure: Environmental

Oracle is committed to developing practices and products that help protect the environment. Our database, middleware, applications, server, and storage technologies help our customers meet their sustainability goals, while providing bottom-line benefits.

Oracle products don't just help our customers better manage their businesses; they also help them meet their sustainability goals. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities. Our sustainability solutions cover an unmatched breadth and depth of capability, and we are continuing to invest and innovate.

Oracle's sustainability initiatives are led by our Chief Sustainability Officer, Jon Chorley. In this role, he drives and coordinates all initiatives, both internally and externally, related to environmental sustainability. This responsibility covers all areas, from IT infrastructure and business operation to corporate reporting and risk management.

Throughout the Corporate Citizenship report, you can read about Oracle's recent sustainability-related accomplishments, including the following highlights.

We released Oracle Environmental Accounting and Reporting, a product that enables companies to better manage and report their environmental footprint. This product joins the many other Oracle products that can help customers reduce their environmental impact.

For the fifth year in a row, Oracle Eco-Enterprise Innovation Awards were given to 11 customers that are using Oracle products to meet their sustainability goals, and to six partners that helped them achieve those goals.

Oracle's two major data centers employ innovative energy management techniques and qualified for EPA ENERGY STAR rating. We run our Utah Compute Facility at energy levels 70 percent more efficient than the industry average and our Austin Data Center cooling and power distribution systems at energy levels 60 percent lower than the industry average.

Oracle's hardware manufacturing facilities maintained their ISO 14001 certifications.

Electricity usage at Oracle headquarters in Redwood Shores, California, dropped 31 percent over the last 10 years.

Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Materials				
EN1	Materials used by weight or volume.	Partial	<ul style="list-style-type: none"> Products section Supply chain section Procurement section 	While Oracle does not calculate aggregated data in this manner, our Citizenship Report contains data on our hardware manufacturing, waste generation, recycling and waste diversion rates.
EN2	Percentage of materials used that are recycled input materials.	Partial	<ul style="list-style-type: none"> Sustainability section 	While Oracle does not disclose the percentage of recycled input materials, detailed information about product manufacturing and recycling is available in the Sustainability section of this Report.

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Energy				
EN3	Direct energy consumption by primary energy source.	Full	<ul style="list-style-type: none"> • Facilities section • Energy section 	
EN4	Indirect energy consumption by primary source.	Full	<ul style="list-style-type: none"> • Facilities section • Energy section 	
EN5	Energy saved due to conservation and efficiency improvements.	Full	<ul style="list-style-type: none"> • Facilities section • Energy section • Data Center 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.	Full	<ul style="list-style-type: none"> • Sustainability section • Products section • Facilities section • Data Center section • Leadership section 	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Full	<ul style="list-style-type: none"> • Sustainability section • Facilities section • Energy section • Data Center section • Leadership section • Events section 	
Water				
EN8	Total water withdrawal by source.	Full	<ul style="list-style-type: none"> • Facilities section • Water and Waste section 	
EN9	Water sources significantly affected by withdrawal of water.	Full	<ul style="list-style-type: none"> • Facilities section • Water and Waste section 	
EN10	Percentage and total volume of water recycled and reused.	Partial	<ul style="list-style-type: none"> • Facilities section • Water and Waste section 	



Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Biodiversity				
EN11-EN12	Location and size of land owned, leased, managed in, or adjacent to, and description of significant impacts of activities, products, and services on protected areas and areas of high biodiversity value outside protected areas.	Not reported		No protected/high biodiversity areas are affected at Oracle owned/leased facilities.
EN13	Habitats protected or restored.	Full	<ul style="list-style-type: none"> • Sustainability section • Giving and Volunteering section 	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Partial	<ul style="list-style-type: none"> • Facilities section 	
Emissions, Effluents and Waste				
EN16	Total direct and indirect greenhouse gas emissions by weight.	Full	<ul style="list-style-type: none"> • Sustainability section • Energy section 	
EN17	Other relevant indirect greenhouse gas emissions by weight.	Full	<ul style="list-style-type: none"> • Sustainability section • Energy section 	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Full	<ul style="list-style-type: none"> • Sustainability section • Facilities section • Oracle Sustainability Solutions for Enabling the Eco-Enterprise* 	In an effort to reduce our environmental footprint, Oracle has participated in the Carbon Disclosure Project since 2006, and offers a wide range of sustainability solutions for enabling the Eco-Enterprise
EN19	Emissions of ozone-depleting substances by weight.	Full	<ul style="list-style-type: none"> • Sustainability section 	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Full	<ul style="list-style-type: none"> • Sustainability section 	

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Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
EN21	Total water discharge by quality and destination.	Partial	<ul style="list-style-type: none"> • Sustainability section • Water and Waste section 	
EN22	Total weight of waste by type and disposal method.	Partial	<ul style="list-style-type: none"> • Sustainability section • Water and Waste section 	
EN23	Total number and volume of significant spills.	Not reported		There have been no significant spills.
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.	Partial	<ul style="list-style-type: none"> • Sustainability section 	
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.	Partial	<ul style="list-style-type: none"> • Sustainability section 	Oracle's discharge of water does not have an adverse impact on any water bodies and related habitats.
Products and Services				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Full	<ul style="list-style-type: none"> • Sustainability section • Products section • Facilities section 	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Partial	<ul style="list-style-type: none"> • Product section • Supply Chain section • Procurement section • <u>Electronic Waste and Product Returns*</u> 	Product packaging constitutes a minimal part of Oracle's business and is hence not a material indicator. Information about product packaging and recycling is available in the Sustainability section of this Report.



Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Compliance				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Full	<ul style="list-style-type: none"> • Form 10-K* (pg. 34) 	Oracle has faced no significant fines or sanctions for non-compliance of environmental laws and regulations
Transport				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Full	<ul style="list-style-type: none"> • Procurement section 	
Overall				
EN30	Total environmental protection expenditures and investments by type.	Partial	<ul style="list-style-type: none"> • Letter from CSO • Giving & Volunteering section • Oracle Sustainability Solutions for Enabling the Eco-Enterprise* 	

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Social: Labor Practices and Decent Work

Management Approach Disclosure: Labor Practices

Oracle fosters a culture of innovation, excellence, and respect throughout its workforce of more than 115,000 employees. 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.

Oracle's global workforce is comprised predominantly of 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, 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.

Oracle conducts its workforce practices with a focus on:

- Diversity and Inclusion
- Employee Development
- Wellness

For more information, please visit the workforce section of our 2012 Corporate Citizenship Report.

Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Employment				
LA1 – LA2	Total workforce by employment type, employment contract, and region, broken down by gender; total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partial	<ul style="list-style-type: none"> • Workforce section • Form 10-K* (pg 19) 	While Oracle does not publicly disclose workforce data broken down by gender, detailed information (including percentage of female employees) is available in the Workforce section of this report.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Full	<ul style="list-style-type: none"> • Workforce section 	
LA15	Return to work and retention rates after parental leave, by gender.	Partial	<ul style="list-style-type: none"> • Workforce section 	



Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Labor/management relations				
LA4	Percentage of employees covered by collective bargaining agreements.	Not reported	<ul style="list-style-type: none"> • Workforce section 	
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not reported	<ul style="list-style-type: none"> • Workforce section 	Oracle provides employees with timely notice.
Occupational Health and Safety				
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.	Not reported		Not material
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Not reported		Not material
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Full	<ul style="list-style-type: none"> • Workforce section 	
LA9	Health and safety topics covered in formal agreements with trade unions.	Partial	<ul style="list-style-type: none"> • Sustainability section 	While Oracle does not publicly disclose this information, we require all our suppliers to adhere to Oracle's Supplier Code of Ethics and Business Conduct, which addresses a wide range of employee health and safety concerns.

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Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Training and Education				
LA10	Average hours of training per year per employee by gender, and by employee category.	Partial	<ul style="list-style-type: none"> Workforce section 	While Oracle does not publicly disclose workforce data broken down by gender, detailed information about employee development is available in the Workforce section.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Full	<ul style="list-style-type: none"> Workforce section 	
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Partial	<ul style="list-style-type: none"> Workforce section 	
Diversity and Equal Opportunity				
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partial	<ul style="list-style-type: none"> Workforce section Governance section 	
Equal remuneration for woman and men				
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Not reported		Oracle does not publicly disclose this information.



Social: Human Rights

Management Approach Disclosure: Human Rights

Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. To help employees understand and uphold the code, Oracle offers mandatory online courses, including: Ethics and Business Conduct, Sexual Harassment Awareness, and Data Privacy Awareness. Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.

In addition, Oracle requires high ethical standards of our partners and suppliers with whom we conduct business. For more information, please refer to the Codes of Conduct and Business Ethics for our [suppliers](#) and [partners](#).

Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Investment and procurement practices				
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Partial	<ul style="list-style-type: none"> Sustainability section Code of Ethics and Business Conduct section Oracle Partner Code of Conduct and Business Ethics* 	
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Partial	<ul style="list-style-type: none"> Sustainability section Supplier Code of Ethics and Business Conduct* 	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
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.	Full	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section Workforce section 	

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Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Non-discrimination				
HR4	Total number of incidents of discrimination and actions taken.	Not reported		This information is subject to internal review and action, but is not publicly available.
Freedom of association and collective bargaining				
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Not reported	<ul style="list-style-type: none"> • Supplier Code of Ethics and Business Conduct* • Code of Ethics and Business Conduct section 	
Child labor				
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Partial	<ul style="list-style-type: none"> • Supplier Code of Ethics and Business Conduct* • Code of Ethics and Business Conduct section • Supply chain section 	
Forced and compulsory labor				
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Full	<ul style="list-style-type: none"> • Supplier Code of Ethics and Business Conduct* • Code of Ethics and Business Conduct section • Supply chain section 	



Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Security practices				
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Partial	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section 	
Indigenous rights				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not reported		Not material
Assessment				
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Partial	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section 	This information is subject to internal review and action, but is not publicly available.
HR11				
Remediation	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Partial	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section 	While this data is not publicly available, Oracle takes the necessary measures to ensure that our employees' grievances are addressed in a timely manner. Employees can receive assistance at any time via the anonymous, independently operated Oracle Integrity Helpline .

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Social: Society

Management Approach Disclosure: Society

Local Communities Oracle donates millions of dollars annually to nonprofit organizations that emphasize science, technology, engineering, and math (STEM) education. We also offer grants to organizations with which we volunteer, helping to improve the quality of life in communities where our employees live and work. In FY11 and FY12, we matched employee donations to 2,800 nonprofits and initiated more than 1,000 volunteer projects to support schools, teachers, food banks, the environment, and health and human service organizations globally.

Corruption, Public Policy, and Anti-Competitive Behavior Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. To help employees understand and uphold the code, Oracle offers mandatory online courses, including: Ethics and Business Conduct, Sexual Harassment Awareness, and Data Privacy Awareness. Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.

The Board of Oracle Corporation develops 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.

Oracle 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 are committed to promoting data privacy and security for employees, customers, and partners globally. To achieve this goal, we conduct data privacy training for employees, help raise public awareness of data privacy issues, and develop products with privacy features and controls.

Compliance Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Local communities				
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Partial	<ul style="list-style-type: none"> Giving and Volunteering section Procurement section Oracle Supplier Diversity* 	While Oracle does not calculate the percentage of such operations, detailed information about our community engagement and development initiatives is available in the Sustainability and Giving and Volunteering sections of this report.
SO9	Operations with significant potential or actual negative impacts on local communities.	Not reported		There are no such operations.



Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Not reported		There are no such operations.
Corruption				
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Partial	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section 	While this data is not publicly available, Oracle takes the necessary measures to ensure that action is taken in response to incidents of corruption.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Full	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section 	
SO4	Actions taken in response to incidents of corruption.	Partial	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section 	While this data is not publicly available, Oracle takes the necessary measures to ensure that action is taken in response to incidents of corruption.
Public policy				
SO5	Public policy positions and participation in public policy development and lobbying.	Not reported		Oracle does not publicly disclose this information.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Full	<ul style="list-style-type: none"> Oracle 2012 Political Contributions* 	
Anti-competitive behavior				
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Full	<ul style="list-style-type: none"> Form 10-K* (pg 34) 	
Compliance				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Full	<ul style="list-style-type: none"> Form 10-K* (pg 34, 96-97) 	

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Social: Product Responsibility

Management Approach Disclosure: Product Responsibility

Oracle provides international policy expertise, and works 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.

Customer Health and Safety [The Oracle Environment, Health & Safety Management System](#) (EHSMS) is designed to provide a safe and eco-friendly work environment and to verify compliance with pertinent laws, regulations and other requirements. The EHSMS is aligned with the International Organization for Standardization (ISO) 14001:2004 standard and uses a continual improvement process consisting of a Plan-Do-Check-Act methodology to address environmental and occupational health and safety concerns pertaining to Oracle's activities, products and services and their potential impact on employees, the environment and surrounding communities.

Product Design and Manufacturing Oracle is 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.

Accessibility Oracle creates accessible products that allow users with disabilities and the aging population 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. Most Oracle products are coded to accessibility standards and include documentation in several accessible formats.

Customer Privacy Because Oracle lines of business and offerings collect and use personal information in different ways, Oracle has established separate privacy policies that govern those different activities. The privacy policies are specifically tailored to the relevant line of business or offering, and are outlined on our [Privacy Policy website](#). Oracle's Chief Privacy Officer leads our efforts to ensure that our customers' information is managed securely.

Compliance Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

Performance Indicator	Description	Degree of Coverage	Information/Links	Explanation
Customer Health and Safety				
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.	Full	<ul style="list-style-type: none"> Sustainability section Supply chain section Procurement section 	
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.	Full	<ul style="list-style-type: none"> Form 10-K* (pg 34) 	



Product and service labeling				
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Full	<ul style="list-style-type: none"> Sustainability section 	Oracle adheres to regulatory and compliance requirements throughout its products' lifecycle.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not reported		Not material
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Full	<ul style="list-style-type: none"> Sustainability section Oracle Customer Feedback* Oracle Eco-Enterprise Green Customers* 	
Marketing communications				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Full	<ul style="list-style-type: none"> Code of Ethics and Business Conduct section Sustainability section Supply Chain section Leadership section 	
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.	Full	<ul style="list-style-type: none"> Form 10-K* (pg 34) 	
Customer Privacy				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Partial	<ul style="list-style-type: none"> Privacy section 	While this data is not publicly available, detailed information about Oracle's privacy policy is available on our Privacy Policy website.
Compliance				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Full	<ul style="list-style-type: none"> Form 10-K* (pg 34, 96-97) 	

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