08 Annual Report
Oracle Superannuation Plan

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Oracle Superannuation Plan

Supplementary Product Disclosure Statement

24 March 2009

Supplementary Product Disclosure Statement

This Supplementary Product Disclosure Statement (SPDS), dated 24 March 2009, updates the Plan's latest *Annual Report* (dated 26 August 2008), which forms part of the Product Disclosure Statement (PDS) for the Oracle Superannuation Plan (ABN 17 608 890 083), along with the Plan's member booklet, *Your Super, Your Plan*.

The purpose of this SPDS is to:

- Update the Plan's investment objectives and strategy for each investment option;
- Introduce a new Cash option from 1 April 2009;
- Communicate a change to when you can switch your investment choice from quarterly to monthly; and
- Provide a new fee table which includes the new Cash option.

You should read this SPDS with the PDS. Additional copies of the PDS are available from the Plan Administrator or the Plan's *MySuper* website, **http://mysuper.watsonwyatt.com/oracle**.

The information in this SPDS is general information only and does not take into account your individual objectives, financial situation or needs. It is not personal or tax advice. Consequently, you should consider whether the information in this document is appropriate for you in light of your objectives, financial situation and needs. You should also consider obtaining professional advice about your particular circumstances before making any financial or investment decisions based on the information contained in this document.

If you have any questions about the Plan, please contact the Plan Administrator on (02) 9004 2600.

Replace the fifth and sixth bullet points on page 1 of the *Annual Report* with the following:

- **A choice of five investment options** for different financial needs and goals, and for different stages of your life. You have a choice of the Diversified Shares, Growth, Balanced, Stable and Cash options. You can invest in one or a combination of options. You can also invest your future contributions differently to your existing account balance if you want.
- **Monthly switching of investment options available** with no switching fee applying if you switch on 1 December. Buy-sell spreads apply. See pages 4 to 5 for details.

Replace the second sentence in the highlighted box on page 4 of the *Annual Report* with the following:

It is then your responsibility to decide how these contributions are invested from the five investment options available.

Replace the 'Objectives' and 'Strategy' information on pages 8 and 9 of the *Annual Report* with the following, with effect from November 2008:

Diversified Shares

Objectives

- To achieve a return (after tax and investment fees) that is at least **4.0% p.a.** more than movements in the Consumer Price Index over moving five-year periods.
- To avoid more than one negative annual return every **four years**.

Strategy

- To invest 100% in shares, with approximately half in Australian shares and half in international shares.

Growth

Objectives

- To achieve a return (after tax and investment fees) that is at least **3.5% p.a.** more than movements in the Consumer Price Index over moving five-year periods.
- To avoid more than one negative annual return every **five years**.

Strategy

- To invest about 85% in return seeking investments and about 15% in income assets.

Balanced

Objectives

- To achieve a return (after tax and investment fees) that is at least **3.0% p.a.** more than movements in the Consumer Price Index over moving five-year periods.
- To avoid more than one negative annual return every **eight years**.

Strategy

- To invest about 60% in return seeking investments and about 40% in income assets.

Stable

Objectives

- To achieve a return (after tax and investment fees) that is at least **2.5% p.a.** more than movements in the Consumer Price Index over moving five-year periods.
- To avoid more than one negative annual return every **12 years**.

Strategy

- To invest about 40% in return seeking investments and about 60% in income assets.

From 1 April 2009, the Plan is introducing a new Cash option. The details on this option should be read in conjunction with the other options described on pages 8 and 9 of the *Annual Report*.

Cash

Objective

- To achieve a return (after tax and investment expenses) that is at least **1.5% p.a.** more than movements in the Consumer Price Index over moving three-year periods.
- To avoid negative returns over moving one-year periods.

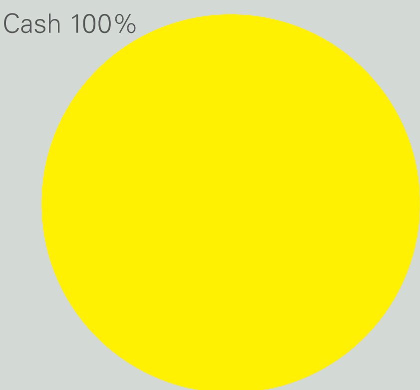
Strategy

- To invest 100% in short-term interest bearing assets (e.g. cash).

Investment manager as at 1 April 2009

- State Street Global Advisors (Australian Cash Trust)

Asset allocation as at 1 April 2009



All references in the *Annual Report* to 'growth assets' should be read as 'return seeking assets'.

This section replaces 'Fees and other costs' on pages 13 to 17 of the *Annual Report*.

Fees and other costs

Did you know?

Small differences in both investment performance and fees and costs can have a substantial impact on your long-term returns.

For example, total annual fees and costs of 2% of your fund balance rather than 1% could reduce your final return by up to 20% over a 30-year period (for example, reduce it from $100,000 to $80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs.

You may be able to negotiate to pay lower contribution fees and management costs where applicable. Ask the fund or your financial adviser.

To find out more

If you would like to find out more, or see the impact of the fees based on your own circumstances, the Australian Securities and Investments Commission (ASIC) website (www.fido.asic.gov.au) has a superannuation fee calculator to help you check out different fee options.

The above wording is required to be shown by ASIC. The Plan does not negotiate in relation to the fees and costs that it charges.

Fees and other costs

This section shows fees and other costs that you may be charged. These fees and costs may be deducted from your money, from the returns on your investment or from the Plan assets as a whole. Taxes and insurance costs are set out in the notes overleaf. The fees shown are effective from 1 April 2009.

You should read all of the information about fees and costs because it is important to understand their impact on your investment.

Type of fee or cost	Amount	How and when paid
Fees when your money moves in or out of the Plan		
Establishment fee: The fee to open your investment.	Nil	Not applicable.
Contribution fee: The fee on each amount contributed to your investment – either by you or your employer.	Nil	Not applicable.
Withdrawal fee: The fee on each amount you take out of your investment.	$115	By a deduction from each withdrawal or each contribution split with your spouse at the time of payment.
Termination fee: The fee to close your investment.	$115	By a deduction from the benefit payment amount at the time of payment.
Management costs		
The fees and costs for managing your investment.	**All active employee members:** nil since the cost is met by Oracle. **Retained Benefit members:** fee of 0.50% p.a.	**All active employee members:** not applicable. **Retained Benefit members:** fees are deducted from investment earnings monthly before they are applied to the accounts of Retained Benefit members.
The amount you pay for specific investment options.	**Diversified Shares** 0.30% - 0.50% ($3.00 - $5.00 per $1,000) **Growth** 0.45% - 0.60% ($4.50 - $6.00 per $1,000) **Balanced** 0.40% - 0.50% ($4.00 - $5.00 per $1,000) **Stable** 0.35% - 0.45% ($3.50 - $4.50 per $1,000) **Cash** 0.1% ($1.00 per $1,000)	Deducted from investment earnings monthly before they are applied to accounts.
Service fees[1]		
Investment switching fee: The fee for changing investment options.	$51.90 excluding switches on 1 December each year.	Deducted from your account balances when the investment switch is made.

[1] Details of other service fees are described in the 'Additional explanation of fees and costs' on the following pages.

Additional explanation of fees and costs

1. Buy-sell spread

This is a fee charged by the Plan to reflect any costs charged by the investment managers when you change investment options.

It is deducted from your account balance when you change investment options (based on the option you transfer into) and is therefore an additional cost to you.

The fee for each of the Plan's investment options is a percentage of your account balance as set out below:

- Diversified Shares 0.54% ($5.40 per $1,000).
- Growth 0.44% ($4.40 per $1,000).
- Balanced 0.35% ($3.50 per $1,000).
- Stable 0.25% ($2.50 per $1,000).
- Cash Nil

2. Management costs

These costs include administration, consulting, audit, legal and other fees incurred by the Plan.

The fees shown in the table on the previous page are gross of tax.

Any management costs not covered by deductions from your accounts (as set out in the table on the previous page) are paid by Oracle directly.

If your total account balances are less than $1,000, the Plan will ensure that these expenses do not exceed the investment earnings applied to your accounts. This is designed to protect small account balances from erosion by fees. Please note that this protection does not apply to any other fees, taxes or insurance premiums deducted from your accounts.

3. Investment fees

The investment fees shown on the previous page are deducted monthly from the investment returns earned by each option before they are applied to your accounts. This means that the returns shown on page 5 of the *Annual Report* have been reduced by these fees and taxes.

Tax is deducted from the Plan's investment earnings at the rate of 15%, less any applicable deductions available to the investment managers or the Plan. The investment costs include performance fees for the Mesirow Alternative Strategies Fund (via Warakirri Asset Management) which are calculated as 10% of returns above 8% p.a. For example, if the investment return for the year was 12% p.a., the performance fee would be 10% x 4% = 0.4% ($4 per $1,000).

4. Taxes and insurance premiums

The following taxes and premiums are deducted from your accounts in the Plan:

- **An insurance premium of $5 per month** for every additional unit of death and disablement insurance cover you have is deducted from your Company Account within the Plan. The premium is **$3 per unit per month for spouse members** (for death-only cover). The amount of additional insurance cover for each unit of insurance depends on your age and the number of units you buy. A copy of the age-based scale is included in the booklet, *Your Super, Your Plan* which is available from the Plan Administrator, or on the *MySuper* website.
- **Contributions tax at the rate of 15%** from employer contributions and any salary sacrifice contributions (collectively known as concessional contributions) to your accounts. Any deductions available to the Plan, such as expenses and insurance premiums, reduce the amount of tax deducted.
- Excess contributions tax if your contributions exceeded the concessional or non-concessional contributions caps and you request to have the excess tax deducted from your benefit.
- Additional tax if you have not provided your TFN to the Plan by the end of the Plan's financial year.
- Any surcharge tax assessed by the Australian Taxation Office as being applicable to you. This is deducted from your accounts when the assessment is received by the Plan. The surcharge was abolished with effect from 1 July 2005. However, assessments may still be received for you for previous years.

5. Other service fees

A **rollover fee of $115** is deducted each time you roll over any super from other funds into the Plan during the year. This fee is deducted from your Rollover Account when your rollover is received.

A **contribution splitting fee of $115** is deducted each time you split your super contributions with your spouse. This fee is deducted from your Company Account when your splitting application is approved by the Trustee.

If you, or your spouse, require information on your benefit in relation to a **Family Law matter**, a fee of **$288** will be charged for each date at which information is required. You, or your spouse, are required to pay this fee at the time of any request for information – it is not deducted from your accounts.

In addition, if your super is split under a Family Law agreement or Court Order, fees will apply for the splitting of your super and the payment of an amount to your former spouse. These fees are normally shared evenly between you and your former spouse. The fees may be paid by you and/or your spouse by cheque, or otherwise will be deducted from the applicable benefit. The fees are:

- **Establishment of a base amount** and payment to your spouse: **$232**;
- **Annual maintenance fee** (non-member spouse): **$80**.

All fees include GST where applicable.

6. Fee changes

Some of the fees are dependent on the fees charged by the Plan's service providers. Some of these fees may be indexed annually (e.g., in line with increases in Average Weekly Ordinary Time Earnings); others depend on the services provided to the Plan each year. The Trustee reserves the right to increase the fees without your consent if necessary in order to manage the Plan. You will be given at least 30 days' notice of any fee increases.

The fees shown are effective from 1 April 2009.

Details of the fees that applied to you for the year ending 31 May 2008 are shown on your *Annual Benefit Statement*.

The fees charged may depend on your employment status or membership category in the Plan. If you change categories, you will be advised of any changes to the fees that apply to you.

Further details of the fees and taxes paid by the Plan can be found in the Plan's Financial Statements. A summary is included on page 20 of the *Annual Report*, or a copy can be obtained from the Plan Administrator (see page 21 of the *Annual Report* for contact details).

Example of annual fees and costs for the default investment option

The table below gives an example of how the fees and costs in the default investment option (Growth) for this product can affect your superannuation investment over a one-year period. You should use this table to compare this product with other superannuation products. The default investment option for this product has an 80% weighting to growth assets (shares and property). You should check other products' weighting to growth assets when making comparisons. Please note, different fees apply to Retained Benefit members (see page 4).

Example – the Growth Option		Balance of $50,000 with total contributions of $5,000 during year
Contribution fees	Nil	For every $5,000 you put in, you will be charged nil.
PLUS management costs	0.45% - 0.60%	**And**, for every $50,000 you have in the Plan you will be charged **$225 - $300** each year plus nil in administration fees, regardless of your balance.
EQUALS cost of Plan		If you put in $5,000 during a year and your balance was $50,000, then for that year you will be charged fees of **$225 - $300***. **What it costs you will depend on the investment option you choose and the fees you negotiate with your fund or financial adviser.**

* Additional fees may apply:

Establishment fee – nil

And, if you withdraw an amount before leaving the Plan, you will also be charged a **withdrawal fee of $115** for every withdrawal, regardless of the amount.

And, when you finally leave the Plan, you will also be charged a **termination fee of $115,** regardless of the amount.

Issued on 24 March 2009 by Watson Wyatt Superannuation Pty Ltd (ABN 56 098 527 256, AFSL 236 049) as Trustee for the Oracle Superannuation Plan (ABN 17 608 890 083).

A word from the Trustee

Welcome to the *Annual Report* for the Oracle Superannuation Plan for the year ending 31 May 2008.

Your super is an important investment for your future and can make a big difference to your lifestyle when you retire. It is important that you understand your super from the Plan and are up-to-date with developments. We therefore encourage you to spend a few minutes reading through this Report.

Inside you can:

- Find out how the Trustee invests your super and how your investment has performed during the year to 31 May 2008;
- Read the latest super news;
- See how the Plan is managed;
- Find out the fees and taxes that may apply to your super in the Plan; and
- Review a summary of the Plan's financial statements for the year to 31 May 2008.

Time to think long term

Since November 2007, investment performance has not been as good as we have been used to in recent years. In fact, despite global share markets producing positive returns in the earlier part of this year, the performance has been the worst we've seen in 20 years or more. All of the Plan's investment options are affected to some degree by this poor performance with the Diversified Shares and Growth options most affected as they have a higher proportion of assets invested in shares. This is the case with the majority of super funds with significant investments in shares.

At times when the markets are performing badly, such as now, it's tempting to want to move your accounts into more conservative investment options.

However, the key to investing for retirement is to think of it as a long-term investment. Even though the performance for the Growth option is -7% this year, over the past five years the Growth option earnings have averaged 10.8% per annum.

For most, retirement is many years away. This means you have time to ride out the highs and the lows of the market.

In fact, at times when the market is performing badly, your contributions buy more shares than they would if the market was doing well. So, provided you can wait until the market picks up again, you may actually be better off in the long run.

This is backed up by history, which shows that share markets generally recover after periods of poor performance.

Of course, you would not want to take this kind of risk with savings accounts set up to meet your immediate financial needs, like saving for a holiday or buying a car. This is because you don't have time to recover your losses.

If you are concerned about the effect of recent market performance on your super investment, we recommend that you speak to a licensed financial adviser.

Providing for your future

As a member of the Oracle Superannuation Plan, you are provided with many great benefits and features that give you flexibility and control over your super. It's important you understand what these benefits are so you can get the most out of the Plan and are as prepared as you can be for your retirement. On page 1 we have provided you with a reminder of your benefits from the Plan.

Changes to your Plan

In May 2008, the Plan introduced the facility to allow members to make a binding nomination of beneficiaries for payment of the death benefit. If you make a valid binding nomination, the Trustee is obliged to pay a death benefit in accordance with your instructions. Previously members were only able to make non-binding nominations which act as a guide for the Trustee, who still has the final discretion on the payment. Read page 2 for more information on nominating beneficiaries.

We hope you find this Report useful. If you have any questions about the information provided or your super in the Plan, please contact the Plan Administrator on (02) 9004 2600.

The Trustee
Watson Wyatt Superannuation Pty Ltd

Product Disclosure Statement

This *Annual Report* dated 26 August 2008 forms part of the PDS for the Oracle Superannuation Plan (ABN 17 608 890 083), along with the Plan's member booklet, *Your Super, Your Plan*.

This Report was issued by Watson Wyatt Superannuation Pty Ltd (ABN 56 098 527 256, AFSL 236049) as Trustee of the Plan, and outlines how your Plan has performed during the past 12 months, how your Plan is managed and includes some general news about super.

The information in this publication is general information only and does not take into account your particular objectives, financial circumstances or needs. It is not personal or tax advice. Any examples included are for illustration only and are not intended to be recommendations or preferred courses of action. You should consider obtaining professional advice about your particular circumstances before making any financial or investment decisions based on the information contained in this document.

Each year you will receive a Periodic Statement from the Plan. This Statement consists of this *Annual Report* and your *Annual Benefit Statement*. These documents should be read together.

Providing for your future

The Oracle Superannuation Plan is specifically designed to cater for the super needs of Oracle employees and their families. As a member, the Plan provides you with many great benefits and features to give you flexibility and control over your super. Some of these include:

- **No entry fees or annual administration fees** – these are covered by Oracle.
- **Free standard insurance cover** through the Plan for death and total and permanent disablement (TPD) cover, or death-only cover if you work less than 15 hours per week. Eligible members receive very competitive standard death and TPD cover of five times your annual base salary up to age 55 (TPD cover reduces to zero between age 55 and 65).
- **Additional insurance is also available** at a cost to members.
- **Option to make voluntary contributions** to your super from either your before-tax or after-tax salary, helping you save more for retirement.
- **A choice of four investment options** for different financial needs and goals, and for different stages of your life. You have a choice of the Diversified Shares, Growth, Balanced and Stable options. You can invest in one or a combination of options. You can also invest your future contributions differently to your existing account balance if you want.
- **Quarterly switching of investment options available** with no switching fee applying if you switch on 1 December. Switching is also available 1 March, 1 June and 1 September. Buy-sell spreads apply. See page 15 for details.
- **Option to roll over previous super** into this Plan, which may save you time and money. Download a *Rollover form* from the *MySuper* website.
- **Your spouse can join the Plan** and purchase competitive life insurance cover through the Plan.
- **Option to keep your super in the Plan** if you leave, by becoming a Retained Benefit member. A minimum account balance of $10,000 applies and there are ongoing fees. See page 14 for details.
- **Your interests are represented** through a Policy Committee which includes your fellow Oracle employees. See page 18 for more details.

On top of these great benefits, you also receive regular communication from the Plan and can access your super online 24/7 at **http://mysuper.watsonwyatt.com/oracle**.

What's new for super in 2008?

After the widespread changes to superannuation introduced last year, there were only a few announcements in the 2008 Federal Budget related to super. The most significant announcements were:

- The definition of income used for determining eligibility for Government support programs, including the superannuation co-contribution, will be changed to include salary sacrifice super contributions from 1 July 2009.
- There will be a comprehensive review of the tax system. However, the Government confirmed its commitment to maintaining tax-free super benefits after age 60.
- The definition of "spouse" for super purposes will be changed to include same-sex partners. Initially this change will apply only to Federal Government super funds but it is expected to be extended to some other super funds in the future.

About your Plan

The Plan provides superannuation benefits to employees of Oracle Corporation Australia Pty Limited and their spouses and to former employees of the Company.

This is an accumulation Plan. This means that your benefit is made up of contributions from the Company and your own contributions and rollovers. Your benefit is also affected by the investment returns (which may be positive or negative) earned by your chosen investment option(s). The Plan may also provide extra benefits if you die or become disabled. For more information, see the Plan's member booklet, *Your Super, Your Plan*.

Choosing who will receive your benefits if you die

One benefit of your super is that it will be passed on to your beneficiaries if you die. That's why it's important for you to nominate who you wish to receive your super if the unexpected happens.

If you make a valid binding nomination, the Trustee must pay your benefit in line with your wishes. Binding nominations are valid for up to three years and give you greater certainty about payment of your benefits.

However, if your personal circumstances change (e.g. you marry or have children) it is important that you remember to update your binding nomination as the Trustee cannot change it to reflect your changed circumstances.

A non-binding nomination has no fixed term and is used only as a guide by the Trustee.

This means that if you die, the Trustee is obliged by law to conduct its own investigations into your personal circumstances before deciding who should receive your benefit payment. The Trustee must act in the best interests of your dependants when making a decision.

Whatever type of nomination you choose, it is important that you keep your nominated beneficiaries up-to-date.

When deciding who should receive your death benefit, remember that the Plan's rules generally allow it to be paid to your spouse of the opposite sex (including a de facto partner), your children, your personal legal representative (your estate), or any person who is dependent on or in an interdependency relationship with you.

If you would like to make a nomination or change your current nomination, you will need to complete the *My Beneficiaries form* which is available from the *MySuper* website at **http://mysuper.watsonwyatt.com/oracle** or the Plan Administrator on (02) 9004 2600.

Manage your super online

The Plan's *MySuper* website is a convenient way to keep on top of your super. The site is split into clear and easy-to-use sections, the features of which are outlined below.

- ***MySuper:***
  - Find out the current balance of your super account; and
  - Estimate your benefit at retirement using the Benefit Projector.
- **About the Plan:**
  - Find out how your Plan works;
  - Learn about the Plan's features and benefits and what is available to you as a member; and
  - Download the latest versions of the Plan's publications and forms.
- **Help & feedback:**
  - Get help in using the *MySuper* site; and
  - Find out how the Plan manages and protects your personal information.
- **New PIN:**
  - Obtain a new PIN if you've just joined the Plan or if you've lost your PIN.

To access *MySuper*, go to **http://mysuper.watsonwyatt.com/oracle** wherever and whenever you have internet access. It's that easy! For more information about *MySuper* and what it has to offer contact the Plan Administrator on (02) 9004 2600.

Extra co-contribution payment to boost your super

The co-contribution scheme is designed to help lower income earners save more for retirement. Through this scheme, eligible individuals receive up to $1.50 for every $1 of personal after-tax contributions made, up to a maximum of $1,500 a year.

If you earn $30,342 per year or less, and you contribute $1,000 to your super after tax, you are entitled to the maximum $1,500 payment. If you earn more than $30,342, the amount paid to you will progressively reduce until it cuts out at an income level of $60,342 per year. These figures apply for the year ending 30 June 2009.

To determine whether you are eligible for the co-contribution, your "income" is your total assessable income plus any reportable fringe benefits. You do not need to do anything except arrange to make after-tax contributions. The Government automatically determines your eligibility for the co-contribution after you submit your tax return, and will pay contributions directly to the Plan on your behalf.

If you are in the relevant income bracket and wish to take advantage of the co-contribution, the Trustee recommends that you speak to a licensed financial adviser. If you wish to make or increase your after-tax contributions, contact the Plan Administrator on (02) 9004 2600. You should note that after-tax contributions can only be accepted if the Plan has your Tax File Number.

Do you need additional insurance protection?

It's something that no one likes to think about, but if you were to die or suffer from an illness or injury that meant you could no longer work, would you or your family cope financially?

If you and your family would like a greater level of security, you can apply for additional insurance cover through the Plan. This additional insurance cover supplements the standard benefit you or your family may receive if you die or become disabled.

The cost of this additional insurance may be cheaper through the Plan than by buying the insurance directly from the insurer yourself. It can also be a convenient way to pay for cover, as the Plan will organise automatic deductions of the premiums from your Company account so you are not out of pocket.

To apply, you must be a permanent employee working more than 15 hours per week and under age 65. You need to complete a *My Extra Insurance form* which is available from the Plan Administrator on (02) 9004 2600 or can be downloaded from the *MySuper* website. The insurer also requires you to complete a *Personal Statement* about your current state of health.

Additional medical information may also be requested by the insurer. Based on the information received, the insurer may restrict or decline your additional cover or load your premiums. If your application is accepted, you will be advised when your additional cover will begin.

Membership changes during the year

Members on 31 May 2007	**1,507**
Plus new members	344
Minus members who left	(270)
Members on 31 May 2008	**1,581**

The Plan's investments

How your super is invested

As a member of the Plan, you choose how your super is invested from a range of investment options. If you have not chosen an investment option, your super is invested in the Growth option. The value of your account goes up or down in line with the performance (net of investment fees and tax) of your investment options.

Each investment option invests in one or more different types of investments or assets:

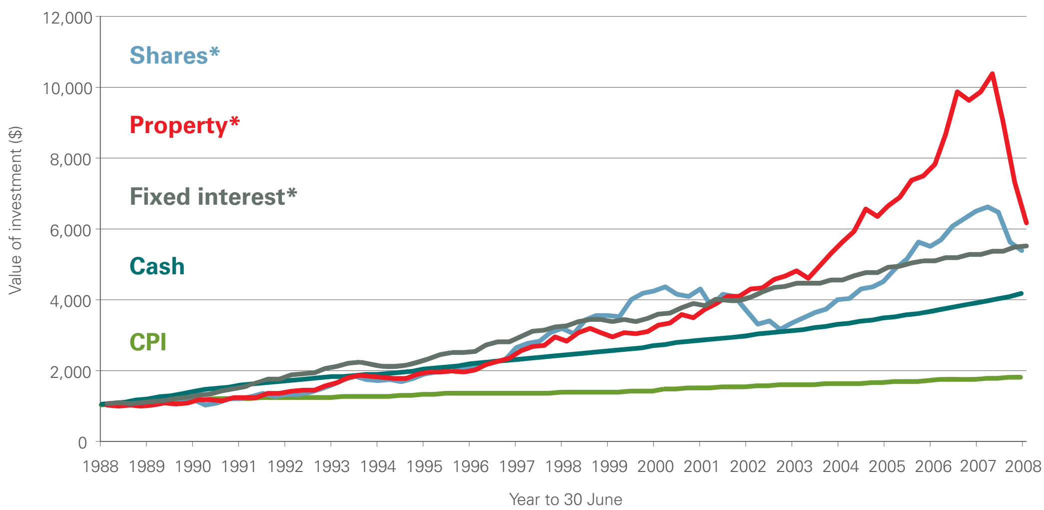
- **Growth assets** include shares, alternative assets and property and generally offer higher expected returns than other types of assets over periods of five or more years. However, they also usually carry a higher investment risk. Investment returns may even be significantly negative on occasions.
- **Income assets** include cash deposits and fixed interest investments, such as government bonds and corporate debt. They are generally regarded as lower-risk investments as returns are less likely to be negative. However, they also generally provide lower expected returns over the long term.

The graph below shows the growth of $1,000 invested in each of the four main asset classes – shares, property, fixed interest and cash – over a 20-year period from 1 July 1988 to 30 June 2008 (before tax and fees have been deducted).

How do poor investment returns affect my super?

You and the Company pay regular contributions into the Plan. It is then your responsibility to decide how these contributions are invested from the four investment options available. If you have never made an investment choice, your contributions were automatically invested in the Growth option, which is the default option. The value of your account goes up and down in line with the performance of the option(s) it is invested in. If the investment markets enjoy a growth period, the value of your super will increase but, if they suffer from poor performance, the value of your super will decrease.

Growth of asset classes based on $1,000 investment – 1988 to 2008
(Gross of tax and fees)



* 50% Australian shares and 50% unhedged international shares. Property is Australian listed property. Fixed interest is Australian fixed interest.

Past performance is not a reliable indicator of future performance.

This chart has been produced by Watson Wyatt Australia Pty Ltd, who consents to its inclusion in this Report.

How the Plan's investment options performed (2004 – 2008)

The table below shows how the Plan's investment options have performed for the five years up to 31 May 2008, and the compound annual return for the five years to 31 May 2008.

Year ending 31 May

Investment options	2008	2007	2006	2005	2004	Compound average return p.a.
Diversified Shares	-10.0%	21.2%	26.2%	15.4%	16.7%	13.2%
Growth	-7.0%	17.3%	19.9%	13.3%	12.8%	10.8%
Balanced	-3.2%	13.6%	13.5%	11.1%	8.9%	8.6%
Stable	0.0%	10.4%	8.1%	9.2%	5.6%	6.6%

Note: The returns in the table above are after investment fees and taxes and are the rates applied to the accounts of employed members. For Retained Benefit members, the rates applied to your accounts are those shown above reduced by an administration fee of 0.50% p.a. Refer to page 14 for more information. Past performance is not necessarily a reliable indicator of future performance.

Investment objectives

The Trustee measures the performance of the Plan and each investment option against established goals – known as investment objectives. These investment objectives are not intended as forecasts and they are not a guarantee of future investment returns.

The Trustee's general investment objectives are to:

- Invest the assets as permitted by the Trust Deed and by superannuation law, and to exercise those investment powers prudently;
- Ensure that the assets are adequately diversified;
- Ensure there are sufficient assets to meet benefit payments to members when they are due; and
- Ensure that the investment managers appointed by the Plan exercise integrity, prudence and professional skill in fulfilling the investment tasks delegated to them.

The specific investment objectives for each investment option are shown in the table on pages 8 to 9.

Investment strategies

The Trustee also establishes a specific investment strategy for each investment option. This is the plan that the Trustee follows to achieve the investment objectives for that option. For details of each option's investment strategy, see the table on pages 8 to 9.

Investment managers

The Plan's investments are managed by professional investment managers. These managers, and their products, are reviewed regularly by the Trustee and may change from time to time without prior notice to, or consent from, members.

In July 2007, the Credit Suisse Fully Hedged International Shares Fund was replaced with the State Street Global Advisors (SSgA) International Equities Index Trust (Hedged). The new product is passively managed and has less risk of underperforming the benchmark.

During the Plan year, the Trustee has also been moving towards passive investment management for the Plan's unhedged international shares. Investments for this asset class were made in the SSgA International Equities Index Trust (Unhedged) while the amount in Alliance Bernstein's Global Style Blend Trust was gradually reduced. Effective from August 2008, the Plan's unhedged international shares portfolio with these two managers was moved to Barclays Global Investors International Equity Index Fund (unhedged).

Investment performance in 2007/2008

The Australian economy is starting to show some signs of slowing, a year on from the start of the credit crunch brought about by the collapse of the sub-prime market in the USA. Despite four interest rate rises throughout the financial year, the Australian economy initially recorded solid economic growth, buoyed by strong consumer and business sentiment and low unemployment rates. Recently however, these indicators have started to reverse course.

Despite continued strong corporate earnings growth from the resource sector, the Australian share market recorded one of its weakest performances in recent years, dropping 13.7% for the year to 30 June 2008 (as measured by the S&P/ASX 300 Accumulation Index).

The Australian listed property market suffered severe losses throughout 2007/08. Excessive borrowing, coupled with a collapse in the credit market, led to many asset write downs and earnings downgrades. The S&P/ASX 300 Property Accumulation Index returned -37.7% for the financial year.

The state of the international economy was divided. A reduction in economic growth was seen in developed countries such as the US, UK and throughout Europe, due to the effects of the credit crisis. This was in contrast to the continued strong growth of developing countries such as China and Russia. Global inflation rates have also picked up markedly due to sharp rises in energy and food prices.

The performance of the global share market in 2007/08 was generally very weak. This was particularly evident in the financial sector where many global banking institutions suffered significant write downs on securitised loans. The effect of the rising Australian dollar against most global currencies helped to offset some of these losses. This resulted in stronger returns on hedged international investments than unhedged investments for Australian investors. The MSCI World ex-Australia Index in Australian dollars (unhedged) returned -21.3% for the year, while the return on hedged international shares was -13.7%.

The Australian fixed interest market delivered robust performance in 2007/08 relative to shares, despite multiple interest rate rises favouring shorter-term fixed interest investments (i.e. cash) during this period. The UBSA Composite Bond Index (All Maturities) returned 4.4% for the financial year.

International fixed interest markets outperformed the Australian fixed interest market, with the Lehmann Brothers Global Aggregate Index (hedged to Australian dollars) returning 7.9% for the year.

Note: This investment commentary does not constitute advice. All investment figures quoted relate to before-tax performance of the relevant industry benchmark.

The interim rate

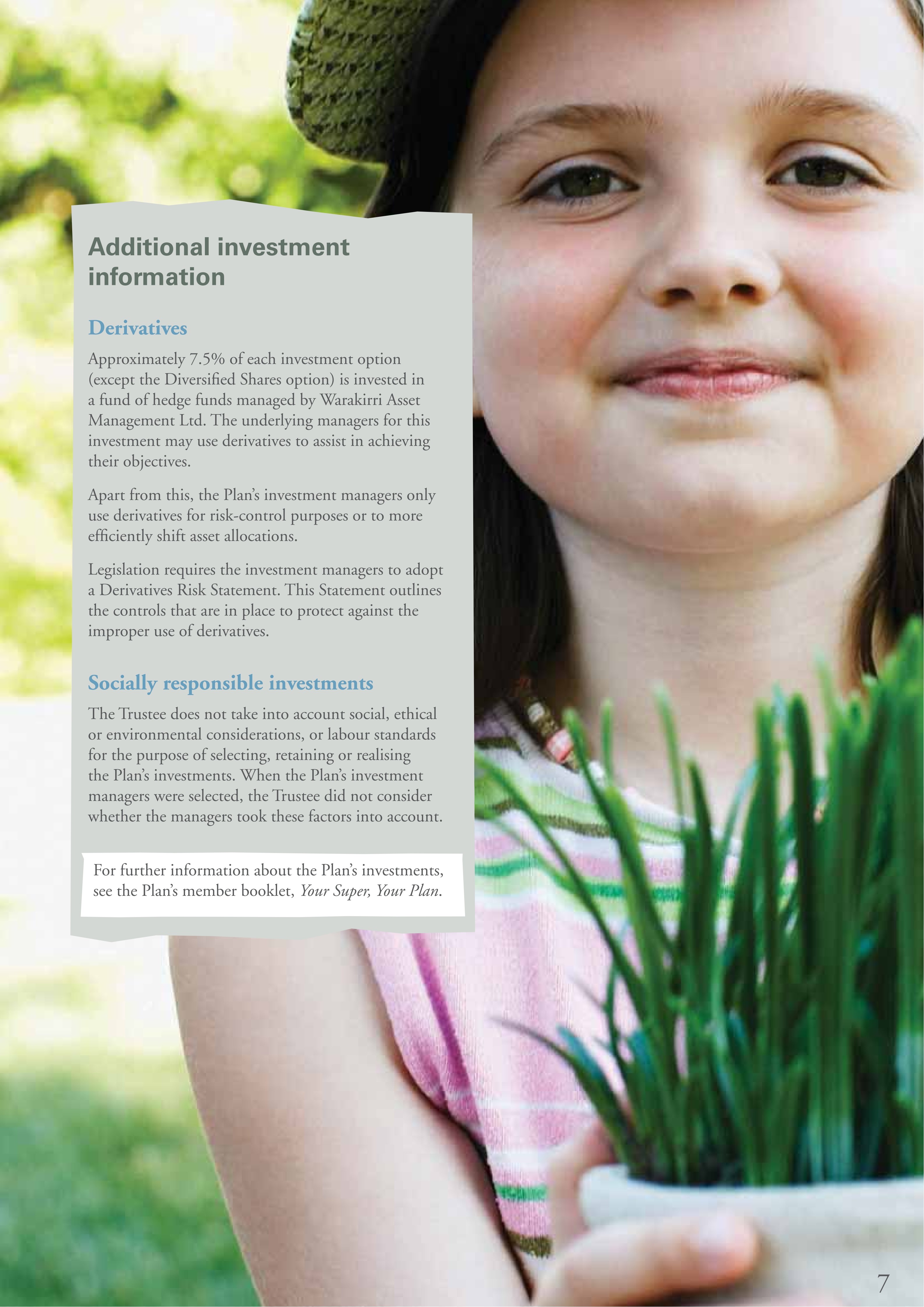
Investment earnings are calculated on an annual basis. If you leave your employer or transfer to another super fund before investment earnings have been calculated, an interim rate will be used. This will cover the period from the previous annual review until the date your benefit is paid.

The interim rate is set by the Trustee based on the Plan's estimated monthly net investment returns, pro-rated if calculated during the month.

Reserves

The Trustee does not maintain investment reserves. All investment earnings are distributed to members. However, there is a small Company reserve, which will be used over time to finance certain Plan expenses and manage cashflows from time to time. The level of the general reserve over the past three years has been as follows:

As at 31 May	$	% of Plan assets
2008	258,215	0.31%
2007	279,954	0.34%
2006	353,805	0.56%



Additional investment information

Derivatives

Approximately 7.5% of each investment option (except the Diversified Shares option) is invested in a fund of hedge funds managed by Warakirri Asset Management Ltd. The underlying managers for this investment may use derivatives to assist in achieving their objectives.

Apart from this, the Plan's investment managers only use derivatives for risk-control purposes or to more efficiently shift asset allocations.

Legislation requires the investment managers to adopt a Derivatives Risk Statement. This Statement outlines the controls that are in place to protect against the improper use of derivatives.

Socially responsible investments

The Trustee does not take into account social, ethical or environmental considerations, or labour standards for the purpose of selecting, retaining or realising the Plan's investments. When the Plan's investment managers were selected, the Trustee did not consider whether the managers took these factors into account.

For further information about the Plan's investments, see the Plan's member booklet, *Your Super, Your Plan*.

The Plan's investment options

The table below shows the investment options available to members of the Plan.

Diversified Shares

Objectives

- To achieve a return (after tax and investment fees) that is at least **4.5% p.a.** more than movements in the Consumer Price Index (CPI) over moving five-year periods.
- To avoid more than one negative annual return every **four years**.

Strategy

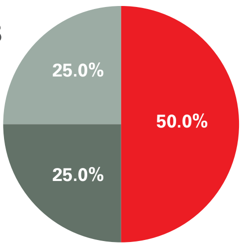
To invest totally in shares, with about 50% in Australian shares and the remainder in international shares.

Investment managers at 31 May 2008

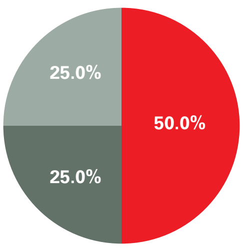
- GMO Australia Limited (Australian Equities Unit Trust)
- Schroder Investment Management Australia Ltd (Australian Equities PST)
- Alliance Bernstein Australia Ltd (Global Style Blend Trust)
- State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])
- SSgA (International Equities Index Trust [Unhedged])

Asset allocation

31 May 2008



31 May 2007



Growth

Objectives

- To achieve a return (after tax and investment fees) that is at least **3.5% p.a.** more than movements in the CPI over moving five-year periods.
- To avoid more than one negative annual return every **five years**.

Strategy

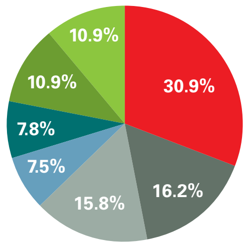
To invest about 80% in growth assets, and about 20% in income assets.

Investment managers at 31 May 2008

- GMO Australia Limited (Australian Equities Unit Trust)
- Schroder Investment Management Australia Ltd (Australian Equities PST)
- Alliance Bernstein Australia Ltd (Global Style Blend Trust)
- Warakirri Asset Management Pty Ltd (Fund of Hedge Funds)
- Deutsche Australia Asset Management (RREEF Global Property Securities Fund)
- State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])
- SSgA (International Equities Index Trust [Unhedged])
- SSgA (Australian Fixed Interest Trust)
- SSgA (International Fixed Interest [Hedged] Trust)

Asset allocation

31 May 2008



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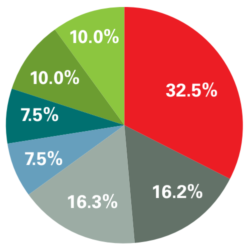


Australian shares | International shares (hedged) | International shares (unhedged) | Hedge funds | Global listed property (hedged) | Australian fixed interest | International fixed interest (hedged) | Cash

Balanced

Objectives

- To achieve a return (after tax and investment fees) that is at least **2.5% p.a.** more than movements in the CPI over moving five-year periods.
- To avoid more than one negative annual return every **six years**.

Strategy

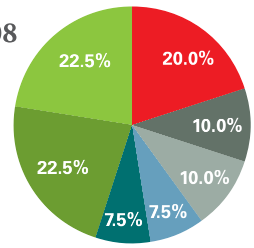
To invest about 55% in growth assets, and about 45% in income assets.

Investment managers at 31 May 2008

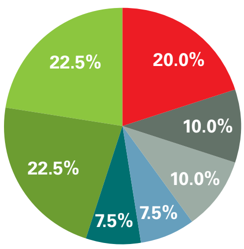
- GMO Australia Limited (Australian Equities Unit Trust)
- Schroder Investment Management Australia Ltd (Australian Equities PST)
- Alliance Bernstein Australia Ltd (Global Style Blend Trust)
- Warakirri Asset Management Pty Ltd (Fund of Hedge Funds)
- Deutsche Australia Asset Management (RREEF Global Property Securities Fund)
- State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])
- SSgA (International Equities Index Trust [Unhedged])
- SSgA (Australian Fixed Interest Trust)
- SSgA (International Fixed Interest [Hedged] Trust)

Asset allocation

31 May 2008



31 May 2007



Stable

Objectives

- To achieve a return (after tax and investment fees) that is at least **1.5% p.a.** more than movements in the CPI over moving five-year periods.
- To avoid more than one negative annual return every **12 years**.

Strategy

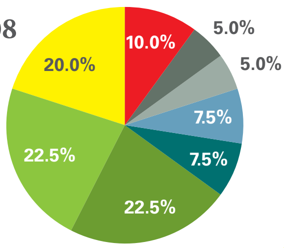
To invest about 35% in growth assets, and about 65% in income assets.

Investment managers at 31 May 2008

- GMO Australia Limited (Australian Equities Unit Trust)
- Schroder Investment Management Australia Ltd (Australian Equities PST)
- Alliance Bernstein Australia Ltd (Global Style Blend Trust)
- Warakirri Asset Management Pty Ltd (Fund of Hedge Funds)
- Deutsche Australia Asset Management (RREEF Global Property Securities Fund)
- State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])
- SSgA (International Equities Index Trust [Unhedged])
- SSgA (Australian Fixed Interest Trust)
- SSgA (International Fixed Interest [Hedged] Trust)
- SSgA (Australian Cash Trust)

Asset allocation

31 May 2008



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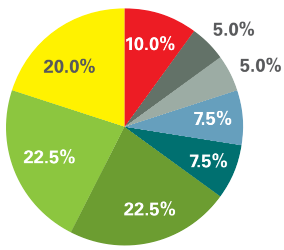

Tax, fees and your super

How taxes affect your super

A number of taxes may apply to your super. These are:

1. Contributions tax at the rate of 15%, which is deducted from all concessional contributions. Your concessional contributions include your employer contributions including insurance premiums and administration costs the Company pays on your behalf, and any contributions you make from your before-tax salary (by salary sacrifice).

If you have not provided your Tax File Number (TFN) to the Plan, the rate of tax that applies to your concessional contributions increases substantially to the top marginal personal tax rate (plus the 1.5% Medicare Levy). However, the Plan may be able to recover this excess tax in certain circumstances if you subsequently advise your TFN to the Plan.

If you were a member prior to 1 July 2007, the higher tax rate only applies if your concessional contributions are more than $1,000 per year.

2 Tax on investment earnings at the rate of 15% less any applicable deductions and imputation credits that may be available to the investment managers of the Plan. This tax is deducted from each option's investment earnings before being applied to your account(s).

3. Excess contributions tax may apply if your contributions exceed certain caps set by the Government. See to the right and page 11 for more information.

4. Tax on benefits that are paid in cash. The amount of tax payable depends on a number of factors including:

- What type of benefit is paid (retirement, disability or death);
- Who receives the benefit;
- How you receive the benefit (e.g. lump sum amount or pension); and
- Your age when you receive the benefit. For example, **if you are age 60 or over, all lump sum payments and pensions paid to you from a taxed super fund (such as this Plan) will be tax free**. If you are less than age 60, any lump sum amounts paid to you will consist of only two tax components – a tax-free component and a taxable component.

5. The superannuation surcharge – an additional tax of up to 15% which was levied against the employer and before-tax (salary sacrifice) contributions of high-income earners. The surcharge was abolished from 1 July 2005; however, the Plan may still receive assessments from the Australian Taxation Office (ATO) for members affected by the surcharge in prior years. If so, any surcharge amounts will be deducted from your account(s) in the Plan. For more information about the surcharge, contact the Plan Administrator on (02) 9004 2600.

Tax limits

A number of limits – which are generally indexed annually as at 1 July – affect how super contributions and benefits are taxed. The limits that apply for the period **1 July 2008 to 30 June 2009** are shown below.

Cap on employer and before-tax (concessional) contributions

There is a limit on how much you can contribute to your super each year tax-efficiently. For concessional contributions, that is any employer contributions including insurance premiums and Plan fees the Company pays on your behalf, and any contributions you make to super from your before-tax salary (i.e. by salary sacrifice), the limit is currently $50,000 per year. Any contributions above $50,000 will be taxed at the top marginal personal tax rate of 45% plus the Medicare Levy of 1.5%.

If you reach age 50 during the period from 1 July 2007 and 30 June 2012, a higher transitional limit of $100,000 per year applies from the year that you turn 50.

The ATO determines whether any excess tax applies to you. If it does, they will forward you a tax assessment and a release authority. It is then up to you to either pay the excess tax directly to the ATO, or arrange for your super fund to pay the tax on your behalf and deduct it from your benefit by giving the release authority to the Plan. Time limits apply to the payment of the tax.

Cap on after-tax (non-concessional) contributions

Any non-concessional contributions you make to super are subject to a cap of $150,000 per year. Non-concessional contributions are any amounts you contribute from your after-tax salary.

They also include:

- Contributions made for you by your spouse;
- Amounts you transfer from overseas funds (except to the extent an election applies for them to be taxed in the Plan);
- Excess concessional contributions; and
- Certain other less common amounts. Contact the Plan Administrator for more information.

If you are under age 65 and you want to make larger one-off payments to the Plan, you have the option to bring forward two years of contributions and then make reduced, or no further, payments for the next two years. The maximum you can contribute over three years is $450,000.

If you are over 65 the maximum lump sum you can pay to the Plan per year is $150,000.

If you exceed these limits, the excess will be taxed at the top marginal personal tax rate of 45% plus the 1.5% Medicare Levy.

The same ATO assessment process applies as for concessional contributions (see page 10 for more information). However, the excess non-concessional contributions tax must be paid from your super Plan.

Providing your Tax File Number

Providing your Tax File Number (TFN) to your super fund is not compulsory; however, doing so ensures that you don't pay any more tax on your contributions and benefits than you need to.

If you provided your TFN to your employer on commencing employment after 1 July 2007, your employer is obliged to pass on your TFN to your super fund within 14 days.

If you have not provided the Plan with your TFN, significant consequences apply. These include:

- Taxing your concessional (employer and before-tax) contributions at the top marginal rate of 45% (plus the Medicare Levy);
- Taxing the taxable part of your benefit at the top marginal rate (plus the Medicare Levy); and
- Prohibiting the Plan from accepting any non-concessional (including after-tax) contributions from you.

Contact the Plan Administrator to obtain the appropriate form if you have not previously provided your TFN to the Plan and wish to do so.

Getting financial advice

Most people struggle to understand their super. There are so many options available that it can be difficult to know what to do. Depending on your stage of life, it's likely you may have questions, such as how much you need to pay, where you should invest your account, how and why you should roll over benefits and what you need to do as you near retirement.

The good news is that help is at hand. If you need advice about your super, you can speak to a licensed financial adviser. They will be able to consider your individual circumstances and advise what options are right for you.

If you live in either Melbourne or Sydney, Watson Wyatt Australia Pty Ltd has arrangements in place to help you with your financial planning.

- If you are in Melbourne and would like to speak to one of Watson Wyatt's financial planners, contact Susan Rio on (03) 9655 5222.
- If you are in Sydney, contact ipac on 1800 080 494. ipac provide financial advice on behalf of Watson Wyatt.

If you live outside Melbourne or Sydney and would like to find a licensed adviser, the Financial Planning Association (FPA) can refer you to one in your area. Call them on 1800 337 301 or visit the FPA's website at www.fpa.asn.au.

If you're unsure of what to look for in a financial adviser, here are some tips to help you find one:

- Deal only with professional financial advisers and planners who hold an Australian Financial Services Licence (AFSL), which is provided by ASIC, the Government regulator. You can check if an adviser is licensed, at no cost, by visiting ASIC's consumer website, FIDO (www.fido.asic. gov.au), or by phoning ASIC's Infoline on 1300 300 630.
- Speak to a few financial advisers from different firms and ask each one to send you their Financial Services Guide, which they must produce by law. Check if the services offered suit your needs.
- Ask about the financial adviser's experience and qualifications.
- Ask what the advice will cost. Do they charge a flat fee for service or rely on commissions from the products you invest in?
- Find out whether there are any restrictions on the products that the financial adviser can recommend.

Fees and other costs

Did you know?

Small differences in both investment performance and fees and costs can have a substantial impact on your long-term returns.

For example, total annual fees and costs of 2% of your fund balance rather than 1% could reduce your final return by up to 20% over a 30-year period (for example, reduce it from $100,000 to $80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs.

You may be able to negotiate to pay lower contribution fees and management costs where applicable. Ask the fund or your financial adviser.

To find out more

If you would like to find out more, or see the impact of the fees based on your own circumstances, the Australian Securities and Investments Commission (ASIC) website (www.fido.asic.gov.au) has a superannuation fee calculator to help you check out different fee options.

The above wording is required to be shown by ASIC. The Plan does not negotiate in relation to the fees and costs that it charges.

Fees and other costs

This section shows fees and other costs that you may be charged. These fees and costs may be deducted from your money, from the returns on your investment or from the Plan assets as a whole. Taxes and insurance costs are set out in the notes overleaf. The fees shown are effective from 1 November 2008.

You should read all of the information about fees and costs because it is important to understand their impact on your investment.

Type of fee or cost	Amount	How and when paid
Fees when your money moves in or out of the Plan		
Establishment fee: The fee to open your investment.	Nil	Not applicable.
Contribution fee: The fee on each amount contributed to your investment – either by you or your employer.	Nil	Not applicable.
Withdrawal fee: The fee on each amount you take out of your investment.	$115	By a deduction from each withdrawal or each contribution split with your spouse at the time of payment.
Termination fee: The fee to close your investment.	$115	By a deduction from the benefit payment amount at the time of payment.
Management costs		
The fees and costs for managing your investment.	**All active employee members:** nil since the cost is met by Oracle. **Retained Benefit members:** fee of 0.50% p.a.	**All active employee members:** not applicable. **Retained Benefit members:** fees are deducted from investment earnings monthly before they are applied to the accounts of Retained Benefit members.
The amount you pay for specific investment options.	**Diversified Shares** 0.30% - 0.50% ($3.00 - $5.00 per $1,000) **Growth** 0.45% - 0.60% ($4.50 - $6.00 per $1,000) **Balanced** 0.40% - 0.50% ($4.00 - $5.00 per $1,000) **Stable** 0.35% - 0.45% ($3.50 - $4.50 per $1,000)	Deducted from investment earnings monthly before they are applied to accounts.
Service fees[1]		
Investment switching fee: The fee for changing investment options.	$51.90 excluding switches on 1 December each year	Deducted from your account balances when the investment switch is made.

[1] Details of other service fees are described in the 'Additional explanation of fees and costs' on the following pages.

Additional explanation of fees and costs

1. Buy-sell spread

This is a fee charged by the Plan to reflect any costs charged by the investment managers when you change investment options.

It is deducted from your account balance when you change investment options (based on the option you transfer into) and is therefore an additional cost to you.

The fee for each of the Plan's investment options is a percentage of your account balance as set out below:

- Diversified Shares 0.54% ($5.40 per $1,000).
- Growth 0.44% ($4.40 per $1,000).
- Balanced 0.35% ($3.50 per $1,000).
- Stable 0.25% ($2.50 per $1,000).

2. Management costs

These costs include administration, consulting, audit, legal and other fees incurred by the Plan.

The fees shown in the table on the previous page are gross of tax.

Any management costs not covered by deductions from your accounts (as set out in the table on the previous page) are paid by Oracle directly.

If your total account balances are less than $1,000, the Plan will ensure that these expenses do not exceed the investment earnings applied to your accounts. This is designed to protect small account balances from erosion by fees. Please note that this protection does not apply to any other fees, taxes or insurance premiums deducted from your accounts.

3. Investment fees

The investment fees shown on the previous page are deducted monthly from the investment returns earned by each option before they are applied to your accounts. This means that the returns shown on page 5 have been reduced by these fees and taxes.

Tax is deducted from the Plan's investment earnings at the rate of 15%, less any applicable deductions available to the investment managers or the Plan. The investment costs include performance fees for the Mesirow Alternative Strategies Fund (via Warakirri Asset Management) which are calculated as 10% of returns above 8% p.a. For example, if the investment return for the year was 12% p.a., the performance fee would be 10% x 4% = 0.4% ($4 per $1,000).

4. Taxes and insurance premiums

The following taxes and premiums are deducted from your accounts in the Plan:

- **An insurance premium of $5 per month** for every additional unit of death and disablement insurance cover you have is deducted from your Company Account within the Plan. The premium is **$3 per unit per month for spouse members** (for death-only cover). The amount of additional insurance cover for each unit of insurance depends on your age and the number of units you buy. A copy of the age-based scale is included in the booklet, *Your Super, Your Plan* which is available from the Plan Administrator, or on the *MySuper* website.
- **Contributions tax at the rate of 15%** from employer contributions and any salary sacrifice contributions (collectively known as concessional contributions) to your accounts. Any deductions available to the Plan, such as expenses and insurance premiums, reduce the amount of tax deducted.
- Excess contributions tax if your contributions exceeded the concessional or non-concessional contributions caps and you request to have the excess tax deducted from your benefit.
- Additional tax if you have not provided your TFN to the Plan by the end of the Plan's financial year.
- Any surcharge tax assessed by the Australian Taxation Office as being applicable to you. This is deducted from your accounts when the assessment is received by the Plan. The surcharge was abolished with effect from 1 July 2005. However, assessments may still be received for you for previous years.

5. Other service fees

A **rollover fee of $115** is deducted each time you roll over any super from other funds into the Plan during the year. This fee is deducted from your Rollover Account when your rollover is received.

A **contribution splitting fee of $115** is deducted each time you split your super contributions with your spouse. This fee is deducted from your Company Account when your splitting application is approved by the Trustee.

If you, or your spouse, require information on your benefit in relation to a **Family Law matter**, a fee of **$288** will be charged for each date at which information is required. You, or your spouse, are required to pay this fee at the time of any request for information – it is not deducted from your accounts.

In addition, if your super is split under a Family Law agreement or Court Order, fees will apply for the splitting of your super and the payment of an amount to your former spouse. These fees are normally shared evenly between you and your former spouse. The fees may be paid by you and/or your spouse by cheque, or otherwise will be deducted from the applicable benefit. The fees are:

- **Establishment of a base amount** and payment to your spouse: **$232**;
- **Annual maintenance fee** (non-member spouse): **$80**.

All fees include GST where applicable.

6. Fee changes

Some of the fees are dependent on the fees charged by the Plan's service providers. Some of these fees may be indexed annually (e.g., in line with increases in Average Weekly Ordinary Time Earnings); others depend on the services provided to the Plan each year. The Trustee reserves the right to increase the fees without your consent if necessary in order to manage the Plan. You will be given at least 30 days' notice of any fee increases.

The fees shown are effective from 1 November 2008.

Details of the fees that applied to you for the year ending 31 May 2008 are shown on your *Annual Benefit Statement*, which accompanies this *Annual Report*.

The fees charged may depend on your employment status or membership category in the Plan. If you change categories, you will be advised of any changes to the fees that apply to you.

Further details of the fees and taxes paid by the Plan can be found in the Plan's Financial Statements. A summary is included on page 20, or a copy can be obtained from the Plan Administrator (see page 21 for contact details).

Example of annual fees and costs for the default investment option

The table below gives an example of how the fees and costs in the default investment option (Growth) for this product can affect your superannuation investment over a one-year period. You should use this table to compare this product with other superannuation products. The default investment option for this product has an 80% weighting to growth assets (shares and property). You should check other products' weighting to growth assets when making comparisons. Please note, different fees apply to Retained Benefit members (see page 14).

Example – the Growth Option		Balance of $50,000 with total contributions of $5,000 during year
Contribution fees	Nil	For every $5,000 you put in, you will be charged nil.
PLUS management costs	0.45% - 0.60%	**And**, for every $50,000 you have in the Plan you will be charged **$225 - $300** each year plus nil in administration fees, regardless of your balance.
EQUALS cost of Plan		If you put in $5,000 during a year and your balance was $50,000, then for that year you will be charged fees of **$225 - $300***. **What it costs you will depend on the investment option you choose and the fees you negotiate with your fund or financial adviser.**

* Additional fees may apply:

Establishment fee – nil

And, if you withdraw an amount before leaving the Plan, you will also be charged a **withdrawal fee of $115** for every withdrawal, regardless of the amount.

And, when you finally leave the Plan, you will also be charged a **termination fee of $115,** regardless of the amount.

All about your Plan

Your Trustee

The Trustee of the Plan is Watson Wyatt Superannuation Pty Ltd (ABN 56 098 527 256, AFSL 236049), a company that has been approved and licensed to act as a trustee of superannuation funds by the principal regulator of super funds in Australia, the Australian Prudential Regulation Authority (APRA). The Trustee Directors as at 31 May 2008 were Andrew Boal, Pauline Durant, Brad Jeffrey and David McNeice.

The Trustee is currently covered by a Trustee Professional Indemnity insurance policy that protects the Plan's assets from a legal liability to the extent permitted by law and the policy conditions.

Watson Wyatt Superannuation Pty Ltd is a subsidiary of Watson Wyatt Australia Pty Ltd (ABN 45 002 415 349, AFSL 229921), a company that also acts as administrator (via an outsourced arrangement), investment adviser and consultant to the Plan – see the "Specialist advisers" section to the right for more information.

Your Policy Committee

A Policy Committee is responsible for ensuring that the interests of members and Oracle are represented in the management of the Plan. The Committee comprises eight members, with half appointed by the Company and half elected periodically by members. The next Policy Committee election will be held in February 2010.

At 31 May 2008, the Policy Committee members were:

Company-apointed	Member-elected
Gareth Hunt	Paul Davidson
Robyn Merchant	Peter Iredale
Brett Reeves	Wesley Kowalski
Ian White	Wayne Parry

The Trust Deed

The Plan is managed and administered in accordance with its Trust Deed. The Trust Deed is the legal document that sets out details of members' benefits and the rules and operating requirements of the Plan.

The Trust Deed is currently being amended to introduce binding death benefit nominations from 13 May 2008. See page 2 for more information on binding nominations.

A complying fund

The Plan is a complying superannuation fund for tax purposes.

The Trustee has lodged all necessary returns and certificates with the Australian Prudential Regulation Authority (APRA). The returns for the year ending 31 May 2008 will be lodged after the audit of the Plan's Financial Statements has been completed.

Specialist advisers

The following organisations have been retained by the Trustee to provide specialist services to the Plan:

Consultant and actuary
Watson Wyatt Australia Pty Ltd

Administrator
Watson Wyatt Australia Pty Ltd (outsourced to IBM SuperLife Services Pty Limited, ABN 31 116 067 602, AFSL 296317) ("SuperLife"). Note: Prior to 1 April 2008, Watson Wyatt Australia Pty Ltd's outsourced provider was CitiStreet Australia Pty Limited.

Investment consultant
Watson Wyatt Australia Pty Ltd

Auditor
Deloitte Touche Tohmatsu

Insurer
ING Life Limited

The Trustee does not receive commissions or other similar payments from any of its specialist advisers.

Enquiries and complaints

Initial enquiries and complaints, including privacy-related enquiries, should be directed to the Plan Administrator (see page 21 for contact details).

If you are not satisfied with the response you receive, there is a formal process through which the Trustee reviews enquiries and complaints. To make a formal enquiry or complaint, please obtain an *Enquiry or Complaint form* from Human Resources. The Trustee will respond within 90 days.

If you are not happy with the Trustee's handling of your enquiry or complaint, you may then contact the Superannuation Complaints Tribunal. The Tribunal is an independent body set up by the Government to deal with certain enquiries or complaints that the Trustee has not dealt with to your satisfaction. You can contact the Tribunal on **1300 780 808**.

There are some complaints that the Tribunal cannot consider, such as those relating to the management of the Plan as a whole. In addition, time limits apply to certain complaints relating to total and permanent disability claims and to complaints about objections to the payment of death benefits. If your complaint is in relation to one of these areas, please contact the Plan Administrator or refer to the Tribunal's website at www.sct.gov.au as soon as possible for further information.

For privacy-related matters, the Federal Privacy Commissioner may review your complaint. You can contact the Privacy Commissioner on **1300 363 992**.

When you leave the Plan

When you leave Oracle, or if you choose another fund, your super will be transferred to the Retained Benefit section of the Plan and remain invested in the same investment option(s) for up to 180 days. Fees apply in the Retained Benefits section (see page 14). During this period, you will be contacted by the Plan Administrator and asked how you want to receive your benefit.

If you do not give the Plan Administrator instructions within 180 days of receiving details of your benefit, or if your chosen fund does not accept your benefit, the Trustee may roll over your benefit to an Eligible Rollover Fund (ERF). The Trustee has nominated:

The Administrator
Colonial SuperTrace
Approved Eligible Rollover Fund
Locked Bag 5429
Parramatta NSW 2124
Phone: 1300 788 750

If your benefit is transferred to the ERF, you will no longer be a member of, or have any rights under the Plan and you will need to contact the ERF directly in relation to your benefit. You can also obtain a Product Disclosure Statement from the ERF using the contact details above.

You should note that the investment and crediting rate policy of the ERF may be different to those that applied in the Plan. In addition, the ERF does not offer any insurance cover. The ERF may not be a suitable long-term investment vehicle for your super, as the returns may be lower than those available from other products.

Providing proof of your identity

The Trustee may be required to verify the identity of members and any other benefit recipients before any superannuation benefit is withdrawn from, or rolled out of, the Plan. This "identity check" (e.g. a certified copy of a driver's licence or passport) helps ensure that the Plan is not being used for criminal activities.

Withdrawals cannot be processed until you (or your nominated representatives) have supplied the required proof of identity to the Plan Administrator.

The Trustee may need to obtain additional identification information and to verify your identity from time to time. In some circumstances the Trustee may have to disclose information about you to the regulator of this legislation, the Australian Transactions Reports and Analysis Centre (AUSTRAC). If this happens, the Trustee is not permitted to inform you due to the sensitive nature of this information.

Summary of financial statements

This summary has been prepared from the unaudited financial accounts of the Plan for the year to 31 May 2008. The final audit is expected to be completed by the end of September 2008. The audited financial accounts and auditor's report will then be available on request from the Plan Administrator on (02) 9004 2600.

Change in net assets during the year		$
Net assets at the beginning of the year		**83,164,944**
Plus income	Contributions	20,768,212
	Rollovers	5,758,196
	Net investment income	(6,979,744)
	Other	79,069
Less outgoings	Benefit payments	14,028,508
	Insurance premiums	1,601,434
	Tax due	2,287,943
	Superannuation surcharge	18,053
	Expenses and charges	182,668
Net assets at the end of the year		**84,672,071**

Net assets at the end of the year		2007 $	2008 $
Investments	Credit Suisse Asset Management (Fully Hedged International Shares Fund)	14,136,568	-
	GMO Australia Limited (Australian Equities Unit Trust)	14,574,051	14,199,726
	Schroder Investment Management Australia Ltd (Australian Equities PST)	14,076,614	14,478,665
	Alliance Bernstein Australia Ltd (Global Style Blend Trust)	14,222,365	11,914,940
	Deutsche Australia Asset Management (RREEF Global Property Securities Fund)	5,399,518	5,528,521
	State Street Global Advisors (SSgA) (Australian Cash Trust)	1,249,901	1,341,874
	SSgA (Australian Fixed Interest Trust)	7,771,996	9,040,634
	SSgA (International Fixed Interest Hedged Trust)	7,672,120	9,045,505
	SSgA (International Equities Index Trust Hedged)	-	14,788,200
	SSgA (International Equities Index Trust Unhedged)	-	2,683,992
	Warakirri Asset Management Pty Ltd (Fund of Hedge Funds)	5,078,858	5,326,115
Current assets		5,842,245	2,336,643
Current liabilities	Benefits payable	(5,210,957)	(4,497,307)
	Taxation payable	(1,629,552)	(781,468)
	Other	(18,783)	(733,969)
Net assets at the end of the year		**83,164,944**	**84,672,071**

Current assets include amounts in the Plan's bank account. All contributions due at 31 May 2008 have now been paid to the Plan.

Who to contact

For more information about your benefits in the Plan, including your choices for contributions, investments and insurance, refer to your member booklet, *Your Super, Your Plan*.

Copies of the Trust Deed, Risk Management Plan and audited accounts may also be requested by current and former members and their dependants.

If you have questions about the Plan or this *Annual Report*, please contact:

The Plan Administrator
Oracle Superannuation Plan
GPO Box 4346
Sydney NSW 2001
Phone: (02) 9004 2600
Fax: (02) 9081 0236
Website: **http://mysuper.watsonwyatt.com/oracle**

You can also contact:

Human Resources
Oracle Corporation Australia Pty Ltd
4 Julius Avenue
North Ryde NSW 2113
Phone: (02) 9491 1188

OR

The Plan Trustee
Oracle Superannuation Plan
Watson Wyatt Superannuation Pty Ltd
GPO Box 468
Sydney NSW 2001
Phone: (02) 9253 3333
Fax: (02) 9253 3199

Issued by Watson Wyatt Superannuation Pty Ltd (ABN 56 098 527 256, AFSL 236049), as Trustee of the Oracle Superannuation Plan (ABN17 608 890 083) on 26 August 2008.