

**Rimini Street**

## External Communications Policy

AMENDED AND APPROVED AS OF **OCTOBER 27, 2023**

## Overview

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We are committed to providing the public with timely, transparent, and credible information consistent with legal requirements.

This Policy sets forth guidelines regarding communications by our employees, officers, directors, and independent contractors with media personnel, members of the investment community, including analysts, institutional and individual stockholders, and others who are not bound to us by a duty of confidentiality. This Policy is intended to cover most types of communication, whether direct with media personnel or securities analysts, at investment conferences, press events or conference calls, or otherwise. The objectives of this Policy are:

- to establish consistent, effective, and ongoing communications with our stockholders, the investment community, and the media;
- to comply with applicable securities laws and the Listing Rules of Nasdaq;
- to identify individuals who are authorized to speak on behalf of the Company to the public; and
- to set forth guidelines on what may be discussed with analysts, our stockholders, and the media in general.

## Who does this Policy apply to?

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This Policy applies to all employees, officers, directors, and independent contractors of the Company or any of its subsidiaries (all of whom we will refer to collectively as “**employees**” or “**you**” throughout this Policy). For purposes of this Policy, “**we**,” “**our**,” and the “**Company**” refer to Rimini Street, Inc. and its subsidiaries. If you have questions as to how this Policy applies to you or a particular situation, please consult our Chief Financial Officer or the Company’s Legal Department.

## Our Policy

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Our employees and members of our Board of Directors (the “**Board**”) may not disclose any **material, nonpublic information** about the Company to anyone outside of the Company (other than those who are bound by a confidentiality obligation to us and have a “need to know” the information) unless we have disclosed it to the public. Material, nonpublic information may only be disclosed by the Authorized Spokespersons designated on [Exhibit A](#) hereto in accordance with this Policy.

## What kinds of disclosures are covered?

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This Policy covers the following types of disclosures, some of which may be included in our documents filed with or furnished to the Securities and Exchange Commission (“**SEC**”), such as:

- statements made in our annual and quarterly reports and in our news and earnings releases;
- any communications with analysts, our stockholders, or the news media;
- any speeches by our senior management; and
- presentations and information contained on our website.

## What is material nonpublic information?

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Information is “**material**” if a reasonable investor would consider it important in making a decision to buy, sell, or retain our stock. Both positive and negative information may be material.

Information is “**nonpublic**” until it has been widely disseminated to the public (through, for example, a filing with the SEC, press conference, or press release) and the public has had a chance to absorb and evaluate it. Unless you have seen material information publicly disseminated, you should assume the information is nonpublic.

Financial information is particularly sensitive. For example, nonpublic information about the results of our operations for even a portion of a quarter might be material in helping an analyst predict our financial results for the quarter. Other examples of information that would normally be regarded as “material” include the following, although the list is not exhaustive:

- financial results, financial condition, projections, or forecasts;
- the status or resolution of litigation matters;
- known but unannounced future earnings or losses;
- plans to launch new products or features or other market initiatives of a significant nature;
- the status of the Company’s progress toward achieving significant goals;
- significant developments involving business relationships with customers or other business partners;
- significant corporate events, such as a pending or proposed acquisition;
- new equity or debt offerings;
- positive or negative developments in outstanding litigation or regulatory matters; or
- known but unannounced changes in senior management or our Board of Directors.

When in doubt, you should assume that the information is material and nonpublic. If you have any questions as to whether information should be considered “material” or “nonpublic,” please consult our Chief Financial Officer or the Company’s Legal Department.

## Who is authorized to speak on our behalf?

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Only Authorized Spokespersons, who are designated on [Exhibit A](#) to this policy, may speak with third parties on behalf of the Company. From time to time, the President and Chief Executive Officer or the Chief Financial Officer may revise [Exhibit A](#) to update the list of Authorized Spokespersons as they deem appropriate.

Even if you are an Authorized Spokesperson, you may only provide material nonpublic information to a third party if the information is publicly disseminated at the same time or has already been publicly disseminated (e.g., in a press release, in an SEC filing or in a conference call that is open to the public and otherwise complies with related SEC rules and regulations). Information that has only been posted to the Company’s website may not meet the “public dissemination” requirement, in which case you should consult the Company’s Legal Department.

Subject to the approval of an Authorized Spokesperson and to the other requirements of this Policy, other officers, directors, or employees may, from time to time, communicate with third parties on our behalf or in response to specific inquiries from the investment community or the media. For example, our President and Chief Executive Officer may designate members of his staff to respond to media queries or prepare statements on specific matters.

Additionally, this Policy shall not prohibit employees from discussing the Company's products, services, and technologies in the ordinary course of business (e.g., talking about the Company's products to a customer) or accurately relaying information about the Company set forth in the Company's approved Corporate Background document or "Company Overview" on the [www.riministreet.com](http://www.riministreet.com) website. However, in the event that an employee (other than an Authorized Spokesperson) wishes to participate in a conference as a speaker, media or analyst interview or event, or presentation to a group outside the Company, or author any publications that mention the Company, such employee shall submit a Rimini Street Media/Speaking Form ("**Media/Speaking Form**"), attached hereto as [Exhibit B](#), to the Chief Marketing Officer and the Corporate Secretary (on behalf of the Company's Legal Department) who, depending on the specific facts and circumstances, may issue such prior approval. Such Media/Speaking Form should be submitted as far in advance as reasonably practicable.

It is our intention that our President and Chief Executive Officer, and/or our Chief Financial Officer and/or our Vice President, Investor Relations will participate in all communications between Authorized Spokespersons and members of the investment community, including financial analysts, stockholders, individual or institutional investors, or other members of the investing public.

## What if I receive a question from the media or an analyst?

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Our employees and members of the Board should not respond, under any circumstances, to inquiries from the investment community or the media unless specifically authorized to do so by an Authorized Spokesperson. All inquiries should be referred to our Vice President, Investor Relations.

## What is our policy on news releases?

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We will issue press releases from time to time to disclose information that is important or useful to the public. Press releases will be approved by and issued under the supervision of an Authorized Spokesperson and, where appropriate, our Disclosure Committee. We will furnish our earnings release to the SEC on Form 8-K prior to our quarterly earnings conference call.

Whenever any new material information is discussed or presented by an Authorized Spokesperson in any meeting or conversation with analysts or investors, we will publicly disclose the material information prior to, or simultaneously with, the discussion or presentation. To the extent such information is inadvertently disclosed or presented in such discussion or presentation, we will promptly disclose the material information to the public.

## How do we conduct our conference calls?

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We will hold open, publicly accessible conference calls to discuss our quarterly financial results, provide updates on our business, or discuss other significant events that arise in the course of our business. Normally, we will issue a news release a reasonable number of days in advance of the call, announcing the date, time, and details. In general, analysts and professional investors will have teleconference access to the call so they may participate in the question-and-answer part of the call. All others may listen to the call via webcast. After the call, we will post an audio recording of the call on our website.

## How do we conduct our meetings with investors?

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In general, analysts and investors will have access to our investor relations team at any time either by phone or email. We may also respond to analyst and investor inquiries in the form of phone conversations or meetings with members of our senior management team as schedules permit. The purpose of these conversations or meetings is for investors to gain a better understanding of our business, as well as to give analysts and investors the opportunity to personally meet with Company management. However, this Policy prohibits the selective disclosure of material nonpublic information in these meetings.

From time to time, we will also participate in Company-hosted and analyst-hosted conferences and other meetings. It is our intention that an Authorized Spokesperson who is familiar with Regulation Fair Disclosure shall attend meetings held with analysts and investors. In the case of analyst-hosted conferences, we will endeavor to announce publicly when the presentation will be given and to webcast the presentation to avoid any selective disclosure of material nonpublic information during the presentation.

## What is our policy on providing “guidance” on future results?

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From time to time, we may publicly disclose projections regarding our expected financial performance. If a financial projection or any other forward-looking statement is provided in our written disclosures, the statement will be accompanied by cautionary language that identifies the disclosure as forward-looking and identifies potential risks and uncertainties associated with the forward-looking statement.

Unless specifically authorized, our employees and the members of our Board may not provide “guidance” to any third parties, directly or indirectly, and may not disclose to third parties any information regarding our internal projections or estimates of future operating results, product or business metrics, business transactions, or customer or supplier developments.

## How does our “Quiet Period” work?

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As set forth in the Company’s Insider Trading Policy, we will observe a disclosure quiet period that will typically start on the 10th day of the third month of each fiscal quarter and end at the start of the second full trading day following the date of public disclosure of the financial results for that fiscal quarter. During the quiet period, we will typically not participate in investor or financial analyst meetings or conferences, unless specifically authorized by our President and Chief Executive Officer. We will continue to issue press releases and communicate with the media regarding our business, products, or operations during this period, provided that such releases or communications do not contain or discuss financial information or results that we have not previously publicly disclosed. During the quiet period, our Authorized Spokespersons can discuss information that we have previously publicly disclosed so long as it does not serve to “update” any previously disclosed projections about our expected financial performance. It is our intention to have our Chief Financial Officer or a member of our Investor Relations, Corporate Communications, and Legal Department attend meetings held with analysts and investors.

## How do we respond to market and media rumors?

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So long as it is clear that we are not the source of a market or media rumor, an Authorized Spokesperson will generally respond that the Company does not comment on market rumors or speculation. If a market or media rumor is causing significant volatility in our stock price, our Disclosure Committee, in consultation with legal counsel, will consider the matter and make a recommendation to senior management on whether to make an exception to this Policy.

## What about indirect communications, including chat rooms and blogs?

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Any communication that would constitute a violation of this Policy if made directly by an employee or a member of the Board will also constitute a violation if made indirectly. This includes but is not limited to, communications made on social media websites and services, blogs, chat rooms, or the like.

## What if an unauthorized disclosure of material nonpublic information occurs?

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If you believe information has been disclosed regarding the Company that may be deemed material and nonpublic in violation of this Policy, immediately notify our Legal Department by contacting (i) the Company's GVP and Deputy General Counsel, Corporate and Corporate Secretary and (ii) the Company's Managing Counsel and Assistant Corporate Secretary. These members of the Legal Department will then, in consultation with others, determine whether the statement was material and nonpublic and what response or remediation is required, if any.

## What is the role and responsibility of the Disclosure Committee?

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The Company has formed a Disclosure Committee with responsibility for considering the materiality of information and determining our disclosure obligations on a timely basis. The Disclosure Committee reports directly to our President and Chief Executive Officer and our Chief Financial Officer. In addition to assessing the accuracy and completeness of our public filings and the process for public dissemination of information, the Disclosure Committee will assess when material developments should be publicly disclosed, make recommendations to senior management on disclosure policies, and meet as situations dictate.

## Why should these issues concern me?

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Disclosure of material nonpublic information could have significant negative consequences for the Company, and therefore, we will take any violations of this Policy very seriously. Depending on the circumstances surrounding the disclosure, you and/or the Company could be held personally liable for criminal and/or civil charges for disclosing material nonpublic information. Additionally, you may be subject to disciplinary actions by the Company, up to and including termination of your employment.

## Amendments

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The Company is committed to continuously reviewing and updating our policies, and the Company therefore reserves the right to amend this Policy at any time, for any reason, subject to applicable law.

## **EXHIBIT A**

### **Authorized Spokespersons**

President and Chief Executive Officer

Executive Vice President and Chief Financial Officer

Executive Vice President and Chief Marketing Officer

Vice President, Global Communications, Culture and Experience

Lead Independent Director

Vice President, Investor Relations

**EXHIBIT B**

**Rimini Street Media/Speaking Authorization Form**

*Confidential/Internal Use Only*

Event: \_\_\_\_\_

Date: \_\_\_\_\_ [Confirm this is not occurring during any "Quiet Period"]

Est. Publication Date: \_\_\_\_\_

Authorized Speaker(s): \_\_\_\_\_

Approved Topic(s):

[see below]

Approved by Marketing/IR: \_\_\_\_\_ [date]

Approved by Legal: \_\_\_\_\_ [date]

**Reference Material (attach)**

- Press release
- Report
- Award (application form/backgrounder)
- Bio on interviewer/publication

**\*\*\* See Legal / Discussion Reminders at Bottom of this Document \*\*\***

Overview:

Upcoming Briefings:

Potential Q&As:

High-Level Key Messages:

**Legal / Discussion Reminders**

General Rule: Only the President and CEO or the CFO may communicate financial information and indicators, **including revenue, profitability, growth, number of employees, offices, and/or any other information related to the Company's financial situation or results of operations, past, current, or future.**

Specific Reminders: You are not authorized to discuss or comment on the following topics:

- “Hyping” the company
  - Remain factual and refrain from unsubstantiated comments about our products or the company as a whole. Make only factually correct statements about competitors and competitors’ products.
  - Unapproved statements re future/unreleased products or product roadmap
- Discussion of pending litigation matters (i.e., patent litigation, etc.)