Oracle's Compensation Philosophy

Oracle Corporation supports a "pay for performance" philosophy for all employees. Oracle compensates employees based upon their contributions to the Company and Oracle's financial performance. The goal is to attract, retain, and motivate the very best qualified employees. Central to Oracle's total compensation philosophy are:

- Recognition and reward for contributions that enhance the Company's growth, success, and profitability.
- Open communication to ensure that employees understand what is expected of them, how they can make a significant contribution, and how they can advance in their careers.
- Market competitiveness to ensure that Oracle can attract and retain high performing employees while managing costs.