# **EXHIBIT 16**

#### Minutes

## Executive Board Meeting December 15th, 2004

Participants:

Executive Board:

W. Brandt, C. Heinrich, H. Kagermann, G. Oswald, P. Zencke, S. Agassi, L. Apotheker

Extended Management Board:

L. Hayman, K.-H. Hess, M. Homlish, P. Kirschbauer, K. Kreplin

Supervisory Board:

No participation

To:

Executive Board:

W. Brandt, C. Heinrich, H. Kagermann, G. Oswald, P. Zencke, S. Agassi, L. Apotheker

Extended Management Board:

L. Hayman, K.-H. Hess, M. Homlish, P. Kirschbauer, K. Kreplin

Supervisory Board:

H. Plattner

Appendix:

T. Dosch July 11, 2008



Page 1

SAP-OR 00299161

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
Case #: 07-cv-01658-PJH
PLNTF EXHIBIT NO. 0003
Date Admitted:\_\_\_\_\_
By:\_\_\_\_\_

Nichole Heuerman, Deputy Clerk

Topics	Board Member	Subject / Decisions / Actions	Responsible	Time
CEO Update / Follow up	H. Kagermann	1		T
		REDACTED		
b) PeopleSoft/ Oracle		The Executive Board agrees to make a special offer to People-soft/SAP customers to take over responsibility for the maintenance of their Peoplesoft HR installations and for potentially upgrading to mySAP BS (offer the same conditions as for R/3 customers). G. Oswald to take responsibility to coordinate the following activities:  REDACTED  2) Acquire/ or partner with companies with Peoplesoft services skills	G. Oswald	03.01.2005
		3) Hire people with Peoplesoft skills 4) Drive customer and marketing campaigns.  • Executive Board members to assist.  • H. Kagermann to inform and discuss with IBM about activities.	All H. Kagermann	03.01.2005 asap
		REDACTED		

SAP-OR 00299162

Member		
	REDACTED	

SAP-OR 00299163

Topics	Board Member	Subject / Decisions / Actions	Responsible	Time
		REDACTED		

#### **Minutes**

#### Executive Board Meeting December 15th, 2004

Participants:

**Executive Board:** 

W. Brandt, C. Heinrich, H. Kagermann, G. Oswald, P. Zencke, S. Agassi, L. Apotheker

**Extended Management Board:** 

L. Hayman, K.-H. Hess, M. Homlish, P. Kirschbauer, K. Kreplin

Supervisory Board: No participation

To:

**Executive Board:** 

W. Brandt, C. Heinrich, H. Kagermann, G. Oswald, P. Zencke, S. Agassi, L. Apotheker

**Extended Management Board:** 

L. Hayman, K.-H. Hess, M. Homlish, P. Kirschbauer, K. Kreplin

Supervisory Board:

H. Plattner

Appendix:

T. Dosch December 28, 2004

Page 1

Topics	Board Member	Subject / Decisions / Actions	Responsible	Time
CEO Update / Follow up	H. Kagermann			
		REDACTED		
b) PeopleSoft/ Oracle		The Executive Board agrees to make a special offer to People-soft/SAP customers to take over responsibility for the maintenance of their Peoplesoft HR installations and for potentially upgrading to mySAP BS (offer the same conditions as for R/3 customers). G. Oswald to take responsibility to coordinate the following activities:  REDACTED Acquire/ or partner with companies with Peoplesoft services skills Hire people with Peoplesoft skills Hire people with Peoplesoft skills Drive customer and marketing campaigns. Executive Board members to assist.	G. Oswald	03.01.2005
		H. Kagermann to inform and discuss with IBM about activities.  REDACTED	H. Kagermann	asap

	Board	Subject / Bestelans / Actions		Responsible	Time
Topics		Subject / Decisions / Actions	and the state	veshousing	1 (III)
	Member				

### REDACTED

SAP AG

Minutes

Topics	Board	Subject / Decisions / Actions	Responsible	Time
	Member			

## REDACTED