Agenda

1. Background on Initiative
2. Development of Guidelines
3. How to Use the Guidelines
4. Ongoing Review & Future Revisions
5. Guidelines Revealed
6. Q&A
Background on Global Guidelines Initiative

Discuss here the history of prior attempts to create guidelines, and the various reasons they were never rolled out.

Mention the April 2016 comp committee meeting where this initiative was full embraced by CC members.
Development of Guidelines

- Radford Market Data to Determine “Zones” and Ranges
- Zone 1 is $100K$ and above
  - Zone 2 is $75K$ of Zone 1
  - Zone 3 is $50K$ of Zone 1
  - Zone 4 is $25K$ of Zone 1
- Two sets of guidelines per zone
  - Category A - all job families other than those in Category B
  - Category B – Developers & Dev Mgmt, Product Mgmt & Data Scientists
- Separate Guidelines for New Hire & Ongoing/Annual Grants

Discuss meetings with regional comp leaders and their buy-in on how this was done.
How to Use the Guidelines

- Guidelines Not to Be Distributed to Management – Intended for Compensation, Recruiting & HR Leader Use
- New Hire Guidelines are in RSUs, and Should be Considered Only When Equity is Part of the Offer Discussion
- Guidelines Do NOT Imply That All Offers Should Include Equity
- Annual Grant Guidelines are in Options, and are Intended to Assist with Annual Program
- These are Guidelines – NOT RULES

Notice that there are guidelines for the IC1 and IC2 levels.
Ongoing Review and Future Revisions

- Guidelines Will be Reviewed as Market Changes in LTi Practices Occur
- New Hire Guidelines Dependant on Options to RSU Ratio of [ ] – If Ratio Changes For Annual Grant, We Will Revisit
- Your Feedback is Welcome and Will be Considered!!
Global Equity Guidelines
FY17 Global New Hire Equity Guidelines

Effective Date: September 1, 2016

Oracle - Highly Restricted/Proprietary Information

Note: These guidelines should only be used when equity is part of a new hire offer. They DO NOT imply that equity should be part of all offers. Questions should be directed to your Regional Compensation team.

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<tr>
<th>Category A</th>
<th>Category B</th>
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<tbody>
<tr>
<td>Zone 1</td>
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All minimums, maximums and benchmarks stated in full.

June 1
July 1
August 1
September 1

Category A: All job families except those listed in Category B.

Category B: Applications Development, Hardware Development, Hardware Development Engineer, Machine Learning Engineer, Mobile Manager, Mobile Manager - Android, Mobile Manager - iOS, Mobile Manager - Software Scientists
Start this with asking them for their own Key Take Aways!!
Hardware and Software
Engineered to Work Together