

ORACLE

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# Social Impact Report

Environmental and  
social impact for  
a changing world





# Table of Contents

- 3 CEO Message
- 5 Our Priorities
- 10 Awards
- 13 Workforce
- 18 ES Hub
- 23 Standing with the people of Ukraine

## 26 Education

- 27 Overview
- 30 Oracle Academy
- 34 Oracle Education Foundation
- 40 Design Tech High School

## 44 Giving

- 45 Overview
- 49 Education
- 54 Environment
- 58 Community
- 62 Employee Giving
- 65 Grant Portfolio

## 77 Volunteering

- 78 Overview
- 83 Education
- 87 Environment
- 91 Community

## 95 Sustainability

- 96 Overview
- 99 Operations
- 104 Employees

## 108 Appendix

- 109 Global Reporting Initiative (GRI) Standards
- 122 Sustainability Accounting Standards Board (SASB) standards
- 124 Task Force on Climate-related Financial Disclosures (TCFD) standards

## Forward-thinking leadership



How do we stand before a transforming world and be of greatest service? How might we help people see data in new ways, discover insights, and unlock endless possibilities? These are the questions that drive us, that shape our mission—and our service takes many forms.

**Technologically**, we're solving some of the world's most challenging problems here at Oracle. We're building a new generation of modern, secure healthcare information systems that will help healthcare providers lower costs, improve patient outcomes, and drive community health efforts that result in new treatments and better public health policy. We're helping countries in Africa manage large-scale vaccination programs in the cloud, contain major diseases, and save lives. Worldwide, our technology is enabling organizations large and small, across industries, to operate sustainably and develop solutions to tackle climate change.

**Philanthropically**, we're investing in social impact organizations whose work is critical to solving the challenges facing society today and tomorrow. Organizations funded by Oracle Giving are achieving transformational change in areas ranging from food security to educational equity to environmental conservation. In fiscal year 2022, we gave more than US\$20 million to nonprofit and nongovernmental organizations around the world that are as rigorous and effective as they are caring.

We're swift to act in times of crisis. In response to the war in Ukraine, we gave US\$1 million to World Central Kitchen, International Medical Corps, the United Nations Children's Fund (UNICEF), and the UN Refugee Agency (UNHCR). We then matched donations from Oracle employees to help people affected by the war, together contributing another US\$1.6 million. We also donated technology and consulting services to UNHCR and the Norwegian Refugee Council, streamlining their operations and enabling them to focus on the humanitarian crisis on the ground.

We're volunteering our time and talents. We began fiscal year 2022 with a 24-hour celebration of the Oracle Volunteering program's 30th anniversary. Every year, Oracle Volunteers support students and educators, protect nature, and strengthen communities by helping people in need. They know that social change takes inspired action, sweat, and skill. More and more, we're inviting nonprofit partners to bring us their problems and then matching them with teams of Oracle Volunteers who use their business and technical skills to design solutions that accelerate positive change.

We're committed to education and have been for more than three decades. Beyond our contributions to the field through Oracle Giving and Volunteering, we run our own initiatives. Oracle Academy, which provides educational institutions with free access to a variety of curricula and technologies, including Oracle Cloud, expanded its offerings in fiscal year 2022 and received wide recognition for its impact. Oracle Education Foundation introduced a new curriculum combining design thinking with futures thinking, plus coding and physical computing, preparing young people to design and build what's needed next. Both of our programs give special attention to young women, girls, and other historically marginalized student populations because the playing field isn't going to level itself.

**Culturally**, we're supporting diversity and inclusion, teamwork, continuous learning, and the overall well-being of our employees. These efforts earned us awards from the Great Place to Work Institute as well as a 100 percent rating on the Human Rights Campaign Foundation's Corporate Equality Index for the 16th consecutive year.

**Environmentally**, we're doubling down on our commitment to protect and restore the earth. Our ambitious sustainability goals include a commitment to power all operations, including Oracle Cloud, with 100 percent renewable energy by 2025. Further, we're committed to cutting emissions in half across our operations and supply chain by 2030 and to achieving net-zero emissions by 2050. Worldwide, we're embedding sustainability across our enterprise and delivering innovative cloud technology to accelerate meaningful change for our customers and our planet.

Throughout this report, we demonstrate Oracle's commitment to being at the forefront of environmental and social impact. We know that to tackle the world's most important problems our technology, philanthropy, sustainability, and culture all need to be in alignment and our workforce needs to reflect the diversity of the communities we live in, work in, and serve. Everyone here is on a mission to serve a transforming world and to help our customers do amazing things. We hope you'll share this information with others, and if you'd like to share your feedback with us, please write to us at [impact\\_ww@oracle.com](mailto:impact_ww@oracle.com).



Safra Catz,  
Chief Executive Officer





# Building a vibrant future through education

Our education initiatives—Oracle Academy and Oracle Education Foundation—are helping students develop the skills they need to become technology innovators and leaders. These programs are helping young people not only to prepare for the future but also to play an active role in shaping it.

[Explore our education programs and partnerships](#)

## Education impact at a glance

**23,325+**

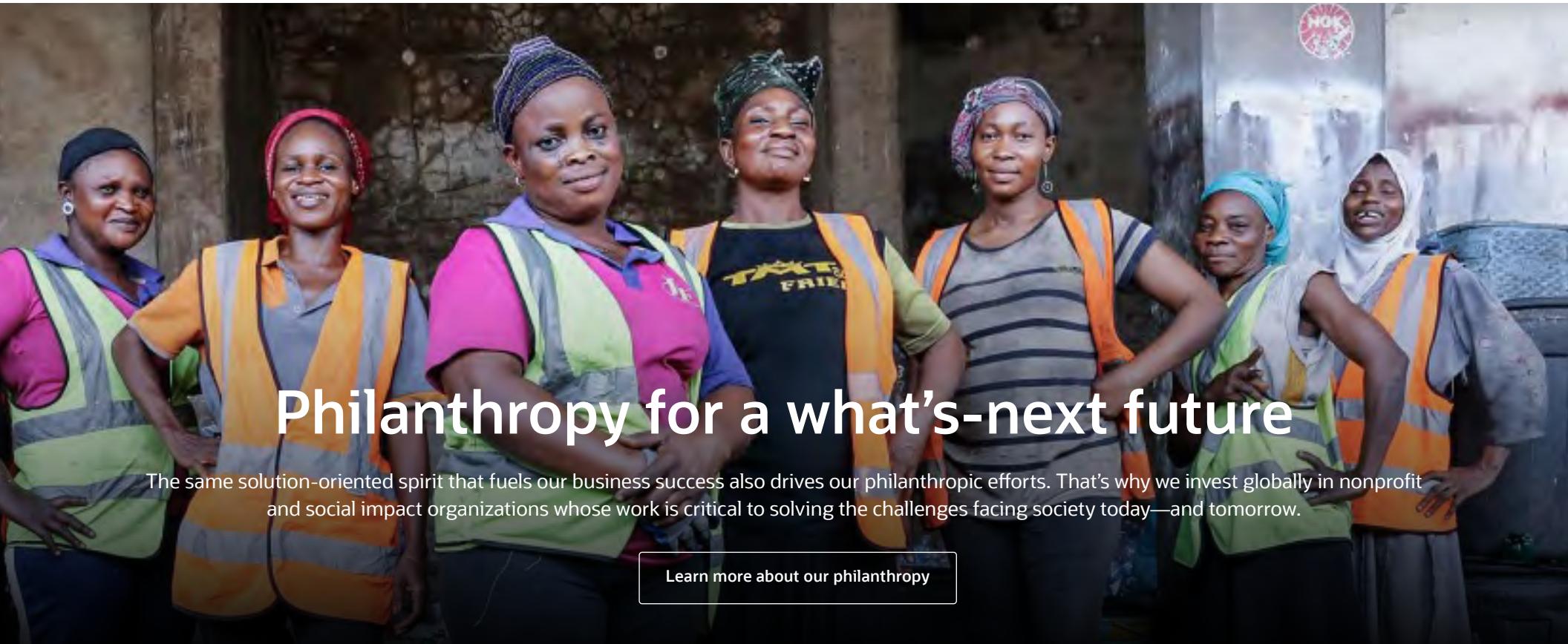
**volunteer hours contributed to  
Oracle Education Foundation  
classes to date**

**130**

**countries in which Oracle  
Academy provides free  
computing education**

**98.6%**

**graduation rate among  
Design Tech High School  
students in 2022**



## Philanthropy for a what's-next future

The same solution-oriented spirit that fuels our business success also drives our philanthropic efforts. That's why we invest globally in nonprofit and social impact organizations whose work is critical to solving the challenges facing society today—and tomorrow.

[Learn more about our philanthropy](#)

### Oracle Giving impact at a glance

**US\$20M+**

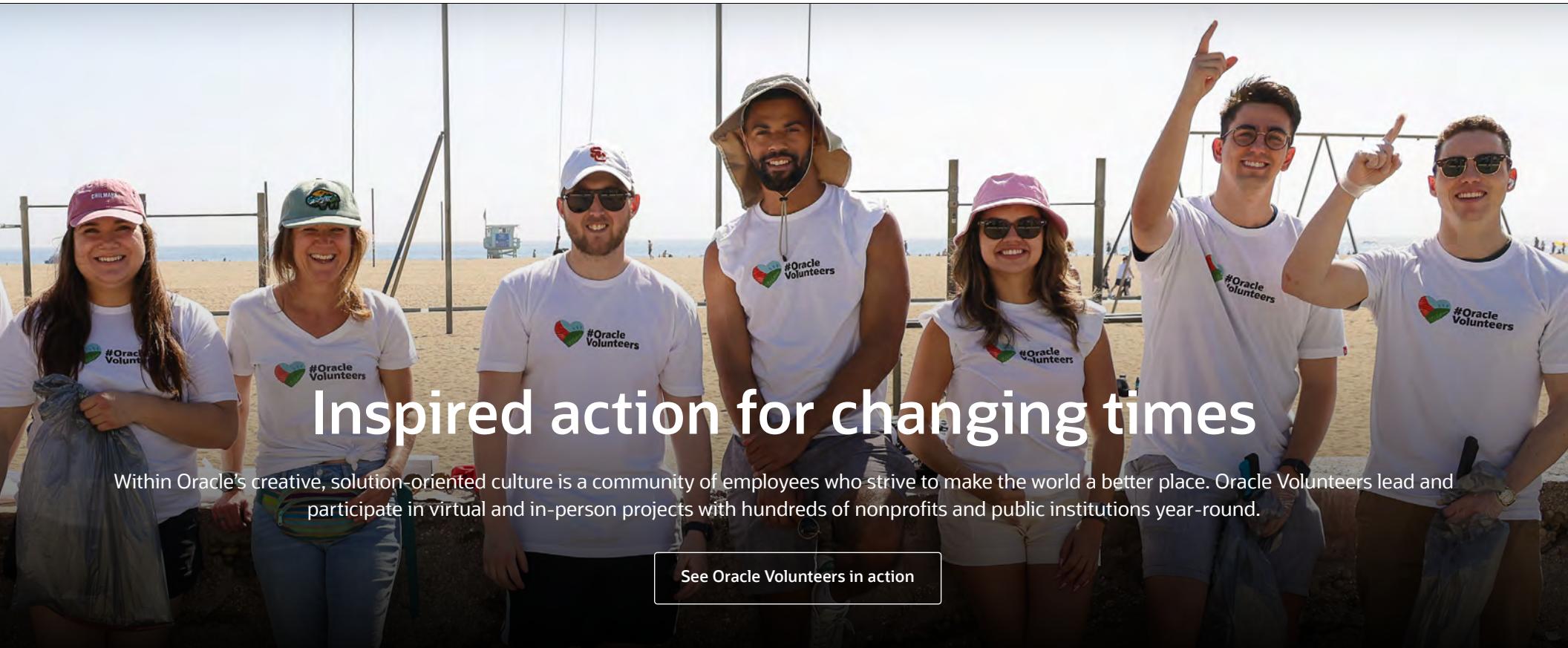
**donated**

**7,000+**

**nonprofits supported**

**62**

**countries where  
we support causes**



# Inspired action for changing times

Within Oracle's creative, solution-oriented culture is a community of employees who strive to make the world a better place. Oracle Volunteers lead and participate in virtual and in-person projects with hundreds of nonprofits and public institutions year-round.

[See Oracle Volunteers in action](#)

## Oracle Volunteering impact at a glance

**9,430**

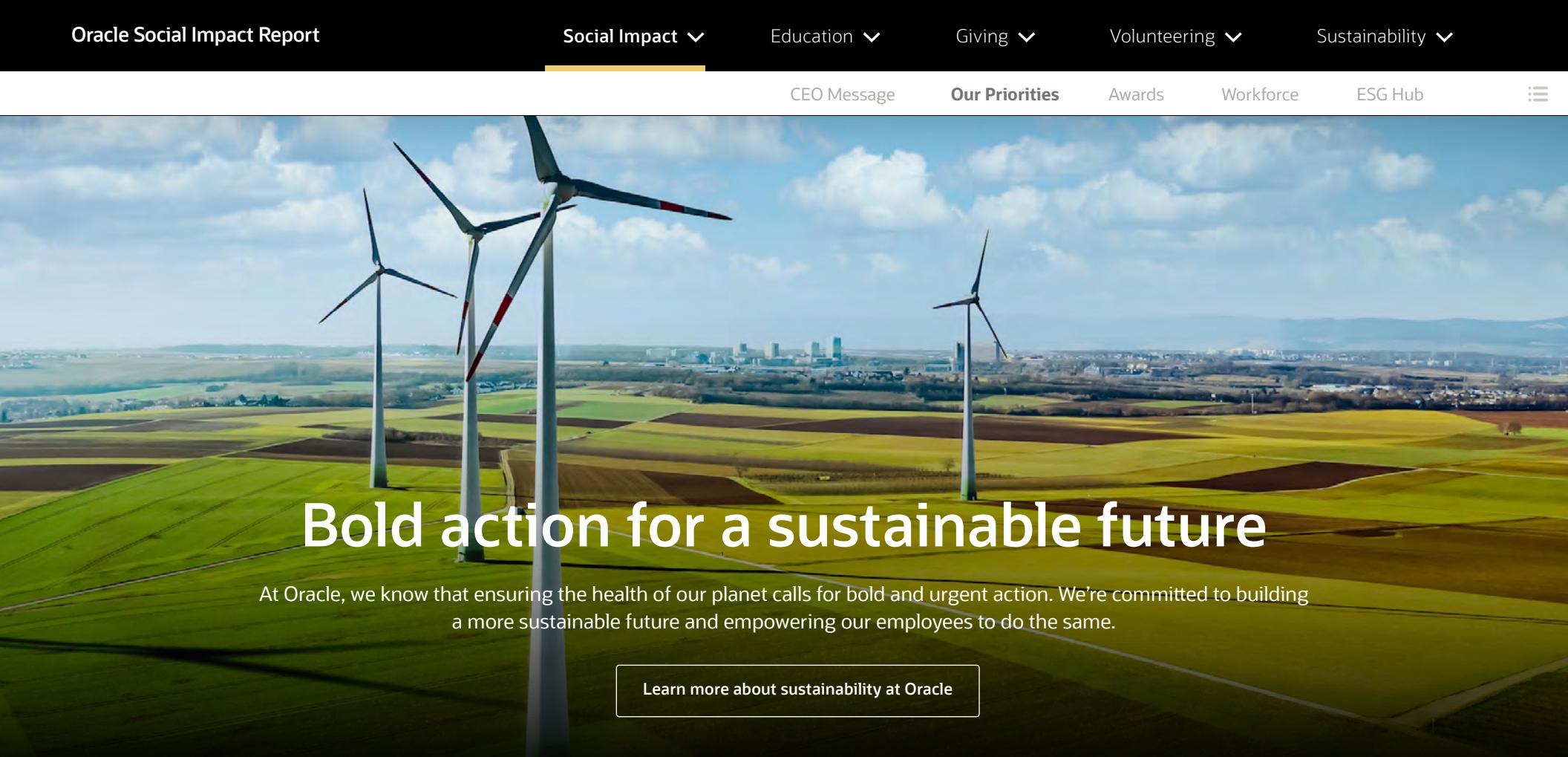
Oracle Volunteers

**831**

projects

**52,486**

hours



# Bold action for a sustainable future

At Oracle, we know that ensuring the health of our planet calls for bold and urgent action. We're committed to building a more sustainable future and empowering our employees to do the same.

[Learn more about sustainability at Oracle](#)

## Oracle Sustainability impact at a glance

**100% goal**

for renewable energy use  
by 2025

**47%**

decrease in total emissions  
since 2020

**99.9%**

of electronic waste  
reused or recycled



## Environmental, social, and governance metrics

View the full repository of Oracle's policies, disclosures, and reports.

[Explore our ESG Hub](#)

# Standing with the people of Ukraine

Oracle stands with the people of Ukraine and against the unlawful attack by Russia on their country. At the onset of the conflict, we moved quickly to support our colleagues and customers in the region and relief efforts on the ground.

[Learn more about our efforts in Ukraine](#)

# Awards and recognition

Each year, Oracle is recognized in the areas of corporate social responsibility, workforce and employee recognition, sustainability, and education. View the full list of awards below.





## Corporate social responsibility

- Included on CDP's Supplier Engagement Leaderboard in 2022
- Named a winner for SEAL Business Sustainability Awards in 2022 for the Sustainable Product category
- Received the Ukraine Peace Prize in 2022
- Included on JUST Capital's America's Most Just Companies in 2023
- Received a gold medal in the 2022 EcoVadis CSR Assessment, putting us in the top 5% of responding companies for supplier sustainability
- Ranked #14 on the Silicon Valley Business Journal's list of largest corporate philanthropists in Silicon Valley in 2022
- Included on the San Francisco Business Times' list of Top 100 Bay Area Corporate Philanthropists in 2022
- Received a Corporate Partner Award by the National Foundation for Ectodermal Dysplasias in 2022

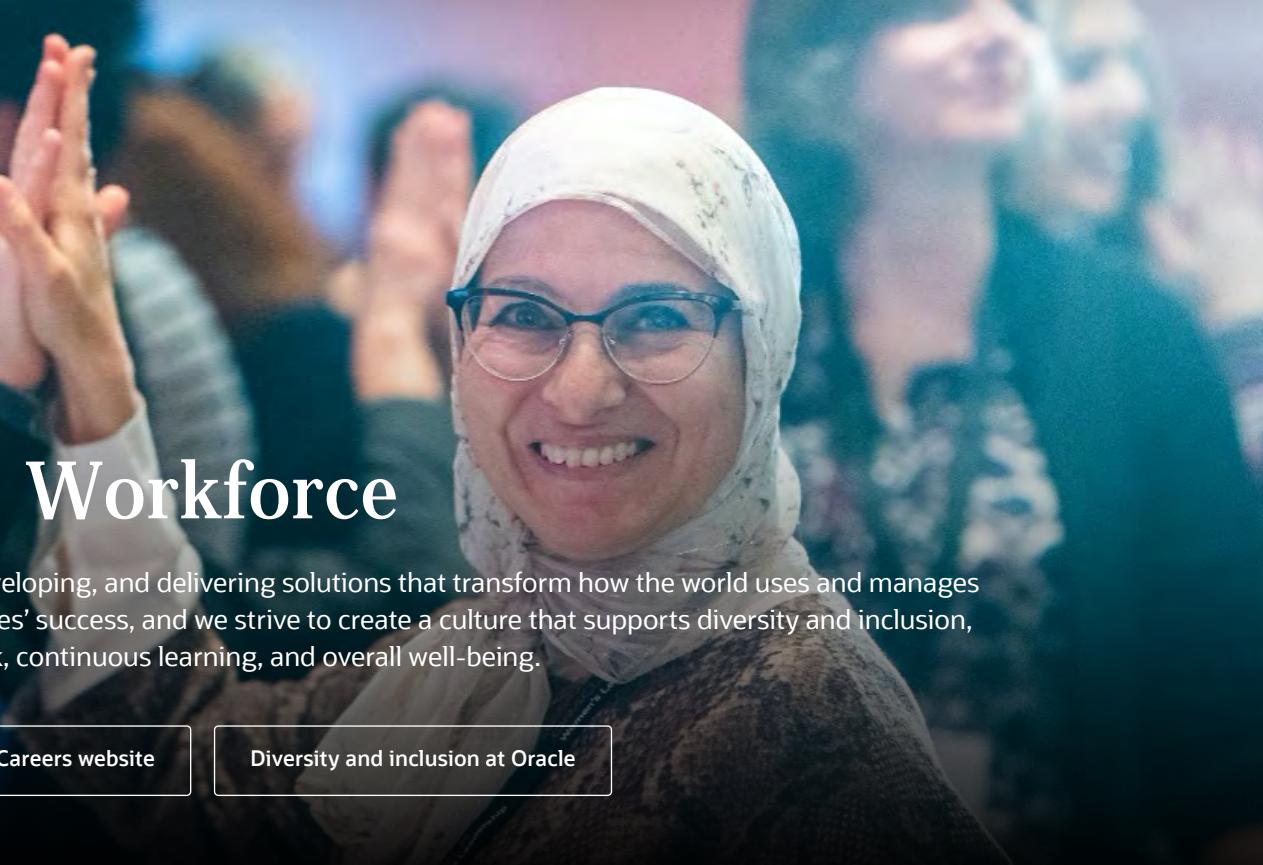
## Oracle Academy

- Received the Technology Education Leader of the Year Award from the Nigeria Education Conference and Awards in 2022
- Received the Edtech Development Private Organization of the Year Award at the Edtech Summit in 2022
- Received the Outstanding Impact Award in the Education and Technology category at the African Summit on Entrepreneurship and Innovation in 2022
- In Greece, received national awards in these categories in 2022: Gold Cloud Computing Awards - PaaS Excellence; Gold Hellenic Responsible Business Awards - Investment Model and Quality Education. Silver Education Leaders Awards - Digital Education and Distance/Hybrid Learning; and Silver Education Leaders Awards - Distance Learning and/or Hybrid Education

## Workforce

- Included on Newsweek's America's Greatest Workplaces for Job Starters in 2023
- Included on Newsweek's America's Greatest Workplaces for LGBTQ+ in 2023
- Included on Newsweek's America's Greatest Workplaces for Women in 2023
- Included on Newsweek's America's Greatest Workplaces for Diversity in 2023
- Included on Forbes' America's Best Large Employers list in 2023
- Included on Forbes' America's Best Employers for Diversity list in 2023
- Included on Forbes' Canada's Best Employers list in 2023
- Included on Forbes' World's Best Employers list in 2022
- Included on Forbes' Canada's Best Employers for Diversity list in 2022
- Included on Forbes' America's Best Employers for Veterans in 2022
- Included on Forbes' World's Top Female-Friendly Companies in 2022
- Included on Forbes' Best Employers for Women in 2022
- Included on Forbes' America's Best Employers For New Graduates in 2022
- Included on Forbes' Mexico's Best Employers 2022
- Ranked # 27 overall and #4 in the technology sector on the American Opportunity Index in 2022
- Ranked on LinkedIn's Top Companies list in the Australia, Brazil, Italy, Spain, United Arab Emirates and the United States in 2023
- Ranked #8 on LinkedIn's Top Companies Technology & Information list in 2022

- Received a 100 percent rating on the Human Rights Campaign's 2022 Corporate Equality Index for the 15th consecutive year
- Received a 100 percent rating on the Disability:IN Disability Equality Index of 2022 Best Places to Work
- Named on Universum's list as an Attractive Employer in 34 countries in 2022
- Top 10 World's Most Attractive Employers Universum IT Student Rankings, 2022
- Ranked #37 on HR Asia's Best Companies to Work for in Asia 2022—Singapore
- Named to The Straits Times "Singapore's Best Employers 2023"
- Ranked #17 on the Great Place to Work Institute's Best Workplaces in Latin America in 2022
- Named to the list of Greater Toronto's Top Employers by Mediacorp Canada in 2022
- Ranked #48 on RateMyPlacement UK's Best 100 Student Employers List in 2022–2023
- Included on Woman Engineer Magazine's Top 50 Employers list in 2022
- Named to Top Supporters of HBCU Engineering Schools List in 2023
- Received a 5-Star Employer rating from the VETS Indexes Employer Awards in 2023
- Included on the Women's Choice Awards' Best Companies To Work For Lists in three categories in 2022: Women, Diversity and Millennials
- Recognized as a Premier Women in Sales Employer by the Institute for Excellence in Sales, 2023



# Workforce

Our people create the future by designing, developing, and delivering solutions that transform how the world uses and manages information. We're committed to our employees' success, and we strive to create a culture that supports diversity and inclusion, teamwork, continuous learning, and overall well-being.

[Visit the Oracle Careers website](#)[Diversity and inclusion at Oracle](#)

## Our global workforce

**76,000****employees in the Americas****29,000****employees in Europe, the Middle East, and Africa****65,000****employees in Japan and Asia Pacific****170,000****total employees**

“We are on a big journey. This is an amazing time to be part of Oracle, and I want everyone to be involved and feel a sense of belonging. Diversity and inclusion is not only a personal mission of mine, but it is a business imperative.”

**Safra Catz**, CEO, Oracle

## Connected through communities

At Oracle, we don't just value differences, we celebrate them. We know that to tackle the world's most important problems, our workforce needs to reflect the diversity of the people who use our technology. Our strength comes from our employees' diverse backgrounds, experiences, and passion to help our customers do amazing things. Our nine diversity and inclusion employee resource groups and 60 affinity groups help us support a culture of pride, connection, and allyship.

[Learn more about diversity and inclusion at Oracle](#)





## Developing and empowering women leaders

The global mission of Oracle Women's Leadership (OWL) is to develop, engage, and empower current and future generations of women leaders.

With more than 100 communities around the world, OWL connects women with development opportunities and inspirational mentors and gives them the tools they need to grow into roles requiring specialized skills or leadership positions.

[Learn more about Oracle Women's Leadership](#)

## Accessibility equals opportunity

We're committed to creating a workplace where all employees can succeed without barriers.

Our inclusive culture inspires our people to support one another through a variety of initiatives, including the Diverse Abilities Network employee resource group, the Abilities Matter internship program, Oracle Interpreter Services, and a robust accessibility program that includes corporate accessibility standards for Oracle products.

[Read about our culture of disability inclusion](#)

[Learn more about our accessibility program](#)



## Awards and recognition



## Learning and development

We encourage continuous learning with a vast portfolio of content and programs to help our employees grow their skills and innovate to deliver the best solutions.

In fiscal year 2022, Oracle employees

- Received 4 million hours in training
- Accessed online learning content at a rate of more than 2.2 million views per month—78% of employees utilized available resources during the year

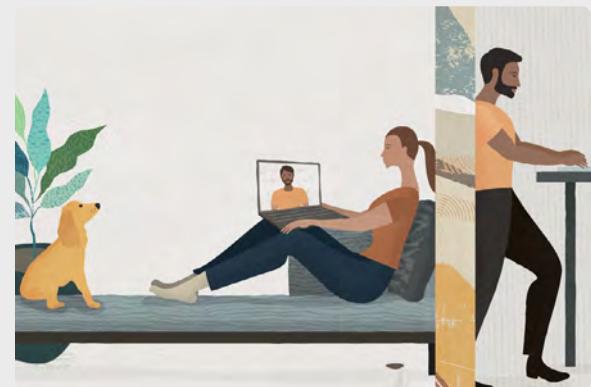


[Learn more about career development at Oracle](#)

## Employee well-being

The health and safety of our employees and their families is a top priority. Oracle's benefits programs and resources support physical, emotional, mental, and financial

health. Our flexible work environment fosters collaboration, innovation, and inclusion, regardless of where people work. And, when an unexpected crisis occurs, our teams are there to offer assistance. We continue to take every possible action to help employees and their families affected by the war in Ukraine, including financial assistance, evacuations, accommodations, travel services, relocation, and more.



[Learn about Oracle employee benefits](#)

[Learn about Oracle's environment, health, and safety policy \(PDF\)](#)

## Training and awareness

To help employees understand and uphold Oracle's Code of Ethics and Business Conduct, Oracle provides training courses that include, but are not limited to, the following:

### **Anticorruption and Foreign**

#### **Corrupt Practices Act**

Trains employees to conduct business ethically and in accordance with applicable anticorruption laws and Oracle policy.

### **Antitrust**

Provides an overview of laws regarding illegal anticompetitive agreements and similar prohibited conduct, as well as guidance on how to interact with partners to avoid competition concerns.

### **Conflicts of Interest**

Helps employees to identify and deal with situations that may give rise to potential conflicts or the appearance of conflicts of interest.

### **Employee Health and Safety**

Trains employees to identify and understand workplace hazards and to comply with all applicable health and safety laws, regulations, and any additional requirements.

### **Ethics and Business Conduct**

Trains employees to apply Oracle's Code of Ethics and Business Conduct in their daily work.

### **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.

### **Insider Trading**

Trains employees to fully comply with the applicable insider trading and securities laws that govern transactions in the securities of Oracle and other companies.

### **Sexual Harassment Awareness**

Teaches employees to recognize and report actions that may constitute sexual harassment.

### **Software Security Assurance**

Explains to employees the processes to be followed during product development and describes how to handle security vulnerabilities.



# Environmental, social, and governance resources

Welcome to the Oracle ESG Hub, which contains resources, policies, and reporting related to companywide environmental, social, and governance (ESG) efforts.

## Disclosures and indices

[Investor Relations](#)[Oracle's Policy Positions \(PDF\)](#)[Oracle Cloud Infrastructure Datasheet \(PDF\)](#)[Oracle Social Impact Datasheet \(PDF\)](#)[GRI Index](#)[SASB Index](#)[TCFD Index](#)

## Materiality

We align the topics on this page to our materiality assessment, designed in reference to the Global Reporting Initiative (GRI) Standards to identify key ESG benchmarks and help us optimize our ESG performance for long-term business success. This assessment enables us to communicate Oracle's contribution and impact in the communities where we operate. We're also guided by employee surveys and customers' or prospects' requests for proposals to identify issues that are most important to them.

[Providing a workplace that is diverse, inclusive, and safe](#)

[Safeguarding data we manage](#)

[Integrating sustainable business thinking](#)

[Leveraging our technology for value creation](#)

[Engaging philanthropically in our communities](#)

[Educating students and advancing technological inclusion](#)

[Helping our employees succeed and make a positive impact](#)

[Upholding ethical business conduct](#)

## Providing a workplace that is diverse, inclusive, and safe



[Accessibility policies](#)



[Benefits](#)



[Diversity and inclusion](#)



[Employee development](#)



[Environment, health, and safety policy \(PDF\)](#)



[Veterans](#)

## Safeguarding data we manage



Cloud security  
compliance



Privacy policies



Security practices

## Integrating sustainable business thinking



CDP Climate Change  
Response (PDF)



Clean Cloud  
Datasheet (PDF)



Conflict Minerals  
Report (PDF)



Environmental policy  
(PDF)



Environment, health,  
and safety policy (PDF)



Global Electronic  
Recycler Audit  
Standard (PDF)



Oracle Cloud  
Infrastructure



Sustainability goals



Statement on Conflict  
Minerals (PDF)



Statement on the Use  
of Potentially Harmful  
Substances (PDF)



Sustainable  
operations



Sustainable  
Procurement  
Statement (PDF)

## Leveraging our technology for value creation



Customer success



Oracle NetSuite  
Social Impact



Solutions enabling  
sustainability



Solving the world's  
most challenging  
problems

## Engaging philanthropically in our communities



Employee giving



Healthcare



Oracle Giving



Oracle Volunteering



Oracle Education Foundation

## Educating students and advancing technological inclusion



Design Tech High School



Oracle Academy



Oracle Education Foundation



Oracle University

## Helping our employees succeed and make a positive impact



Career development



Diversity and inclusion



Employee giving



Oracle Volunteering



Sustainability programs



## Upholding ethical business conduct

[Corporate governance](#)[Employee Code of Ethics and Business Conduct](#)[Human rights \(PDF\)](#)[Oracle's Policy Positions \(PDF\)](#)[Partner Code of Conduct and Business Ethics \(PDF\)](#)[Policy Against Trafficking in Persons and Slavery \(PDF\)](#)[Statement Against Modern Slavery \(PDF\)](#)[Supplier Code of Ethics and Business Conduct](#)

## About Oracle

[Corporate facts](#)[Oracle core values](#)

## Reporting period

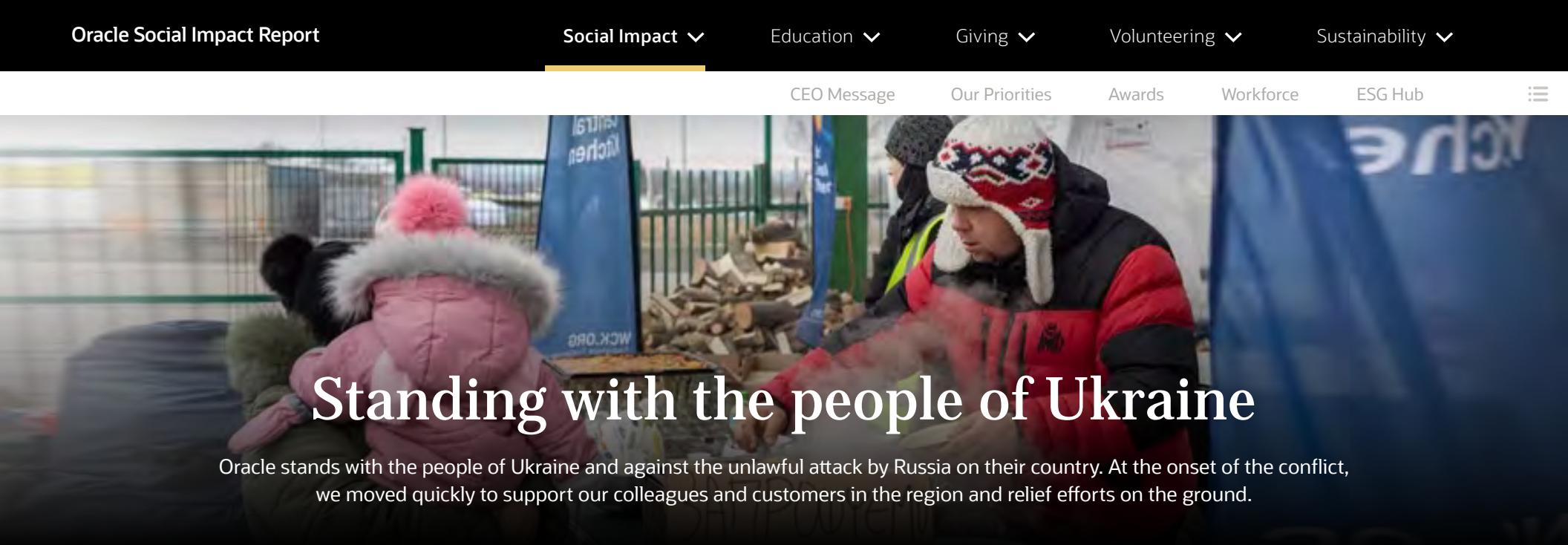
The report covers all Oracle subsidiaries for the fiscal year 2022 reporting period (June 1, 2021, through May 31, 2022).

The [Social Impact Datasheet \(PDF\)](#) summarizes the data for the past three fiscal years through May 31, 2022.

If you have any questions regarding this report, please contact us at [citizenship\\_ww@oracle.com](mailto:citizenship_ww@oracle.com).

## Report archives

[2020 report \(PDF\)](#)[2019 report \(PDF\)](#)[2016 report \(PDF\)](#)[2014 report \(PDF\)](#)[2012 report \(PDF\)](#)[2010 report \(PDF\)](#)[2008 report \(PDF\)](#)[2006 report \(PDF\)](#)



# Standing with the people of Ukraine

Oracle stands with the people of Ukraine and against the unlawful attack by Russia on their country. At the onset of the conflict, we moved quickly to support our colleagues and customers in the region and relief efforts on the ground.

## Ukraine Peace Prize

Oracle proudly received the Ukraine Peace Prize from President Volodymyr Zelenskyy, given on behalf of the Ukrainian people, that expressed their gratitude for the support the company and our employees have provided during this pivotal time in Ukraine's history.



## Supporting the people of Ukraine

Through our philanthropy, we're supporting organizations working on the ground to help the people of Ukraine. Oracle donated US\$1 million to four relief organizations: the UN Refugee Agency (UNHCR), the United Nations Children's Fund (UNICEF), International Medical Corps, and World Central Kitchen, all of which are helping to relieve suffering and save lives by providing emergency medical services, food, and shelter to those in need. Oracle employees worldwide gave generously too, and with Oracle's 1-to-1 match, we raised another US\$1 million to support these organizations.



## Aiding affected employees

From the beginning of the war in Ukraine, Oracle provided affected employees with financial assistance, evacuation and relocation support, accommodations both within and outside of Ukraine, travel services, and around-the-clock emergency support. Beyond this, employees around the world donated to Oracle Cares, our employee assistance fund that supports colleagues in need. In fiscal year 2022, our colleagues donated more than US\$293,000.

## Using Oracle technology for good

Furthering our support for the people of Ukraine, we've deployed our technology to make an impact where the need is greatest. We provided technology and pro bono consulting to the Norwegian Refugee Council and UNHCR to help them implement cloud-based solutions, enabling both organizations to streamline their operations and focus on the growing refugee crisis on the ground. We also offered our technology and cybersecurity capabilities to the government of Ukraine at no cost and suspended all billing to our Ukrainian customers to help ensure their continued access to our products and services.





## Employees making a difference

Our employees have been taking action to support the Ukrainian cause from the very beginning of the conflict. Oracle Volunteers across Europe, including Germany, Poland, and Romania, have helped colleagues find shelter in neighboring countries, assisted with evacuations, and donated food, clothing, water, and learning materials for children and families in need. Employees continue to volunteer and organize efforts to assist the people of Ukraine.

## Learn more about our impact



[Oracle Social Impact Datasheet  
\(PDF\)](#)



[CDP climate change response  
\(PDF\)](#)



[Corporate Social Responsibility  
Report—India](#)

## ORACLE EDUCATION

# Building a vibrant future through education

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Our education initiatives—Oracle Academy and Oracle Education Foundation—are helping students develop the skills they need to become technology innovators and leaders. These programs are helping young people not only to prepare for the future but also to play an active role in shaping it.



## Education impact at a glance

**23,325+**

**volunteer hours contributed to Oracle Education Foundation classes to date**

**130**

**countries in which Oracle Academy provides free computing education**

**98.6%**

**graduation rate among Design Tech High School students in 2022**

## Programs and partnerships



### Oracle Academy

Oracle Academy works with educators around the world to help them prepare students for successful technology careers with knowledge, hands-on practice, and career-relevant skills. The program offers free teaching and learning resources to advance technology education, skills, innovation, and diversity and inclusion.

[Learn more about Oracle Academy](#)



## Design Tech High School

Oracle's Silicon Valley, California, campus is home to a pioneering public charter school—Design Tech High School (d.tech). While d.tech is autonomous, it's supported by Oracle Volunteers and Oracle Real Estate and Facilities year-round. The school and the company operate harmoniously.

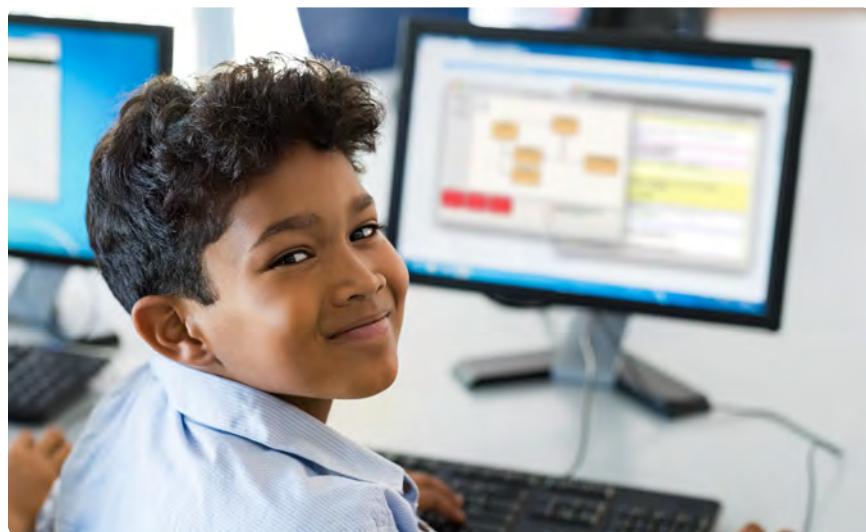
[Get to know Design Tech High School](#)

## Oracle Education Foundation

Oracle Education Foundation is a nonprofit organization funded by Oracle and staffed by Oracle employees. Its mission is to help young people develop the technical acumen and creative confidence to design outstanding solutions to people's needs and the world's problems.

[Explore Oracle Education Foundation](#)





## Promoting Java education

Java is everywhere—it's used by the top 95% of all employers globally to build mission-critical systems. Through our education programs and philanthropy, we're advancing Java education for learners of all ages worldwide.

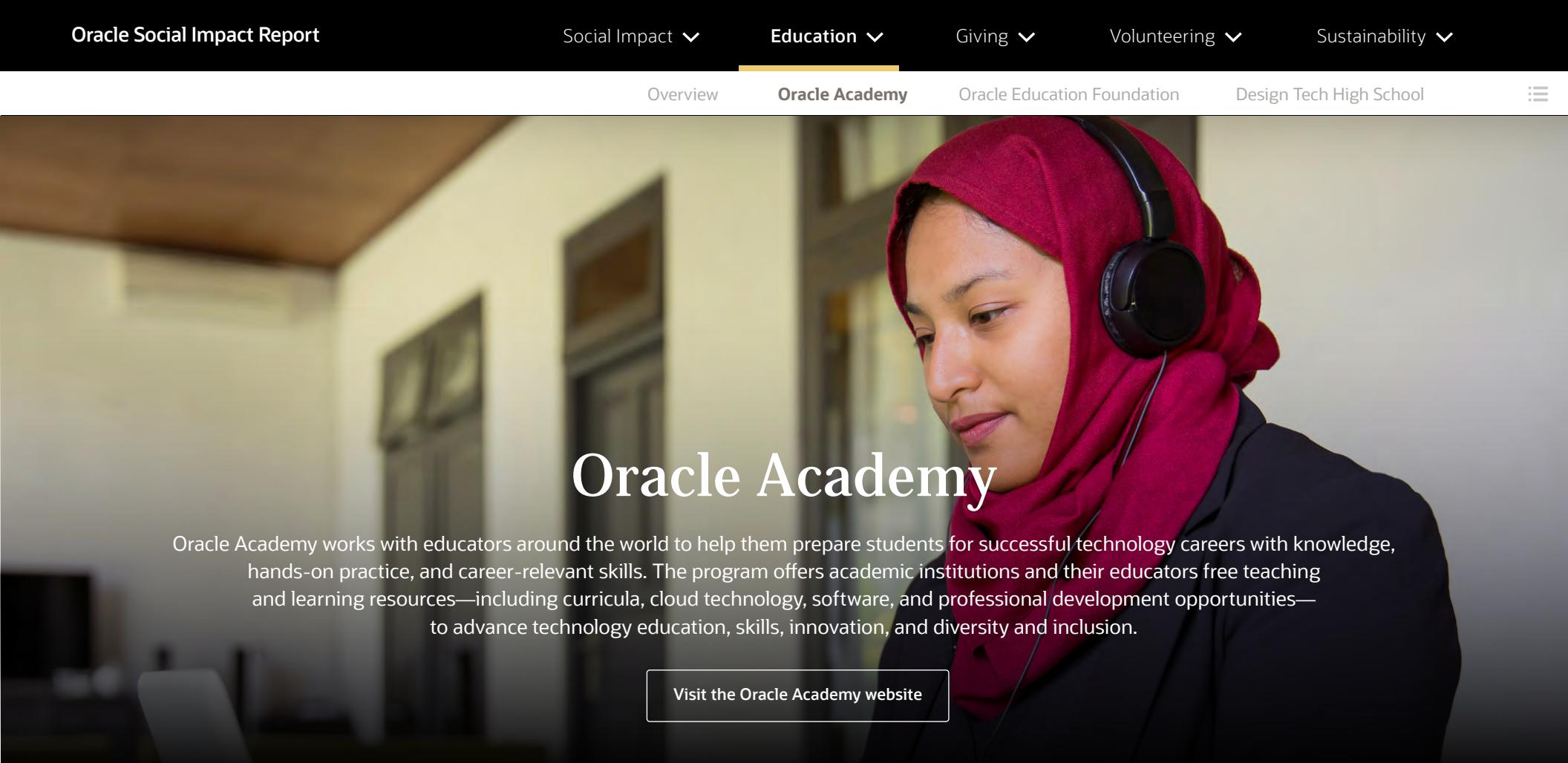
[Explore how Oracle Giving advances Java education](#)  
[Learn about the Java Community Process](#)

## Ponelopele Oracle Secondary School

The Ponelopele Oracle Secondary School in Johannesburg, South Africa, was established in 2006 under a public-private partnership between Oracle Corporation South Africa and the Gauteng Department of Education. More than 1,200 students attend annually. In 2021, Ponelopele achieved the second-highest matriculation pass rate in the country—a testament to the school's success, even amid a pandemic.

[Learn more about Ponelopele School](#)





# Oracle Academy

Oracle Academy works with educators around the world to help them prepare students for successful technology careers with knowledge, hands-on practice, and career-relevant skills. The program offers academic institutions and their educators free teaching and learning resources—including curricula, cloud technology, software, and professional development opportunities—to advance technology education, skills, innovation, and diversity and inclusion.

[Visit the Oracle Academy website](#)

## New curriculum offers students core cloud skills

In fiscal year 2022, Oracle Academy expanded its offering of free technology resources to include

- A new Oracle Cloud Infrastructure curriculum and free cloud access for educators and learners, providing an introduction to core concepts and hands-on practice
- A career center, which helps learners connect curricula with career opportunities
- A member hub for easy online access to all resources

“When the pandemic halted classroom work in 2020, my students had already spent one year working with Oracle tools in the cloud. That was critical to their success in transitioning to virtual learning.”

**Soraya Abad-Mota**, Computer Science Lecturer, University of New Mexico

## Preparing students for careers in accounting with Oracle NetSuite

Oracle Academy's free resources help keep the curriculum relevant, practical, and accessible. Through her membership with Oracle Academy, Christy Nielson, assistant professor at the University of Mississippi's Patterson School of Accountancy, uses Oracle NetSuite business management software to provide her students with hands-on learning in accounting workflows. She says, “The NetSuite system is cloud-based, which means my students can access it and complete their assignments from anywhere so long as they have internet access.”

[Read Christy's story](#)





## Enabling agile data management with Oracle Cloud and Oracle APEX

With free access to Oracle Cloud and Oracle APEX, Oracle Academy member educators and students can shift data to any environment swiftly, enabling learning on the go. This is a key benefit for educator Michal Kvet, associate professor at the University of Žilina, Slovakia. “Today, students need to know the importance of creating a skeleton solution based on self-adjusting technology,” he says. “That’s the Oracle Autonomous Database.”

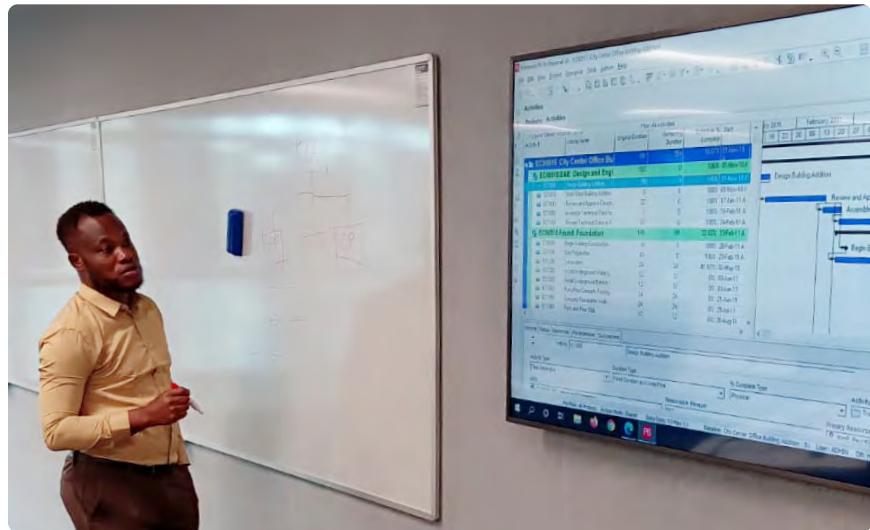
[Read Michal's story](#)

## Empowering educators with free and flexible professional development

With Oracle Academy, learning never ends. Member educators such as Catalina Barbeyto, professor at Universidad Tecnológica de Nezahualcóyotl, Mexico, have access to a variety of professional development opportunities to grow their technical knowledge and skills. “Oracle Academy has played a key role in my academic and teaching journey,” says Catalina. “I believe it’s the best place to learn about databases, SQL, PL/SQL, virtual machines, artificial intelligence with machine learning, Java, and more.”

[Read Catalina's story](#)





## Bridging theory and practice with Oracle Primavera

For higher education institutions teaching construction and civil engineering, access to tools such as Oracle Primavera through Oracle Academy is invaluable. With Oracle Primavera, students build industry-specific skills in planning, budgeting, resourcing, scheduling, and program management. Okechukwu Nwadigo, project management lecturer at Auckland University of Technology in New Zealand, shares, “We are lucky to have Primavera for free classroom use through Oracle Academy. Primavera P6 is considered a highly relevant skill in the industry today and is great for students to have on their resumes.”

[Read Okechukwu's story](#)



## Awards

Oracle Academy receives numerous awards each year highlighting its commitment to education, innovation, technology, and scholarship globally.

[View the full list on the Awards page](#)



# Oracle Education Foundation

Oracle Education Foundation is a nonprofit organization funded by Oracle and staffed by Oracle employees. Its mission is to help young people develop the technical acumen and creative confidence to design outstanding solutions to people's needs and the world's problems.

[Visit the Oracle Education Foundation website](#)

## Impact at a glance

**83%**

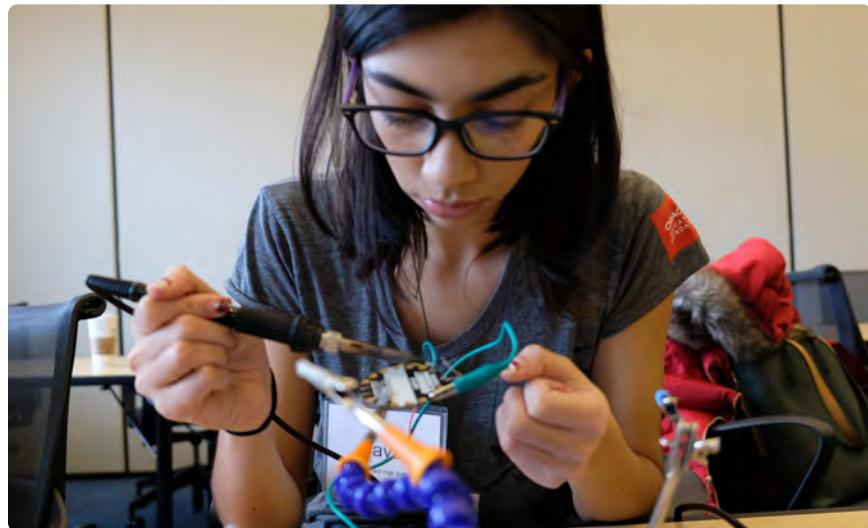
**of students feel more comfortable with technology in FY21-22**

**80%**

**of students feel more confident applying design thinking skills in FY21-22**

**23,325+**

**volunteer hours contributed to date**



## What we do

Oracle Education Foundation provides classes at the intersection of coding, physical computing, design thinking, and futures thinking. Each class teaches a technology, then asks students to apply that tech to a design challenge and create prototype solutions. Foundation educators lead classes, and Oracle Volunteers coach students. We engage students aged 14 to 18 through partner schools and nonprofits.

## Design thinking, meet futures thinking

Designing the future can feel daunting. Even now, new tech and new environments are testing us in new ways. Young people need the creative confidence and ethical clarity to design and build a vibrant future for all. So, with the Institute for the Future's help, we incorporated future skills—such as how to make sense of loopy, complex systems, build a crew, and befriend the machines—into our classes.





## The future of learning is hybrid

Pre-pandemic, we provided in-person classes in North America. Throughout the pandemic, we used Zoom, Miro, and other tools to deliver our classes and engage students and volunteers virtually. The upside of lockdown? Oracle Volunteers around the world coached students in six countries across the Americas. As we emerge from the pandemic, we're keeping the best of both virtual and in-person learning.

## Expanding the program throughout the Americas

In fiscal year 2022, the Oracle Education Foundation expanded its program to Latin America in partnership with [Junior Achievement Americas](#). We delivered virtual Game Design classes for JA students in Argentina, Brazil, Chile, Mexico, and Peru. Students created games that address issues faced by local nonprofits and nongovernmental organizations and the communities they serve, including Oracle Giving grantee [PROA Institute](#).



“As a volunteer with the Oracle Education Foundation, it’s rewarding to journey with the students as they learn new concepts, apply design thinking, and persevere through any setbacks to reach their final presentation.”

**Pamela Luis**, Manager, Software Development, Oracle



## Student prototype spotlight

### Game Design: Develop future skills

Students design and build a game based on a future scenario that helps them break out of habitual thinking and imagine new possibilities. As they take their game from idea to prototype, students learn coding concepts in Phaser, an HTML5 game development framework. No first-person shooter or fighting games here—students in our classes design games that teach, inspire empathy, and build resilience.



### Neural Networks: Befriend the machines

Students learn how to use neural networks to build their own image classifier. They first learn how to train a network and then use that knowledge to create an image classifier that helps solve a real-world problem. In this context, students grapple with ethical questions about how we do and do not want to use AI, now and in the future.



## Web Design: Make yourself known

Being able to build a personal brand and present your best self through a portfolio is an essential skill today. In this class, students design and code a website from scratch, curating their brand and accomplishments. They also learn core future skills such as how to protect and derive value from their personal data, manage their reputation, and communicate their brand via multiple media.



## Video gallery



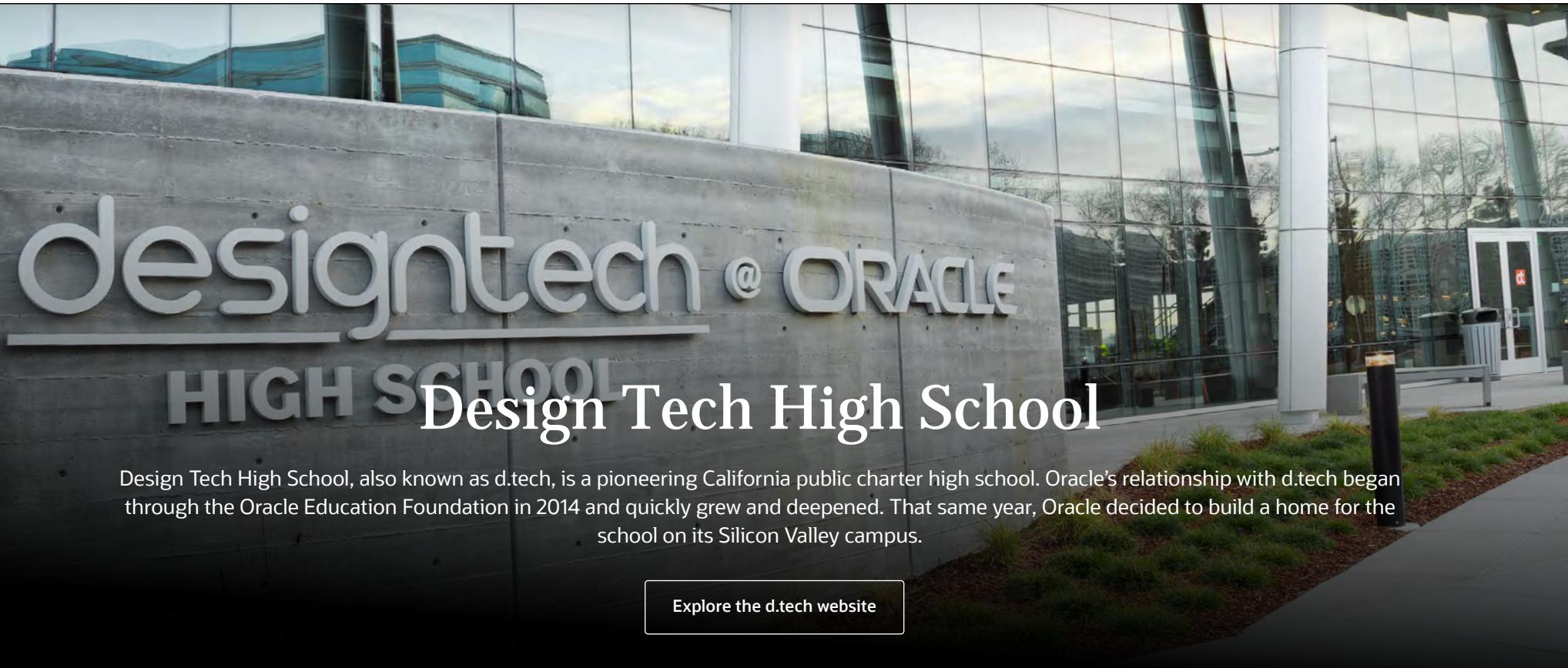
Oracle Education Foundation 3D Design Class for Girls



All Jacked Up—A Student 3D Project Presented by Oracle Education Foundation



Conservation Tech with Oracle Education Foundation and National Geographic



Design Tech High School, also known as d.tech, is a pioneering California public charter high school. Oracle's relationship with d.tech began through the Oracle Education Foundation in 2014 and quickly grew and deepened. That same year, Oracle decided to build a home for the school on its Silicon Valley campus.

[Explore the d.tech website](#)

“Every day at d.tech, students play an active role in shaping the world. Our partnership with Oracle provides access to incredible resources, the best of which are Oracle employees, who generously volunteer their time and talents to provide d.tech students with real-world learning experiences.”

**Ken Montgomery**, Cofounder and Executive Director, Design Tech High School



## Continuous adaptation

By design, d.tech was built to respond to the needs of both students and educators. Amid the pandemic, d.tech reopened its campus, offering a flexible schedule that enabled students to focus on their daily academic and extracurricular priorities.

The school's success wouldn't have been possible without the d.tech faculty, whose relentless optimism and commitment to their students transformed a moment of crisis into an opportunity for growth and learning.

## Students making a difference

A [social media alert](#) to help people find COVID-19 vaccine appointments, a [tutoring club](#) to help Afghan refugees practice speaking English, an [environmental advocacy project](#) showcasing the impact of recycling through a colorful mural—these are just a few of the projects d.tech students are contributing to the world, each one making a positive difference.





## Intersession: Learning beyond campus

The Intersession program is a defining d.tech educational experience. Three times a year, for 60 hours each time, students explore new disciplines and industries through classes offered by nonprofits, businesses, and professionals. Students choose from a wide range of classes such as photography, entomology, cooking, and event venue operations. Every Intersession, [Oracle Education Foundation](#) offers classes on technologies such as neural networks, web applications, data science, and more.

## Oracle Volunteers at d.tech

Oracle Volunteers feel at home at d.tech, donating their time and talents to support students year-round. Last year, Oracle Volunteers developed software to improve scheduling for Intersession classes. The application, called Exploration Station, streamlined the student and faculty experience and enabled the program to continue virtually and in person throughout the pandemic.





## Learn more about our impact

[Oracle Academy](#)[Oracle Academy Member Success Stories](#)[About Oracle Academy](#)[Oracle Social Impact Datasheet  
\(PDF\)](#)[CDP climate change response  
\(PDF\)](#)[Corporate Social Responsibility Report—India](#)

## ORACLE GIVING

# Philanthropy for a what's-next future

---

The same solution-oriented spirit that fuels our business success also drives our philanthropic efforts. That's why we invest globally in nonprofit and social impact organizations whose work is critical to solving the challenges facing society today—and tomorrow.



## FY22 Oracle Giving at a glance

**US  
\$20M+**  
**donated**

**7,000+**  
**nonprofits supported**

**62**  
**countries where we support causes**

**30+**  
**years of philanthropy**

## Where we focus our efforts

### Education impact

We support nonprofits and educational institutions that help young people become fluent in technology and apply that knowledge to solve problems and do good in the world.

[Learn how our grants advance education](#)





## Environment matters

We fund nonprofit and social impact organizations that protect the natural world and wildlife and connect young people with nature because we're committed to improving the health of the earth.

[Explore how our grants protect the environment](#)

## Community strength

We make grants to nonprofit organizations that enhance community life and provide people in need with food, shelter, medicine, comfort, and support to achieve long-term stability.

[See how our grants strengthen communities](#)





## Helping our employees increase their impact

We match our employees' charitable donations annually, and in times of crisis we run relief campaigns and increase our match. We also help each other through Oracle Cares, which makes grants to employees experiencing hardship and is funded by voluntary employee contributions matched by Oracle.

[Learn more about employee giving](#)

## Strengthening global healthcare with Oracle technology

From clinical studies to vaccine safety and health record modernization, we're using our technology and expertise to help protect people against HIV, COVID-19, yellow fever, and more. Working closely with the Tony Blair Institute for Global Change, we've donated our cloud-based health management system to several nations in Africa and elsewhere to help streamline vaccination administration programs. This is one of many initiatives we're undertaking to redefine the future of healthcare globally.

[Explore how Oracle is making a difference in healthcare](#)





## Social responsibility in India

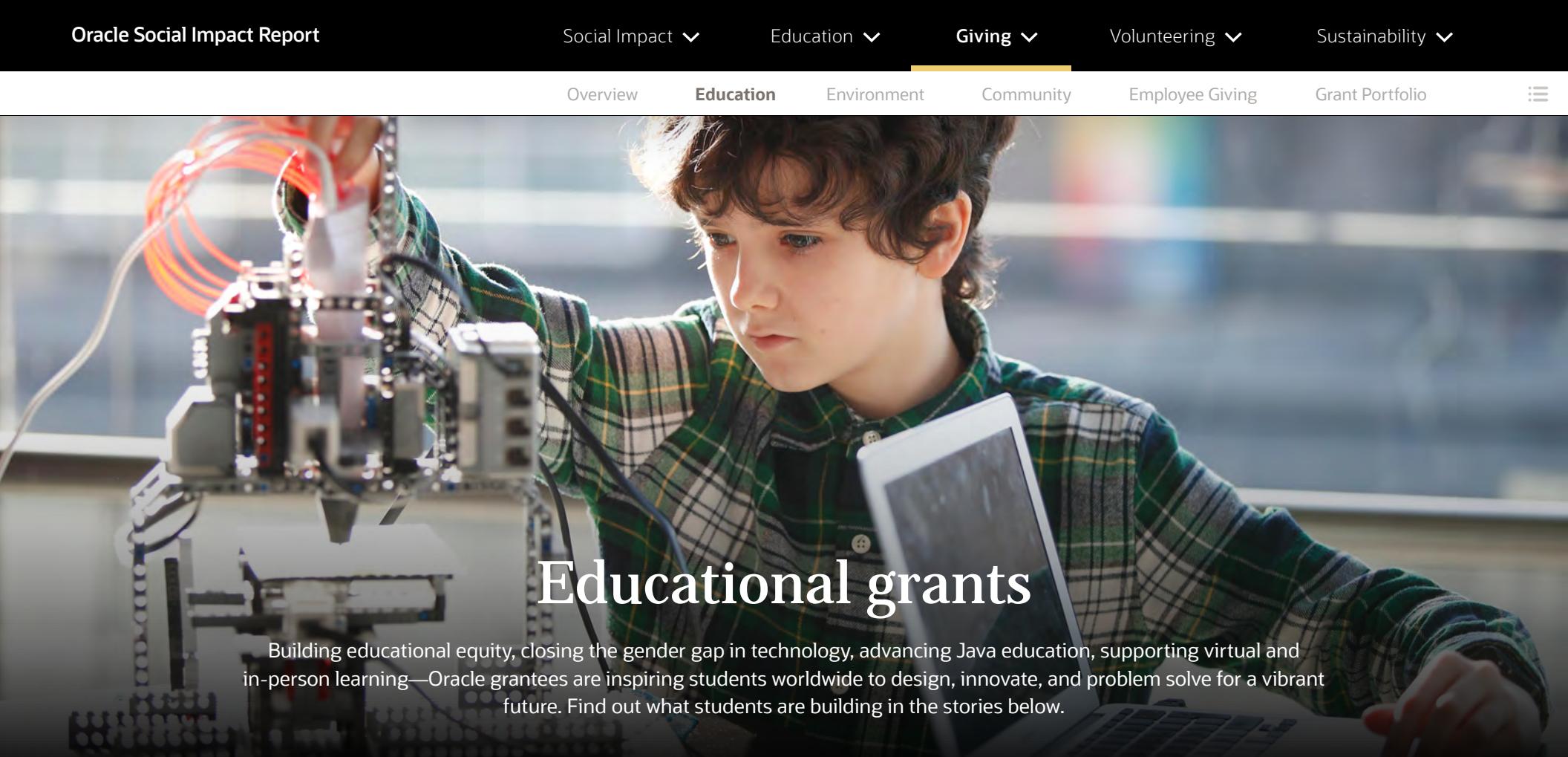
We donate millions of dollars in India annually. In fiscal year 2022, we gave more than US\$8.3 million to nonprofit organizations providing emergency relief and helping communities build resilience in response to the pandemic.

[Learn more about giving in India](#)

Oracle NetSuite Social Impact is a program that provides software donations and pro bono services to help nonprofits accelerate their social impact.

[Learn about Oracle NetSuite Social Impact](#)

**ORACLE  
NETSUITE**  
Social Impact



# Educational grants

Building educational equity, closing the gender gap in technology, advancing Java education, supporting virtual and in-person learning—Oracle grantees are inspiring students worldwide to design, innovate, and problem solve for a vibrant future. Find out what students are building in the stories below.

“Learning how to program should be fun, practical, and accessible. With Oracle’s support, the Raspberry Pi Foundation is making that possible through our programs—putting the power of digital making into the hands of people around the globe.”

**Matt Richardson**, Executive Director, Raspberry Pi Foundation North America



## There's an app for that: designing solutions to real-world problems with Technovation

Every year, thousands of girls build applications to solve issues in their community with Oracle grantee [Technovation](#), a tech education nonprofit that empowers participants to become leaders, creators, and problem solvers.

[Read the story](#)

## Featured grantees



### Educate Girls

Leverages community and government resources to ensure that all girls are in school and learning well.

[Learn more](#)

### Learning for All

Provides high-quality tutoring, mentoring, and educational support to underserved students.

[Learn more](#)

### Exploratorium

Makes science visible, tangible, and accessible to all through educational programs.

[Learn more](#)



## Promoting Java education

Java is everywhere—it's used by the top 95% of all employers globally to build mission-critical systems. This is why, since 2010, we've funded the development of [Alice](#), [BlueJ](#), [Greenfoot](#), and [Stride](#)—free Java-based educational programs that teach object-oriented programming to learners of all ages.

### RELATED GRANTEES

[Carnegie Mellon University](#)  
[FIRST](#)  
[King's College London](#)  
[Raspberry Pi Foundation](#)

## Building equity in education

We're working to create a future in which every student has the resources and support they need to realize their full potential. Oracle grantee [SMASH](#) empowers students of color through intensive STEM education programs, culturally relevant coursework, and access to resources and social capital that help them succeed in college and in their careers.

### RELATED GRANTEES

[Aim High](#)  
[Engineering is Elementary](#)  
[New Teacher Center](#)  
[Redwood City Education Foundation](#)





## Engaging thousands of students in DIY science activities virtually

Learning can happen anywhere, and our grantees help make sure it does. [The Tech Interactive](#) provides educators and parents with tools to help students innovate from home—or wherever they choose to learn—offering lessons in design, engineering, science, and more.

### RELATED GRANTEES

[Bay Area Discovery Museum](#)  
[Exploratorium](#)  
[New Leaders](#)



## Closing the gender gap in technology

According to a [UNESCO report](#), only 35% of STEM students in higher education globally are women. Our grantee [Black Girls CODE](#) is changing this by exposing young women of color to computer programming and technology. The organization has a goal to train 1 million girls to innovate and create in technology fields by 2040.

### RELATED GRANTEES

[Girlstart](#)  
[Techbridge Girls](#)  
[Technovation](#)  
[Women's Technology Empowerment Centre](#)



## Building scholarship in underrepresented communities

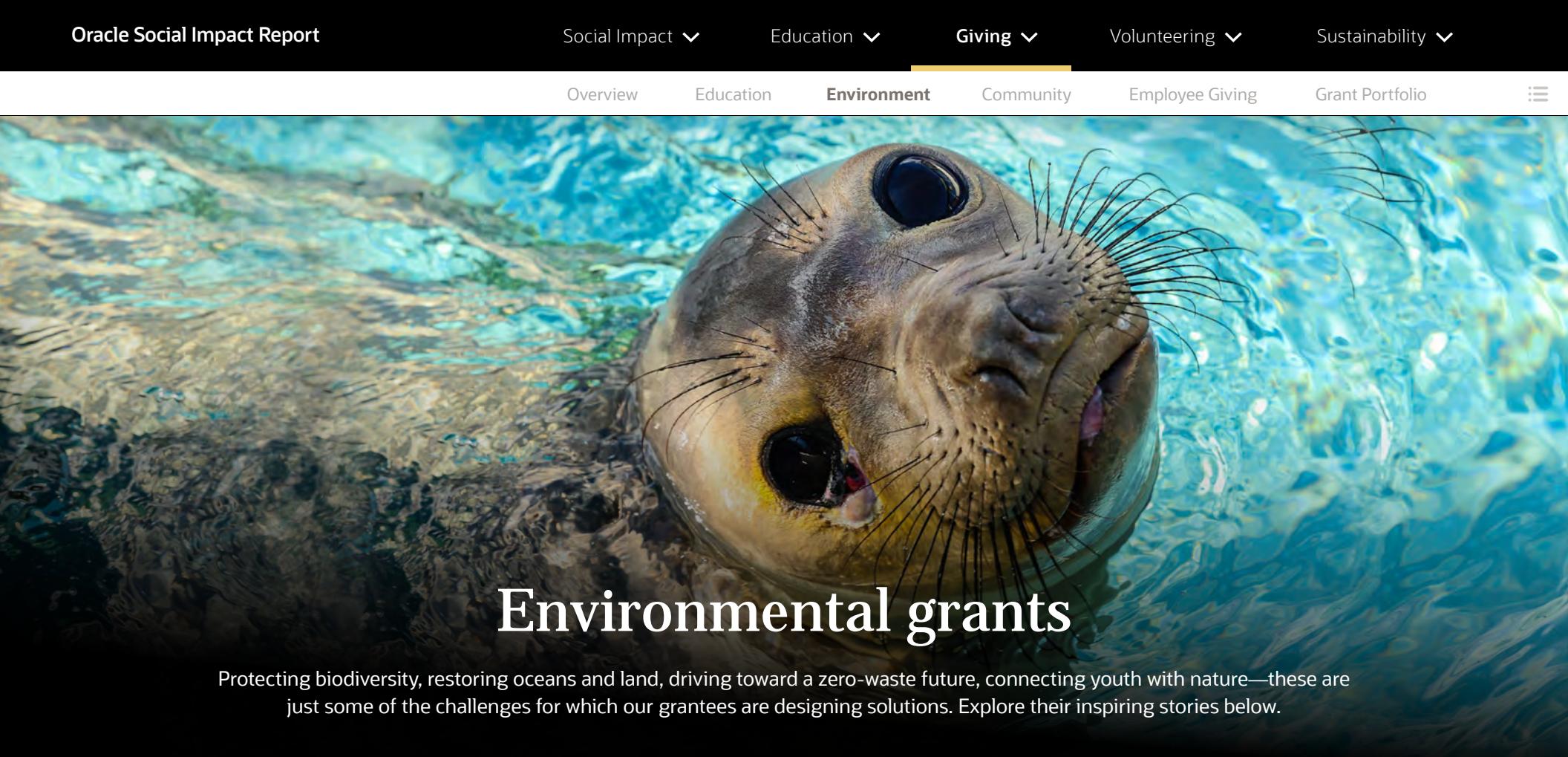
The playing field isn't going to level itself. That's why we support the [Greene Scholars Program](#), which builds STEM confidence and competence in students of African ancestry. 100% of Greene Scholars go on to college, furthering their education and making valuable contributions to the workforce.

### RELATED GRANTEES

[American Indian Science and Engineering Society](#)

[Latinitas](#)

[UNCF](#)



# Environmental grants

Protecting biodiversity, restoring oceans and land, driving toward a zero-waste future, connecting youth with nature—these are just some of the challenges for which our grantees are designing solutions. Explore their inspiring stories below.

“The Marine Mammal Center has rescued 24,000 marine mammals to date, yet the ecosystems that are vital to the health of our ocean and life on earth are under constant threat. Thanks to Oracle’s support, we’re furthering our ocean conservation and educating others on how they can protect the planet too.”

**Dr. Jeff Boehm, DVM, Dipl. ACAW**, CEO, The Marine Mammal Center



## Today, only 2% of scientists studying African wildlife are African

The Fossey Fund is changing that. Through a combination of scholarships, professional internships, and capacity building, the organization trains hundreds of aspiring African scientists each year. In this article, Fossey Fund CEO Dr. Tara Stoinski shares why these efforts are critical to building a pipeline of African conservationists.

[Read the article](#)

## Featured grantees



### Keep Austin Beautiful

Inspires and empowers people in the Austin community to care for the environment.

[Learn more](#)

### NatureBridge

Connects young people to the wonder and science of the natural world via hands-on environmental programs.

[Learn more](#)

特定非営利活動法人  
**FEE Japan**

### Foundation for Environmental Education Japan

Promotes sustainable development through environmental education.

[Learn more](#)



## 6 million square kilometers of ocean protected

National Geographic's [Pristine Seas](#), an Oracle grantee since 2008, is on a mission to identify, survey, protect, and restore the last wild places in the ocean. To date, Pristine Seas has protected 6.5 million square kilometers of ocean in 24 marine reserves around the world. [Read the story.](#)

### RELATED GRANTEES

[The Marine Mammal Center](#)  
[The Nature Conservancy](#)

## More than 12,000 tons of recyclable materials collected by Wecyclers

Last year alone, Oracle grantee [Wecyclers](#) recycled 2,400 tons of plastic and 500 tons of aluminum and sachets—preventing the release of 13,000 tons of carbon dioxide. The Nigerian social enterprise achieves these results by incentivizing people in low-income communities to capture value from their waste. [Get to know the program.](#)

### RELATED GRANTEES

[California Coastal Commission](#)  
[Eco-Cycle](#)  
[WEEE Centre](#)





## Restoring 70,000 acres of California's ancient forest

Save the Redwoods League's Redwoods Rising forest restoration project in the Redwood National and State Parks will put more than 70,000 acres of previously logged park areas back on track to become the redwood forests of the future.

### RELATED GRANTEES

[California State Parks Foundation](#)  
[Keep Austin Beautiful](#)

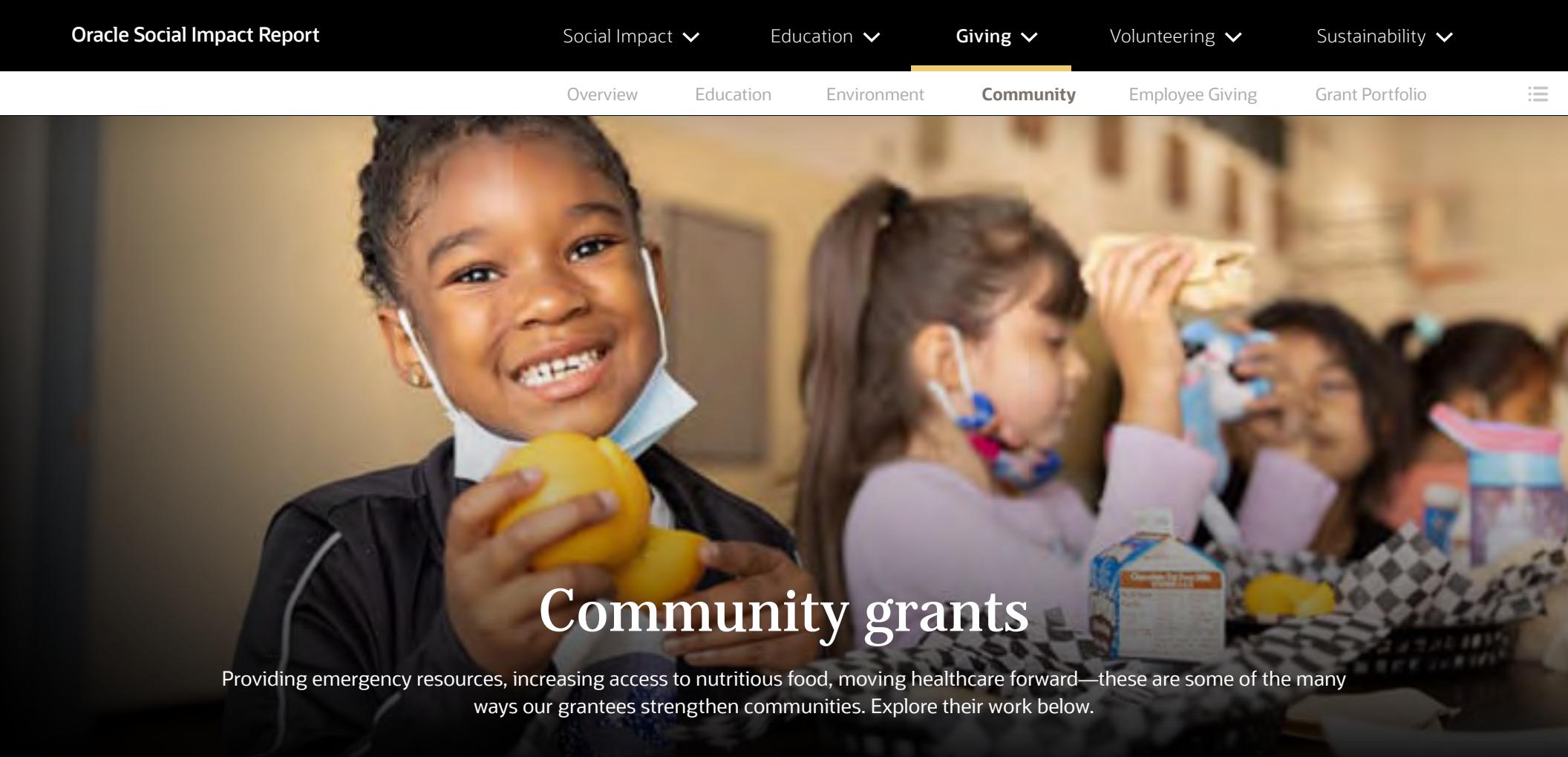
## Connecting 1,500 underserved youth to the outdoors

They say nature is the best classroom. That's why [Mirai no Mori](#), an Oracle grantee in Japan, brings youth from low-income backgrounds into the great outdoors to inspire a sense of leadership and independence through experiential learning

### RELATED GRANTEES

[Children's Discovery Museum of San Jose](#)  
[CuriOdyssey](#)  
[Marine Science Institute](#)  
[Wildmind](#)



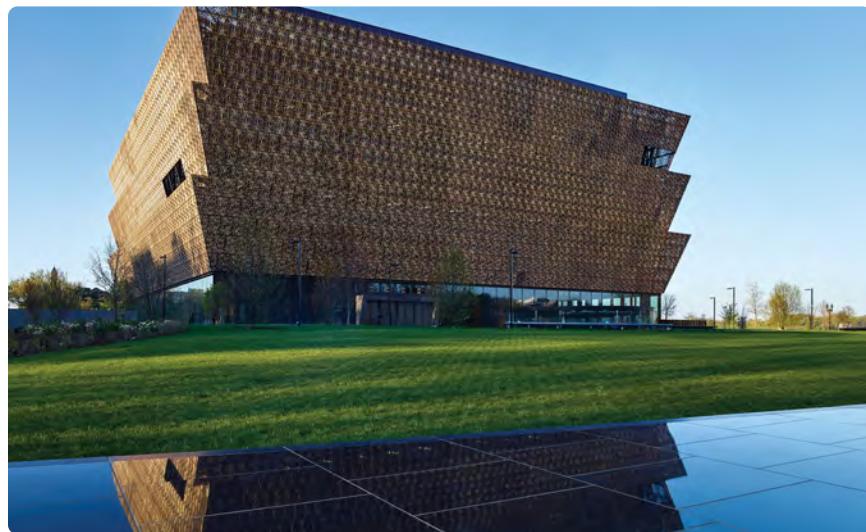


## Community grants

Providing emergency resources, increasing access to nutritious food, moving healthcare forward—these are some of the many ways our grantees strengthen communities. Explore their work below.

“During the pandemic, we saw a 220% increase in families turning to the Food Bank for the first time. We’re thankful to Oracle for standing by our side to help feed our most vulnerable neighbors and families who never imagined they would need a helping hand.”

**Mark Jackson**, Chief Development Officer, Central Texas Food Bank



## Exploring the past, present, and future of the African American experience

Oracle is proud to support the mission of the [National Museum of African American History and Culture](#) as a Corporate Leadership Council member, gifting US\$1 million over a five-year period.

[Read the story](#)

## Featured grantees



### George Mark Children's House

Focuses on quality of life and continuity of care for children with illnesses that modern medicine cannot yet cure and those with chronic medical conditions.

[Learn more](#)

### LifeMoves

Provides solutions and support for individuals experiencing homelessness in Silicon Valley, California.

[Learn more](#)

### CRY India

Works toward creating happier and healthier childhoods for underprivileged children.

[Learn more](#)



## Providing emergency resources to families in need

Around the globe, many of our grantees offer safety to vulnerable people by providing shelter, hygiene kits, meals, and other essential resources. One such grantee, [A Precious Child](#), provides hundreds of disadvantaged children in Colorado with the assistance and resources they need to reach their full potential.

### RELATED GRANTEES

[Goonj](#)

[LifeMoves](#)

[Nashua Soup Kitchen and Shelter](#)

[UNICEF India](#)

## Delivering millions of meals annually to nourish local communities

For 30 years, Oracle has supported food banks in the places we call home, including [Central Texas Food Bank in Austin](#), Texas. Their services provide nourishment and food security to those in need, especially in times of emergency or hardship.

### RELATED GRANTEES

[Alameda County Community Food Bank](#)

[Greater Boston Food Bank](#)

[Second Harvest of Silicon Valley](#)

[Voedselbank Amsterdam](#)





## Moving healthcare delivery forward in Nigeria

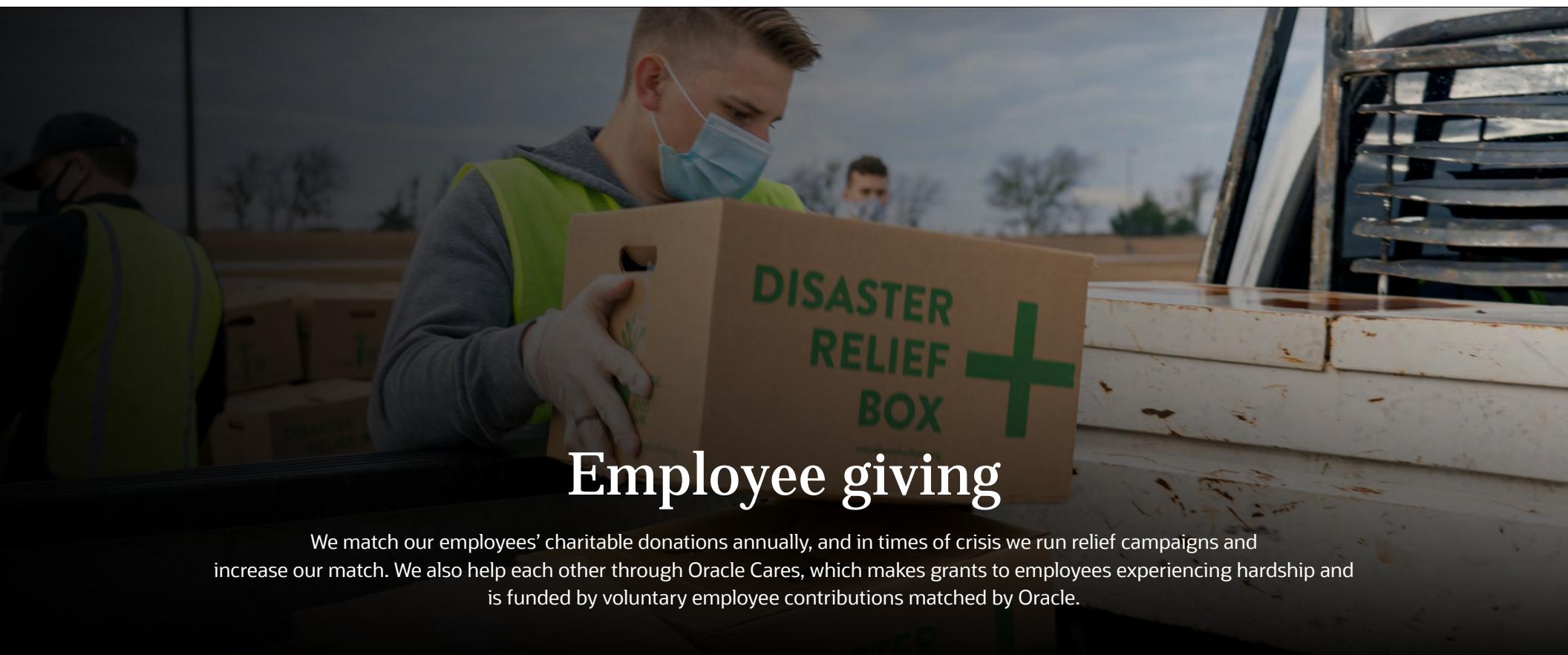
Riders for Health provides reliable transport for medicine, biological samples, and patients and delivers healthcare to communities no matter how distant or difficult to reach. Organizations such as Riders are critical to democratizing access to healthcare and furthering scientific understanding.

### RELATED GRANTEES

[Bay Area Cancer Connections](#)

[JDRF](#)

[Women 4 Cancer Early Detection and Treatment](#)



## Employee giving

We match our employees' charitable donations annually, and in times of crisis we run relief campaigns and increase our match. We also help each other through Oracle Cares, which makes grants to employees experiencing hardship and is funded by voluntary employee contributions matched by Oracle.

“Leveraging Oracle’s matching gifts program goes a long way in extending the impact of your personal donation. By having Oracle match my donation to Louisville Community Foundation, we were able to buy 140 winter jackets, hats, and pairs of gloves for children, helping to ensure every child has comfort and warmth. Big thanks to Oracle for helping us touch the lives of those in need.”

**Greg Anderson**, Group Vice President, North America Applications Solution Engineering, Oracle



## Matching employee donations

We support our employees' philanthropy by matching their personal charitable donations to causes around the world. We matched more than US\$5.3 million in employee donations in fiscal year 2022.

## Disaster relief

When a disaster occurs, Oracle matches employee relief donations. In fiscal year 2022, we responded to disasters in Afghanistan, Brazil, Haiti, the Philippines, Ukraine, and the United States. Together, we gave more than US\$2.3 million in response to the war in Ukraine.



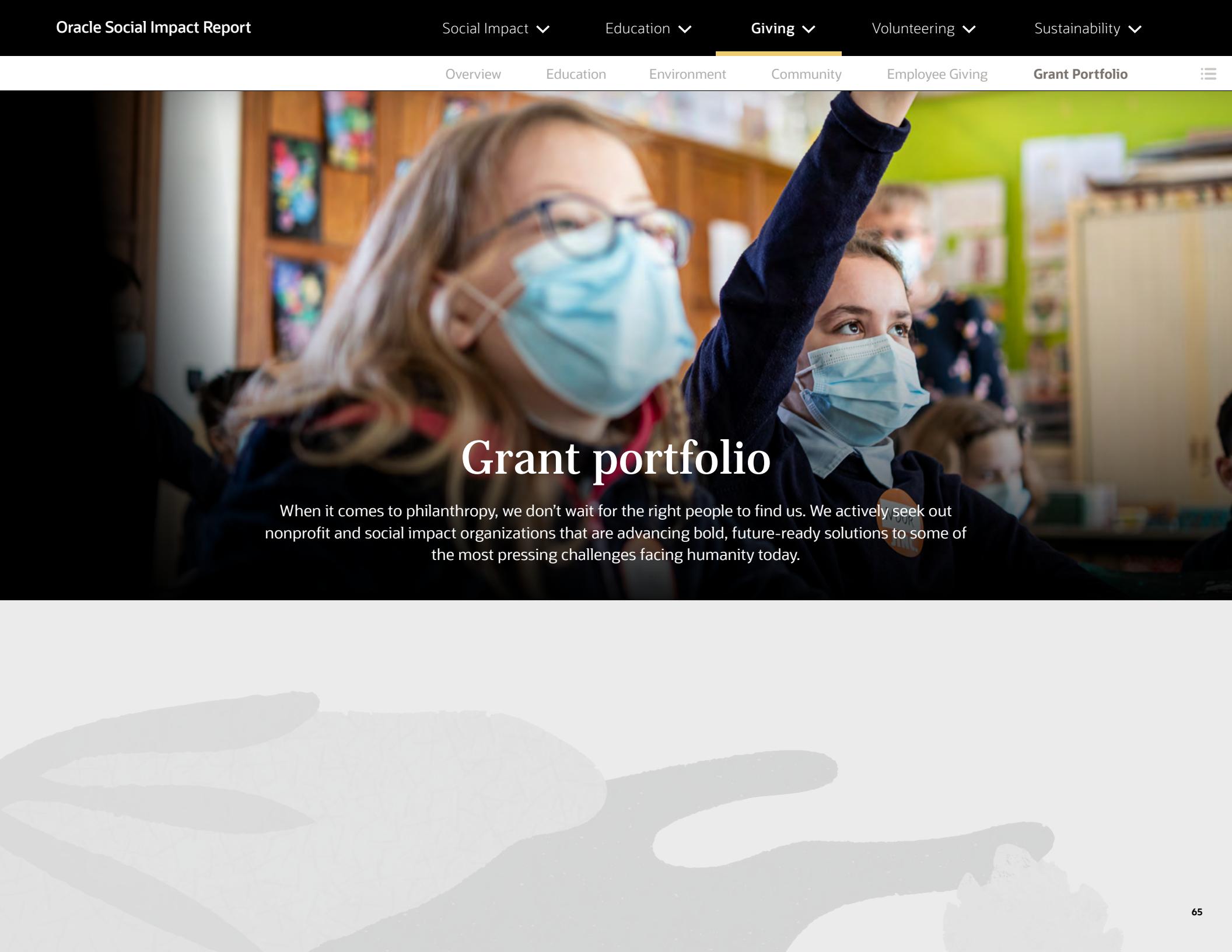


## **Employees helping employees**

Oracle Cares is an employee assistance fund that enables employees to make donations to support colleagues in times of need. In fiscal year 2022, the fund provided 122 hardship grants totaling more than US\$268,000 helping employees recover from natural disasters, loss of a loved one, and serious injury or illness, including COVID-19.

“We experienced an apartment fire this year and our family lost everything except the clothes we were wearing. We had to quickly find a new place to live and buy new clothes, necessities, and furniture. We are so thankful to Oracle Cares for taking a little stress away by providing financial assistance during this time.”

### **Oracle Cares hardship grant recipient**



# Grant portfolio

When it comes to philanthropy, we don't wait for the right people to find us. We actively seek out nonprofit and social impact organizations that are advancing bold, future-ready solutions to some of the most pressing challenges facing humanity today.

## US\$700,000 and under

Community



GOONJ.. a voice, an effort  
www.goonj.org

Goonj

Community



Magic Bus

Community

Narayana Hrudyalaya  
Charitable Trust

Narayana Hrudyalaya Charitable Trust

Community



ಸಮಾರಥನ ಉದ್ದೇಶಲಕ್ಷ್ಯ ಸಂಸ್ಥೆ  
Samarthanam Trust for the Disabled®

Samarthanam Trust for the Disabled

Community



Save the  
Children

Save the Children India

Community



Swades Foundation

Community

TEACHFORINDIA

Teach For India

Community



UNICEF India

## US\$500,000 and under

Education



Alice (Carnegie Mellon University)

Community



American India Foundation

Education



Child in Need Institute (CINI)

Community



CRY India

## US\$500,000 and under (Cont'd)

Environment



Dian Fossey Gorilla Fund International

Education



Educate Girls

Education



Going to School

Education



Greenfoot, BlueJ, Stride (King's College London)

Environment



National Geographic Society

Community



National Museum of African American History and Culture

Community



People's Action for National Integration (PANI)

Community



Sambhav Foundation

Community



Sewa International

Community



WaterAid India

## US\$150,000 and under

Community

**American Red Cross**

American Red Cross

Community



Central Texas Food Bank

Environment



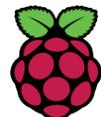
The Marine Mammal Center

Education

**PROA**

Instituto PROA

Education

**Raspberry Pi**

Raspberry Pi Foundation

Community

SECOND HARVEST  
of SILICON VALLEY

Second Harvest of Silicon Valley

Environment

**The Trail Foundation**

The Trail Foundation

Education

**UMASS BOSTON**University of Massachusetts Boston—  
College of Science and Mathematics

## US\$75,000 and under

Education

**BRS SD**

Belmont-Redwood Shores School District

Education

BOYS & GIRLS CLUBS  
OF THE PENINSULA

Boys &amp; Girls Clubs of the Peninsula

Education

**JA Americas**

Member of JA Worldwide

JA Americas

Education

**Khan Academy**

Khan Academy

## US\$75,000 and under (Cont'd)

Environment



NatureBridge

Education



The Prince's Trust

Community



Riders for Health Nigeria

Education



San Mateo County Office of Education

Environment



Save the Redwoods League

Education



Technovation

Education



United Negro College Fund

Environment



Wecyclers

## US\$50,000 and under

Education



Akili Dada

Community



Alameda County Community Food Bank

Community



Ashoka

Community



Bay Area Cancer Connections

## US\$50,000 and under (Cont'd)

Education



Boys &amp; Girls Clubs of America

Education



Boys &amp; Girls Clubs of the Austin Area

Education



Breakthrough Central Texas

Education



California Academy of Sciences

Environment



California State Parks Foundation

Education



Computer History Museum

Community



Florence

Education



Gerando Falcões

Education



Girlstart

Community



The Greater Boston Food Bank

Education



Junior Achievement of Central Texas

Environment



Keep Austin Beautiful

## US\$50,000 and under (Cont'd)

Education



Latinitas Magazine

Community



LifeMoves

Environment



Marine Science Institute

Environment



The Nature Conservancy

Education



New Leaders

Education

PLEASANTON  
PARTNERSHIPS  
*in* EDUCATION  
FOUNDATION

Pleasanton Partnerships in Education Foundation

Education



Redwood City Education Foundation

Education



San Carlos Education Foundation

Education



The Tech Interactive

Education



Women's Technology Empowerment Centre

## US\$25,000 and under

Community



A Precious Child

Education



Advancing Minorities' Interest in Engineering

Education



Aim High

Education



American Indian Science and Engineering Society

Education



Ann Richards School Foundation

Education



Bay Area Discovery Museum

Education



BDPA

Education



Birds of Prey Foundation

Education



Black Girls CODE

Education

BOYS & GIRLS CLUBS  
OF SANTA MONICA

Boys &amp; Girls Clubs of Santa Monica

Education



Bridge for Smile

Education



California Coastal Commission

## US\$25,000 and under (Cont'd)

**Education**

Carlmont Academic Foundation

**Environment**

Children's Discovery Museum of San Jose

**Education**

Code2College

**Environment**

CuriOdyssey

**Education**

Curriki

**Community**

Denver Children's Home

**Environment**

Eco-Cycle

**Education**

Engineering is Elementary

**Education**

Exploratorium

**Education**

FIRST

**Education**THE  
FOLDED FLAG  
FOUNDA TION

The Folded Flag Foundation

**Community**

George Mark Children's House

## US\$25,000 and under (Cont'd)

Education



Girl Scouts of Northern California

Education



Girls Inc. of Alameda County

Community



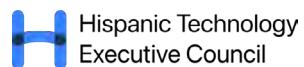
Good Aging Yells

Education



Greene Scholars Program

Education



HITEC Foundation

Education



The Honor Foundation

Community



JDRF Northern California Chapter

Education



JINC

Education



Juma Ventures

Education



Junior Achievement Kenya

Education



Junior Achievement of Northern California

Education



Learning for All

## US\$25,000 and under (Cont'd)

Education



Lend A Hand Foundation

Education



Mid-Peninsula Boys &amp; Girls Club

Environment



Mirai no Mori

Community



Nashua Soup Kitchen &amp; Shelter

Education



New Teacher Center

Environment



Ocean Conservancy

Education



Ravenswood Education Foundation

Community



Rebuilding Together Peninsula

Education



SchoolForce

Environment



SEGO Initiative

Education



Sequoia High School Education Foundation

Education



Silicon Valley Education Foundation

**US\$25,000 and under (Cont'd)**

Education



SMASH

Education



The Springboard Foundation

Education



Techbridge Girls

Community



Clarity. Compassion. Choice.

thesecondopinion

Community



Trail of Lights Foundation

Community



Voedselbank Amsterdam

Environment



WEEE Centre

Environment



Wildmind

Community



Women 4 Cancer Early Detection and Treatment

**Learn more about our impact**

Visit the grant portfolio



Oracle Social Impact Datasheet (PDF)



CDP climate change response (PDF)



Corporate Social Responsibility Report—India

## ORACLE VOLUNTEERING

# Inspired action for changing times

Within Oracle's creative, solution-oriented culture is a community of employees who strive to make the world a better place. Oracle Volunteers lead and participate in virtual and in-person projects with hundreds of nonprofits and public institutions year-round. They support students and educators, protect nature and wildlife, and strengthen communities by helping people in need. Globally, the pandemic hit volunteering hard—but at the same time, it inspired action and empathy. Today, as its effects ebb, volunteerism is on the rise again.



## FY22 Oracle Volunteering impact at a glance

**9,430**

Oracle Volunteers

**831**

projects

**52,486**

hours

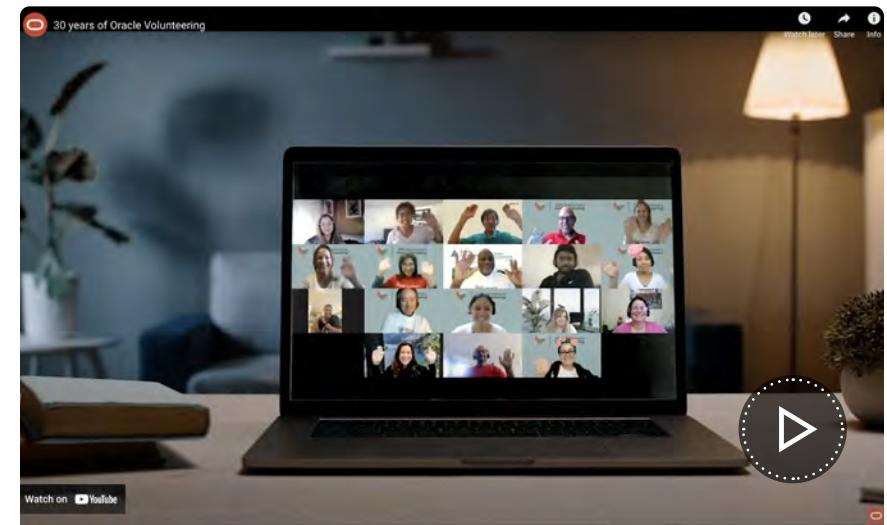
**461**

organizations  
supported in  
42 countries

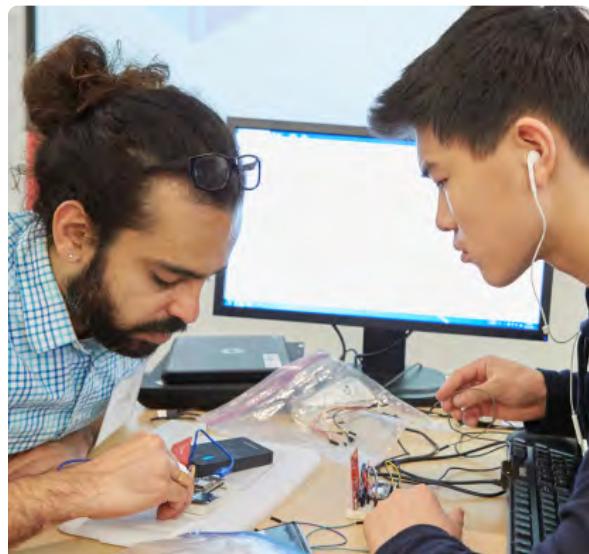
## 30 years of Oracle Volunteering

We began the year with a 24-hour celebration in honor of the Oracle Volunteering program's [30th anniversary](#). More than 2,000 employees on six continents participated in virtual sessions that featured executive kickoffs for each region, volunteering activities, inspirational speakers, festive games, and brainstorming about how to do more good in the world.

[Watch the video](#)



## Where we focus our efforts



**Learn how Oracle  
Volunteers support  
students and teachers.**

Advancing education



**Discover how Oracle  
Volunteers help restore  
our planet.**

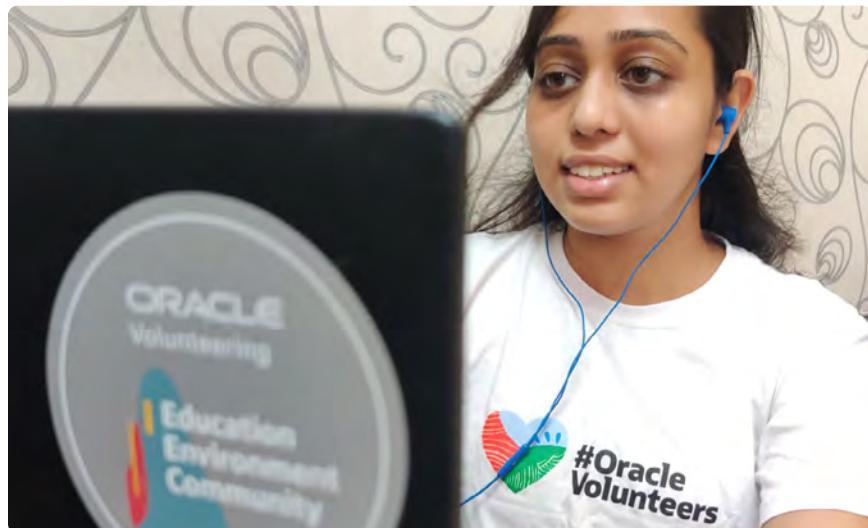
Protecting the environment



**See how Oracle Volunteers  
help others.**

Strengthening communities

## Social impact in action



### Skills-based philanthropy

Social change takes time, common cause, inspired action, money, and often sweat. It also takes skill. More and more, we're inviting our nonprofit and NGO partners to bring us their problems and matching them with teams of Oracle Volunteers who use their business and technical skills—plus our Oracle Cloud Free Tier—to design solutions that help accelerate positive change.

### Diversity and inclusion in action

Oracle employees bring their whole selves to work, and many enjoy the affinity of [employee resource groups \(ERGs\)](#). Every year, our ERGs create Oracle Volunteering projects that celebrate belonging and giving back, including [Martin Luther King Jr. service week](#) and events for International Women's Day and Autism Awareness Month, among others.

[Read how Oracle Volunteering supports diversity](#)





## Building culture through volunteering

Today, Oracle teams are often distributed across regions and time zones. The Oracle Volunteering program brings far-flung teammates together to do good. Camaraderie is a natural byproduct of volunteering with colleagues, whether virtually or in person. Of course, the world benefits too, and when volunteers work together to support the causes they care about, the ripple effect can be profound—for global society and for team culture.

### Community building at Oracle

## Doing well by doing good

Every full-time Oracle employee may volunteer up to 40 hours a year during their scheduled work time, and many Oracle Volunteers contribute hundreds of hours beyond that. Through [Oracle Giving](#), we match our employees' charitable donations to causes around the world up to US\$1,000 per employee per year—and more in times of crisis. Why? Because ensuring that our people feel empowered to do good is part of our business.

[Learn more about employee giving](#)



## Oracle Volunteering global initiatives



### Focus on Environment

#### March–April:

Employees team up with environmental organizations to take action for a healthy planet.



### Focus on Education

#### August–September:

Employees give special attention to supporting students, schools, and education-focused nonprofits.



### Focus on Community

#### November–December:

Employees share their time and resources to help those in need.



## Educational volunteering

Coaching the next generation of entrepreneurs, teaching youth about online safety, preparing tomorrow's workforce—Oracle Volunteers help students worldwide develop the skills they need to create a vibrant future.

Check out what students are learning below.

“I’m grateful for the opportunity to serve as an Oracle Volunteer and to inspire students in Africa to dream big and pursue technology careers.”

**Rufaro Mhuruyengwe**, Social Impact Community Leader, South Africa, Oracle



## Helping kids learn during the pandemic and beyond

Every year, Oracle Volunteers devote their time and energy to advancing education by helping kids learn to read, code, empathize, and become the problem solvers and creators of tomorrow. As learning environments evolve, Oracle Volunteers are committed to stepping up and lighting up the young hearts and minds that will brighten the future.

[Read the story](#)

## Helping young people be future-ready

Now more than ever, young people need the creative confidence, sense of self-efficacy, and skills to build a vibrant future in which they can thrive. That's why the [Oracle Education Foundation](#) engages Oracle Volunteers as [coaches](#) in multiday classes at the intersection of coding, physical computing, design thinking, and futures thinking. Volunteers donated nearly 8,400 hours in fiscal year 2022.





## Empowering the next generation of entrepreneurs

Oracle Volunteers help activate the entrepreneurial potential of youth from underrepresented communities. This includes mentoring girls as they build applications to address issues facing their communities, helping young people design digital games that educate and inform, and equipping students with business and financial skills. Organizations we engage with include [Halogen Foundation](#), [Junior Achievement](#), and [Technovation](#).

## Providing youth with online safety resources

With the ever-expanding role of technology in education, keeping students safe online is essential. More than 2,500 students from 10 schools in India took part in the Cyber Bright, Cyber Right project. Oracle Volunteers taught students how to maintain privacy on social media, prevent cyberbullying, and navigate the internet safely. We also engage with organizations including [BGS National Public School](#), [Lakshmi pat Singhania Education Foundation](#), and [Salwan Junior School](#), among others.





## Preparing students for successful careers

Oracle Volunteers lead by example and share their career experience with the next generation. Through career panels, mock interviews, and resume review workshops, Oracle Volunteers guide and inspire young people to pursue careers in technology and beyond. Organizations we engage with include [Braven](#), [Code2College](#), [Design Tech High School](#), and Pонелопе Oracle Secondary School.

## Supporting students with disabilities

Equitable and inclusive learning experiences are essential to meeting the needs of students with disabilities. To promote inclusivity, Oracle Volunteers have facilitated sign language sessions for kids who are deaf or hard of hearing and recorded interactive audiobooks to benefit children with autism. Organizations we support include the [Brooklyn Autism Center](#), [Cheshire Disability Trust](#), [Chosen Children Village Foundation](#), Texas Kids Read, and [UNICEF India](#).





## Environmental volunteering

Year-round, Oracle Volunteers rally for the earth, clean up shorelines to keep plastics out of our oceans and waterways, keep clothes out of landfills, and restore and regreen the natural world. These are just a few of the many ways they care for our planet. Explore more below.

“Oracle Volunteering’s rally called There’s No Planet B was a great opportunity to share the eco-friendly actions we take in our day-to-day lives and learn new practices we can implement.”

**Ronaldo Santos**, Technical Account Manager, Oracle Brazil



## Banding together for Earth Day

Focus on Environment, our global initiative that runs from March 1 to April 30 annually, coincides with Earth Day by design. In 2022, Earth Day also coincided with National Volunteer Week in the US, and Oracle Volunteers got especially busy. As the world began to reopen, Oracle Volunteers everywhere came together to restore our planet. They cleaned up beaches, planted trees and seedballs, tidied up their digital storage to reduce their carbon footprints, and much more.

[Read the story](#)

## Rallying for the environment

Across Latin America, Oracle Volunteers participated in a multiweek rally called There's No Planet B. They learned about minimizing food waste while maximizing nutrition, making their own earth-friendly shampoo and cleaners, diverting goods from landfills, and generally walking more lightly on the earth. Organizations we engage with include [Bandera Azul Ecológica](#), [Gastromotiva](#), and [Vegetarianos Hoy](#).





## Protecting our oceans and waterways

Every piece of plastic or other litter you pick up is one less piece that ends up in the ocean. Year-round, Oracle Volunteers lead cleanups of their local beaches and fresh waterways, as well as cities, neighborhoods, and parks. Organizations we engage with include [Keep Austin Beautiful](#), [Keep Britain Tidy](#), [Keep Massachusetts Beautiful](#), [Ocean Conservancy](#), and [SEGO Initiative](#).

## Restoring local ecosystems

Globally, Oracle Volunteers participate in hands-on ecological restoration efforts to renew and rewild damaged ecosystems. This includes making and planting seedballs, removing invasive, non-native plant species, restoring trails, establishing community gardens, and more. Organizations we engage with include Bhumi, [Los Angeles Community Garden Council](#), [SayTrees](#), and [The Trail Foundation](#).





## Diverting waste from landfills

Around the world, solid waste generation rates are rising. This is the opposite of what needs to happen. Oracle Volunteers help tackle the problem by raising awareness and collecting and donating gently used items such as clothes, books, and electronics for reuse. Done responsibly, this can keep enormous amounts of waste from ending up in landfills or incinerators. Organizations we engage with include [BRED Diocesano de Guadalajara A.C.](#), [Instituto Gerando Falcões](#), [Instituto PROA](#), and [Japan Refashion association](#).



## Community volunteering



Providing essentials for individuals in need, fostering connections with elders, and going the extra mile for worthy causes—these are just a few of the creative ways Oracle Volunteers support communities around the globe. Find out more below.

“I chose to volunteer to support Ukrainian refugees when the war started, hosting refugees at my home and preparing bags of essential supplies for those at the border. I’m proud that Oracle empowers employees to volunteer for causes we believe in to help make the world a safer place.”

**Bogdan Turtoi**, Social Impact Community Leader, Romania, Oracle



## Crocheting for impact

October is Breast Cancer Awareness Month, and for weeks in advance, Oracle Volunteers crocheted items that cancer survivors could keep close to their hearts—literally. A group of dedicated fiber artists wove lightweight, customized breast prostheses for women who have undergone mastectomies. These “knockers” followed patterns from [Knitted Knockers](#), a nonprofit that designs patterns and distributes prostheses to breast cancer survivors.

[See the project in action](#)

## Stepping up for the community in times of crisis

In times of distress and tumult, Oracle Volunteers rise to the occasion. Employees collected and delivered essential supplies to Ukrainian refugees, created welcome cards for newly resettled families from Afghanistan, and designed posters to raise awareness of the challenges faced by survivors of domestic violence. Organizations we engage with include [Asociația Magic](#), the [Casa Ioana Association](#), [Jiyan Foundation for Human Rights](#), and [Miry's List](#).





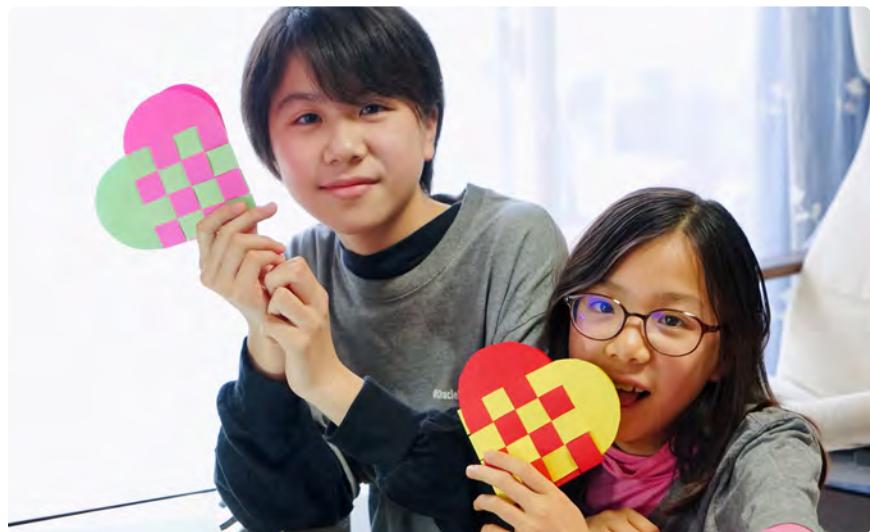
## Fostering connections with our elders

Oracle Volunteers respect and value elders and actively connect with them, and as COVID-19 continued to cause heightened isolation and vulnerability among older people, they redoubled their efforts. In addition to sharing conversation and companionship, volunteers designed handmade greeting cards with uplifting messages. Organizations we engage with include [Fundación Amanoz](#), [Maya CARE Foundation](#), [Second Harvest of Silicon Valley](#), and [Seniors First](#).

## Mobilizing for a healthy future

In addition to improving your own well-being, volunteering at athletic events is a powerful way to support the life-saving work of nonprofits advancing medical research and helping people with health conditions. In fiscal year 2022, Oracle Volunteers walked, ran, and pedaled to raise awareness and funds for the [American Heart Association](#), [JDRF Northern California Chapter](#), [Pinkathon](#), [San Francisco AIDS Foundation](#), and many more causes.





## Spreading cheer among children in need

Year-round, Oracle Volunteers offer friendship and spread happiness among children in challenging circumstances. They do this by hosting arts and crafts sessions for children with developmental disabilities, leading collection drives for those in need, and delivering a variety of services to children from low-income backgrounds. Organizations we engage with include [Divya Downs Development Trust](#), [George Mark Children's House](#), [Learning for All](#), [Mani Trust](#), and [Sarvani](#).

## Learn more about our impact



[Oracle Social Impact Datasheet  
\(PDF\)](#)



[CDP climate change response  
\(PDF\)](#)



[Corporate Social Responsibility Report—India](#)

## ORACLE SUSTAINABILITY

# Bold action for a sustainable future

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At Oracle, we know that ensuring the health of our planet calls for bold and urgent action. We're committed to building a more sustainable future and empowering our employees to do the same.



“Oracle is committed to embedding sustainability across our enterprise and delivering innovative cloud technology to accelerate meaningful change.”

**Safra Catz**, CEO, Oracle

## A message from Oracle's CSO

When it comes to sustainability, Oracle is action oriented and outcome driven. We know that ensuring the health of our planet calls for bold and urgent action. To this end, we've embedded sustainability throughout our organization and business processes, including our value chain. This means creating a more circular economy and effectively managing climate-related risks companywide. It means empowering our employees to make decisions that put the planet first. It means providing our customers globally with a zero-emissions cloud by 2025. And it means committing to achieving net zero by 2050 and halving our value chain emissions by 2030.

Oracle was founded in 1977 with a goal to organize large amounts of data in a way that allowed for efficient storage and quick retrieval. Decades later, we still recognize the value of using data to solve some of the planet's most complex problems. Companywide, [we rely on data to operationalize sustainability](#), protect natural resources, reduce waste, and achieve energy efficiency.

While what we do ourselves is of paramount importance, helping our customers on their sustainability journeys has an impact many times greater than our own. I encourage you to [read our customer stories](#) and learn more about the technology solutions, such as [sustainable computing infrastructure](#), that are helping them innovate, build [sustainable supply chains](#), and perform environmental, social, and governance (ESG) [planning and reporting](#). Many of our industry solutions, including our [Energy and Water](#) solutions, are also playing a critical role in driving the transformation needed to ensure a more sustainable future for our planet.

We believe access to data and technology can help today's sustainability leaders get better information and make more informed decisions. Together, we can make a difference.

Jon Chorley  
Chief Sustainability Officer, Oracle

Learn more about Oracle's commitment to sustainability, including how we help our customers on their sustainability journeys.

[Sustainability landing page](#)

View the full repository of Oracle's policies, disclosures, and reports.

[ESG Hub](#)

See our year-over-year progress and detailed sustainability metrics.

[Social Impact Datasheet \(PDF\)](#)

## 2025 sustainability goals



### 100%

renewable energy use for all operations, including Oracle Cloud



### 100%

of key suppliers have an environmental program in place



### 80%

of key suppliers have emissions reduction targets in place



### 33%

reduction in potable water use per square foot



### 33%

reduction in waste to landfill per square foot



### 25%

reduction in employee air travel emissions

## Net zero

Oracle has set a target to achieve net-zero emissions by 2050 and to halve the greenhouse gas emissions across our operations and supply chain by 2030, relative to a 2020 baseline. This target has been approved by the [Exponential Roadmap Initiative](#), an accredited partner of the United Nations' Race to Zero.

For additional details about our goals, view the [Social Impact Datasheet \(PDF\)](#).



## Operations

Sustainability is at the heart of how we operate our business. This includes working toward a 100% renewable energy goal, managing our use of natural resources, ensuring responsible supply chain practices, and building a more circular economy.

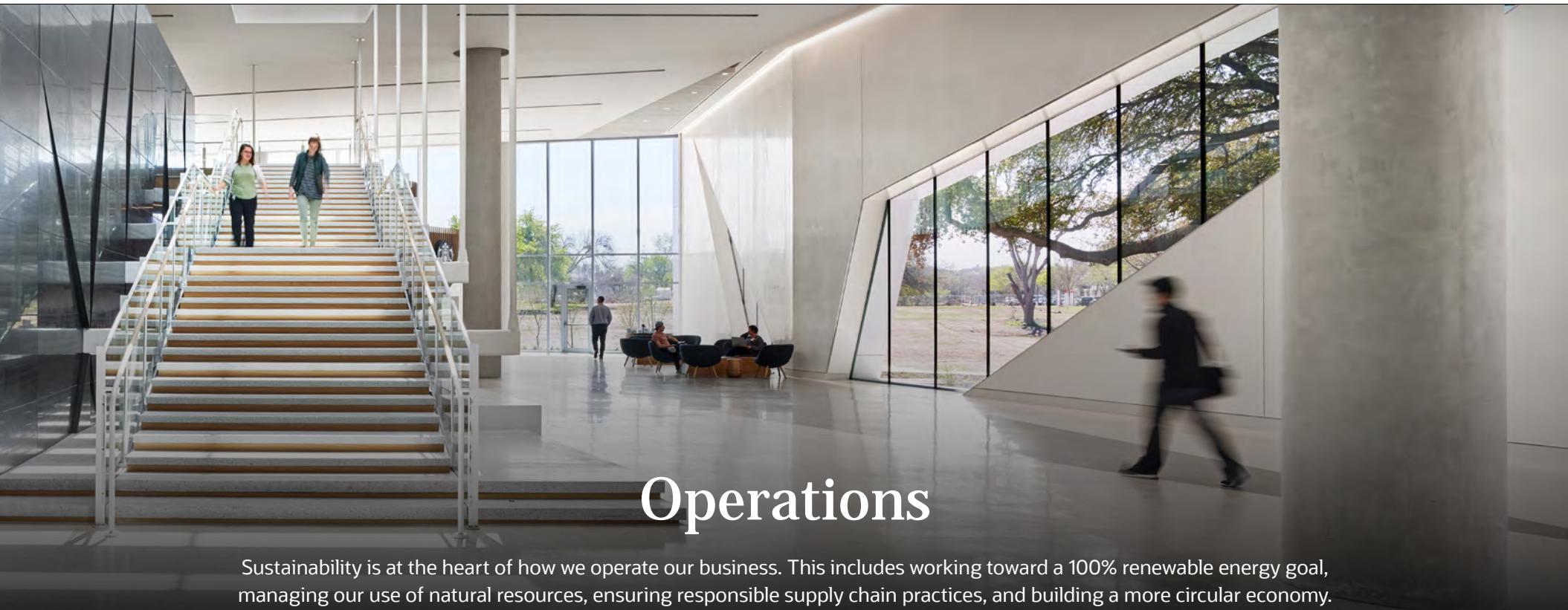
[Read more about our sustainable operations](#)



## Employees

At Oracle, sustainability is everyone's business and our employees are key to helping us operationalize sustainability. We inspire action by celebrating the sustainability champions in our midst, communicating key initiatives, providing learning resources, and offering tools for collaboration.

[See our employees in action](#)



# Operations

Sustainability is at the heart of how we operate our business. This includes working toward a 100% renewable energy goal, managing our use of natural resources, ensuring responsible supply chain practices, and building a more circular economy.

## Targeting 100% renewable energy

**55%**

**decrease in emissions  
intensity per unit of energy  
since 2015**

**47%**

**decrease in total emissions  
since 2020**

**37%**

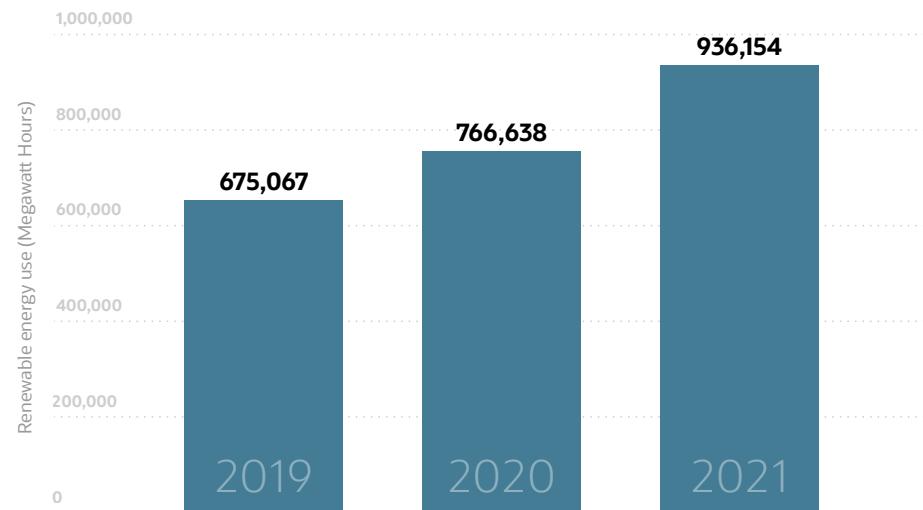
**increase in renewable energy  
use since 2019**

## Growing our renewable energy footprint

Emissions reduction is a key component of our sustainability strategy. Since 2015, we've reduced our carbon footprint on an absolute basis, despite the significant increase in our energy use resulting from the growth of Oracle Cloud.

We remain steadfast in our commitment to achieving 100% renewable energy use across our operations, aligned with the [1.5°C science-based target](#) scenario for scope 1 and scope 2 emissions. We also aim to reduce the environmental impact of the products that we sell.

[Visit our CDP response to learn more about our efforts \(PDF\)](#)



## Reducing resource consumption

**36**

**Oracle-owned buildings globally are ENERGY STAR certified**

**28**

**Oracle-owned buildings received BOMA certifications**

**9**

**Oracle-owned buildings are LEED certified**

As a global company, how we manage our use of natural resources can have a huge impact. We're always looking for ways to maximize energy efficiency and minimize water consumption and waste generation across our operations.

### Energy efficiency

We manage our facilities to the highest industry standards and are proud to have been recognized for our highly efficient, environmentally friendly buildings and operations.

### Water conservation

We pursue a variety of water-saving strategies across our facilities and data centers—including rainwater harvesting, xeriscape gardening, and condensate reclamation—to reduce our total potable water use.

### Waste management

We have a robust waste management program that includes recycling and composting at our offices and raising employee awareness about responsible waste management to minimize waste to landfill.

## Managing a responsible value chain

**93%**

**of Oracle's key direct manufacturers have an environmental program in place**

**79%**

**of Oracle's key direct manufacturers have energy or carbon reduction goals in place**

**40%+**

**reduction in logistics-related emissions since 2015**

We know that our purchasing decisions can have a significant social and environmental impact. Our [Supplier Code of Ethics and Business Conduct](#) requires our suppliers to observe the law and conduct business in an ethical and responsible manner. Our [Sustainable Procurement Statement \(PDF\)](#) affirms our ambition to incorporate sustainability into procurement processes. Purchasing specification requirements, such as ENERGY STAR and EPEAT certification, are in place to ensure the procurement of more sustainable product and service offerings. Siting policies also take into consideration environmental impacts as we look to acquire, design, and build new facilities.

Here are some of the ways we're driving a sustainable value chain.

- Engaging with indirect and direct suppliers to report data on their carbon, water, and waste footprints.
- Working with our key suppliers to ensure alignment and identify new opportunities to reduce our environmental impact.
- Investing in educating our suppliers about our goals and expectations as we

transition to a low-carbon economy as part of our net-zero goal.

- Managing, monitoring, and auditing our direct hardware supply chain as part of our membership in the [Responsible Business Alliance \(RBA\)](#). In fiscal year 2021, 20 audits based on the [RBA Code of Conduct](#) were completed at direct hardware supplier factory locations to ensure compliance.
- Working closely with our logistics partners to minimize shipments, maximize consolidation, and take sustainability into account when selecting modes of transportation, including lower-emissions options such as bio-liquefied natural gas.
- Collaborating with our travel partners to reduce emissions from flights taken, encourage the use of public transportation, and promote lodging venues that integrate sustainability into their operations.

[Read about Oracle's adherence to environmental, health, and safety standards in the ESG Hub](#)



## Recycling and reusing hardware

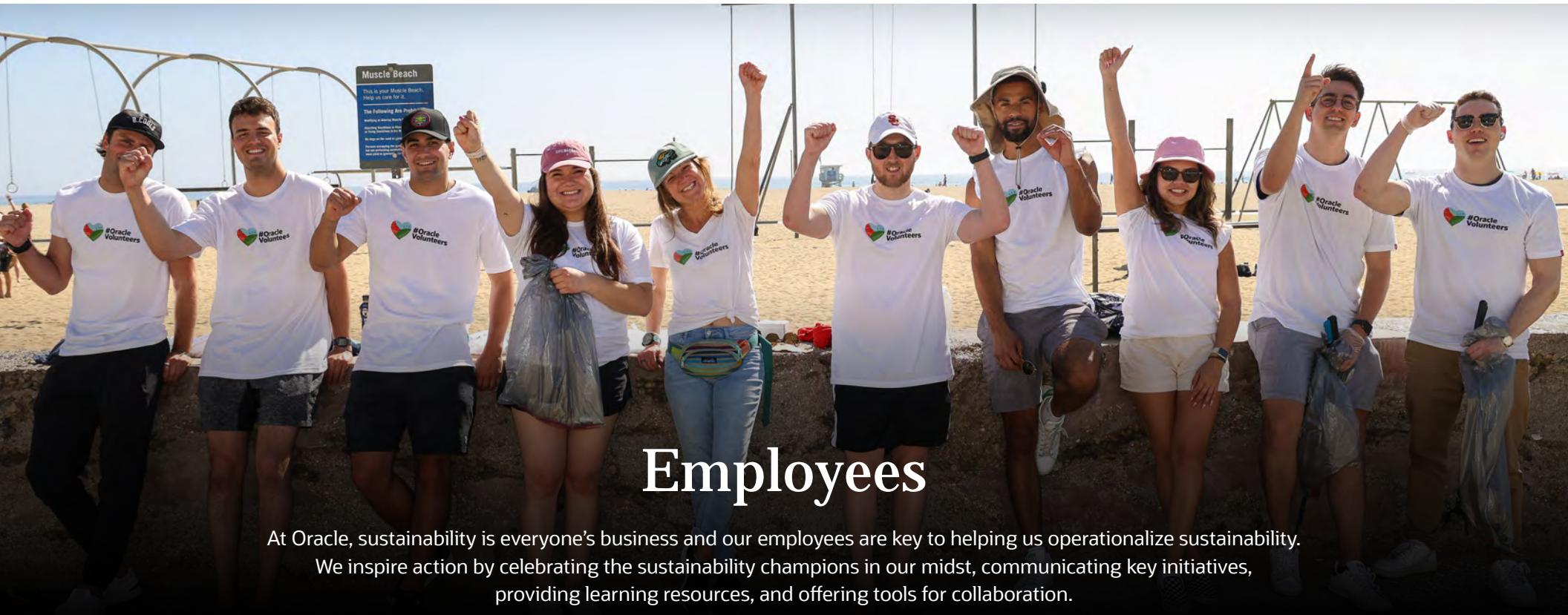
**99.9%****of electronic waste is reused or recycled****3M+ pounds****of retired customer hardware assets are collected for recycling or reuse annually****100%****of our technology recycling partners are ISO 14001 certified**

Creating a sustainable hardware lifecycle isn't just about sourcing the right materials and getting them where they need to be as efficiently as possible; it's also about removing resource inefficiencies across the lifecycle, reusing and repurposing materials, and keeping assets in use for as long as possible. From packaging to hardware, our Design for the Environment principles focus on recyclability, reuse, disassembly, and efficiency in the manufacturing, distribution, and use of our products.

To ensure the responsible disposal of excess and used products, we provide take back programs free of charge to our customers and suppliers. These programs help protect the environment and provide valuable services to our customers.

Internally, we provide program management for the recycling and reuse of retired office equipment, including personal computers and phones.

[Read more about the Oracle Hardware Take Back and Recycling Program](#)



# Employees

At Oracle, sustainability is everyone's business and our employees are key to helping us operationalize sustainability.

We inspire action by celebrating the sustainability champions in our midst, communicating key initiatives, providing learning resources, and offering tools for collaboration.

**Technology plays a critical role in building a more sustainable future, and—in collaboration with our customers—our employees are the ones making that a reality. Year-round, our employees improve how we all live and work by participating in a variety of activities to drive a more sustainable future. See them in action below.**





## Green Teams

Employees who share a passion for the environment band together to form [Green Teams](#) that lead sustainability efforts in Oracle hubs globally. They make an impact in their local communities by hosting educational sessions, driving energy efficiency, engaging with real estate and facilities teams to promote recycling and eliminate waste, encouraging more sustainable modes of transportation, volunteering with environmental organizations, and more.

## Sustainability Champions

Annually, Oracle recognizes a group of [Sustainability Champions](#)—employees around the world who are leading by example and directly contributing to a more sustainable future. Sustainability Champions include employees who lead environmental volunteering projects, build application capabilities to address environmental needs, engage with suppliers to increase their environmental performance, raise awareness of alternative commuting options, and coordinate sustainability activities with colleagues in their local offices.

[Watch the video](#)





## Oracle Volunteering

Protecting the environment is a key focus area of the Oracle Volunteering program. Year-round, Oracle Volunteers contribute tens of thousands of hours to care for the planet, including during Focus on Environment—Oracle's annual global volunteering initiative, which spans the months of March and April.

[See Oracle Volunteers in action](#)

## Daily actions to protect the planet

Oracle employees enthusiastically participate in Missions, a new initiative that empowers individuals to take positive actions that benefit the planet. Through easy-to-complete activities, employees can track how their daily actions support sustainability. From rethinking food waste to prioritizing water conservation, there are many ways employees can take action to help the planet both at home and at work. Since the program's launch in 2021, over 1,000 employees have completed more than 11,000 activities to help protect the planet.





## Education

We empower employees to build their knowledge about the solutions needed for a sustainable future. In addition to learning what Oracle is doing to make an impact, employees engage in training and development opportunities to enhance their skills and support sustainability decisions at scale. By acquiring the skills to innovate and create new technology, our employees can further support our customers in achieving their sustainability goals.

## Learn more about our impact



[Read the Sustainability Matters blog](#)



[Learn how we're using our own technology to advance sustainability at Oracle](#)



[Read Oracle's environmental policy and executive steering committee \(PDF\)](#)



[Explore our philanthropy and environmental grants](#)



# Appendix

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Global Reporting Initiative (GRI)  
Standards Content Index



# Global Reporting Initiative (GRI) Standards

The GRI Content Index provides an overview of Oracle's corporate citizenship reporting practices, in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. Asterisks (\*) are noted next to all items that are published outside of the Social Impact Report.

[General Disclosures](#)
[Material Topics](#)

## General Disclosures

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 102: Organizational Profile	102-1: Name of organization; 102-2: Activities brands, products, and services	<ul style="list-style-type: none"> <li>Form 10-K* (pp. 3–12) (PDF)</li> </ul>	
	102-3: Location of headquarters; 102-4: Location of operations; 102-5: Ownership and legal form; 102-6: Markets served; 102-7: Scale of organization	<ul style="list-style-type: none"> <li>Form 10-K* (pg. 31) (PDF)</li> <li>About Oracle*</li> </ul>	
	102-8: Information on employees and other workers	<ul style="list-style-type: none"> <li>Workforce section</li> <li>Form 10-K* (pg. 12) (PDF)</li> </ul>	
	102-9: Supply chain	<ul style="list-style-type: none"> <li>Operations section</li> <li>Form 10-K* (pg. 12) (PDF)</li> </ul>	
	102-10: Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> <li>Oracle Investor Relations*</li> </ul>	
	102-11: Precautionary principle or approach	<ul style="list-style-type: none"> <li>Operations section</li> <li>Clean Cloud section</li> <li>ESG Reporting Hub</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	102-12: External initiatives	<ul style="list-style-type: none"> <li>Sustainability section</li> </ul>	
	102-13: Membership of associations	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	



GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
<b>GRI 102: Strategy</b>	102-14: Statement from senior decision-maker	<ul style="list-style-type: none"> <li>• CEO message</li> </ul>	
	102-15: Key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>• Form 10-K* (pp. 14–30) (PDF)</li> <li>• CDP Climate Change Response* (PDF)</li> </ul>	
<b>GRI 102: Ethics and integrity</b>	102-16: Values, principles, standards and norms of behavior	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> </ul>	
	102-17: Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Code of Ethics and Business Conduct* (PDF)</li> <li>• Corporate Governance*</li> </ul>	
	102-18: Governance structure	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Corporate Governance*</li> </ul>	
	102-19: Delegating authority 102-20: Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• CDP Climate Change Response* (PDF)</li> </ul>	
	102-21: Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• CDP Climate Change Response* (PDF)</li> </ul>	
	102-22: Composition of the highest governance body and its committees; 102-23: Chair of the highest governance body; 102-26: Role of highest governance body in setting purpose, values, and strategy; 102-27: Collective knowledge of highest governance body	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Corporate Governance*</li> </ul>	
	102-29: Identifying and managing economic, environmental, and social impacts; 102-30: Effectiveness of risk management processes; 102-31: Review of economic, environmental, and social topics; 102-32: Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• CDP Climate Change Response* (PDF)</li> </ul>	
<b>GRI 102: Stakeholder Engagement</b>	102-40: List of stakeholder groups	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• ESG Reporting Hub</li> <li>• Workforce section</li> <li>• Education section</li> <li>• Giving section</li> <li>• Volunteering section</li> </ul>	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 and prospects, suppliers, employees, partners, investors, industry coalitions, government agencies, and nonprofit organizations.



GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 102: Stakeholder Engagement	102-41: Collective bargaining agreements		Confidentiality constraints: Oracle does not publicly disclose this data.
	102-42: Identifying and selecting stakeholders; 102-43: Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Customer Feedback*</li> <li>• Oracle Investor Relations*</li> </ul>	
	102-44: Key topics and concerns raised	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Form 10-K* (pp. 14–30) (PDF)</li> </ul>	
GRI 102: Reporting Practice	102-45: Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>• Oracle Investor Relations*</li> <li>• Corporate Governance*</li> </ul>	
	102-46: Defining report content and topic boundaries	• ESG Reporting Hub	
	102-47: All material aspects identified in the process for defining report content	• ESG Reporting Hub	
	102-48: Restatements of information		Information from prior reports has not been restated.
	102-49: Changes in reporting		There are no significant changes.
	102-50: Reporting period; 102-51: Date of most recent report; 102-52: Reporting cycle; 102-53: Contact point for questions regarding the report; 102-54: Claims of reporting in accordance with the GRI Standards	• ESG Reporting Hub	
	102-55: GRI content index	• ESG Reporting Hub	
	102-56: External assurance		Certain portions of the report have been externally verified, including the energy and emissions data reported in the Sustainability section.



## Material Topics

### Upholding the highest standards of ethical business conduct

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Code of Ethics and Business Conduct* (pp. 15–33)</li> <li>• Oracle Statement Against Modern Slavery (PDF)</li> <li>• Supplier Code of Ethics and Business Conduct*</li> <li>• Sustainable Procurement Statement* (PDF)</li> <li>• Oracle Human Rights Statement* (PDF)</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Code of Ethics and Business Conduct* (pp. 15–33)</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Code of Ethics and Business Conduct* (pp. 15–33)</li> </ul>	
GRI 204: Procurement Practices	204-1: Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>• Operations section</li> <li>• Supplier diversity program*</li> </ul>	
GRI 205: Anti-corruption	205-2: Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Code of Ethics and Business Conduct* (pp. 15–33)</li> <li>• Supplier Code of Ethics and Business Conduct* (pp. 6–9)</li> <li>• Partner Code of Ethics and Business Conduct* (pp. 6–9)</li> </ul>	
GRI 408: Child Labor	408-1: Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>• Oracle Human Rights Statement* (PDF)</li> <li>• Oracle Statement Against Modern Slavery (PDF)</li> <li>• RBA Code of Conduct*</li> </ul>	



GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
<b>GRI 409: Forced or compulsory labor</b>	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>• Oracle Human Rights Statement*</li> <li>• Oracle Statement Against Modern Slavery (PDF)</li> <li>• Policy Against Trafficking in Persons and Slavery* (PDF)</li> <li>• RBA Code of Conduct*</li> <li>• Oracle's Statement on Conflict Minerals* (PDF)</li> </ul>	
<b>GRI 412: Human Rights Assessment</b>	412-1: Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> <li>• Operations section</li> <li>• Oracle Human Rights Statement* (PDF)</li> <li>• Oracle Statement Against Modern Slavery (PDF)</li> <li>• RBA Code of Conduct*</li> <li>• Oracle's Statement on Conflict Minerals* (PDF)</li> </ul>	
	412-2: Employee training on human rights policies or procedures	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Oracle Statement Against Modern Slavery (PDF)</li> <li>• RBA Code of Conduct*</li> </ul>	
	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<ul style="list-style-type: none"> <li>• RBA Code of Conduct*</li> </ul>	Oracle's hardware suppliers are required to abide by the Responsible Business Alliance (RBA) Code of Conduct as well as the Oracle Supplier Code of Conduct. The RBA Code of Conduct is an integral part of Oracle's supplier contract, and our suppliers are assessed on their compliance with RBA on a quarterly basis.



## Safeguarding the privacy and security of the data we manage

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• ESG Reporting Hub</li> <li>• Privacy @ Oracle*</li> <li>• Oracle General Privacy Policy*</li> <li>• Oracle Cloud Compliance and Security*</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• Privacy @ Oracle*</li> <li>• Oracle General Privacy Policy*</li> <li>• Oracle Cloud Compliance and Security*</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Privacy @ Oracle*</li> <li>• Oracle General Privacy Policy*</li> <li>• Oracle Cloud Compliance and Security*</li> </ul>	
GRI 418: Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>• Privacy @ Oracle*</li> </ul>	Protecting our customers' personal information is a top priority for Oracle. We enforce corporate policies and practices designed to protect the personal information in our possession.



## Providing a workplace that is diverse, inclusive, and safe

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Oracle Careers*</li> <li>• Oracle Diversity and Inclusion*</li> <li>• Oracle Environmental Health and Safety (PDF)</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Oracle Careers*</li> <li>• Oracle Diversity and Inclusion*</li> <li>• Oracle Environmental Health and Safety (PDF)</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Oracle Careers*</li> <li>• Oracle Diversity and Inclusion*</li> <li>• Oracle Environmental Health and Safety (PDF)</li> </ul>	
GRI 403: Occupational Health and Safety	403-1: Workers representation in formal joint management—worker health and safety committees	<ul style="list-style-type: none"> <li>• Oracle Environmental Health and Safety (PDF)</li> </ul>	
	403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<ul style="list-style-type: none"> <li>• Oracle Environmental Health and Safety (PDF)</li> <li>• Oracle Social Impact Datasheet (PDF)</li> </ul>	
GRI 404: Training and Education	404-1: Average hours of training per year per employee	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Oracle Careers*</li> </ul>	In addition to tracking formal training hours delivered to employees through Oracle University, Oracle provides a variety of career and skills development programs that are not tracked by hours, but rather by number of resources, modules, or assets accessed by employees.
	404-2: Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Oracle Careers*</li> </ul>	
	404-3: Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Oracle Careers*</li> </ul>	While we do not publicly disclose this data, we provide detailed information about our career development programs and offerings in the Workforce section and on the Oracle Careers website.



GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 405: Diversity and Inclusion	405-1: Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• Oracle Diversity and Inclusion*</li> <li>• Corporate Governance*</li> </ul>	
	405-2: Ratio of basic salary and remuneration of women to men		Confidentiality constraints: Oracle does not publicly disclose this data.
GRI 406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken		Confidentiality constraints: Oracle does not publicly disclose this data.

## Helping our employees succeed and make a positive impact

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• Volunteering section</li> <li>• Volunteering section</li> <li>• Giving section</li> <li>• Education section</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• Volunteering section</li> <li>• Volunteering section</li> <li>• Giving section</li> <li>• Education section</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Volunteering section</li> <li>• Volunteering section</li> <li>• Giving section</li> <li>• Education section</li> </ul>	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• Volunteering section</li> <li>• Volunteering section</li> <li>• Giving section</li> <li>• Education section</li> </ul>	



## Educating students and advancing technological inclusion globally

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• Education section</li> <li>• Giving section</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• Education section</li> <li>• Giving section</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Education section</li> <li>• Giving section</li> </ul>	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• Education section</li> <li>• Giving section</li> </ul>	

## Engaging philanthropically in our communities around the world

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Education section</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Education section</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Education section</li> </ul>	
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Education section</li> </ul>	
	203-2: Significant indirect economic impacts	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Education section</li> </ul>	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Education section</li> </ul>	



## Leveraging our technology for economic, social, and environmental value creation

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Giving section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Giving section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Giving section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Giving section</li> <li>Oracle Sustainability Solutions*</li> <li>Oracle NetSuite Social Impact*</li> </ul>	
	203-2: Significant indirect economic impacts	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Giving section</li> <li>Oracle Sustainability Solutions*</li> <li>Oracle NetSuite Social Impact*</li> </ul>	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Giving section</li> <li>Oracle Sustainability Solutions*</li> <li>Oracle NetSuite Social Impact*</li> </ul>	



## Integrating sustainable business thinking, including circularity and climate change

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 103: Management Approach (Materials, Energy, Water, Emissions, Effluents and Waste, Environmental Compliance)	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
GRI 302: Energy	302-1: Energy consumption within the organization	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	302-2: Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	302-3: Energy intensity	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	302-4: Reduction of energy consumption	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	302-5: Reductions in energy requirements of products and services	<ul style="list-style-type: none"> <li>Customers section</li> <li>Clean Cloud section</li> </ul>	



## Integrating sustainable business thinking, including circularity and climate change

GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 303: Water	303-1: Total water withdrawal by source	<ul style="list-style-type: none"> <li>Operations section</li> </ul>	While we do not have access to data on total water withdrawal by source, we do actively manage and report on our total potable water use and have various processes in place to conserve and recycle water.
	303-3: Percentage and total volume of water recycled and reused	<ul style="list-style-type: none"> <li>Operations section</li> </ul>	While we do not have access to the percentage and total volume of water recycled and reused, we do actively manage and report on our total potable water use and have various processes in place to conserve and recycle water.
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	305-2: Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	305-3: Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	305-4: GHG emissions intensity	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	305-5: Reduction of GHG emissions	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
GRI 306: Effluents and Waste	306-2: Waste by type and disposal method	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Operations section</li> <li>Oracle Hardware Take Back and Recycling Program*</li> </ul>	



GRI STANDARD	DISCLOSURE	SECTION / URL	OMISSION / EXPLANATION
GRI 308: Supplier Environmental Assessment	308-1: New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"><li>Operations section</li><li><a href="#">CDP Climate Change Response* (PDF)</a></li><li><a href="#">Sustainable Procurement Statement* (PDF)</a></li><li><a href="#">Supplier Code of Ethics and Business Conduct* (pg. 14)</a></li></ul>	<p>Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.</p> <p>Oracle's Supplier Code of Ethics and Business Conduct requires suppliers to comply with all applicable environmental laws and regulations. Suppliers are expected to work to reduce their consumption of resources, including raw materials, energy, and water throughout all aspects of the product or service lifecycle.</p>
	308-2: Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"><li>Operations section</li><li><a href="#">Conflict Minerals Report* (PDF)</a></li></ul>	



# Sustainability Accounting Standards Board (SASB) standards

The SASB Content Index provides an overview of Oracle's corporate citizenship reporting practices, in accordance with the Sustainability Accounting Standards Board (SASB) sustainability disclosure topics and accounting metrics for the Software & IT Services (TC-SI) and Hardware (TC-HW) sectors. Asterisks (\*) are noted next to all items that are published outside of the Corporate Citizenship Report.

Topic	Accounting Metric	Section / URL	Omission / Explanation
Environmental footprint of hardware infrastructure	TC-SI-130a.1: Total energy consumed (gigajoules [GJ])	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Social Impact Datasheet (PDF)</a></li> </ul>	Energy data is provided in MWh.
	TC-SI-130a.1: Percentage renewable energy (%)	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Social Impact Datasheet (PDF)</a></li> </ul>	
	TC-SI-130a.2: Total water consumed (thousand cubic meters [m³])	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Social Impact Datasheet (PDF)</a></li> </ul>	Water data is provided in gallons.
	TC-SI-130a.3: Discussion of the integration of environmental considerations into strategic planning for data centers needs	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Sustainability Green Cloud section</a></li> </ul>	
Data privacy and freedom of expression	TC-SI-220a.1: Description of policies and practices related to behavioral advertising and user privacy	<ul style="list-style-type: none"> <li>• <a href="#">Overview of privacy at Oracle*</a></li> <li>• <a href="#">Oracle General Privacy Policy*</a></li> </ul>	
Data security	TC-SI-230a.2: Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Cloud Compliance*</a></li> </ul>	
Product security	TC-HW-230a.1: Description of approach to identifying and addressing data security risks in products	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Cloud Compliance*</a></li> </ul>	
Recruiting and managing a global, diverse, and skilled workforce	TC-SI-330a.3, TC-HW-330a.1: Percentage of gender and racial/ethnic groups representation for management	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Diversity and Inclusion*</a></li> <li>• <a href="#">Oracle Careers*</a></li> </ul>	
	TC-SI-330a.3, TC-HW-330a.1: Percentage of gender and racial/ethnic groups representation for technical staff	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Diversity and Inclusion*</a></li> <li>• <a href="#">Oracle Careers*</a></li> </ul>	
	TC-SI-330a.3, TC-HW-330a.1: Percentage of gender and racial/ethnic groups representation for all other employees	<ul style="list-style-type: none"> <li>• <a href="#">Oracle Diversity and Inclusion*</a></li> <li>• <a href="#">Oracle Careers*</a></li> </ul>	



Topic	Accounting Metric	Section / URL	Omission / Explanation
Product lifecycle management	TC-HW-410a.4: Weight of end-of-life products and e-waste recovered, percentage recycled	<ul style="list-style-type: none"><li>• Circular Economy (PDF)</li><li>• Recycling Metrics (PDF)</li></ul>	
Materials sourcing	TC-HW-440a.1: Description of the management of risks associated with the use of critical materials	<ul style="list-style-type: none"><li>• Conflict Minerals Report (PDF)</li><li>• Oracle's Use of Potentially Harmful Substances (PDF)</li></ul>	
Managing systemic risks from technology disruptions	TC-SI-550a.2: Description of business continuity risks related to disruptions of operations	<ul style="list-style-type: none"><li>• Risk Management Resiliency Program*</li></ul>	



# Task Force on Climate-related Financial Disclosures (TCFD) standards

The international Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. This TCFD review provides an overview of Oracle's corporate reporting practices in accordance with the TCFD guidelines.

Topic	Accounting Metric	Section / URL	Omission / Explanation
Governance	Describe the board of directors' oversight of climate-related risks and opportunities.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> <li>GRI 102: General Disclosures</li> </ul>	C1.1a 102-18, 102-19, 102-20, 102-26, 102-27, 102-29, 102-31, 102-32
	Describe management's role in assessing and managing risks and opportunities.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> <li>GRI 102: General Disclosures</li> </ul>	C1.1, C1.1a, C1.2, C1.2a, C2.2, C2.2a, C2.2b 102-29, 102-31, 102-32
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> <li>GRI 102: General Disclosures</li> </ul>	C2.1b, C2.1c, C5.1, C6.1 102-15
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> </ul>	C2.2, C2.2a, C2.2b, C3.2, C3.3, C5.1, C6.1
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> </ul>	C2.2a
Risk management	Describe the organization's processes for identifying and assessing climate-related risks.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> </ul>	C2.1, C2.1a, C2.1b, C2.1c, C2.1c, C5.1, C6.1
	Describe the organization's processes for managing climate-related risks.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> </ul>	C2.1c, C5.1c
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<ul style="list-style-type: none"> <li>CDP Climate Change Questionnaire (PDF)</li> </ul>	C2.1

Topic	Accounting Metric	Section / URL	Omission / Explanation
Metrics and targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<ul style="list-style-type: none"><li>• CDP Climate Change Questionnaire (PDF)</li><li>• GRI 102: General Disclosures</li></ul>	C2.1c, C2.1d, C2.3, C12 102-30
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<ul style="list-style-type: none"><li>• CDP Climate Change Questionnaire (PDF)</li><li>• GRI 102: General Disclosures</li></ul>	C7, C7.2, C8, C9, C10, C12, C14 102-29, 102-30
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<ul style="list-style-type: none"><li>• CDP Climate Change Questionnaire (PDF)</li></ul>	C3.1, C3.2, C3.3



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