

Modern Slavery Act Transparency Statement 2025

This is a slavery and human trafficking statement for the purposes of section 54 of the *U.K. Modern Slavery Act 2015* and the *Australian Modern Slavery Act 2018* (Cth). It covers the activities of Rimini Street, Inc. and its owned and controlled entities (collectively, “Rimini Street”) for the calendar year ended 31 December 2024.

Our Commitment

At Rimini Street, we are committed to doing business “The Rimini Street Way” – recognizing that the best and only path to success means that we must do the right things; that we must conduct ourselves in a way that demonstrates the highest integrity as well as respect for others, and for the laws, regulations and court orders by which we operate. Our [Code of Business Conduct and Ethics](#) and related policies are an extension of our core values, and provide a framework to guide our business practices. Guided by our core values, we have taken the steps outlined below during the reporting period to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its business.

Rimini Street respects the international human rights principles encompassed by the United Nations Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labour Organisation’s 1998 Declaration on Fundamental Principles and Rights to Work.

Rimini Street fully supports the goals of anti-modern slavery laws around the world, including the reporting regimes set out in the Australian Modern Slavery Act 2018, the U.K. Modern Slavery Act 2015, and the California Transparency in Supply chains Act 2010.

As a business, Rimini Street strives to respect and promote human rights in accordance with the [United Nations Guiding Principles](#) on Business and Human Rights in our relationships with our employees, suppliers, and partners.

This statement was approved by the Board of Directors of Rimini Street on 25 April 2025.

About us

Rimini Street, Inc. (Nasdaq: RMNI), a Russell 2000® Company, is a global provider of end-to-end enterprise software support and innovation solutions and the leading third-party support provider for Oracle, SAP and VMware software. The Company offers a comprehensive portfolio of unified solutions to run, manage, support, customize, configure, connect, protect, monitor, and optimize enterprise application, database, and technology software. The Company has signed thousands of contracts with Fortune Global 100, Fortune 500, midmarket, public sector and government organizations who selected Rimini Street as their trusted, proven mission-critical enterprise software solutions provider and achieved better operational outcomes, realized billions of US dollars in savings and funded AI and other innovation investments. As an IT services company focused primarily on providing services, we face substantially less modern slavery related risks than many transnational companies, such as manufacturers and producers, regarding

modern slavery and human trafficking, both of which are prohibited by our Code of Business Conduct and Ethics.

Our [Code of Business Conduct and Ethics](#) outlines the Core Values and the principles that we expect all of our people to observe. Our Core Values are a uniting force which connect us across functional areas, business units and geographies. Most importantly, our Core Values enable us to make a positive difference among our stakeholders, including our clients, business associates, stockholders, communities, and each other.

We expect our suppliers and business partners to uphold these core principles, as reflected in our [Supplier Code of Business Conduct and Ethics](#) which is published in multiple languages on our business website.

Our core values are reflected in “Our 4C’s,” as follows:

- **Company** – Dream big, innovate boldly, and operate at the highest ethical, professional, and quality standards.
- **Clients** – Improve client performance significantly.
- **Colleagues** – Build a great company that attracts, develops, inspires, and retains extraordinary people.
- **Communities** – Leave the world better than we found it.

Our structure

Rimini Street, Inc. is the global leader in independent, third-party enterprise software support services based on both the number of active clients supported and recognition by industry analyst firms. Our principal executive offices are located in Las Vegas, Nevada. We also lease office facilities or contract with flexible workspace providers in various U.S. cities located in California, Illinois, New York, and North Carolina, as well as internationally in Australia, Brazil, Canada, China, France, Germany, India, Israel, Japan, Malaysia, Mexico, the Netherlands, New Zealand, Singapore, South Korea, Sweden, Taiwan, the United Arab Emirates and the United Kingdom. We founded our company to disrupt and redefine the enterprise software support market by developing and delivering innovative new products and services that fill a then unmet need in the market. We believe we have achieved our leadership position in independent enterprise software support by recruiting and hiring experienced, skilled and proven staff; delivering outcomes-based, value-driven and award-winning enterprise software support products and services; seeking to provide an exceptional client-service, satisfaction and success experience; enabling clients to follow a business-driven roadmap aligned with their business objectives that better supports competitive advantage and growth; and continuously innovating our unique products and services by leveraging our proprietary knowledge, tools, technology and processes. Rimini Street employees display an unwavering commitment to The Rimini Street Way, and we are united in embracing Rimini Street’s core values.

Our supply chain

Rimini Street's supply chain is comprised of suppliers of indirect goods and services (information technology, professional services, and marketing services). While many of our suppliers are located or headquartered in the United States of America, we also work with suppliers in other countries all around the world, including the United Kingdom, Australia, China, India, France, Singapore, Philippines, South Korea, Africa, the Middle East, and Ireland.

The key types of goods and services that form our global supply chain are:

- software and IT services;
- professional services (*e.g.*, legal, accounting, audit, tax);
- contract labour;
- financial services;
- marketing services;
- IT devices and infrastructure; and
- employee benefits providers.

We also have various indirect suppliers, including IT hardware, office supplies, cleaning services and facilities management for our offices globally.

We engage our suppliers across a variety of arrangements. Our significant suppliers are generally engaged based on long term, stable arrangements.

Modern slavery risks

We recognize that any exposure to modern slavery risk may impact our business operations and would be inconsistent with our Code of Business Conduct and Ethics. We endeavour to take responsibility for reducing the risk that we might cause, contribute or be directly linked to modern slavery through our operations and supply chains. Rimini Street is committed to continually reviewing and enhancing our approach to managing modern slavery risks and we expect our suppliers to adhere to our Supplier Code of Business Conduct and Ethics.

Identifying risk and consulting with suppliers

While Rimini Street does not “manufacture” in the traditional sense with the use of factories, Rimini Street continues to evaluate its supply chain to identify which suppliers pose risk in terms of complying with relevant laws, including but not limited to laws relating to slavery and human trafficking.

Rimini Street requires that all its suppliers and partners comply with all applicable laws including, but not limited to, employment laws, anti-corruption laws and any other laws that broadly regulate how people work. We may also carry out appropriate due diligence and audits on suppliers to ensure their compliance with such laws.

We further considered our key supply relationships, based on an assessment of where we had the greatest leverage to mitigate the potential modern slavery risks that existed in the relationship. Each of our business partners, including suppliers, are required to acknowledge our Supplier Code of Business Conduct and Ethics, setting out key rules and expectation when carrying on business with Rimini Street, one of which is the commitment to support human rights and avoiding complicity in human rights violations such as modern slavery.

Governance and accountability framework

The Board of Directors of Rimini Street recognises the importance of both maintaining high standards of governance and regularly reviewing governance practices. At Rimini Street, all directors, officers, and employees are responsible for upholding and maintaining our values. Our Corporate Governance Guidelines are set out on our website.

During this reporting period, we reviewed the inclusion of modern slavery risks as part of a broader periodic review of our corporate governance documents and our existing policies and practices. We plan to conduct further reviews of our governance documents, policies, and practices in CY2025.

Policies and procedures

At Rimini Street, we select our suppliers based on objective criteria, such as quality and total cost of service. We believe in doing business with suppliers who embrace and demonstrate our high standards of integrity and ethical business conduct. We expect others working with or on Rimini Street's behalf, including suppliers, to act ethically and in a manner consistent with our [Supplier Code of Business Conduct and Ethics](#).

Under our Code of Business Conduct and Ethics, in evaluating and hiring suppliers or other third parties to work on behalf of Rimini Street, our employees are required to take reasonable steps to ensure these suppliers and third parties have a reputation for integrity and act in a responsible manner consistent with our ethical standards.

Under our Supplier Code of Business Conduct and Ethics, we require our suppliers to adhere to a range of standards in relation to social and working conditions including those relating to certain recognised forms of modern slavery. For example:

- **Child Labour:** Suppliers must comply with the minimum age requirements as prescribed by applicable laws and regulations. Suppliers must adhere to our contracts or other applicable supplemental guidelines which may provide standards at a higher level. Suppliers must not interfere with a child's education by employing a child in violation of a country's compulsory education laws. Supplier may use legitimate, voluntary workplace apprenticeship programs, such as student internships, if they comply with all laws and regulations. Workers under the age of 18 must not be asked or required to perform work that is likely to jeopardise their health, safety, or well-being.
- **Forced Labour:** Suppliers must use only voluntary labour. Any form of forced labour, including bonded, indentured, or involuntary prison labour is prohibited. Human

trafficking and trafficking-related activities are also prohibited, including using misleading or fraudulent recruitment practices, charging recruitment fees, denying employee access to their identity documents, failing to provide return transportation costs or an employment agreement (if required) in the employee's native language.

- **Freedom of Association:** Suppliers should respect employees' right to freedom of association including the right to collectively bargain, consistent with local laws and ensure that all employee relationships are of a voluntary nature. Employees must not be subject to intimidation or harassment in the exercise of their right to join or to refrain from joining any organisation.
- **Harassment and Discrimination:** Suppliers must promote a work environment free from verbal, physical, or mental abuse, threats, violence, or any form of harassment during employment or recruitment. Similarly, Suppliers must not engage in unlawful discrimination in hiring and employment practices such as promotions, rewards, and access to training. Employees must not be subject to discrimination based on, but not limited to, to non-job-related characteristics such as: race, colour, ancestry, citizenship, national origin, religion, veteran status, disability, medical condition, genetic characteristic or information, age, gender, sexual orientation, gender identity or expression, sex, creed, marital status, family status, pregnancy, or other legally protected status.
- **Hiring and Termination:** Suppliers must comply with applicable laws governing eligibility for employment, recruitment, and termination. Suppliers must not knowingly employ individuals who are not authorized to work, as determined by governing law.
- **Wages, Benefits, and Working Hours:** Suppliers must comply with all applicable laws governing wages, benefits, and working hour requirements, including compensation, benefits, and overtime. Accurate written records of employees' regular and overtime hours should be maintained.

The development of this modern slavery statement for the CY2024 builds upon our CY2023 Modern Slavery Act Statement, as well as our existing UK Modern Slavery Act Statement and enhances our commitment to addressing modern slavery risks in our business and driving accountability for ethical business practices across our organization.

Training

During this reporting period, Rimini Street offered employee onboarding and annual refresher training on several company policies and procedures, including on our Code of Business Conduct and Ethics. Within our Code of Business Conduct and Ethics, readers are also referred to our Supplier Code of Business Conduct and Ethics. All employees globally are required to complete a yearly mandatory Code of Business Conduct & Ethics training and certification.

Remediation

If an incident of modern slavery were discovered in our supply chain, Rimini Street would aim to promptly take such a discovery to the partner or supplier at issue. Rimini Street would further aim to work with the applicable partner or supplier at issue to remediate/remove any confirmed violation of the principles and would ultimately terminate business with the partner or supplier at issue if the finding were disregarded or the offending practice continued.

Additional initiatives and commitments

As a responsible business, Rimini Street aspires to drive trust, innovation, performance, and support our business strategies as well as to collaborate with our people and our partners to support the communities in which we work.

We are committed to creating a diverse and inclusive environment and are proud to be an Equal Employment Opportunity Employer as defined under United States federal law. Qualified applicants will receive consideration for employment without regard to age, race, colour, religion, national origin, sexual orientation, gender or gender identity, disability, protected veterans' status or any other characteristic protected by law.

Rimini Street has earned multiple employee satisfaction awards and certifications, including: Great Place to Work® (a recognized global authority on workplace culture and employee satisfaction) certifications in Australia, France, UK and USA, and was ranked top 20 in nation as a "Great Mid-size Workplace" and "Best Workplaces™" for Millennials in India. In Korea, Rimini Street ranked 8th in nation for "Best Workplaces™" and was awarded an additional honour of "Best Workplaces™ for Parents." Rimini Street was also honoured with a 2024 Tech Cares Award from TrustRadius for its continuing commitment and impact on the global community through its philanthropic work, and was awarded Gold Globe Awards for Customer Service Executive of the Year and Silver Globe Awards for Customer Service Department of the Year.

The Rimini Street Foundation

Through the Rimini Street Foundation, which is an initiative funded and managed internally by the company, we encourage our employees to "support humankind" and share our Company's success by investing back into the communities we serve through in-kind donations, employee time, Company financial support and funded volunteer activities around the world. In 2024, the Rimini Street Foundation surpassed 525 charity partnerships since its launch in 2015. With financial donations to registered organisations in Brazil, Taiwan, UK and USA which have recognized programs in place to end child slavery, servitude and human trafficking.

Other 2024 Rimini Street Foundation highlights include sponsoring and participating in the Susan G. Komen Foundation "Walk for a Cure" in Denver, Colorado, led by Rimini Street's breast cancer support group, RMNI PINK, volunteering with veterans in Dallas, Texas, led by Rimini Street's veteran support group, RMNI GRIT, and the third annual launch of our \$50,000 "RMNI LOVE" Grant Program, which for 2024 was hosted in London, UK.

Assessing our effectiveness

We are committed to ensuring the effectiveness of our actions by regularly reviewing our modern slavery processes. On an annual basis, our senior management team will conduct meetings to evaluate whether we are appropriately identifying and managing our modern slavery risks. Additionally, when engaging a new supplier, Rimini Street will assess whether our existing risk management processes remain appropriate.

We are monitoring our performance against several key performance indicators to assess the effectiveness of our actions. These include:

- the extent of compliance with our Supplier Code of Business Conduct and Ethics; and
- the number of suspected modern slavery incidents identified.

At Rimini Street, we have a dedicated Compliance Helpline for reporting incidents of non-compliance across a range of areas. The helpline provides a mechanism by which complaints can be made and directed to relevant business units to address. The process for logging and referral of complaints will identify any complaints made that specifically relate to modern slavery matters. The helpline is available anywhere in the world by phone using a special toll-free telephone number based on the country from which you are calling.

In the United States, the relevant phone number is 844-754-3342. For a list of international country phone numbers, see our corporate website or at <https://riministreet.i-sight.com/portal>.

During the reporting year covered by this Statement, our global risk identification processes did not identify any heightened risk of Modern Slavery with no human rights issues reported through our Compliance Helpline.

Senior Stakeholder Consultation

As noted above, all the operational policies and procedures of all companies within the Rimini Street group derive from our corporate US Headquarters and are applied consistently across all our operations. This ensures that all entities within the group understand the standards expected of them and are aware of the actions they need to take to ensure that risks of modern slavery in their operations and local supply chains have been identified, assessed, and addressed.

Prior to being submitted to the Board of Directors of Rimini Street for review and approval, this statement was reviewed by:

- Seth Ravin – President, Chief Executive Officer and Chairman of the Board;
- Greg Valentine - Vice President of Global Risk Management, Internal Audit, and Ethics & Compliance;
- Megan Long – Then-current Director & Senior Managing Counsel, Ethics and Compliance;
- Satish Ladda - Regional Manager, Ethics and Compliance;
- Simon Philp - VP & AGC, APAC;
- Gregory Shinsky - Managing Counsel, Australia, & New Zealand; and
- Celeste Rasmussen Peiffer - Vice President, Managing Counsel, Corporate & Corporate Secretary.

Looking ahead

In 2025, we plan to continue taking steps to strengthen our commitment to the elimination of modern slavery, including endeavouring to prevent slavery and human trafficking in our business and in our supply chains. We anticipate such efforts will include:

- Continuously evaluating potential enhancements to our policies, processes, and procedures, as appropriate, considering evolving best practices;
- Raising awareness and educating our employees through the efforts of the Rimini Street Foundation in future support activities for victims of modern slavery and human trafficking; and
- Continuing to raise awareness and educate our suppliers regarding their role in upholding our commitment to human rights and the elimination of modern slavery.

This statement was approved by the Board of Directors of Rimini Street in its capacity as the principal governing body of Rimini Street on 25 April 2025. This statement was signed by Seth. A Ravin in his capacity as President, Chief Executive Officer and Chairman of the Board of Rimini Street.

A handwritten signature in black ink, appearing to read 'Seth A. Ravin', with a stylized, cursive script.

Seth A. Ravin

President, Chief Executive Officer and Chairman of the Board Rimini Street, Inc