



Fiscal Year 2024

# Oracle Environmental and Social Impact Report

Transformative action for a better world



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“In this report, we talk about our philanthropy, people, planet, and governance and business practices. In each of these sections, you’ll see that same commitment to innovation, conscientiously built and data-driven.”

**Safra Catz**

Oracle Chief Executive Officer

## FY24 impact at a glance



126,700+

hours of service devoted by  
Oracle Volunteers



US\$28M

donated globally by Oracle philanthropy



100%

of OCI data centers in Europe and Latin  
America supported by renewable energy



99.8%

of all processed hardware recycled  
or reused



13,200+

student hours spent learning with Oracle  
Education Foundation



US\$2.6M

donated for pediatric case grants





## Philanthropy

Our philanthropy focuses on education, health, community, and the environment. Annually, we donate more than US\$28 million to thousands of nonprofit and social impact organizations globally. Our foundations make an even deeper impact in two of those areas—education and health—giving special attention to young people.

## People

Oracle is a place where everyone can be themselves. Our culture of connection and community enables our employees to do their best work, so they can take an active role in shaping the future.







## Planet

At Oracle, we're committed to building a more sustainable future and empowering our employees to do the same.

[Learn about our planet initiatives](#)

## Practices

Oracle is committed to upholding the highest standards of business ethics and sound corporate governance practices. Our transparent model provides resources, policies, and reporting related to companywide efforts around environmental and social impact.

[Learn about our practices](#)



# CEO Message

## Visionary leadership



Oracle has been in the business of data for more than four decades—keeping it secure and using it to transform not only management practices but entire industries. Today, data isn't just something to be analyzed in the rearview mirror. We've turned it into the navigation system. We've meticulously built every part of our technology stack for security and performance

and infused it with AI throughout. Now we, along with our partners and customers, use data not only to steer our business but to see ahead and shape the future. Naturally, we take the same forward-looking approach to our environmental and social impact.

In this report, we talk about our philanthropy, people, planet, and governance and business practices. In each of these sections, you'll see that same commitment to innovation, conscientiously built and data-driven.

### Philanthropy

Like our business, our philanthropy is modern and ambitious. In fiscal year 2024, we donated US\$28 million to more than 4,500 organizations in 56 countries through Oracle Giving. We support nonprofit and

nongovernmental organizations that achieve transformational impact in the areas of education, health, community, and the environment.

We also have two nonprofit foundations of our own that focus on children and young people. Oracle Health Foundation makes pediatric case grants globally that fund medical care ranging from hearing aids to major surgeries. In fiscal year 2024, Oracle Health Foundation donated US\$2.6 million toward life-changing and lifesaving care. Oracle Education Foundation teaches young people how to innovate, solve problems with technology, and shape a better future. It has delivered 80,000 hours of deep student learning in its current program (from 2014 to 2024), with support from more than 1,200 Oracle Volunteers.

Perhaps the most differentiating part of our philanthropy is our public-private partnership with Design Tech High School (d.tech), a pioneering public charter school located on our campus in Redwood Shores, California. While d.tech receives support from Oracle and Oracle Education Foundation, it is autonomous. Its unique educational model and innovative programs draw global attention. And, in the 2023–2024 academic year, it outperformed comparable California schools across multiple metrics, including graduation rates and college admissions.

# CEO Message (Cont.)

## People

Our people are our greatest assets. They make everything we do possible. With nearly 150,000 employees around the globe, our culture of connection and community enables our employees to do their best work, so they can take an active role in shaping the future.

## Planet

Caring for the planet is a key part of how we're helping to shape the future. And it involves nearly every aspect of our business—our technology, our operations, our philanthropic endeavors, and the concerted efforts of our employees.

We continuously seek ways to lighten our environmental footprint, reduce emissions, conserve natural resources, promote a circular economy, and build cleaner and more efficient cloud infrastructure.

Our technology is not only helping us achieve our own sustainability goals; it's also enabling our customers to do the same. Several of their success stories are featured in this report.

Our philanthropy also reflects our commitment to the planet. We fund wildlife conservation and research, advance ocean protection, invest in a zero-waste future, and sponsor environmental science education for young people. Oracle Volunteers help year-round to restore habitats, maintain open space, remove plastic and trash from beaches and waterways, and advance eco-friendly projects. They lead by example and inspire others to take action.

## Practices

We're committed to the highest standards of business ethics, sound corporate governance, and transparency. Throughout this report, you'll see data on our companywide efforts around environmental and social impact. We also share our policies, resources, and a list of awards we earned in fiscal year 2024, including recognition on Fortune's list of the World's Most Admired Companies. And if you'd like to share your feedback, please write to us at [impact\\_ww@oracle.com](mailto:impact_ww@oracle.com).

Sincerely,

**Safra Catz**



# Philanthropy

## Modern and forward leaning

Like our business, our philanthropy is modern and ambitious. We support nonprofit organizations that achieve transformational impact in the areas of education, health, community, and the environment. Our own nonprofit foundations focus on children and young people.



Photo credit: TechBridge Girls

# Oracle Giving

## Giving for the greater good

Our philanthropy spans more than three decades of global impact in the areas of education, health, community, and the environment. Our modern, forward-leaning investments support social impact organizations that demonstrate strategic foresight, visionary leadership, and transformative practices. Together, we're building a world in which ecosystems are healthy and thriving, students are confident and career-ready, everyone has access to essential health services, and communities flourish through support and connection.



## FY24 impact at a glance



US\$28M

donated



4,500+

nonprofits supported



56 countries

where we support causes



# Our focus areas

## EDUCATION

### Advancing education

Our education grants fund transformative learning experiences. We help students develop strong foundations in technology and build the skills they need to succeed in school, careers, and beyond. We support programs that teach students coding and physical computing with Raspberry Pi, Alice, Greenfoot, and BlueJ. We help advance STEAM education for girls with Going to School, Technovation, Akili Dada, Girlstart, and Latinitas. And, with Junior Achievement, The King's Trust, and Instituto PROA, we're making sure young people receive the training and industry mentorship they need to become career-ready.



## HEALTH

### Promoting healthcare worldwide

Our health grants promote well-being globally, funding organizations that expand access to care, deliver critical equipment and medication, and advance health literacy. Through support for World Telehealth Initiative, Project C.U.R.E., and Riders for Health, we bring treatment to under-resourced communities and healthcare facilities—from lifesaving vaccines to technology that enables remote access to medical expertise when and where it's needed most. We're also working to expand access to clean water, sanitation, and hygiene services for children and families. Our grants to Sambhav Foundation, Swades Foundation, and Society for All Round Development enable the construction of restrooms, handwashing facilities, and clean water supply systems for hundreds of schools and households in India.





# Our focus areas

## ENVIRONMENT

### Protecting the natural world and wildlife

For more than 30 years, our environment grants have advanced biodiversity protection, ecological research, environmental literacy, and much more. Support for critical work by National Geographic Pristine Seas is helping establish marine protected areas around the world, and our grants to The Marine Mammal Center enable the care and rescue of marine wildlife. On land, we're protecting and restoring California's ancient forests through our support of Save the Redwoods League and conserving and studying endangered gorilla populations with the Dian Fossey Gorilla Fund. To connect young people with nature and inspire the next generation of conservationists, we also fund environmental education programs, including Keep Austin Beautiful and NatureBridge.



## COMMUNITY

### Building stronger communities

Our community grants provide food, shelter, and comfort to people experiencing vulnerability and create long-term pathways to stability. Through support for Second Harvest Food Bank of Middle Tennessee, Voedselbank Amsterdam, Child in Need India, and many more, we're delivering nutritious meals to children, families, and individuals. We're also changing the way communities eat and learn—teaching youth how to grow crops with Urban Roots and providing convenient access to fresh produce through Kanbe's Markets. Our support for LifeMoves, LifeWorks, and Foundation Communities brings affordable housing to people experiencing instability, and our grants to the Military Family Advisory Network and the Elizabeth Dole Foundation enable supportive services for veterans and military families.



# Oracle Health Foundation

## Building healthier tomorrows

At Oracle Health Foundation, a nonprofit funded by Oracle and staffed by Oracle employees, we believe that all young people deserve access to the healthcare they need, no matter their life circumstances. The Foundation makes pediatric case grants globally for medicine, surgeries, travel, and equipment. It also provides wellness screenings for elementary school students in greater Kansas City, along with referrals for care and funding as needed.



## FY24 impact at a glance



US\$2.6M

donated for pediatric case grants



13,250

care kits delivered to children in need



29,372

students served by school wellness programs



# Our programs and impact

## PEDIATRIC GRANTS

### Life-changing and lifesaving grants

Our pediatric case grants provide funding for children to receive the healthcare they need. From lifesaving organ transplants to wheelchairs, hearing aids, and eyeglasses, our grants help children access essential care and resources so they can reach their full health potential.



## WELLNESS SCREENINGS

### Elementary school wellness programs

Healthy students are better learners. Our free wellness screenings include hearing, vision, and vital sign screenings. We also provide complete head-to-toe assessments, with parental consent, for elementary school students in the greater Kansas City area. A registered nurse can identify potential issues and recommend referrals for follow-up monitoring and care.

[Learn more about our school-based programs](#)





# Our programs and impact

## CARE KITS

### Resources and security for children in need

For children who are living in poverty, unhoused, or navigating the foster care system, everyday essentials and comfort items can be hard to come by. Oracle Health Foundation provides care kits containing clothing, books, hygiene essentials, and other items for young people experiencing hardship. We deliver these kits to schools, nonprofits, and social service agencies in the greater Kansas City area.



## PATIENT IMPACT

### Integral pieces of care: Addie's story

When Addie was only one week old, she developed a brain bleed that led to hydrocephalus and cerebral palsy. To support her surgeries, medications, and ongoing treatment needs, Oracle Health Foundation provided a medical grant to Addie's family. This enabled Addie to receive integral parts of the care she needed, plus a service dog, communications technology to help her connect with the world, and a wheelchair ramp for the family minivan so they can all go places together.



# Oracle Education Foundation

## The future in progress

Oracle Education Foundation, a nonprofit funded by Oracle and staffed by Oracle employees, teaches young people how to innovate, solve problems with technology, and shape a better future. The Foundation delivers classes at the intersection of design thinking, futures thinking, coding, and physical computing, led by Foundation instructors and coached by Oracle Volunteers.



## FY24 impact at a glance



573

student innovators enrolled in Foundation classes



13,207

student hours spent learning to design, code, and create



4,431

Oracle Volunteer hours donated to help students learn

## FY14–FY24 impact



4,000

student innovators enrolled in Foundation classes



80,000

student hours spent learning to design, code, and create



33,000

Oracle Volunteer hours donated to help students learn



# Our classes

## NEURAL NETWORKS

### Neural Networks for sustainable seafood choices

According to the Monterey Bay Aquarium, 90% of fish populations are currently fished at, or beyond, their sustainable limits. So how might a consumer browsing a fishmonger's offerings make a sustainable choice? It can be hard. To help, two d.tech students in an Oracle Education Foundation class about neural networks created Fishfindr, an easy-to-use phone app that helps consumers make sustainable seafood selections by taking or uploading a photo of a fish they're considering buying. Using data from Monterey Bay Aquarium's Seafood Watch Program, the app's neural network returns an identification of the species alongside sustainability information, including recommendations for more-sustainable species with a similar taste and texture if the original species is unsustainable.



## CREATIVE CODING

### Creative Coding to connect through art

Emotional well-being is critical to mental and physical health. By enhancing our ability to communicate our feelings, we can strengthen our social connections. Heartful Hues is a web app that uses speech recognition and sentiment analysis to translate emotion into color and motion. Users answer questions, based on which the app creates and displays a visual representation of their feelings. The app also lets users collaborate—enabling them to share more than they might be able to verbally. This Creative Coding project provides a space for two people to express their emotions visually and use technology to lead more connected lives.



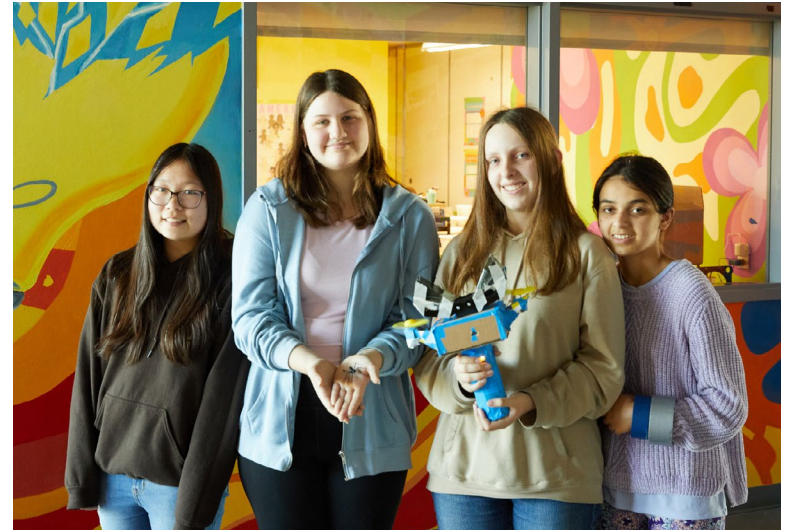


# Our classes

## PHYSICAL COMPUTING

### Physical Computing for catch and release

In addition to making our lives more convenient, technology can also help us be more humane. Using open hardware and coding, students in the Physical Computing class created a nonharmful spider-trapping device for safe and gentle catch and release. Built on an Arduino microcontroller board, the tool lets users scoop spiders into an enclosure box using a gentle retractable claw. Next, the user need only open a window or head outdoors, where touching a button triggers a built-in fan that softly wafts spiders back into the wild. This practical solution teaches respect for the many ecological benefits that arachnids provide and makes it easy to humanely transport them outside.



## ARTIFICIAL INTELLIGENCE

### Artificial Intelligence for collaborative interviews and user-centric feedback

In an era marked by the need for accurate, representative data, traditional methods of gathering user feedback often fall short. OpenForm is an interactive, AI-powered feedback tool that combines dynamic surveys and interviews to engage respondents in an adaptive way. Using a synchronous format, it asks participants personalized questions, and their answers generate tailored follow-up inquiries—mimicking a real-life conversation. Features such as talk-to-text also help overcome the shortcomings of static, one-size-fits-all surveys. The result: more valuable, high-quality data that enables designers to better understand their end users.



# Our classes

## GAME DESIGN

### Experiential Game Design for bee conservation

Pollination is vital to the health of our ecosystems. However, bees and other pollinators, such as butterflies, bats, and hummingbirds, are under threat from human activities. Hive Defense is an interactive computer game set in a future where the lives of bees have been disrupted by invasive species and pesticide misuse. Tasked with defending their hive, players must strategize to protect their colony, eradicate pests, and ensure the survival of their home. As players experience the world from the bee's perspective, they gain a deeper understanding of the impact of human actions on the natural world. This immersive experience not only educates players about sustainable practices, but also builds empathy for our precious pollinators.



## MACHINE LEARNING

### TinyML for color-blind accessibility

Students at the Ann Richards School for Young Women designed a way to help color-blind individuals distinguish among different types and pieces of produce while grocery shopping. By leveraging a combination of AI-powered image recognition systems and Arduino microcontrollers, their prototype lets users take a photo using their phone or other device and receive an accurate color label. The students aim to further develop the prototype's capabilities—implementing the technology into eyeglasses to provide seamless assistance in identifying the ripeness of fruits and the freshness of meats.





# Design Tech High School

## Developing people who make the world a better place

Design Tech High School (d.tech) is a California public charter school located on our Redwood Shores campus. The school's revolutionary educational model helps prepare students not just for the next four years of college, but for the next forty years of their lives and careers. When we began engaging with d.tech in 2014, the one thing the school didn't have was the stability of a permanent home. Recognizing d.tech's enormous potential, we built a facility for the school on our Silicon Valley campus



## FY24 impact at a glance



98%

graduation rate



90%

college admission rate



97%

college persistence rate



# Why d.tech at Oracle?

## THE MODEL

### Redefining the purpose of school

Design Tech High School's model goes far beyond test scores and mastery of academic subjects. It emphasizes design thinking, creative problem-solving, and experiential learning so students can be self-directed. A defining element of the d.tech model is the Intersession program, which brings the community into the students' 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. Oracle Education Foundation participates in this program, offering classes on technologies such as neural networks, web applications, data science, and much more.

[Learn more about d.tech's model](#)

## THE CURRICULUM

### Creativity is a life skill

More than 70% of employers report that creative thinking is the most in-demand skill—and demand is likely to increase. d.tech has long recognized creativity as a critical tool for both personal development and lifelong success. By embedding creative problem-solving into its curriculum, d.tech helps students create their own path, rather than simply finding one. Students explore emerging technologies such as AI, nurture empathy and the other qualities that make us human, learn to embrace the journey of education, and prepare for the undefined.

[Learn more about the d.tech curriculum](#)

# Why d.tech at Oracle?

## THE IMPACT

### The ultimate incubator

Since its founding 10 years ago, d.tech has produced amazing results—and the impact is evidenced by its graduates. Today, some of them are conducting groundbreaking research, others are developing technology solutions across industries, all are engaging in creation and innovation, and to our delight, some of them are Oracle employees.

Hear from alumnus Alex Liederman to learn more



# People

## A culture of caring and connection

Oracle is a place where everyone can be themselves. Our culture of connection and community enables our employees to do their best work, so they can take an active role in shaping the future. Around the world, our people are donating their time, skills, and money, building the talent pipeline, getting things done, and coming together as one Oracle to be a force for good.





# Oracle Volunteering

## Mobilizing for good

When it comes to tackling society's most challenging problems, we don't focus on why it's difficult—we focus on how we can succeed. Oracle Volunteers are empathetic, action oriented, and innovative. Around the world, we come together to support and educate young people, provide relief to those in need, protect and restore our planet and the life it supports, and be the change we want to see. In an era marked by rising rates of isolation, Oracle Volunteers are also champions for the healing power of service and community.



## FY24 impact at a glance



30,137

Oracle Volunteers



126,369

hours donated



1,038

organizations supported



51

countries where projects  
were completed

# Our focus areas

## EDUCATION

### Advancing education worldwide

Oracle Volunteers contribute thousands of hours each year to educate, inspire, and prepare young people for the future. Our work with Design Tech High School, Bodhi Tree Foundation, and many other organizations engages students in science, technology, engineering, arts, and mathematics (STEAM) education—helping them design, code, and build their ideas into realities. By collaborating with organizations such as Junior Achievement and Ignite Worldwide, we help students develop industry-relevant skills, an entrepreneurial spirit, and career readiness.



## ENVIRONMENT

### Taking action for a healthier planet

We all have a part to play in protecting and restoring our planet and the life it supports. Year-round, Oracle Volunteers take action for a healthier planet through a variety of projects: cleaning up waterways and beaches with Ocean Conservancy, diverting waste from landfills with Eco-Cycle, protecting biodiversity with Ashoka Trust, and restoring local ecosystems with The Nature Conservancy.

[Learn more about our environmental projects](#)





# Our focus areas

## COMMUNITY

### Building strong and resilient communities

Volunteering is a powerful way to build stronger, more resilient communities, strengthen social bonds, and create positive change. In rural areas, small towns, and big cities on every continent, Oracle Volunteers address local needs and provide critical assistance at food banks, shelters, schools, and more. They sort and pack food with Second Harvest, help in times of crisis with American Red Cross, support people experiencing instability with LifeMoves, and contribute to many other community-based organizations.



## HEALTH

### Healing through service

Oracle Volunteers show they care by donating their time, energy, and resources year-round. From participating in blood drives for Stanford Blood Center to raising funds and awareness for Indian Cancer Society and the American Heart Association, they serve as important advocates for medical research, treatment centers, and public health. They also provide much-needed support and connection for patients by visiting them at health centers such as Sydney's Royal North Shore Hospital and providing gifts for those undergoing treatment.





# Employee giving

## Amplifying our impact

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



## FY24 impact at a glance



US\$4.2M

in charitable donations matched



US\$3.1M

total donated for disaster relief  
and recovery



US\$112K

donated to employees in need through  
Oracle Cares

# Our programs

## DISASTER RELIEF

### Disaster relief

When a disaster occurs, we match employee relief donations. In fiscal year 2024, we raised more than US\$3 million for disaster relief and recovery in response to humanitarian and natural disasters, including earthquakes in Morocco and Japan and wildfires in Hawaii.



## ORACLE CARES

### Oracle Cares

Oracle Cares is an employee assistance fund that enables employees to make donations to support colleagues in times of need. In fiscal year 2024, the fund provided 40 hardship grants totaling more than US\$112,000 to help employees recover from natural disasters, loss of a loved one, and serious injury or illness.



# Our programs

## EMPLOYEE MATCHING GIFTS

### Employee matching gifts

We support our employees' philanthropy by matching their personal donations to eligible charitable organizations and causes around the world. We matched more than US\$4.2 million in employee donations in fiscal year 2024.





# Our workforce

## Building the future

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



## Our global community

\*As of October 2025



70,948

employees in the Americas



64,765

employees in Japan and  
Asia Pacific



27,152

employees in Europe, the  
Middle East, and Africa



163,321

employees globally

# Our workforce programs

## LEARNING DEVELOPMENT

### Learning and growing, together

We're committed to employee success and strive to create a workplace that supports continuous learning and career development, so each employee can be their best every day, pursue and achieve their goals, and build a long and successful career at Oracle.

[Explore learning and development at Oracle](#)



## ACCESSIBILITY

### Accessibility equals opportunity

We're committed to creating a workplace where all employees can succeed without digital or physical barriers. Our inclusive culture inspires our people to support one another through a variety of initiatives, including the Oracle Diverse Abilities Network, an employee resource group; Oracle Interpreter Services; a universal design approach in our workplaces; and a robust accessibility program that includes corporate accessibility standards for our products.

[Learn more about our accessible workplace](#)



# Our workforce programs

## EMPLOYEE WELL-BEING

### The well-being of our employees matters

The health and safety of our employees and their families is a top priority. Our benefits, well-being programs, and resources support employees socially, physically, mentally, and financially.

[Learn more about benefits at Oracle](#)





# Oracle Academy

## From curriculum to careers

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 inclusion.



## FY24 impact at a glance



38,000+

educators globally use Oracle Academy



13,000+

educational institutions are members



140+

countries where Oracle Academy supports education

## Success stories

### ORACLE CLOUD INFRASTRUCTURE

#### Developing career readiness with Oracle Cloud Infrastructure

Lecturer Bijan Raminzad teaches classes at Swinburne University of Technology, Australia, and offers courses in technology disciplines that prepare students for jobs in the tech industry. Using free access to Oracle Cloud Infrastructure and cloud credits available through Oracle Academy, Bijan helps prepare his students for vibrant careers with a multicloud computing architecture unit. Students learn how to design, implement, and maintain a multicloud environment based on real industry customer requirements and how to fix any issues that arise—valuable skills for their future careers.

[Learn more about Bijan's teaching](#)

### JAVA APPLICATIONS

#### Introducing Java to young learners

Evelyn Ramírez, Institutional Coordinator at Colegio Miravalle, Costa Rica, believes that cognitive thinking skills and problem-solving are crucial elements of early learning. That's why the school teaches basic programming to students starting at age six using the fun Alice 3 block-based environment provided by Oracle Academy. As the students get older and move on to Greenfoot and Java, programming is incorporated into learning across all courses.

[Learn more about Evelyn's teaching](#)

## Success stories

### GREENFOOT MODELING

#### Innovating for public health with Java in Greenfoot

With a passion for learning about birds and insects, Robert de Haas became intrigued by the *Anopheles gambiae* mosquito, one of the toughest of the 40 malaria-transmitting species. Greenfoot—funded by Oracle philanthropy and featured through Oracle Academy—helped Robert use 2D simulation to model the potential for reducing malaria through strategic mating. By inputting data using Java, including temperatures, seasons, and mosquito populations, Robert compiled mating probability and fitness formulas to help us better predict and prevent the spread of the disease.

[Learn more about Robert's work](#)

### ORACLE AUTONOMOUS TRANSACTION PROCESSING

#### Advancing data analysis with Oracle Autonomous Transaction Processing

Dr. Changmi Jung is academic program director of Johns Hopkins University's information systems program at the Carey Business School, which delivers courses at the intersection of business and technology. She centers her teaching around Oracle Autonomous Transaction Processing—and, she uses Oracle Academy's free instance of Oracle Cloud Infrastructure. These and other numerous resources are made available through the Oracle Academy Member Hub platform to teach students from nontechnical disciplines how to manage and analyze data using SQL.

[Learn more about Dr. Jung's work](#)



# Planet

## Building for a sustainable future

At Oracle, we're committed to building a more sustainable future and empowering our employees to do the same.



# Sustainability

Sustainable practices that lighten our environmental footprint, preserve natural resources, reduce emissions, promote a circular economy, and build a cleaner and more efficient cloud infrastructure are core to how we operate globally. The Exponential Roadmap Initiative, an accredited partner of the United Nations Race to Zero, has recognized our targets to achieve net-zero emissions by 2050 and halve our total greenhouse gas emissions by 2030, relative to a 2020 baseline.



## 2025 sustainability goals



100%

renewable energy use across all operations, including Oracle Cloud



100%

or key suppliers to have an environmental program in place



80%

of key suppliers to 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



## Clean cloud

Worldwide, we're embedding sustainability across our enterprise and delivering innovative cloud technology to accelerate meaningful change for our customers and our planet. Oracle Cloud Infrastructure (OCI), a high performance green cloud solution that runs on renewable energy, is our foundation—and we use the principles of the circular economy to consolidate and optimize our IT infrastructure.

100%

of OCI data centers in Europe are supported by renewable energy

100%

of OCI data centers in the United States are supported by renewable energy

92%

renewable electricity use in the cloud

## Attributes of the clean cloud

### Renewable

Our multifaceted renewable energy strategy defines a range of contract mechanisms and technologies we are exploring or implementing, including renewable power purchase agreements, both direct and virtual, onsite renewable and carbon-free generation, use of renewable energy credits, and diversification of energy sources. We also work closely with our colocation suppliers to improve data transparency and drive renewable energy adoption. These considerations are part of our selection process for new suppliers and factor into our engagements with existing suppliers.





# Attributes of the clean cloud

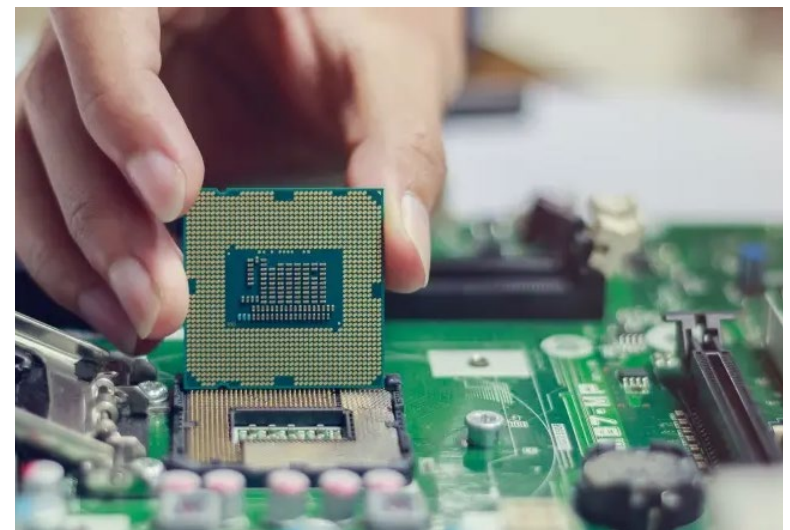
## Efficient and dynamic

OCI offers a more sustainable alternative for companies looking to minimize their environmental impact by providing a high-density computing environment that yields enormous economies of scale and optimizes energy usage. OCI provides an elastic computing platform that can grow dynamically with an organization, eliminating the need to build excess capacity to meet future demand. And our data centers follow best practices for cooling and energy management.



## Circular

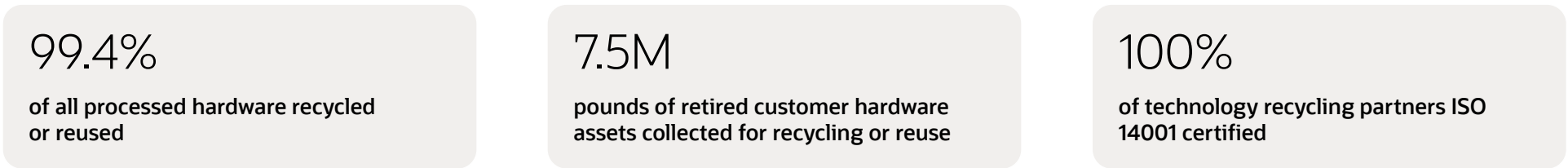
Oracle Cloud promotes a circular economy by decoupling physical assets from the services they provide. We design for the environment, assessing product characteristics including energy efficiency, dematerialization, serviceability, and recyclability. We also effectively repurpose equipment, harvest spare parts, and extract resources. The inherent nature of the cloud allows us to optimize new hardware delivery, spare parts management, and the processing of end-of-life hardware for reuse or recycling.



# Product sustainability

Our customers are leveraging Oracle technologies, such as artificial intelligence (AI) and blockchain, to reduce their environmental impact and achieve their sustainability goals. From promoting ethical supply chain transparency for minerals sourcing to using machine learning to realize larger crop yields, our customers are using our solutions to accelerate meaningful change across industries.

As a strong proponent of the circular economy, we offer several take back programs for all hardware customers to prevent significant electronic waste at the end of a product’s life. We harvest, test, and provide spare parts to Oracle Service to support customers and extend the useful life of each product. We aim to keep Oracle products active for as long as possible by retaining control of the lifecycle of the equipment designed and used in our own data centers. This includes not only the design and manufacture of the products but also improving their lifespan with state-of-the-art energy management and cooling technologies and remanufactured spares when possible.



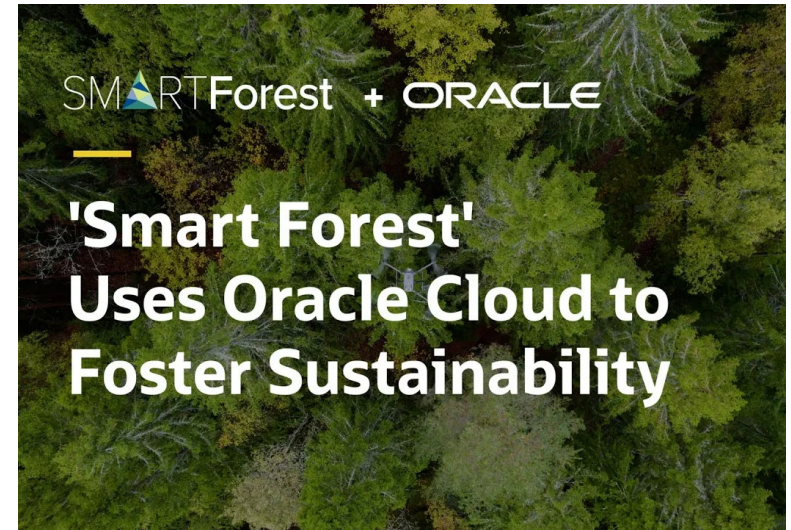
# Customer success gallery

## NIBIO

### OCI services help NIBIO improve sustainable forest management

The Norwegian forestry research organization is using Oracle Autonomous Database and AI on Oracle Cloud Infrastructure to better understand the forest value chain and improve long-term sustainability.

[Learn how NIBIO supports the forest value chain](#)



## KEEP SEA BLUE

### Keep Sea Blue tackles marine plastic pollution with Oracle Blockchain

Keep Sea Blue relies on Oracle Blockchain Platform to help it track the journey of plastic waste recovered from areas around the Mediterranean. Once plastic is collected, it's tracked and traced as it moves to recycling facilities and is eventually remade into new packaging products.





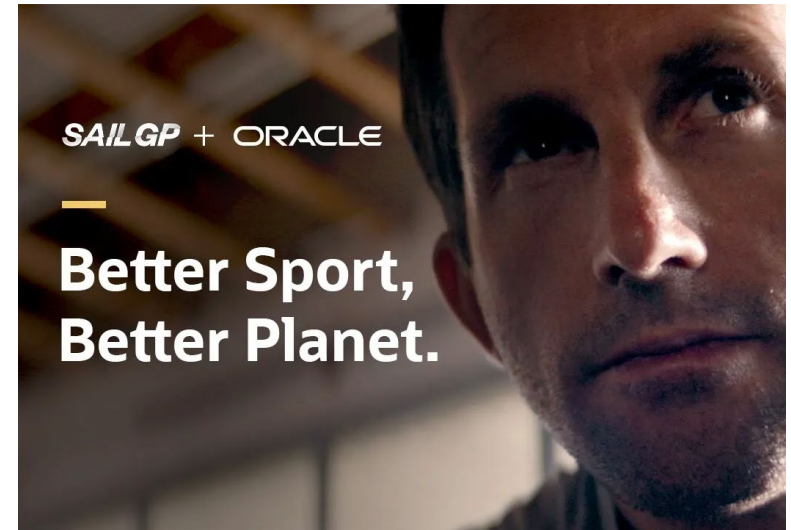
# Customer success gallery

## SAILGP

### SailGP lowers its carbon footprint with OCI

SailGP is striving to have all its race operations run on clean energy by 2025. The league relies on OCI to help it track energy use and to let technologists operate systems remotely so fewer people need to travel to competitions.

[Learn how SailGP lowers their carbon footprint](#)



## WOOLWORTHS SOUTH AFRICA

### Woolworths South Africa manages ethical product sourcing with Oracle Retail

Woolworths South Africa uses Oracle Retail Brand Compliance Management to help facilitate eco-friendly modifications to its packaging materials, leading to wins such as the introduction of 100% recyclable packaging for avocados and the elimination of single-use plastic shopping bags.



## Managing our footprint

Successful organizations today are embedding environmental and sustainability practices across their facilities and products. At Oracle, this includes sourcing sustainable materials, producing and shipping products in a sustainable way, reducing energy and resource consumption onsite and across business operations, minimizing and recycling waste, and reporting transparently on our sustainability progress and initiatives.



100%

renewable energy use at 92  
offices globally



33

Oracle-owned  
buildings globally are  
ENERGY STAR certified



8

Oracle-owned buildings are  
LEED certified



28

Oracle-owned buildings  
received BOMA certifications

## Energy and emissions

Across offices and OCI data centers, electricity consumption is one of the largest contributors to our operational carbon footprint. We've set targets 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. We also remain committed to achieving 100% renewable energy across our operations.

We manage our facilities to the highest industry standards and are proud to have earned building certifications that recognize the sustainable design and operation of our buildings. We continually leverage several Oracle tools and external resources to identify opportunities to increase efficiency across our facilities portfolio, including building automation, use of smart controls, and upgraded environmental conditioning (HVAC). Globally, Oracle has 92 buildings with 100% renewable energy.

## Water and waste

As a global company, how we manage our use of natural resources can have a huge impact. We deploy a variety of water-saving strategies across our facilities and data centers, including rainwater harvesting, xeriscape gardening, and condensate reclamation to reduce our potable water use. Our robust waste management program includes recycling and composting at our offices, raising employee awareness about responsible waste management, and education on minimizing waste to landfill.

These efforts extend to our hardware design and production process. Our Design for the Environment program enables engineers to take environmental impacts into consideration during the hardware design stage. The program demonstrates our commitment to building a circular economy while helping ensure that we meet functional requirements.

## Responsible value chain

We know that our purchasing decisions can have a significant social and environmental impact. Our Sustainable Procurement Statement (PDF) affirms our ambition to incorporate sustainability into our procurement processes.

88%

of our key high spend tier 1 and strategic tier 2 suppliers have an environmental program in place

82%

of our key high spend tier 1 and strategic tier 2 suppliers have emission reduction targets in place

74

Responsible Business Alliance audits in FY24

## How we drive a sustainable value chain

### Strategic supplier engagement

We engage with indirect and direct suppliers to report data on their carbon, water, and waste footprints, and we work with our key suppliers to ensure alignment and identify new opportunities to reduce our environmental impact.



### Educating suppliers

We educate our suppliers about our goals and expectations as we transition to a low-carbon economy as part of our net-zero goal.

### Assessing and minimizing risk

We use standard platforms to better understand potential risk within our supply chain and improve procurement practices.

### Monitoring and compliance

We manage, monitor, and audit our direct hardware supply chain internationally as part of our Responsible Business Alliance (RBA) membership. In fiscal year 2024, 74 audits based on the RBA Code of Conduct were completed at direct hardware supplier factory locations to ensure compliance.

### Green logistics and eco-friendly transportation

We work closely with our logistics partners to minimize shipments, maximize consolidation, and select sustainable modes of transportation, including lower-emission options such as bio-liquefied natural gas.

### Eco-friendly travel

We collaborate with our travel partners to reduce emissions from flights, encourage the use of public transportation, and promote lodging venues that integrate sustainability into their operations.

### Redeploying assets

We redeploy used laptops to help maximize the life of assets. The returned laptops are either redeployed internally or retired and recycled via a third-party vendor.



# Risk management and governance

When it comes to environmental governance, we're proactive, transparent, and data-driven. Our chief sustainability officer oversees our sustainability strategy and sets the strategic direction for the company to enable thousands of customers to become more sustainable using Oracle solutions.

## Environmental steering committee

Launched in 2008, the Environmental Steering Committee (ESC) is chaired by the chief sustainability officer and comprises senior directors and executives across several Oracle lines of business (LOBs), including finance, risk management, social impact, procurement, operations, and manufacturing. The committee is responsible for the implementation and oversight of our environmental policy. Representatives of the committee provide regular updates and reports to the Oracle Board of Directors. Members of the ESC define strategy, monitor progress against our goals, and act on the front line in addressing climate-related issues across the company.



## Risk management and resiliency

Our Risk Management Resiliency Program (RMRP) defines the requirements for all Oracle LOBs to plan for and respond to potential business disruption events such as natural disasters. It also specifies the functional roles and responsibilities required to create, maintain, test, and evaluate business continuity capabilities across LOBs and geographies. Business Continuity is a key subprogram of the RMRP. Corporate business continuity policies, standards, and LOB practices are overseen by the RMRP Program Management Office (PMO). This centralized office guides LOB risk managers to help them fulfill their responsibilities as defined in the Oracle Risk Management Resiliency Policy. As part of this guidance, the RMRP PMO develops planning materials and tools to aid LOB risk managers in defining and maintaining their business continuity plans, performing plan testing, and training.



# Risk management and governance

## CDP climate change questionnaire

Our response to the annual CDP climate change questionnaire contains detailed information about our climate change strategy, governance, and management of climate-related risks and opportunities.

[Read the most current CDP response \(PDF\)](#)



## Additional resources

### Practices

Oracle is committed to upholding the highest standards of business ethics and sound corporate governance practices.

[Learn more about our practices](#)

### Social Impact Datasheet

Review data related to companywide efforts around environmental and social impact.

[Read the datasheet \(PDF\)](#)

### Oracle Sustainability

Learn about our solutions for running a sustainable business.

[Visit Oracle Sustainability](#)

# Oracle Giving

We know that caring for our planet is key to creating a healthy present and future for all. Through our philanthropy, we protect the land and water on which all life depends. We fund wildlife conservation, help advance ocean protection and research, invest in a zero-waste future, and sponsor environmental science education for young people.





# Our environmental grants

## PROTECTING WILDLIFE

### 30 years of gorilla conservation

For more than 30 years, we've been proud to support the Dian Fossey Gorilla Fund (DFGF) and its work to protect gorillas, their habitats, and the surrounding human communities. In fiscal year 2024, our grant provided on-the-ground protection for gorilla groups in Volcanoes National Park, 500 anti-poaching patrols, and community education programs reaching close to 30,000 people. And since 2014, Oracle Cloud has hosted all DFGF data—the world's largest, most comprehensive longitudinal collection of data on any wild gorilla population.

[Learn more about our work with DFGF](#)

## CONSERVING OCEANS

### Protecting the ocean's wild places

In 2009, we began funding National Geographic's Pristine Seas, a global project that works to establish marine reserves—areas free of extractive and damaging activities—where marine life thrives and produces benefits for local communities and the world. To date, the Pristine Seas team has conducted 44 expeditions that have helped inspire the creation of 28 marine protected areas, covering more than 6.6 million square kilometers. The expeditions deepen partnerships with local scientists, nongovernmental organizations, and government officials, building momentum for the future protection and management of these critical marine ecosystems.

[Learn more about our work with Pristine Seas](#)

# Our environmental grants

## REGREENING FORESTS

### Restoring California's ancient forests

Since 2009, our support for Save the Redwoods League has helped restore 70,000 acres of degraded redwood forest in Redwood National and State Parks. The restoration interventions, including forest thinning and road removal, stimulate the growth of young trees, allow the forest to regain resilience against drought and fire, expand wildlife habitats, and improve waterway health. The project spans 30 years, revitalizing the redwood forest from Oregon to Big Sur, California, and partners with the Yurok and Tolowa Tribes—whose ancestral territory includes the entirety of both project watersheds—to achieve shared restoration objectives.

[Visit Save the Redwoods League to learn more](#)



## INSPIRING YOUTH

### Connecting youth with nature

Our support of NatureBridge helps provide national park-based environmental science education to 30,000 K–12 students and teachers annually—inspiring environmental stewardship as well as self-discovery. Students spend seven hours in the field each day, learning scientific principles, conducting research, and participating in stewardship projects that benefit the local habitat. Each year, we provide scholarship support to more than 1,000 underserved students. We also support organizations such as Keep Austin Beautiful, a community-based initiative that helps beautify green spaces, clean waterways, and reduce waste. Our support enables the organization to lead beautification and restoration projects and deliver educational resources to the community.

[Visit NatureBridge](#)

[Visit Keep Austin Beautiful](#)





# Our environmental grants

## SOLVING THE WASTE CRISIS

### Solving the waste crisis

Globally, an estimated 300,000 cetaceans—whales, dolphins, and porpoises—die every year from entanglement in ocean trash and fishing gear that's largely made of plastic. Our grant to The Marine Mammal Center helps the organization respond to entangled whales, seals, and sea lions along the California coast, provides training and technical assistance to global stranding organizations around the world, and engages stakeholders and conducts research to prevent future entanglements and ship strikes. In Nigeria, we're helping to drive social change and get plastic out of the environment through our support for Wecyclers. The organization enables low-income communities to capture value from waste through recycling. Since 2014, our grants have funded local kiosks for recycling and exchange. These increase collection capacity in densely populated areas, create jobs, reduce operational costs, and raise public awareness about recycling and environmental sustainability.

[Learn more about our work to tackle plastic pollution](#)





# Oracle Volunteering

Earth is our home, and we all play a part in caring for it. Oracle Volunteers work year-round to restore native habitats, plant trees, sow seeds, remove plastic and debris from beaches and waterways, maintain trails and preserves, and advance eco-friendly educational projects. They lead by example and inspire others to take action for our planet.



# Our impact

## ADVANCING SUSTAINABLE ENERGY

### Illuminating lives with sustainable solutions

In Bangalore, India, Oracle Volunteers teamed up with Way of Life to build solar lamps for tribal communities in the Kabani and Yellapura forests. The lamps are eco-friendly and reduce the community's reliance on nonrenewable energy sources. But the benefits don't end there: Children can study in the evenings by lamplight, medical clinics can stay open later, and the entire community benefits from enhanced safety and security after sundown.



## CULTIVATING BIODIVERSITY

### Helping our pollinators survive and thrive

Working with the National Geographic Society, Oracle Volunteers across the United States built native plant gardens to help restore natural habitats for declining monarch butterfly populations. With 75% of the world's plant species dependent on pollinators, these efforts go a long way toward protecting biodiversity and promoting a healthy ecosystem. Through their work with iNaturalist, Oracle Volunteers participated in and led public education sessions about local flora and fauna and the importance of biodiversity to our climate, our economies, and our everyday lives.



# Our impact

## PROMOTING ENVIRONMENTAL LITERACY

### Bringing eco-education to the classroom

In Santiago, Chile, Oracle Volunteers worked alongside Manos a la Tierra to teach students how to identify and map local waterfowl habitats in Ejido. They learned about the causes of environmental degradation, the importance of biodiversity, and the impact of targeted interventions such as providing nesting material, shelter, and food. In Banten, Indonesia, Oracle Volunteers joined Yayasan Pemimpin Anak Bangsa to teach waste management design in classrooms. Students used science, math, social, civic education, and even computing to create their program. Once home, they separate, reduce, reuse, and recycle their own waste, then measure the results all year long.



## RECYCLING AND REUSING

### Driving toward a zero-waste economy

Across the globe, Oracle Volunteers mobilize to clean up coastlines, divert waste from landfills, and repurpose used items to promote a circular economy. In Mexico, they transformed old materials into new items—crafting dolls for underserved children with BRED Guadalajara, as well as toys, clothing, and more for those in need. In the United States, they protected watersheds by building storm drains and providing education about water pollution, and through their work with Keep Austin Beautiful, they cleaned up local creeks. And, globally, Oracle Volunteers spent more than 1,000 hours with Ocean Conservancy to remove trash, pollutants, and debris from our coastlines.





# Practices

## Our values in action

Oracle is committed to upholding the highest standards of business ethics and sound corporate governance practices. Our transparent model provides resources, policies, and reporting related to companywide efforts around environmental and social impact.



# Awards and recognition

Each year, Oracle is recognized in the areas of corporate social responsibility, sustainability, workforce, and education.

## Corporate social responsibility

- World's Most Reliable Companies, Newsweek America, 2025
- World's Most Admired Companies list, Fortune, 2024
- Global 500 list, Fortune, 2024
- World's Best Companies list, Time Magazine, 2024
- America's Most Just Companies, Just Capital, 2024
- Best Global Brands, Interbrand, 2024
- America's Most Admired Companies, Newsweek America, 2024
- Corporate Philanthropy Award, Silicon Valley Business Journal, 2024
- Top 50 Corporate Philanthropists, Silicon Valley Business Journal, 2024
- Top 100 Bay Area Corporate Philanthropists, San Francisco Business Times, 2024
- Top 10 Companies Leading Workplaces in Technology and Internet in India, LinkedIn, 2024
- Hottest AI Cloud Companies, CRN, 2024

## Sustainability

- America's Climate Leaders, USA TODAY, 2024
- America's Greenest Companies, Newsweek America, 2024
- America's Climate Leaders, Newsweek America, 2024
- Top 100 Companies in Sustainability, Sustainability Magazine, 2024
- Top 10 CSOs, Sustainability Magazine, 2024
- Sustainability Leaders, SEAL, 2024
- Top 20 Cloud Infrastructure Market Leaders, CRN, 2024
- Top 10 Sustainable Cloud Companies, Sustainability Magazine 2023
- Net-Zero Leaders, Forbes, 2023

## Workforce

- World's Best Employers for Women, Forbes, 2024
- America's Best Large Employers, Forbes, 2024
- America's Best Employers for Diversity, Forbes, 2024
- America's Best Employers for Tech Workers, Forbes, 2024
- Canada's Best Employers, Forbes, 2024
- Leader in Employee Engagement, UNICEF, 2024
- America's Greatest Workplaces for Job Starters, Newsweek, 2024
- America's Greatest Workplaces for LGBTQ+, Newsweek, 2024
- America's Greatest Workplaces for Diversity, Newsweek, 2024
- VETS Indexes Employer Award, 5-Star Rating, 2024
- Top Supporters of HBCU Engineering Schools, 2024
- Premier Women in Sales Employer, Institute for Excellence in Sales, 2024

# Awards and recognition

Each year, Oracle is recognized in the areas of corporate social responsibility, sustainability, workforce, and education.

## Oracle Academy

- Digital Champion Award, Advancing Transformation, 2024
- Gold Cloud Computing Award for Platform as a Service, Boussias Communications, 2024
- Student Impact Award, Studentpreneur, Africa Festival, 2024
- Silver Responsible Business Award for Long-Term Investment, D&B Communications, 2024
- Outstanding Global Impact in Technology Education and Cloud Computing for Teaching and Learning, World Education Summit, 2024

[See the full list of Oracle Academy awards](#)





# Data Hub

Welcome to the Oracle Data Hub, which contains policies, statements, and disclosures related to companywide efforts around our environmental and social impact.

## Disclosures and indices

- [Investor Relations](#)
- [Oracle's Policy Positions \(PDF\)](#)
- [Oracle Cloud Infrastructure Clean Cloud Datasheet \(PDF\)](#)
- [Oracle Environmental and Social Impact Datasheet \(PDF\)](#)
- [Global Reporting Initiative Index](#)
- [California AB 1305 Disclosure \(PDF\)](#)

# Materiality

We've aligned the topics on this page with our materiality assessment, which is designed in reference to the Global Reporting Initiative Standards to identify key benchmarks and help us optimize our environmental and social performance for long-term business success. This assessment enables us to communicate our contribution to and impact in the communities where we operate. We also use employee surveys and customers' and prospects' requests for proposals to help us identify the issues that are most important to them.

## Providing a workplace that is supportive and safe

- [Accessibility policies and standards interpretation](#)
- [Benefits](#)
- [Compliance with International Labour Organization conventions \(PDF\)](#)
- [Employee development](#)
- [Environment, health, and safety policy \(PDF\)](#)
- [Veterans](#)

## Safeguarding the 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](#)
- [Statement on Conflict Minerals \(PDF\)](#)
- [Statement on the Use of Potentially Harmful Substances \(PDF\)](#)
- [Sustainable Procurement Statement \(PDF\)](#)
- [Air Pollutant Emissions \(PDF\)](#)

## Leveraging our technology for value creation

- [Sustainability customer successes](#)
- [Oracle NetSuite Social Impact](#)
- [Solutions enabling sustainability](#)
- [Solving the world's most challenging problems](#)

## Engaging philanthropically in our communities

- [Employee Giving](#)
- [Oracle Education Foundation](#)
- [Oracle Health Foundation](#)
- [Healthcare](#)
- [Oracle Giving](#)
- [Oracle Volunteering](#)

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## Educating students and advancing technological inclusion

- [Design Tech High School](#)
- [Oracle Education Foundation](#)
- [Oracle Academy](#)
- [Oracle University](#)

## Helping our employees succeed and make a positive impact

- [Career development](#)
- [Sustainability programs](#)
- [Employee giving](#)
- [Oracle Volunteering](#)

## Upholding ethical business conduct

- [Policy on Compliance with ILO Conventions \(PDF\)](#)
- [Corporate Governance](#)
- [Employee Code of Ethics and Business Conduct](#)
- [Germany Supply Chain Policy Statement in English/German \(PDF\)](#)
- [Human Rights Statement \(PDF\)](#)
- [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](#)
- [Supplier Responsibility Report \(PDF\)](#)



# Accessibility at Oracle

We build products on standards developed by international organizations and industry consortia. We're committed to building standards-based products to help customers reduce complexity and get the most out of their existing technology investments; we participate actively in more than 100 standards-setting organizations and more than 300 technical committees, and thousands of our employees volunteer to be actively engaged in standards or open source projects.

We demonstrate our thought leadership in accessibility through product development, teaching, and advancing progress in the accessibility landscape. We cochair the W3C Accessibility Guidelines Working Group and lead discussions on standards definition, best practices, and innovations at industry conferences. Partnering with organizations such as the European Disability Forum, National Federation of the Blind, and Teach Access, we amplify work in the industry globally so others will follow in our success.

- [Learn about our accessible product standards](#)
- [Learn more about our accessibility policies and standards interpretation](#)
- [Learn how we increase inclusive design and accessibility](#)

# Employee training and awareness

## 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 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.

# Reporting period

The report covers all Oracle subsidiaries for the fiscal year 2024 reporting period (June 1, 2023, through May 31, 2024). The Oracle Environmental and Social Impact Datasheet (PDF) summarizes the data for the past three fiscal years, through May 31, 2024.

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

## Report archives

[2022 report \(PDF\)](#)

[2020 report \(PDF\)](#)

[2019 report \(PDF\)](#)

[2016 report \(PDF\)](#)

[2014 report \(PDF\)](#)

[2012 report \(PDF\)](#)

[2010 report \(PDF\)](#)

[2008 report \(PDF\)](#)

[2006 report \(PDF\)](#)







# Appendix

- 63 Grant Portfolio
- 78 Global Reporting Initiative (GRI) Standards

# 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.



Photo credit: Girl Scouts of North America

## The organizations we support

US\$700,000 and under



US\$500,000 and under





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



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



TEACH**FOR**INDIA



US\$150,000 and under







## US\$75,000 and under



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



## US\$50,000 and under

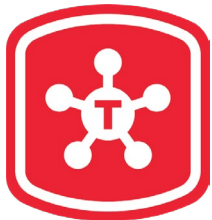


## US\$50,000 and under (Cont'd)





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



## US\$25,000 and under



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





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



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



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



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





# 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 placed next to all items that are published outside of the Social Impact Report.

## 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* (PDF) (pp. 3–12)</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* (PDF) (pg. 31)</li> <li>About Oracle*</li> </ul>	
	102-8: Information on employees and other workers	<ul style="list-style-type: none"> <li>People section</li> <li>Form 10-K* (PDF) (pg. 14)</li> </ul>	
	102-9: Supply chain	<ul style="list-style-type: none"> <li>Planet section</li> <li>Form 10-K* (PDF) (pg. 13)</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>Planet section</li> <li>Practices section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	102-12: External initiatives	<ul style="list-style-type: none"> <li>Planet section</li> </ul>	
	102-13: Membership of associations	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 102: Strategy	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* (PDF) (pg. 14–30)</li> <li>• CDP Climate Change Response* (PDF)</li> </ul>	
GRI 102: Ethics and integrity	102-16: Values, principles, standards and norms of behavior	<ul style="list-style-type: none"> <li>• Practices section</li> </ul>	
	102-17: Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>• Practices section</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>• Practices section</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>• Planet 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>• Practices section</li> <li>• Planet section</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>• Practices section</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>• Practices section</li> <li>• Planet section</li> <li>• CDP Climate Change Response* (PDF)</li> </ul>	
GRI 102: Stakeholder Engagement	102-40: List of stakeholder groups	<ul style="list-style-type: none"> <li>• Planet section</li> <li>• People section</li> <li>• Philanthropy section</li> <li>• Practices 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		<b>Confidentiality constraints:</b> 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>Practices section</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>Practices section</li> <li>Form 10-K* (PDF) (pg. 19–32)</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	<ul style="list-style-type: none"> <li>Practices section</li> </ul>	
	102-47: All material aspects identified in the process for defining report content	<ul style="list-style-type: none"> <li>Practices section</li> </ul>	
	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	<ul style="list-style-type: none"> <li>Practices section</li> </ul>	
	102-55: GRI content index	<ul style="list-style-type: none"> <li>Practices section</li> </ul>	
	102-56: External assurance		Certain portions of the report have been externally verified, including the energy and emissions data reported on the Planet page.

## 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>Practices section</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>Practices section</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>Practices section</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>Planet 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>Practices section</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>• Planet 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>• Practices section</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>Practices section</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>• People 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>• People 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>• People 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>• Environmental and 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>• People section</li> <li>• Oracle Careers*</li> </ul>	We track the hours employees spend on formal training delivered through Oracle University, and we also provide a variety of career and skills development programs that are not tracked by hours but rather by the 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>• People 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>• People 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 on the People 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	• <a href="#">Corporate Governance*</a>	
	405-2: Ratio of basic salary and remuneration of women to men		<b>Confidentiality constraints:</b> Oracle does not publicly disclose this data.
GRI 406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken		<b>Confidentiality constraints:</b> 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	• <a href="#">People section</a> • <a href="#">Philanthropy section</a>	
	103-2: The management approach and its components	• <a href="#">People section</a> • <a href="#">Philanthropy section</a>	
	103-3: Evaluation of the management approach	• <a href="#">People section</a> • <a href="#">Philanthropy section</a>	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• <a href="#">People section</a> • <a href="#">Philanthropy section</a>	



## 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	• Philanthropy section	
	103-2: The management approach and its components	• Philanthropy section	
	103-3: Evaluation of the management approach	• Philanthropy section	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Philanthropy section	

## 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	• Philanthropy section • People section	
	103-2: The management approach and its components	• Philanthropy section • People section	
	103-3: Evaluation of the management approach	• Philanthropy section • People section	
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	• Philanthropy section • People section • Oracle NetSuite Social Impact*	
	203-2: Significant indirect economic impacts	• Philanthropy section • People section • Oracle NetSuite Social Impact*	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Philanthropy section • People section	

## 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>Philanthropy section</li> <li>Planet 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>Philanthropy section</li> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>Philanthropy section</li> <li>Planet 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>Planet section</li> <li>Philanthropy 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>Planet section</li> <li>Philanthropy 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>Planet section</li> <li>Philanthropy section</li> </ul>	

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

GRI Standard	Disclosure	Section/URL	Omission/Explanation
<b>GRI 103: Management Approach (Materials, Energy, Water, Emissions, Effluents and Waste, Environmental Compliance)</b>	103-1: Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
<b>GRI 302: Energy</b>	302-1: Energy consumption within the organization	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	302-2: Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	302-3: Energy intensity	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	302-4: Reduction of energy consumption	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	302-5: Reductions in energy requirements of products and services	<ul style="list-style-type: none"> <li>Planet section</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	

GRI Standard	Disclosure	Section / URL	Omission / Explanation
GRI 303: Water	303-1: Total water withdrawal by source	<ul style="list-style-type: none"> <li>Planet section</li> <li>Environmental and Social Impact Datasheet (PDF)</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>Planet section</li> <li>Environmental and Social Impact Datasheet (PDF)</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>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	305-2: Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	305-3: Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	305-4: GHG emissions intensity	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	
	305-5: Reduction of GHG emissions	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> </ul>	



GRI Standard	Disclosure	Section / URL	Omission / Explanation
GRI 306: Effluents and Waste	306-2: Waste by type and disposal method	<ul style="list-style-type: none"> <li>Planet section</li> <li>Oracle Hardware Take Back and Recycling Program*</li> </ul>	
GRI 308: Supplier Environmental Assessment	308-1: New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>Planet section</li> <li>CDP Climate Change Response* (PDF)</li> <li>Environmental and Social Impact Datasheet (PDF)</li> <li>Sustainable Procurement Statement* (PDF)</li> <li>Supplier Code of Ethics and Business Conduct* (pg. 14)</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>Planet section</li> <li>Conflict Minerals Report* (PDF)</li> </ul>	



## CONNECT WITH US

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