

## **RIMINI STREET, INC.**

### **POLICY REGARDING REPORTING OF ACCOUNTING, AUDITING AND OTHER MATTERS**

Amended and Approved as of September 13, 2017

Rimini Street, Inc. (the “**Company**”) is committed to maintaining high standards of financial integrity, and the Audit Committee of the Board of Directors of the Company takes very seriously all complaints and concerns regarding accounting, internal accounting controls, auditing and other legal matters. The Company’s financial information guides the decisions of the Board of Directors and management and is relied upon by the Company’s stockholders, employees and business partners. The Company’s policies and practices have been developed to maintain the highest business, legal and ethical standards.

For these reasons, the Company must maintain a workplace environment where employees who reasonably believe that they are aware of: (i) questionable accounting, internal accounting controls or auditing matters, (ii) the reporting of fraudulent financial information, or (iii) certain violations of securities laws or other laws can raise these concerns free of any harassment, discrimination or retaliation. It is the Company’s policy to encourage its employees to report those concerns as soon as possible after discovery. The Company strives to encourage open communication so that such concerns may be raised without fear of retaliation in any manner.

Accordingly, the Audit Committee has established the following procedures for:

- the receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters; and
- the confidential, anonymous submission by the Company’s employees, and the appropriate treatment, of concerns regarding accounting or auditing matters they believe to be questionable or violations of the Company’s Code of Business Conduct and Ethics, the U.S. federal securities laws or other state and federal laws, or the Company’s Anti-Corruption Policy, including the Foreign Corrupt Practices Act (the “**FCPA**”) (or similar laws).

The Audit Committee is committed to continuously reviewing and updating its policies and procedures. The Company may modify this policy at any time without notice. Modification may be necessary, among other reasons, to maintain compliance with state or federal regulations and/or to accommodate organizational changes.

#### **A. Matters that Must be Reported**

Employees must immediately report and submit complaints of accounting and auditing and other legal matters for which there is actual or suspected:

- intentional error, fraud or gross negligence in the preparation, review or audit of any of the Company’s financial statements;
- intentional error, fraud or gross negligence in the recording of the Company’s financial records;
- intentional noncompliance with the Company’s internal and reporting controls;

- significant deficiencies in the Company’s internal and reporting controls;
- violations of U.S. Securities and Exchange Commission (“SEC”) rules and regulations that are related to accounting, internal accounting controls and auditing matters;
- fraud against investors, securities fraud, mail or wire fraud, bank fraud or fraudulent statements to management, outside auditors, the SEC or members of the investing public; or
- violations of the Company’s Insider Trading Policy, the U.S. federal securities laws or the Company’s Anti-Corruption Policy, including the FCPA (or similar laws).

Employees must also immediately report and submit complaints regarding potential violations of the Company’s Code of Business Conduct and Ethics or other laws.

**B. Receipt of Complaints**

1. Non-employees must submit complaints regarding accounting, internal accounting controls or auditing matters by mail to:

Rimini Street, Inc.  
 6601 Koll Center Parkway  
 Suite 300  
 Pleasanton, California 94566  
 Attn: General Counsel  
 Chairman of the Audit Committee

2. Employees must submit concerns regarding accounting, internal accounting controls, or auditing matters they believe to be questionable (confidentially and anonymously, if they wish, in the United States, and in any other jurisdiction to the fullest extent legally permitted in such other jurisdiction) in one of the following ways:

via electronic mail to the Company’s General Counsel and the Chairman of the Audit Committee;

- via Internet or electronic mail to a third party service provider at [RMNI@openboard.info](mailto:RMNI@openboard.info);
- via a third party hosted telephone hotline at the following toll-free number: 866-862-3062 in the United States;
- directly to the Audit Committee, by using the Company’s third party service provider website at <http://www.openboard.info/RMNI/>; or
- via regular mail as set forth above.

3. The methods of submitting complaints shall be published on the Company’s external and internal websites in such manner as the General Counsel and the Chairman of the Audit Committee, in consultation with the Audit Committee, deems appropriate. It shall be emphasized to employees that each of

the methods of submitting complaints listed above may be used anonymously and that such complaints shall be treated confidentially.

4. Except for complaints sent directly to the Audit Committee, all complaints will be forwarded to the Chairman of the Audit Committee and the General Counsel's office for coordination of their treatment as set forth below.

### **C. Treatment of Complaints**

1. All accounting and auditing complaints received shall be entered on an accounting and auditing matters log, which shall include, among other things: (i) information regarding the date the complaint was received, (ii) a description of the complaint, (iii) the submitter (if provided), and (iv) the status and disposition of an investigation of the complaint. Receipt of the complaint will be acknowledged to the sender, within a reasonable period following receipt, if appropriate information for response is supplied.

2. Non-accounting or non-auditing complaints shall be logged separately and will be forwarded to the appropriate person or department for investigation (e.g., Human Resources), unless the General Counsel and the Chairman of the Audit Committee deem other treatment is necessary (e.g., such complaint involves a finance employee or an executive officer).

3. With respect to complaints not initially directed to the Audit Committee (if any), the General Counsel will report immediately to the Audit Committee: (i) matters related to violations or potential violations of the Company's Anti-Corruption Policy, including the FCPA or similar laws, (ii) matters associated with the Company's revenue recognition policies or which involve accounting, internal accounting controls and auditing matters, (iii) matters related to the Company's executive officers and (iv) such other matters as the General Counsel deems significant. The Audit Committee shall direct and oversee an investigation of such complaints, as well as any complaints initially directed to the Audit Committee, as it determines to be appropriate. The Audit Committee may also delegate the oversight and investigation of such complaints to the appropriate members of the Company's management.

4. All other complaints regarding accounting or auditing matters shall be reviewed under the direction and oversight of the General Counsel and the Chairman of the Audit Committee, who will involve such other parties (e.g., members of the Finance Department or outside advisors) as deemed appropriate. The General Counsel shall provide the Audit Committee with a quarterly report of all accounting or auditing complaints received and an update of pending investigations. The Audit Committee may request special treatment for any complaint and may assume the direction and oversight of an investigation of any such complaint.

5. Confidentiality will be maintained to the fullest extent possible, consistent with the need to conduct an adequate review. Access to reports and records of complaints may be granted to regulatory agencies and other parties at the discretion of the Audit Committee. Documents that are covered by the attorney-client communication and/or work-product privileges should not be disclosed unless the Legal Department has consented in writing to a waiver of privilege.

6. In all cases, prompt and appropriate corrective action shall be taken as determined by the Audit Committee. An employee may be subject to disciplinary action, which may include the termination of his or her employment, if the employee fails to cooperate in an investigation or deliberately provides false or misleading information during an investigation. The specific action that will be taken in response to a report will depend on the nature and gravity of the conduct or circumstances reported and the quality of the information provided. Where questionable accounting, internal accounting controls or auditing matters or the

reporting of fraudulent financial information is verified, corrective action will be taken and, if appropriate, the persons responsible will be disciplined.

7. Reprisal, threats, retribution or retaliation in any way against any person who has in good faith made a complaint or reported a concern, or against any person who assists in any investigation or process with respect to such a complaint or concern, is prohibited. Employees who believe that they have been subjected to any discrimination, retaliation or harassment for having submitted a complaint regarding questionable accounting, internal accounting controls or auditing matters, or the reporting of fraudulent financial information under this policy, or participating in an investigation relating to such a complaint, should immediately report the concern to the General Counsel and the Chairman of the Audit Committee or to any of such employees' supervisors. Any complaint that such discrimination, retaliation or harassment has occurred will be promptly and thoroughly investigated. If such a complaint is substantiated, appropriate disciplinary action will be taken, up to and including termination of employment.

8. The General Counsel or Audit Committee will report the results of any investigation regarding a complaint, including any corrective actions taken, to the person making the complaint, if appropriate information for response was supplied, maintaining the anonymity of the person making the complaint to the fullest extent possible.

#### **D. Retention of Complaints**

The General Counsel shall retain written complaints, the accounting and auditing matters log and all related documentation as required under applicable law.

#### **E. Additional Enforcement Information**

We endeavor to operate our Company on a highly transparent basis, and we want to be made aware of alleged wrongdoings and to address them as soon as possible. However, nothing in this Policy limits or prohibits Employees from engaging for a lawful purpose in any "Protected Activity." "Protected Activity" means filing a charge, complaint, or report, or otherwise communicating with or participating in any investigation or proceeding that may be conducted by state, federal, local, or other governmental agency, including the Securities and Exchange Commission, the Occupational Safety and Health Administration, the Equal Employment Opportunity Commission, and the National Labor Relations Board ("Government Agencies"). In connection with such Protected Activity, Employees are permitted to disclose documents or other information as permitted by law, and without giving notice to, or receiving authorization from, the Company. In making any such disclosures or communications, Employees must take all reasonable precautions to prevent any unauthorized use or disclosure of any information that may constitute Company confidential information to any parties other than the relevant Government Agencies. "Protected Activity" does not include the disclosure of any Company attorney-client privileged communications or attorney work product; any such disclosure, without the Company's written consent, violates Company policy. Any language in other employment agreements regarding an Employee's right to engage in Protected Activity that conflicts with, or is contrary to, this paragraph is superseded by the language in this paragraph. In addition, pursuant to the Defend Trade Secrets Act of 2016, Employees are notified that an individual will not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that (i) is made in confidence to a federal, state, or local government official (directly or indirectly) or to an attorney *solely* for the purpose of reporting or investigating a suspected violation of law, or (ii) is made in a complaint or other document filed in a lawsuit or other proceeding, if (and only if) such filing is made under seal. In addition, an individual who files a lawsuit for retaliation by an employer for reporting a suspected violation of law may disclose the trade secret to the individual's attorney and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal and does not disclose

the trade secret, except pursuant to court order. Employees may keep a copy of this Policy after termination of employment.. A report to law enforcement agencies may be made instead of, or in addition to, a report directly to the Company through management or the Company's reporting hotline.

**F. Modification**

The Company may modify this policy at any time without notice. Modification may be necessary, among other reasons, to maintain compliance with state or federal regulations or the rules and regulations and/or to accommodate organizational changes.