



corporate citizenship—it's who we are

EDUCATION LEADERSHIP

COMMUNITY RELATIONS AND PHILANTHROPY

INFORMATION HERITAGE INITIATIVE

DIVERSITY / INCLUSION

ENVIRONMENTAL STEWARDSHIP



At EMC, we take our role as a global citizen very seriously.

We are committed to acting in a socially and environmentally responsible manner and to being an attentive and thoughtful neighbor in our local and global communities.

Our commitment to make a positive difference takes shape in five key areas:

- **Education leadership**—inspiring tomorrow’s math, science, and engineering leaders.
- **Community relations**—strengthening social institutions down the street and across the globe.
- **Information heritage initiative**—electronically preserving key cultural, academic, and historical assets for future generations.
- **Diversity and inclusion**—leveraging our differences to drive excellence in the workplace.
- **Environmental stewardship**—demonstrating that good business practices and sound environmental principles can go hand in hand.

Extending and enhancing EMC’s efforts in each of these areas are the EMC employees worldwide who generously offer their time and energy to help make the world a better place. It is their enthusiasm and dedication that serve as the key driving forces behind the success stories in the following pages.

EMC is well-known for our belief that when information comes together, customers win. We also believe that when people come together, everyone wins. This is a simple idea, but a powerful one nonetheless. And, as you’ll see, it’s also an idea that we at EMC put into practice every day.

Joseph M. Tucci  
Chairman, President, and CEO  
EMC Corporation

William J. Teuber, Jr.  
Vice Chairman  
EMC Corporation



inspire

WE PROVIDE EDUCATION LEADERSHIP  
THROUGH PUBLIC POLICY REFORM  
AND PHILANTHROPY

EMC is working to improve K-12 math, science, and technology education in the United States. Numerous studies have concluded that U.S. schools aren't producing enough skilled mathematicians, engineers, and scientists to sustain a twenty-first-century workforce. Through our efforts we hope to significantly boost the number of college graduates in these critical fields.

Our commitment begins with EMC® CEO Joe Tucci, who chaired the Education Task Force of the Business Roundtable, an organization of more than 150 CEOs from leading U.S. companies. Under his leadership the Roundtable issued a landmark report, "Tapping America's Potential: The Education for Innovation Initiative," or TAP, which initiated a national campaign to improve U.S. education. Joe now serves on the President's Council of Advisors on Science and Technology.

EMC's Community Involvement team uses the TAP report's recommendations to guide its education investments, which include:

**FIRST**—EMC helps ignite a passion for technology by funding and mentoring FIRST (For Inspiration and Recognition of Science and Technology) Robotics teams from coast to coast.

**Massachusetts Mathematics Institute**—EMC underwrites this rigorous mathematics professional development program for elementary school teachers. MMI graduates prepare their students for advanced learning in mathematics.

**Museum of Science and New England Aquarium**—EMC funding helps ensure the public appreciates the power, relevance, and excitement of science.

**Science Buddies**—EMC underwrites this popular Web-based resource for students developing innovative science and engineering projects for science fairs.

**Science fairs and math competitions**—EMC sponsors the Massachusetts State Science and Engineering Fair and math competitions in North Carolina.

**School partnerships**—EMC partners with high schools, providing employee volunteers in the classroom, targeted grants, and in-kind donations to help students reach their full potential.

**Teacher-to-teacher conferences**—EMC partners with the U.S. Department of Education, bringing together math and science teachers to share best education practices and new approaches.

When people come together,  
education inspires.



## strengthen

WE IMPROVE COMMUNITY  
RELATIONS THROUGH VOLUN-  
TEERISM AND PHILANTHROPY

Strengthening the local community is an EMC hallmark—and not just at the corporate level. Our employees are committed to fortifying the relationships and institutions that sustain them and their neighbors, friends, and families. So our Community Involvement department makes it easy for them to get involved, funding and otherwise supporting numerous new and ongoing community-level programs. And it provides employees with guidance and resources to initiate, maintain, and grow grassroots activities on their own.

We are particularly proud of our employees. They support their communities in a myriad of ways, frequently with little or no corporate oversight. Each year our employees donate and raise thousands and sometimes millions of dollars for causes that address both local and global challenges. These include everything from giving to needy children and families and promoting health and human services, to supporting education, providing relief to victims of natural disasters, and restoring the environment.

Of course, the most valuable gift is the gift of time, talent, and effort. Our employees volunteer their expertise as lecturers in the classroom, as mentors in a variety of settings, and as consultants in large, public-spirited projects (such as preserving collections of cultural artifacts in digital form) that rely on EMC hardware, software, and services.

They also volunteer to build homes for the homeless; collect and deliver school supplies, clothes, and gifts for needy children; walk, run, and bicycle in the service of various charitable fundraising events; and put together care packages for the men and women of the armed forces serving in active duty.

And in the wake of natural disasters, EMC and our employees respond quickly and effectively, donating money and volunteering to bring relief when and where it is needed most.

When people come together,  
communities strengthen.



enrich

WE HELP PRESERVE THE IRREPLACEABLE

With unparalleled expertise in protecting invaluable information and optimizing user access, EMC is helping lead the global information heritage movement—preserving national treasures and making them available to worldwide audiences. Here are a few ways EMC is involved:

**John F. Kennedy Presidential Library & Museum—**EMC designed and built the infrastructure to support the Kennedy Library’s effort to digitize, index, and archive its massive information repository, and make it accessible to the public online. Our software, EMC Centera® tiered-storage hardware, and services are helping to preserve more than 8.4 million pages of President Kennedy’s personal, congressional, and presidential papers, photographs, and audio recordings—plus another 40 million pages from the Kennedy administration and other figures of the era.

**Duchess Anna Amalia Library—**After a fire destroyed thousands of priceless Faust first editions and Goethe documents, as well as thousands of other books, maps, and atlases produced in the fifteenth through nineteenth centuries, the library embarked on a mission to archive and preserve its assets digitally. EMC responded by quickly donating two EMC Centera systems and 36 terabytes of storage to help

preserve Germany’s cultural heritage and, equally important, make this material available to people everywhere.

**Museum of African American History—**In 2007, EMC began a five-year partnership with the Museum of African American History, in Boston, to help preserve the museum’s unique collection and make it available to students and researchers around the world. EMC is contributing equipment, software, and services to the museum, which is dedicated to preserving, conserving, and accurately interpreting the contributions of African Americans in New England from the colonial period through the nineteenth century.

**Search for Jikji Campaign—**Volume II of Jikji Simche Yojeol, a two-part anthology of great Buddhist priest Zen teachings, is the oldest known text printed using movable metal type. Produced in Korea in 1377, it predates by 78 years the first book (a bible) to come off the famed Gutenberg printing press. Jikji Volume I has never been found, and the hunt is on. EMC sponsors Korea’s “Search for Jikji Campaign,” which educates students on the Jikji’s historical and cultural significance.

When people come together, our information heritage is enriched.



# innovate

WE PROMOTE DIVERSITY AND INCLUSION THROUGH OUTREACH AND INTERNAL PROGRAMS

Of all the ways EMC generates the innovative thinking that sustains our leadership worldwide, perhaps the most powerful comes from assembling a diverse group of employees who work together to solve problems from a variety of perspectives. We do business in more than 80 countries and, to exceed those customers' expectations, we actively engage with different customs and cultures. As the global marketplace continues to develop, we are proud to be shaping the workplace of the future.

EMC's "Living Inclusion" strategy, launched in 2004, is an ongoing partnership between EMC senior management and employees worldwide. Its key areas of focus include:

**Employee Circles**—EMC created these "affinity groups" to make it easier for employees in specific constituencies to support one another and take a more active role in the company. Employee Circles include the Black Employee Affinity Group, Asian Circle, Latin Leadership Interest Team, Women's Leadership Forum, Indian Subcontinent Employees Circle, and, for new employees, EMC Connections.

**Professional development**—We offer a formal one-year mentoring program to Employee Circle members. In addition, we encourage them to participate in professional development courses and events. For example, a one-year leadership development program for people of color draws more members from EMC than from any other company. This program is managed by The Partnership, whose innovative and practical solutions work to advance professionals of color while improving a company's business performance.

**"Managing Inclusion" course**—All EMC managers learn a framework for creating an environment of inclusion, how to value the different perspectives offered by a diverse workforce, and how to ensure all team members contribute to their fullest potential.

**Supplier diversity**—EMC promotes supplier diversity by developing a high-quality supplier network that reflects a diverse marketplace. For example, we work closely with the New England Minority Supplier and Development Council and regularly participate in supplier diversity trade fairs.

When people come together,  
diversity and inclusion create innovation.



## champion

WE TAKE CARE OF THE ENVIRONMENT  
WHEN WE TAKE CARE OF BUSINESS

When it comes to environmental stewardship, a lot of companies are happy just to “talk the talk.” EMC champions sustainability and environmentalism and proves it with action that has garnered recognition from government agencies and industry groups. We are reducing greenhouse gas emissions, running robust recycling programs, and continually seeking ways to be more energy efficient. Here’s proof.

**Greenhouse gas reduction**—EMC is reducing greenhouse gas (GHG) emissions as a member of the Environmental Protection Agency (EPA) Climate Leaders Program. We have pledged to reduce GHG emissions by 8 percent from 2006 through 2012, making us one of a handful of companies formally dedicated to reducing emissions—and one of the very few to set specific reduction goals.

**ISO 14001**—EMC’s manufacturing facilities are certified as meeting the highest possible environmental standard in the world today: ISO 14001:2004.

**Water conservation**—Our Hopkinton, Massachusetts headquarters operates a state-of-the-art, award-winning wastewater treatment and recycling facility that saves more than three million gallons of water every year.

**Energy conservation**—In building renovation and in new construction, EMC focuses on energy efficiency and cutting-edge HVAC, mechanical, and electrical systems, beginning with evaluation and carried through to design and installation. This emphasis is evident in everything from low-energy lighting and occupancy controls, to variable water- and air-flow delivery for HVAC and process systems, to “free cooling” packages that use cold outside air to cool indoor spaces. We expect our new VMware® facility, under construction in 2007, to achieve Leadership in Energy and Environmental Design (LEED) certification.

**Awards**—The EPA, Massachusetts Department of Environmental Protection, and Massachusetts Audubon Society have recognized EMC for its achievements in water conservation, paper recycling, and efforts to reduce global warming.

**Industry leadership**—EMC and our subsidiary, VMware, participate in several industry organizations—including The Green Grid, of which VMware is a founder—that are working to improve data center energy efficiency. EMC is chairing the Energy and Environment Committee for the Information Technology Industry Council, a trade association representing 40 top high-tech companies.

When people come together, the  
environment gains a champion.

## EMC sums up social responsibility

60,000	Hours of care provided to people with disabilities by the Michael Carter Lisnow Respite Center, funded with \$800,000 in EMC and employee donations
10,000	Holiday gifts donated to children by EMC employees in a year
80,000	Dollars raised in a year by EMC employees in walks for American Cancer Society, National Multiple Sclerosis Society, and Project Bread
3,000,000	Gallons of water saved each year by wastewater recycling
1,400,000	Dollars donated for tsunami victim relief
1,200,000	Dollars donated for Hurricane Katrina victim relief
2,700	Firefighters trained (as of 2006) on a state-of-the art burn tower, funded with \$800,000 in EMC and employee donations to the Leary Firefighters Foundation
500	Students in India trained on computer use through EMC's support of the HOPE Foundation each year
130	Girls in Mexican orphanage who benefited from EMC donations
10,000	CD-ROMs and textbooks produced by EMC Korea to educate students about the <i>Jikji Simche Yojeol</i>
5,000	Students taught (as of 2006) by instructors trained in EMC-funded Massachusetts Mathematics Institute
8	Pledged percent reduction in EMC-produced greenhouse gases from 2006 through 2012
8,400,000	Pages of President Kennedy's papers being archived on donated EMC hardware and software

## Take the Next Step

Inspire. Strengthen. Enrich. Innovate. Champion.

When people come together, it's amazing what you can accomplish.

To learn more about EMC's corporate citizenship, please visit

<http://www.EMC.com/about>



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