



From the data center to the cloud, Oracle is eliminating the complexity that stifles business innovation. By simplifying the IT environment, Oracle enables its customers—400,000 of them across a wide variety of industries in more than 145 countries—to innovate faster and create added value for their own customers.

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

## A Culture of Respect, Involvement, and Connection

Oracle employees come from a wide array of cultures, span four generations, and live in a variety of communities from urban centers to small towns. This diversity, combined with inclusive leadership, drives creativity, innovation, and collaboration throughout our workforce.

Oracle demonstrates its commitment to diversity and inclusion through a variety of programs.

- **Employee Resource Groups (ERGs):** ERGs are communities of employees with similar interests or experiences that are strategically aligned with both the company's business goals and its diversity and inclusion objectives. These groups provide a support system for employees within the company, encourage diversity and inclusiveness at all levels, help attract and retain top talent, and promote career and leadership development.
- **Inclusion Matters leadership development series:** These webcasts help employees across North America develop and expand inclusive leadership skills and competencies.
- **Dimensions of Diversity:** This monthly newsletter spotlights the dimensions of diversity within our workforce, including programs, initiatives, and opportunities to volunteer and engage with colleagues, partners, customers, and the wider community.
- **Oracle Women's Leadership (OWL):** OWL is a leadership and professional development program that seeks to develop, engage, and empower current and future generations of Oracle women leaders in order to foster an inclusive and innovative workforce. OWL engages more than 7,000 employees in 41 countries, representing more than 70 OWL communities.
- **Mentoring and sponsorship:** Our competitiveness as a company ultimately depends on the talent of our people. Mentoring and sponsorship enable us to develop future generations of technical and managerial leaders at Oracle.

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