

Rimini Street, Inc.

Compliance Helpline

General Information

You can ask questions, raise concerns or make reports of suspected violations of the *Rimini Street Code of Business Conduct and Ethics*, other Rimini Street policies, or applicable laws and regulations by contacting the Rimini Street Compliance Helpline. The Compliance Helpline is a 24/7, toll-free ethics hotline available to all Rimini Street employees, clients, suppliers, contractors, and other business associates.

The Compliance 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 call **844-754-3342**. See below for a list of international country phone numbers.
- By web available at <https://riministreet.i-sight.com/portal>

Requests for general information or guidance on ethics and compliance issues may be directed to Rimini Street's Ethics & Compliance Department by emailing ethics@riministreet.com.

International Dialing

Employees outside of the U.S. may contact the Compliance Helpline through one of the local telephone numbers listed below.

Australia – 1800263215
Brazil – 0-800-761-1959
Canada – 1-866-921-6714
France – 0-800907162
Germany – 0-8001806718
India – 000-8001007980
Israel – 1809456714
Japan – 0120-958-144

Mexico – 800-099-0642
New Zealand – 00-800-2002-0033
Singapore – 800-101-2870
South Korea – 00308 491 0120
Sweden – 00-800-2002-0033
United Arab Emirates – 800-0-3570-3557
United Kingdom – 0-800-092-3586

If the country from which you are calling is not listed above, please make your report online through <https://riministreet.i-sight.com/portal>.

Confidentiality and Anonymity

To assist Rimini Street in investigating your report, you are encouraged to communicate fully and provide all of the information you may have about the matter you are reporting. The information will be kept confidential, except as needed to conduct a full, fair investigation. You may remain anonymous if you so choose, except where restricted by local law. Your identity, phone number or IP address will not be recorded or included in any report that is provided to Rimini Street, unless you voluntarily provide such information.

Note: Due to local privacy laws in certain countries and the European Union, the Compliance Helpline may permit only specific types of calls, such as accounting, financial, auditing and bribery matters. In those countries, contact your Human Resources manager to report other issues.

No Retaliation

Rimini Street prohibits retaliation against any individual who, in good faith, reports a suspected violation of the *Rimini Street Code of Business Conduct and Ethics*, other Rimini Street policies, or applicable laws and regulations. Any instance of retaliation against an employee for reporting a concern in good faith is itself a serious violation of our Code and should be reported. Any employee found to have engaged in such retaliation may be subject to disciplinary action, up to and including termination of employment.