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
Development of Guidelines

- Radford Market Data to Determine "Zones" and Ranges

- Zone 1 is and above
  a. Zone 2 is of Zone 1
  b. Zone 3 is
  c. Zone 4 is

- Two sets of guidelines per zone
  a. Category A - all job families other than those in Category B
  b. Category B - Developers & Dev Mgmt, Product Mgmt & Data Scientists

- Separate Guidelines for New Hire & Ongoing/Annual Grants
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
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 [fill in] — 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/Privileged 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.

<table>
<thead>
<tr>
<th>Category A</th>
<th>Zone 1</th>
<th>Zone 2</th>
<th>Zone 3</th>
<th>Zone 4</th>
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<tbody>
<tr>
<td>GEL</td>
<td>Minimum</td>
<td>Midpoint</td>
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All minimums, midpoints and maximums are stated as KSHs.

Zone 1:  
Zone 2:  
Zone 3:  
Zone 4:  

Category A - all job families except those listed in Category B.

Category B - Applications Developers; Hardware Developers; Hardware Development Mgmt; Software Developers; Software Development Mgmt; Product Manager/Strategy; Product Manager/Strategy Mgmt; Data Scientists.
**FY17 Global Annual Equity Grant Guidelines**

*Effective Date: September 1, 2016*

*Oracle Highly Restricted/Privileged Information*

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All minimums, midpoints and maximums are stated in share equivalents. Oracle Annual Grants are stated in share equivalents given the Choice Process.

- **Zone 1:**
- **Zone 2:**
- **Zone 3:**
- **Zone 4:**

Category A – all job families except those listed in Category B.

Category B - Applications Developer; Hardware Developer; Hardware Development Mgmt; Software Developer; Software Development Mgmt; Product Manager/Strategy; Product Manager/Strategy Mgmt; Data Scientists

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**Note:** These guidelines should only be used when equity is being considered for an employee as part of the annual equity process. They DO NOT imply that equity should be recommended for all employees. Questions should be directed to your Regional Compensation team.
Hardware and Software
Engineered to Work Together