

Environmental Sustainability Principles

Principles Mission Statement

As a global corporate citizen, Rimini Street, Inc. and its subsidiaries are committed to a sustainable future for the communities in which we live and conduct business.

We believe that environmental sustainability is part of our corporate social responsibility, and it is our goal to reduce our impact on the environment by conducting environmentally friendly, professional and safe operations. This includes conserving resources, reducing waste, and periodically assessing our operations to identify additional opportunities to further improve environmental sustainability.

Our approach to sustainable operations extends where practical to the management of our Company, the operation of our offices, the procurement of resources from our suppliers, and the provision of services to our clients. As a technology company that does not manufacture physical goods, we maintain a relatively low environmental impact. Further, as an international company that operates, employs colleagues and serves clients in many countries and markets, we will implement sustainability principles appropriate for such countries and markets.

These sustainability principles are intended to provide a framework that allow Rimini Street colleagues to take reasonable actions to comply with both applicable environmental regulations and act within the spirit of the principles.

Our Environmental Sustainability Principles

Remember “The Rimini Street Way” – In accordance with the Rimini Street *Code of Business Conduct and Ethics*:

- Meet or exceed the requirements set forth by applicable environmental laws, rules and regulations that govern our business
- Anyone working for or on behalf of Rimini Street who knows of a practice that is harmful to the environment or does not comply with Rimini Street’s policies or with governing laws, rules, and regulations, has a duty to report it

Office Operations

- Whenever feasible and practical, reduce waste generated from our office activities according to the principles of “Reduce / Reuse / Recycle” and, wherever feasible and practical, make recycling containers available
- Whenever feasible and practical, reduce E-waste (electronic equipment, batteries, and similar components)
- Whenever feasible and practical, conserve electricity through reduced waste and energy efficient lighting and HVAC systems

Real Estate

- Whenever feasible and practical, locate offices within buildings that achieve green building standards such as the United States Green Building Council’s (USGBC) Leadership in Energy and Environmental Design (LEED) program or other equivalent standards

Supplier/Vendor Sourcing

- Whenever feasible and practical, procure energy-efficient IT equipment, including products carrying reputable certifications or labels such as Energy Star or EPEAT
- Whenever feasible and practical, purchase sustainable office products, including products containing recycled content, that are biodegradable/recyclable, have reduced chemical content or carry recognized reputable environmental certifications

Board of Directors Ratification

Ratified by the Rimini Street, Inc. Board of Directors on April 15, 2021