Investor Relations | Rimini Street, Inc.

Rimini Street Korea is Again Named a Great Place to Work®

Culture of purpose and meaningful work distinguish Rimini Street as a standout organization

LAS VEGAS--(BUSINESS WIRE)--May 18, 2023--Rimini Street, Inc. (Nasdaq: RMNI), a global provider of end-to-end enterprise software support, products and services, the leading third-party support provider for Oracle and SAP software, and a Salesforce and AWS partner, has earned the Great Place to Work Korea certification for the second consecutive year.

This press release features multimedia. View the full release here: https://www.businesswire.com/news/home/20230518005274/en/

Rimini Street Korea has achieved Great Place to Work® certification for the second consecutive year. (Graphic: Business Wire)

Today's announcement builds on Rimini Street's rich history of employer excellence recognition which includesTop Workplace USA and Great Place to Work certifications throughout the US, Australia and New Zealand, EMEA and Japan, India and the UK.

Great Place to Work is internationally recognized for its rigorous, data-based model that quantifies employee experience. Over the past 30+ years, Great Place to Work has surveyed over 100 million employees, with "trust" found to be the heart of what makes a great workplace. Great Place to Work's Trust Model™ serves as the foundation for the Trust Index Survey's 60 questions that measure employee satisfaction.

The Trust Model consists of five dimensions:

- Credibility
- Respect
- Fairness
- Pride
- Camaraderie

Surveyed companies who show outstanding performance in these areas have a greater ability to attract and retain a highly engaged, high-performance workforce that is critical to business growth and success.

100% of Rimini Street Korea Employees Find Their Work "Meaningful"

According to Great Place to Work research, "connecting employees with meaningful work leads to increased retention, innovation, employee engagement, employee well-being and revenue." The results of Rimini Street Korea's survey show that 100% of its regional employees feel their work is meaningful, taking pride in what they do and why.

"At Rimini Street, we are on a mission to provide extraordinary technology solutions powered by extraordinary talent. We are relentless in our promise to deliver extraordinary to our thousands of clients across the world, and the work we do empowers the economy, communities and people. Proud is an understatement in being recognized for our shared purpose and results," said Hyungwook (Kevin) Kim, general manager of Rimini Street Korea.

Additional results from the survey reveal:

- 92% overall employee satisfaction rating, a significant contrast to the country's average score of 56%
- 97% of employees are enthused with the many activities to celebrate big and small things
- 97% said they are treated fairly regardless of age, sexual orientation or race

"There is no substitute for a strong culture of trust and togetherness," saidSeth Ravin, president and CEO of Rimini Street. "We strive to uphold the values that serve as the backbone of our company's success, always taking into equal consideration the impact to the 4C's of Rimini Street – Company, Clients, Colleagues and Community – when making business decisions."

Rimini Street's Extraordinary Programs Support Extraordinary Culture

Attracting and retaining top talent that produces “extraordinary” results is critical to the company’s continued growth. To meet that objective, Rimini Street continues to offer new programs designed to ensure highest performance and engagement from its workforce, including:

- The new four-day, flexible workweek piloted in the second half of 2022 to provide greater work-life balance and now available throughout 2023
- New and improved learning and development program to invest in the professional growth and capabilities of its workforce
- The launch of Peakon, an anonymous employee engagement platform that helps the company continually listen, measure, track, learn, and succeed by analyzing proven drivers of employee satisfaction

We are Hiring!

Grow your career at a company that puts its people first and invests in the community. Visit Rimini Street’s career page at: https://www.riministreet.com/company/careers/

About Rimini Street, Inc.

Rimini Street, Inc. (Nasdaq: RMNI), a Russell 2000® Company, is a global provider of end-to-end enterprise software support, products and services, the leading third-party support provider for Oracle and SAP software and a Salesforce and AWS partner. The Company has operations globally and offers a comprehensive family of unified solutions to run, manage, support, customize, configure, connect, protect, monitor, and optimize enterprise application, database, and technology software, and enables clients to achieve better business outcomes, significantly reduce costs and reallocate resources for innovation. To date, over 5,000 Fortune 500, Fortune Global 100, midmarket, public sector, and other organizations from a broad range of industries have relied on Rimini Street as their trusted enterprise software solutions provider. To learn more, please visit http://www.riministreet.com, and connect with Rimini Street on Twitter, Facebook and LinkedIn. (IR-RMNI)

Forward-Looking Statements

Certain statements included in this communication are not historical facts but are forward-looking statements for purposes of the safe harbor provisions under The Private Securities Litigation Reform Act of 1995. Forward-looking statements generally are accompanied by words such as “may,” “should,” “would,” “plan,” “intend,” “anticipate,” “believe,” “estimate,” “predict,” “potential,” “seem,” “seek,” “continue,” “future,” “will,” “expect,” “outlook” or other similar words, phrases or expressions. These forward-looking statements include, but are not limited to, statements regarding our expectations of future events, future opportunities, global expansion and other growth initiatives and our investments in such initiatives. These statements are based on various assumptions and on the current expectations of management and are not predictions of actual performance, nor are these statements of historical facts. These statements are subject to a number of risks and uncertainties regarding Rimini Street’s business, and actual results may differ materially. These risks and uncertainties include, but are not limited to, adverse developments in and costs associated with defending pending litigation or any new litigation; changes in the business environment in which Rimini Street operates, including the impact of any recessionary economic trends and changes in foreign exchange rates, as well as general financial, economic, regulatory and political conditions affecting the industry in which we operate and the industries in which our clients operate; the evolution of the enterprise software management and support landscape and our ability to attract and retain clients and further penetrate our client base; significant competition in the software support services industry; customer adoption of our expanded portfolio of products and services and products and services we expect to introduce; our ability to sustain or achieve revenue growth or profitability and manage our cost of revenue; estimates of our total addressable market and expectations of client savings relative to use of other providers; variability of timing in our sales cycle, and risks relating to retention rates; the loss of one or more members of our management team; our ability to attract and retain qualified employees and key personnel; challenges of managing growth profitably; our need and ability to raise additional equity or debt financing on favorable terms and our ability to generate cash flows from operations to help fund increased investment in our growth; the impact of environmental, social and governance (ESG) matters; actions in response to any lingering impacts of the COVID-19 pandemic and its economic, operational and financial impacts on our business; risks associated with global operations; our ability to prevent unauthorized access to our information technology systems and other cybersecurity threats, protect the confidential information of our employees and clients and comply with privacy regulations; our ability to maintain an effective system of internal control over financial reporting; our ability to maintain, protect and enhance our brand and intellectual property; changes in laws and regulations, including changes in tax laws or unfavorable outcomes of tax positions we take, or a failure by us to establish adequate tax reserves; our credit facility’s ongoing debt service obligations and financial and operational covenants on our business and related interest rate risk, including uncertainty from the transition to SOFR or other interest rate benchmarks; the sufficiency of our cash and cash equivalents to meet our liquidity requirements; the amount and timing of repurchases, if any, under our stock repurchase program and our ability to enhance stockholder value through such program; uncertainty as to the long-term value of Rimini Street’s equity securities; catastrophic events that disrupt our business or that of our clients; and those discussed under the heading “Risk Factors” in Rimini Street’s Quarterly Report on Form 10-Q filed on May 3, 2023, and as updated from time to time by Rimini Street’s future Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and other filings by Rimini Street with the Securities and Exchange Commission. In addition, forward-looking statements provide Rimini Street's expectations, plans or forecasts of future events and views as of the date of this communication. Rimini Street anticipates that subsequent events and developments will cause Rimini Street's assessments to change. However, while Rimini Street may elect to update these forward-looking statements at some point in the future, Rimini Street specifically disclaims any obligation to do so, except as required by law. These forward-looking statements should not be relied upon as representing Rimini Street's assessments as of any date subsequent to the date of this communication.

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Source: Rimini Street, Inc.

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