



Code of Conduct

April 2026





Vision

To empower incredibly smart decisions



Mission

We make the homeownership
experience extraordinary

Values



ONE TEAM

We are one team with one goal.
There is no limit to what we can accomplish together.



THINK BIG

We challenge our ideas of what's possible.
We plan and build for the long term.



OWN IT

We deliver and exceed expectations. We take initiative, are accountable
and keep our commitments to each other, our partners and customers.



ELEVATE OTHERS

We are respectful and inclusive.
We value each other's time, views and contributions.



PASSION TO WIN

We are passionate and determined to win.
Our optimism and collaborative spirit ignites innovation.

ESG Areas of Focus



Empowering Economic Growth and Prosperity through Home Ownership



Elevating our People and Communities



Building Trust and Acting with Integrity



Protecting the Environment

EMPOWERING INCREDIBLY SMART DECISIONS

At Real Matters, empowering incredibly smart decisions isn't just about helping our clients, it's about our culture, how we conduct business and the principles we bring to work every day.

Guided by our vision and mission, we strive to make a positive impact by: empowering economic growth and prosperity through home ownership, elevating our people and communities, building trust and acting with integrity, and protecting the environment. These four pillars reflect our commitment to sustainability while creating value for all of our stakeholders, including our clients, their customers, our vendors and business partners, as well as our colleagues and investors.

Building Trust and Acting with Integrity

Our clients include some of the world's largest, most trusted financial institutions. By choosing to do business with us, they trust that we uphold the highest standards of integrity, accountability, ethical conduct and performance, while observing the laws and regulations that govern our industry. The Real Matters Code of Conduct is our commitment to those principles. It sets the expectation that we will act with the highest level of integrity, uphold the law, and that we will treat all of our stakeholders, and each other, with respect and transparency. It also ensures that we behave in a way that safeguards Real Matters' reputation and the trust that our investors, clients, business partners, vendors, regulators and communities place in our company.

As an employee or Board member of Real Matters or one of its direct or indirect subsidiaries, you are responsible for understanding and complying with our Code of Conduct, not by just following its guidelines but by always exercising good judgment and adhering to our values.

Empowering incredibly smart decisions starts with you.

Brian Lang
Chief Executive Officer, Real Matters
April 2026

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1. About our Code of Conduct

Our Code of Conduct (the “Code”) applies to all employees and Board Members (collectively, “Employees”) of Real Matters Inc. and its direct or indirect subsidiaries (collectively, the “Company”). Everyone who works for the Company has a duty to demonstrate the highest standard of business conduct.

As an Employee of the Company, you are required to read the Code and to adhere to its principles as a condition of employment and/or engagement with the Company, including completing an annual attestation of compliance. You are also required to report to the individuals identified in this Code any known or suspected violation of the Code, the Company’s policies, applicable laws and regulations, and any criminal activity, whether or not it involves you. Any reports of suspected or known violations made in good faith, will be handled discreetly and without retaliation.

2. Creating a Positive Work Environment

Positive Work Environment

The Company is committed to creating a positive work environment that is diverse, respectful and inclusive and free of all forms of harassment, violence and discrimination. In addition, the Company is committed to respecting and promoting human rights throughout the organization and in its business relationships with clients, vendors and other business partners. As an Employee, you have an obligation to treat all of your co-workers and all of the Company’s stakeholders with dignity and respect.

For purposes of the Code, “work environment” means any work performed at the Company’s offices, at your home office and/or any other location where you are representing the Company.

Ethical Operations

The Company complies with all applicable employment laws and is committed to upholding reasonable working conditions and providing a fair and living wage to all employees. In addition, the Company seeks to abide by internationally recognized human rights and labour standards such as the principles set forth in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. The Company will not tolerate or allow any unethical business practices such as bribery, corruption, modern slavery, forced labour, child labour or human trafficking and strives to ensure that the Company’s business operations, and the operations of the Company’s vendors and other business partners, are free

from these practices. In addition, the Company does not assist, support, participate in or permit money laundering or terrorist financing. Employees are required to immediately report any unethical business practices or unusual or suspicious activities that could be indicative of bribery, corruption, modern slavery, forced labour, child labour, human trafficking, fraud, money laundering, terrorist financing or other financial crimes.

Fair Competition

The Company requires Employees to conduct business activities on behalf of the Company in a manner that supports fair and open competition, utilizing honest and transparent business practices that comply with competition and anti-trust laws. Employees are prohibited from engaging in or appearing to engage in any anticompetitive conduct in violation of applicable laws that could unfairly exclude or reduce competition in any market. Employees must not enter into any business arrangement on behalf of the Company that eliminates or discourages competition or confers an inappropriate competitive advantage on the Company. Prohibited activities include, but are not limited to, price fixing or price signalling, bid rigging, illegal market sharing, abuse of market power and predatory pricing.

Social Responsibility

The Company encourages employee involvement within the community, through charitable activity and being an active participant in community associations. In 2025, the Company added a paid volunteer day per calendar year for each of its Employees in an effort to encourage its employees to participate in community service or volunteer activities with a not-for-profit organization that is meaningful to them.

Respectful and Inclusive Workplace

A diverse, respectful and inclusive work environment is critical to the Company's culture and success. The Company values all Employees' talents and supports an environment that is inclusive and respectful where all Employees are valued, heard, engaged and involved and have full opportunities to collaborate, contribute and grow professionally. The collective sum of our differences is a significant part of our culture.

We do not tolerate any harassment, violence or discrimination against Employees. If an Employee reports any kind of harassment, violence or discrimination, the Company will conduct a detailed investigation of the matter, regardless of whether the perpetrator is a co-worker, vendor, business partner or client.

Similarly, the Company requires all Employees to engage with clients, vendors, consumers, business partners and others in a professional manner and prohibits Employees from harassing, acting violently towards or discriminating against such parties.

Health and Safety

The Company is committed to providing a safe and healthy work environment for all Employees that complies with all applicable occupational health and safety laws and regulations.

Health and safety in the work environment is of critical importance to the Company. As such, the Company and its management will:

- take reasonable measures to ensure the occupational health and safety of its Employees in compliance with the applicable laws of the jurisdictions in which the Company operates;
- keep Employees familiar with safe work practices through training and other communication as appropriate from time-to-time;
- identify and notify Employees of any hazardous conditions in the work environment and take reasonable preventative measures to protect Employees from these hazardous conditions; and
- establish and maintain a procedure and protocol to be followed in the case of serious injury or fatality.

Employees have a duty to:

- strictly comply with all applicable occupational health and safety laws and regulations;
- strictly comply with all directives and approved work procedures communicated to them related to health and safety;
- immediately advise the Company of any dangerous, threatening or hazardous conditions in the work environment; and
- refrain from any conduct or misconduct that they know or reasonably ought to know is dangerous or threatening to their own health and safety or to that of others within the work environment.

Some of the best safety improvement ideas come from Employees. Any Employees with ideas, concerns or suggestions for improved safety in the work environment are encouraged to raise them.

Substance Abuse and Weapons

Employees are not permitted to manufacture, distribute, possess, sell or attempt to sell, receive or be under the influence of legal or illegal substances that cause them to be impaired at work

(including while working at the Company office or the Employee's home office), at a Company-sponsored event, or any other location where the Employee is representing the Company. The Company relies on its Employees to exercise good judgment and, during work hours or while otherwise representing the Company, to never drink, consume or otherwise use a substance that may cause impairment in a way that leads to impaired performance or inappropriate behaviour, endangers the safety of others or violates the law.

The Company is also committed to a violence-free work environment and will not tolerate any level of violence or threat of violence in the work environment. You are strictly prohibited from bringing a weapon to work or storing a weapon at work. If you become aware of a violation of this policy related to substance abuse or weapons, please report it immediately.

3. Avoiding Conflicts of Interest

In working for the Company, you have an obligation to do what's best for the Company. That means making Company decisions that are based solely on the best interests of the Company and independent of your personal interests and personal relationships. You must avoid putting yourself in any situation where there might be a conflict of interest or the appearance of a conflict of interest. A conflict of interest arises when you take actions or have interests that conflict, or that give the appearance of conflicting, in any way with the interests of the Company. These conflicts make it difficult for you to perform your work objectively. When faced with a potential conflict, ask yourself:

- Would this create an incentive for me or a Related Party to me (or the appearance of one) at the expense of the Company and/or its clients, business partners or vendors?
- Would this harm my or the Company's reputation or impair my judgment or my ability to objectively perform my job at the Company?
- Would this embarrass the Company if it appeared on the front page of a newspaper or on social media?

For purposes of the Code, "Related Party" includes any spouse, domestic partner, parent, grandparent, sibling, child, grandchild, step-parent, step-grandparent, step-sibling, step-child, step-grandchild or in-law of yours.

If the answer to any of these questions is "yes" or if you are unsure, then you are required to report the matter to the People and Culture team and follow the Company's directions with respect to the matter. You have an ongoing responsibility to identify and report conflicts of interest in relation to the Company and/or its clients, vendors and business partners, including, but not limited to, complying with the Company's Related Party Policy and Procedures, to help the Company ensure that all actual, potential or perceived conflicts of interest are avoided or managed appropriately.

Members of the Company's Board of Directors must disclose to the Chair of the Audit Committee, the Chair of the Board of Directors and Real Matters' General Counsel any personal interest they may have in a transaction of which they are aware that involves the Company. They must also recuse themselves from participating in any discussion and/or decision on any matter in which there may be a conflict between their personal interests and the interests of the Company and/or its clients, vendors or business partners.

Use of Real Matters Products and Services

Avoiding conflicts of interest also means that you should not use the Company's products in a way that improperly benefits you or a Related Party or that gives the appearance of improperly benefitting you or a Related Party. You are not permitted to initiate, or to have control or influence over, a Company transaction in which you or a Related Party holds a financial interest. Except to the extent expressly permitted in the Company's Related Party Policy and Procedures, you and any Related Party are also not permitted to be a client, business partner or vendor of the Company.

With respect to any Company-related transaction in which you or a Related Party has a personal interest, you are prohibited from having any involvement (or contact related to the transaction with those involved in the transaction) in the processing of such transaction, including but not limited to: assigning the order, overseeing the order, conducting any work on the order, making fee adjustments, processing the billing or payments or conducting the quality control review on the work performed. In addition, under no circumstances will you or a Related Party be entitled to receive a discount, reduced rate or other benefit (monetary or otherwise) with regard to a related party transaction. All related party transactions will be subject to the Company's Related Party Policy and Procedures.

Outside Employment: Advisory/Board Work and Starting Your Own Business

Any activity, including involvement with boards of directors or part-time employment or engagement, that you participate in must not be in conflict with your employment or engagement at the Company or the Company's interests. Outside employment or engagement with a competitor or client is prohibited. Board of Director appointments with any public company or financial services company, whether public or private, requires prior written approval by Real Matters' General Counsel.

Entertainment and Gifts

Gift-giving and entertainment are common business practices, however, you are responsible for ensuring these practices do not improperly influence or otherwise create the appearance of improperly influencing business decisions. Any gift-giving or entertainment provided, solicited or accepted by an Employee must be provided in good faith, transparent, reasonable and customary

under the circumstances and provided without the intent or prospect of influencing decision-making or obtaining any improper or undue advantage. The Company conducts its business, and selects all of its business partners (including vendors), based solely on objective, prudent business practices such as quality, competence, performance and ethics.

You cannot, under any circumstance:

- provide, solicit or accept gifts of any kind in exchange for favourable business treatment; or
- accept from or provide to business partners, clients or vendors, cash or cash equivalents (i.e.: checks, pre-paid cards) in any amount.

Certain business channels or subsidiaries may have more restrictive requirements. You are required to follow the guidelines specific to your business unit with respect to entertainment and gifts, if any, including all other applicable Company policies and procedures.

Anti-Bribery and Corruption

You may not give or accept gifts of any kind to or from any officer, employee or representative of a government or regulatory body or individual known to be a Related Party to such individual, including regulators, candidates for public office, employees of a government agency, political party officials or employees of foreign governments or government-controlled organizations, in your capacity as a representative of the Company, without prior approval from Real Matters' General Counsel. This includes things like meals (outside the normal course of business), entertainment, travel, political or charitable donations and job offers.

Bribes, corruption or illegal kick-backs as a means of obtaining business opportunities are also strictly prohibited.

In certain jurisdictions, public officials may request small payments, known as facilitation payments, to expedite or secure the performance of a routine governmental action such as issuing permits, licenses or other official documents, processing government papers or providing customs clearances. Facilitation payments, however, are a form of bribery. Employees must never pay, or authorize the payment of, facilitation payments. If you are asked to make a facilitation payment, you must not pay and inform the Company's Legal and Compliance teams immediately.

4. Preserving Confidentiality

Through your employment or engagement with the Company, you may receive or have access to proprietary and/or confidential information which includes, but is not limited to, information related to the Company's products, services, software, research and development initiatives, information

security, pricing, clients, vendors, business partners, employees, financial performance, strategy and/or administrative activities. You may also receive or have access to third-party confidential or proprietary information, including, but not limited to, information about a client's customers or vendor pricing information. The Company considers all such information, including any materials or documents containing such information, to be confidential and proprietary.

It is your duty to protect confidential and/or proprietary information and to take precautions before sharing it with anyone, internally or externally. Do not share confidential information with friends, family or co-workers who do not have a legitimate business "need to know", and do not discuss it in places where others could hear you (e.g. elevators, airplanes, public places, etc.). You should always properly label, secure and dispose of confidential information in accordance with Company policies and procedures. Do not access, disclose or store confidential information unless you have been specifically authorized by the Company to do so and have a legitimate business reason to do so.

If you are unsure whether the information you have is confidential and/or proprietary, you should assume that all information you have about the Company and its business, including information received from past and current business partners, vendors, clients and their customers is confidential.

In the event you become aware or suspect that confidential information was intentionally or accidentally disclosed to an unauthorized party, you must immediately report the incident to Real Matters' Chief Privacy Officer at privacy@solidifi.com or Real Matters' Chief Information Security Officer at security@solidifi.com.

Personal Information

As Employees of the Company, we all have a right to privacy. We also have an obligation to uphold the right to privacy for those individuals who entrust us with their personal information. Personal information about each of us is confidential, except where consent to such disclosure has been obtained (either implicitly or expressly) or disclosure is required to be made by applicable law, court order or other similar legal process. For more information, please see the applicable Company's Privacy Policies located at www.realmatters.com, www.solidifi.ca and www.solidifi.com.

Outside Communication and Speaking on Behalf of the Company

All information disclosed outside the Company must be accurate, complete and consistent, and disseminated in accordance with all applicable securities laws and regulatory requirements and the Company's applicable policies and procedures, including, but not limited to, the Company's Disclosure Policy and Social Media Policy.

Although we all represent the Company, only those who have been authorized to speak on behalf of the Company are permitted do so in external communications.

All Employees of the Company are bound by the Company's Disclosure Policy. The objective of this policy is to ensure that all communications with the public about the Company are timely, factual, accurate and balanced and broadly disseminated in accordance with all applicable securities laws and regulatory requirements. The CEO or a designate will appoint Employees (spokespersons) who are responsible for communicating with the investment community, regulators, the media and the public. Employees who are not authorized spokespersons must not respond under any circumstance to inquiries from a stock exchange or other securities regulator, the investment community, the media or others, unless specifically asked to do so by an authorized spokesperson of the Company.

If someone asks you for information about the Company, please refer the inquiry to Investor Relations at ir@realmatters.com.

It is also important to use good judgment on social media as your comments could be attributed to the Company, even if that was not your intention. All Employees are required to comply with the Company's Social Media Policy.

5. Protecting our Assets

Information Security and Physical Security

Maintaining the highest level of vigilance over the protection of confidential and/or proprietary information and data is essential to maintaining the trust of our business partners, vendors, clients and their customers.

You have a responsibility to adhere to all policies related to data protection including, but not limited to, the Company's Clean Desk Policy, Physical Access Policy, Access Control Policy, Artificial Intelligence Code of Conduct, Equipment and Media Disposal Policy, Information Security Policy, Acceptable Use Policy, Password Policy and Data Loss Prevention and Web Content Filtering Policy. In accordance with the Acceptable Use Policy and Artificial Intelligence Code of Conduct, you are prohibited from sharing proprietary and/or confidential information of the Company with any technology platforms or third-party sites, including any artificial intelligence tools or large language models, that have not been explicitly approved for business use by the Company's Information Security department. Should you have any questions regarding whether a particular technology platform or third-party site has been approved for business use, please contact the Company's Information Security team at security@solidifi.com.

You are required to change your password per Company policy standards, and to never share passwords or usernames with anyone. You are also required to complete all mandatory information security training in a timely manner as a condition of continued employment or engagement.

Should you have questions regarding information protection, please contact the Company's information security team at security@solidifi.com. Similarly, if you become aware of any actual or suspected violations of any of the Company's information security policies, whether or not it involves you, you must immediately report the incident to the Company's information security team at security@solidifi.com. Alternatively, if you are not comfortable reporting the violation to the information security team, you can report it anonymously through the Company's Ethics and Compliance Helpline at www.lighthouse-services.com/realmatters or by calling 844-420-0055.

Use of Equipment, Internet and Email

The Company provides you with the tools and equipment you need to do your job effectively. The computers/laptops, telephones and mobile devices that are furnished to you by the Company are property of the Company for use for business purposes in accordance with the Company's Acceptable Use Policy and are not to be modified or tampered with in any way. Unless authorized as part of your job role and responsibilities, do not attempt to defeat, disable or circumvent the security features and software that the Company has employed on its systems and networks. If you have been authorized to use a personal device for Company business, you are expected to use the same safeguards and security standards you would with Company equipment. You are expected to be mindful of how you use the Company's assets and appropriately safeguard them against theft, loss, waste or abuse.

To the extent permitted by applicable law, the Company reserves the right to monitor logs detailing any Employee's internet usage, electronic communications, telephone and video activity, voice mail and computer files. The Company also has the right to obtain your password(s) for your Company device(s) and access such device(s) upon the termination of your employment or engagement with the Company.

Intellectual Property

The Company's intellectual property rights are among its most valuable assets. These include the Company's trademarks, logos, copyrights, trade secrets and patents. As an Employee, the work product you develop, conceive, create or contribute to during your employment or engagement with the Company in relation to the Company's products and services or other business activities belong to the Company. This includes software code, ideas, inventions, techniques, processes, devices, improvements and know-how, whether patentable or not.

6. Obeying the Law and Ensuring Financial Integrity

The Company operates in a highly regulated industry. It is incumbent upon all of us to be aware of, and to comply with, all applicable laws and regulations that govern our industry. This is critical to our business and to maintaining the confidence of our clients, business partners, vendors and regulators.

As an Employee, you are expected to know, and to comply with, the laws and regulations that apply to you and your role within the Company. The Company may also provide you with training on any laws and regulations applicable to you and your role within the Company. Should you have any questions about which policies or training apply to you, please contact your manager or the Company's Compliance department for guidance.

Obligation to Report Personal Matters

As an Employee, you are required to report any of the following incidents to a member of the People and Culture team should they occur during the course of your employment or engagement with the Company, regardless of whether or not they relate to the business of the Company:

- any arrest(s), charge(s) or conviction(s) laid upon you for theft, dishonesty, fraud or other financial crimes, assault, crimes against property, major drug offences (including manufacturing, smuggling or trafficking); and
- any inquiry or enforcement action against you by a regulator with which you hold a professional license.

Accurate Record Keeping

In order to maintain the trust of investors, clients, business partners, vendors, regulators and the public, the Company maintains significant internal controls over accounting and financial reporting as well as robust record keeping and record retention policies. The Company has a zero tolerance policy for fraud and falsification of records.

We are all responsible for maintaining accurate, complete and honest records, and for complying with all of the controls, policies and procedures the Company has in place. You should never falsify any record or account, including, but not limited to, timekeeping records, sales, expense reports, benefit claims and/or any other record that relates to the business of the Company and/or its clients, Employees, business partners or vendors. Falsifying records is not only against the Company's policies but it is also against the law.

Company data and records are retained as required by legal and/or regulatory requirements and Company policy. You must not knowingly destroy or discard Company records or data without authorization from the Company and you may only do so in accordance with Company policy.

To ensure that relevant information regarding the financial condition of the Company and internal controls is available to the Audit Committee, the Company has adopted Handling Financial Complaints Guidelines for the confidential submission and handling of complaints or concerns by Employees. Employees are required to promptly report any concerns regarding accounting, internal accounting controls, expenses or auditing matters.

Signing Contracts and Hiring Vendors and other Business Partners

Each time you enter into a business transaction on the Company's behalf, the applicable terms of the business arrangement must be appropriately documented with the necessary internal approvals in accordance with the Company's delegation of authority matrix. You should only sign contracts or other documents on behalf of the Company if you have the authority to do so as specifically granted by the Company. Should you have any questions about your signing authority, please contact the Legal department.

The hiring of vendors and other business partners by the Company must be based solely on objective, prudent business practices, rather than based on personal relationships with an Employee. Employees are expected to consider the best interests of the Company when engaging vendors or other business partners. Furthermore, Employees are required to comply with the Company's Related Party Policy and Procedures for all related party vendors or other business partners.

Insider Trading

The Company is committed to candid communications and transparency which is why we openly share information internally. As an Employee, you may become aware of confidential information about the Company or its clients, often called material non-public information ("MNPI"). Examples of MNPI include, but are not limited to, material information about financial performance, new products or services, new, existing or potential clients, proposed acquisitions, joint ventures or dispositions, changes in key personnel, lawsuits or regulatory investigations. MNPI is information that is not available to the public, and if disclosed, would reasonably be expected to have a significant effect on the market price or value of the Company's shares. Employees are prohibited from disclosing MNPI, using it to buy or sell securities (also known as "insider trading"), or sharing it with others (also known as "tipping") except in the necessary course of business. Additional details regarding insider trading and tipping are outlined in the Company's Disclosure Policy. If you are unsure if information is MNPI, you are required to contact Real Matters' General Counsel for guidance. Insider trading is not only a violation of this Code, it is illegal.

Certain Employees with regular access to MNPI about the Company will be subject to restrictions on trading the Company's securities during certain periods known as "blackout periods". Details regarding the Company's blackout periods are outlined in the Company's Disclosure Policy. For more information, please contact Real Matters' General Counsel.

Compliance with Policies

As an Employee, you are expected to know and comply with all Company policies and procedures that apply to you, including, but not limited to, Financial and Accounting Policies and Procedures, Operational Policies and Procedures, Information and Physical Security Policies and Procedures, Human Resources Policies and Procedures and Legal and Compliance Policies and Procedures. You may also be required to participate in mandatory training as a condition of continued employment or engagement with the Company.

Should you have any questions about which policies or training apply to you, please contact your manager or the Compliance department for guidance.

7. Speaking Up and Raising Concerns

The Company promotes an ethical culture where you are encouraged to speak up. While our Code and policies outline the ethical behaviour we expect of Employees, they cannot anticipate every situation you or the Company may encounter. By speaking up and raising concerns, we ensure that the Company does the right thing to protect all of its stakeholders and the Company's reputation.

Reporting Misconduct

You have a duty to report actual or suspected misconduct. This includes any violations of the Code, Company policies and/or the law. You can report your concerns to your manager, a Company executive, a member of the People and Culture team or the Compliance department. Alternatively, if you are not comfortable directing concerns to any of the above groups, you can report your concern anonymously through the Company's Ethics and Compliance Helpline at www.lighthouse-services.com/realmatters or by calling 844-420-0055.

No Retaliation

The Company prohibits retaliation against anyone who reports or participates in an investigation of a possible violation of the Code. Any reports of suspected or known violations made in good faith, whether reported through the third-party whistleblower service or directly to the Company, will be handled discreetly and without retaliation.

Waivers of the Code

If you would like to seek a waiver of any portion of this Code, you must make full disclosure of your particular circumstances in writing to the Audit Committee of the Board of Directors (for officers and directors) or the Chief Financial Officer (in the case of all other Employees). Amendments to, and waivers of, this Code will be publicly disclosed by the Company to securities regulators as required by applicable laws.

8. Contact Information

- Legal and General Counsel: corporatelegal@solidifi.com
- Compliance: compliance@solidifi.com
- Security: security@solidifi.com
- Privacy: privacy@solidifi.com
- People & Culture Team: hrmail@solidifi.com
- Investor Relations and Corporate Communications: ir@realmatters.com
- Third-Party Ethics and Compliance Helpline: www.lighthouse-services.com/realmatters or 844-420-0055.

Acknowledgement

All employees and Board Members ("Employees") of Real Matters and its direct and indirect subsidiaries (collectively, the "Company") are required to read and acknowledge this Code of Conduct dated April 2026 (the "Code") and adhere to its principles as a condition of employment or engagement with the Company. Please read this document carefully before you sign.

Receipt of Code of Conduct Employee Acknowledgement Statement

- I acknowledge that I have received a copy of the Company's Code. I understand that this version replaces any and all prior verbal statements and written versions of the Code.
- I have read and understand the principles and standards of conduct contained in the Code.
- I will adhere to and comply with the Code's principles and standards.
- I understand that if I have questions or concerns at any time about the Code, I can consult my immediate manager, a Company executive, the Company's People and Culture team or the Company's Compliance department.

Employee Name (Please Print)

Employee Signature

Date