

# Make the most of your future.



FAST FACTS ABOUT YOUR PLAN



There are many great benefits to being a participant in the Rimini Street Inc. 401(k) Profit Sharing Plan and Trust. Among those benefits is exceptional customer service— online or by phone. In fact, you can count on your company and Fidelity to help support you every step of the way.

Best practices to consider:

- **The impact of an early start.** Your decision to start today could give you quite a bit more at retirement than starting five years from now.
- **Contribute as much as you can.** That amount can take you a long way toward reaching your financial goals.
- **Do what you can afford.** Start at a number that feels comfortable to you. You can always change it later. The important thing is to invest what you can afford and start right away.
- **Invest more in your plan, pay less in taxes.** Your pretax contributions come out of your pay before income taxes are taken out. You can actually lower your current taxes by investing in the plan today.

Find out how simple it can be to enroll, manage your account, and take advantage of what your company and Fidelity have to offer.

- Look inside for:
  - **Frequently Asked Questions** - The basic details of your plan including how much you can contribute and when you can take withdrawals.
  - **Investment Options** - Pick at least one investment option to get started, then consider the whole spectrum as you get more comfortable with planning.
  - **Resources for Staying on Track** - To help you meet your retirement goals, the plan offers a comprehensive communications program and planning tools to help you stay on track.

## Enroll in the retirement plan

If you haven't already, enrolling in your plan is the right step towards a more secure retirement.

It's easy to join your plan and make that next great investment in yourself.

Here's how:

- First, go to Fidelity NetBenefits® at [www.401k.com](http://www.401k.com).
- Next, set up your password. If you're already a Fidelity customer, you can use your existing password. Please note, you will be prompted to enter your email address.
- Finally, click on the link to enroll.
- If you have questions or need help before getting started, visit [www.401k.com](http://www.401k.com) or call Fidelity at 1-800-890-4015.

## Frequently Asked Questions

Here are answers to questions you may have about the key features and benefits of Rimini Street Inc. 401(k) Profit Sharing Plan and Trust.

<b>When am I eligible to enroll?</b>	Employee Contributions	Attain Age 21 Immediately													
	Safe Harbor Match	Attain Age 21 Complete 6 months of service													
	Employer Profit Sharing	Attain Age 21 Complete 12 months (with 1000 hours) of service													
<b>When can I enroll in the plan?</b>															
Immediate upon meeting all eligibility requirements															
<b>How much can I contribute?</b>	Employee Contributions	1% to 75% of eligible compensation, inclusive of pretax and/or Roth deferrals (IRS limit of \$24,500 for 2026) EGTRRA Catch Up Provision													
	Contribution Change Frequency	Beginning Of Payroll Period													
	Safe Harbor Match	100% of the first 4% in eligible compensation deferred													
	Discretionary Profit Sharing	Refer to the Summary Plan Description for further information regarding profit sharing contributions.													
	<b>Can I make a catch up contribution?</b>														
<p>If you are age 50 or over by the end of the taxable year and have reached the annual IRS limit or Plan's maximum contribution limit for the year, you may make additional salary deferral, pretax contributions to the Plan up to the IRS Catch-Up Contribution Limit (2026 = \$8,000).</p> <p>Starting in 2026, if your FICA wages from the prior calendar year with your current employer exceeded \$150,000, any age 50 catch-up contributions to the Plan must be made as Roth contributions. If your FICA wages were \$150,000 or less, your catch-up contribution may be pretax or Roth.</p>															
<b>When am I vested?</b>	Employee Contributions and Safe Harbor Match	100% immediate													
	Discretionary Profit Sharing	<table border="1"> <thead> <tr> <th><u>Years of Service for Vesting</u></th> <th><u>Percentage</u></th> </tr> </thead> <tbody> <tr> <td>less than 2</td> <td>0</td> </tr> <tr> <td>2</td> <td>20</td> </tr> <tr> <td>3</td> <td>40</td> </tr> <tr> <td>4</td> <td>60</td> </tr> <tr> <td>5</td> <td>80</td> </tr> <tr> <td>6</td> <td>100</td> </tr> </tbody> </table>	<u>Years of Service for Vesting</u>	<u>Percentage</u>	less than 2	0	2	20	3	40	4	60	5	80	6
<u>Years of Service for Vesting</u>	<u>Percentage</u>														
less than 2	0														
2	20														
3	40														
4	60														
5	80														
6	100														
<b>Can I take a loan?</b>	Although your plan account is intended for the future, you may take a loan from your account.														
<b>Can I take a withdrawal?</b>	<p>Withdrawals from the Plan are generally permitted in the event of termination of employment, retirement, disability, as a Required Minimum Distribution (RMD), or death.</p> <p>Once you have left your employer and if you have a vested pre-tax balance of \$7,000 or less, your old account might roll over automatically with Auto Portability. It's like an automatic rollover as you move from your old job to your new job, so you don't have to move the money yourself. To learn more about Auto Portability, visit the Learn section on <a href="http://NetBenefits.com">NetBenefits.com</a>® and select the "Job changes" topic.</p>														
<b>What are the investment options?</b>	See Investment Options section of this flyer.														



**Investment Options**

Designed to meet a wide variety of investing preferences, the following investment options are available.

Investment Options to the left have potentially more inflation risk and less investment risk

Investment Options to the right have potentially less inflation risk and more investment risk

Money Market (or Short Term)	Stable Value	Bond	Balanced/Hybrid	Domestic Equities			International / Global Equity	Specialty	Company Stock
<p><b>Government*</b></p> <ul style="list-style-type: none"> <li>Fidelity® Government Money Market Fund Class K6</li> </ul>	<ul style="list-style-type: none"> <li>Invesco Stable Value Trust Class III</li> </ul>	<p><b>Government</b></p> <ul style="list-style-type: none"> <li>Victory Government Securities Fund R6 Shares</li> </ul> <p><b>Diversified</b></p> <ul style="list-style-type: none"> <li>PGIM Total Return Bond Fund -Class R6</li> </ul> <p><b>Inflation-Protected</b></p> <ul style="list-style-type: none"> <li>American Funds Inflation Linked Bond Fund Class R-6</li> </ul> <p><b>High Yield</b></p> <ul style="list-style-type: none"> <li>PGIM High Yield Fund- Class R6</li> </ul>		<p><b>Large Value</b></p> <ul style="list-style-type: none"> <li>BlackRock Equity Dividend Fund K Shares</li> </ul>	<p><b>Large Blend</b></p> <ul style="list-style-type: none"> <li>Parnassus Core Equity Fund - Institutional Shares</li> <li>Fidelity® 500 Index Fund</li> </ul>	<p><b>Large Growth</b></p> <ul style="list-style-type: none"> <li>Fidelity® Contrafund® K6</li> </ul>	<p><b>Diversified</b></p> <ul style="list-style-type: none"> <li>ClearBridge International Growth Fund Class IS</li> <li>MFS International Diversification Fund Class R6</li> <li>Victory RS Global Fund Class R6</li> </ul> <p><b>Emerging Markets</b></p> <ul style="list-style-type: none"> <li>Vanguard Emerging Markets Stock Index Fund Admiral Shares</li> </ul>	<ul style="list-style-type: none"> <li>Principal Real Estate Securities Fund Class R6</li> </ul>	
				<p><b>Mid Value</b></p> <ul style="list-style-type: none"> <li>Victory Sycamore Established Value Fund Class R6</li> </ul>	<p><b>Mid Blend</b></p> <ul style="list-style-type: none"> <li>Fidelity® Mid Cap Index Fund</li> <li>Fidelity® Mid-Cap Stock K6 Fund</li> </ul>	<p><b>Mid Growth</b></p> <ul style="list-style-type: none"> <li>Janus Henderson Enterprise Fund Class N</li> </ul>			
				<p><b>Small Value</b></p> <ul style="list-style-type: none"> <li>Franklin Small Cap Value Fund Class R6</li> </ul>	<p><b>Small Blend</b></p> <ul style="list-style-type: none"> <li>Fidelity® Small Cap Index Fund</li> </ul>	<p><b>Small Growth</b></p> <ul style="list-style-type: none"> <li>American Century Small Cap Growth Fund R6 Class</li> </ul>			

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity’s analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options’ Morningstar categories as of the date indicated. There may be a number of funds in each category and each may have a significantly different risk profile as compared to other funds within that category as well as compared to funds in other categories on the spectrum. Morningstar categories are based on a fund’s style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options’ objectives and do not predict the investment options’ future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options can vary significantly within each particular investment category and the relative risk of categories may change under certain economic conditions. For a more complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decisions. The spectrum does not represent actual or implied performance.

*\*You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund’s sponsor, is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.*

Fidelity’s government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares.

Investing in bonds involves risk, including interest rate risk, inflation risk, credit and default risk, call risk, and liquidity risk.

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

**Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

## Additional Investment Options

**Fidelity® Personalized Planning & Advice** is a professionally managed account that helps ensure that your investments are managed through the ups and downs of the market. The service creates model portfolios that seek to enhance growth and manage risk, while keeping your account aligned with your goals. For more information about Fidelity® Personalized Planning & Advice, log onto NetBenefits® at [NetBenefits.com](http://NetBenefits.com).

Fidelity® Personalized Planning & Advice at Work is a service of Strategic Advisers LLC, a registered investment adviser and a Fidelity Investments company, and may be referred to as “Fidelity,” “we,” or “our” within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice at Work. **This service provides advisory services for a fee.**

**Target Date Funds** offer a blend of stocks, bonds, and short-term investments within a single fund. They are designed for investors who don’t want to go through the process of picking several funds from the three asset classes but who still want to diversify among stocks, bonds, and short-term investments.

Investment Options to the left have potentially more inflation risk and less investment risk	Investment Options to the right have potentially less inflation risk and more investment risk	
T. Rowe Price Retirement 2010 Trust Class A	T. Rowe Price Retirement 2030 Trust Class A	T. Rowe Price Retirement 2045 Trust Class A
T. Rowe Price Retirement 2015 Trust Class A	T. Rowe Price Retirement 2035 Trust Class A	T. Rowe Price Retirement 2050 Trust Class A
T. Rowe Price Retirement 2020 Trust Class A	T. Rowe Price Retirement 2040 Trust Class A	T. Rowe Price Retirement 2055 Trust Class A
T. Rowe Price Retirement 2025 Trust Class A		T. Rowe Price Retirement 2060 Trust Class A
		T. Rowe Price Retirement 2065 Trust Class A

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment’s name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

**Fidelity BrokerageLink®** - BrokerageLink includes investments beyond those in your plan’s standard lineup. You should compare investments and share classes that are available in your plan’s lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

## Resources for staying on track....



<b>Watch for these communications in your mail or email box</b>	<b>Educational Communications</b>	These communications can help you focus your attention on specific planning issues such as the effects of saving more or why it is important to diversify your savings among different types of investment options. To receive via email, visit the Your Profile section of Fidelity NetBenefits®.
	<b>Fidelity Viewpoints® - Workplace Edition</b>	Delivered three times per year via email, these communications provide real life education on topics selected by participants to help improve plan decisions and provide broad retirement and investment planning.
	<b>Account Statements</b>	Available online virtually 24/7 via Fidelity NetBenefits® with monthly email reminders. You may also obtain an account statement through Fidelity upon request.
<b>Interactive learning opportunities</b>	<b>Online at <a href="http://NetBenefits.com">NetBenefits.com</a></b>	Our checklists, tools and videos can help you make smarter choices about your benefits and your money. Learn the basics. Hone your skills. Above all, get the most out of everything we have to offer.
	<b>In Person</b>	Call, click or visit to learn more about savings outside your retirement plan. Investor centers are located in a variety of cities nationwide to provide helpful consultations with financial needs beyond your retirement savings plan such as IRAs, college savings plans, and retirement income planning. Go to <a href="http://www.fidelity.com">www.fidelity.com</a> or call 1-800-Fidelity.
	<b>On the Phone</b>	Call 1-800-835-5097 for answers to questions about your plan and account. For automated information: call virtually any time, 24/7. For representative assistance: call between 8:30 a.m. and 8:00 p.m. ET, Monday - Friday (except certain NYSE holidays).
<b>Leave it to the professionals</b>	Having an appropriate investment strategy is so important to help you reach your workplace savings goals. Your strategy should be monitored and actively managed to respond to financial trends and market conditions, as well as when your situation changes. To learn more about managed accounts, and if Fidelity® Personalized Planning & Advice may be right for you, log onto NetBenefits® at <a href="http://NetBenefits.com">NetBenefits.com</a> .	

To enroll, make changes or learn more:  
Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) (virtually 24/7)

Investing involves risk, including risk of loss.

529 College Savings Plans are state sponsored and some Plans are managed by Fidelity.

This plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses under ERISA that are the direct and necessary result of investment instructions given by a participant or beneficiary.

This document provides only a summary of the main features of the Rimini Street Inc. 401(k) Profit Sharing Plan and Trust, and the Plan document will govern in the event of any discrepancy.

Fidelity retail products and services are offered separately from your employer-sponsored retirement plan.

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