REALMATTERS

2025 Sustainability Report

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About this Report

Reporting Scope and Boundary

This report presents information in respect of the fiscal year ended September 30, 2025 unless otherwise noted. It encompasses all of the operations and activities of Real Matters Inc. and all of its subsidiaries, which collectively operate under the Real Matters, Solidifi, and iv3 brands and which are reported in the Management Discussion and Analysis of Real Matters Inc. for the years ended September 30, 2025 and 2024 under the following business segments: U.S. Appraisal, U.S. Title, Canada and Corporate.

Throughout this report, "Real Matters", "the Company", "we", "our" or "us" refers to Real Matters Inc. and all of its subsidiaries.

Currency

All currency is in U.S. dollars unless otherwise noted.

Reporting Frameworks

The contents of this report are guided by our current assessment of the significant sustainability risks and opportunities facing Real Matters. Our Sustainability Committee is responsible for continually reassessing our key areas of focus and their materiality, based on ongoing dialogue and feedback from all of our key stakeholders. This report is also informed by the Sustainability Accounting Standards Board ("SASB") framework for Software and IT Services companies, maintained by the International Sustainability Standards Board (ISSB) of the IFRS Foundation. Our progress across SASB's reporting metrics is included in this report on page 27.

Verification and Assurance

Apex Companies, LLC ("Apex") conducted a limited assurance engagement to verify our greenhouse gas ("GHG") emissions data. This verification covered our Scope 1 and Scope 2 (location-based) GHG emissions for fiscal 2025. The results are documented in a Limited Assurance Report available in the Governance section of our website at realmatters.com.

A Word From our Leadership

Guided by our vision and mission, we continue to focus on creating long-term sustainable value for our stakeholders. Our sustainability priorities remain aligned with our business strategy: helping clients and consumers make incredibly smart decisions, strengthening the field professional network, investing in our people and communities, maintaining strong governance and risk management practices, and reducing our environmental impact.

In fiscal 2025, we distributed $176.9 million in direct economic value, paid $117.4 million to field professionals on our network and serviced more than 139,000 mortgage origination transactions. We also achieved a 100% appraisal experience rating and a 95% closing experience rating in the Solidifi 2025 Consumer Mortgage Experience Survey.

We continued helping the industry prepare for change through our work supporting the transition to the redesigned Uniform Appraisal Dataset. We also advanced initiatives that support our people, communities and field professionals, including 76% employee engagement on our annual employee engagement survey, donations to the Ottawa Mission and Covenant House Toronto, paid volunteer time off, ongoing sponsorship of the Appraiser Development Initiative and the onboarding of 281 appraiser trainees since fiscal 2020.

We also made progress on our environmental and governance priorities. In fiscal 2025, we reduced Scope 1 and Scope 2 emissions by 72% from our fiscal 2021 baseline, exceeding our 42% reduction target, and obtained limited assurance on those emissions. We maintained ISS Prime Status and an EcoVadis Bronze Medal, enhanced information security and sustainability disclosures, and recently implemented an AI Code of Conduct.

We are proud of the progress reflected in this report and recognize that sustainability is an ongoing journey. We will continue to build a resilient, responsible and sustainable company over the long term while helping our clients and their customers make incredibly smart decisions.

Garry Foster
Chairman

Brian Lang
Chief Executive Officer

Our Business

Real Matters operates a network management platform that services the mortgage lending and insurance industries. We are one of the largest independent providers of residential real estate appraisals in North America and a leading independent title agent in the United States.

Through our technology and broad network of independent appraisers, notaries and other field professionals, Real Matters has created an extraordinary customer experience for millions of homeowners over the last two decades and strives to deliver better performance for our clients.

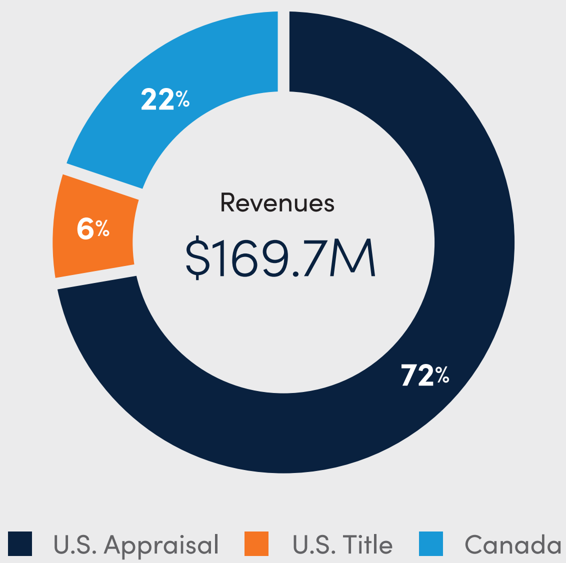
1. Direct economic value distributed is the sum of transaction costs, operating expenses, employee wages and benefits, payments to providers of capital, payments to governments by country and community investment.

139,000+

mortgage origination transactions in fiscal 2025

3,000+

counties across North America



Founded
2004

Global Employees
351

Global Headquarters
Markham, Ontario

Direct Economic Value Distributed[1]
$176.9M

Market Capitalization
C$541.2M

Vision, Mission & Values

For more than two decades, Real Matters has helped millions of families fulfill their dream of home ownership. With each appraisal, home inspection or closing, we are helping homeowners through one of the most significant financial transactions of their lives. It is this shared purpose that drives our organization forward and that sets us apart from the competition.

At Real Matters, we all share a vision which is to empower incredibly smart decisions... about real estate, about mortgages, and about home ownership by connecting data, technology and the nation's top performing field professionals to create an extraordinary experience for our clients and their customers, every day.

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.

Materiality Matrix

Our materiality matrix is based on a comprehensive review of the factors affecting our stakeholders and the impact each issue has on our business. The issues outlined in this matrix form the basis for the contents of our sustainability report. While climate-related risks are included in our matrix, as discussed on page 23, we do not deem any of these climate-related risks to be material to our business.

Sustainability Areas of Focus

Based on our materiality assessment, we have prioritized the sustainability issues that are most significant to Real Matters and our stakeholders at this time and that have the greatest impact on our business.

We have organized our sustainability reporting into four key themes which are aligned to Real Matters vision, mission and values, and that address our material sustainability issues.

These areas of focus will serve as the basis for how we report our sustainability performance, which will continue to evolve over time.

Empowering Economic Growth and Prosperity through Home Ownership

Elevating Our People and Communities

Building Trust and Acting with Integrity

Protecting the Environment

Real Matters and the UN Sustainable Development Goals

In September 2015, all United Nations ("UN") member states adopted 17 goals to achieve sustainable global economic, social, and environmental development ("SDGs") as part of a shared 2030 Agenda for Sustainable Development.

As Real Matters continues to integrate sustainability thinking into our business, we have identified five SDGs of focus, which are aligned to our material sustainability issues.

REAL MATTERS AREAS OF FOCUS | **GOALS AND RESULTS**

Empowering Economic Growth and Prosperity Through Home Ownership

Link to SDGs: 8 Decent Work and Economic Growth; 10 Reduced Inequalities; 11 Sustainable Cities and Communities

Our goal is to help independent field professionals grow their businesses while making the home ownership experience extraordinary for consumers.

- Paid $117.4M to field professionals on our network
- Achieved 100% consumer satisfaction rating on the appraisal experience, and 95% on closing in the Solidifi 2025 Consumer Mortgage Experience Survey

Elevating our People and Communities

Link to SDGs: 5 Gender Equality; 8 Decent Work and Economic Growth; 10 Reduced Inequalities; 11 Sustainable Cities and Communities

Our goal is to create an extraordinary employment experience, increase support for diversity, equality and inclusion, and to support causes that address homelessness in our communities.

- Achieved 76% employee engagement in the Real Matters 2025 Employee Engagement survey
- Donated $40,000 to the Ottawa Mission in support of their Maintenance Services Training Program
- Donated $10,000 to Covenant House Toronto
- Provided paid volunteer time off for all employees

Building Trust and Acting with Integrity

Link to SDGs: 8 Decent Work and Economic Growth; 11 Sustainable Cities and Communities

Our goal is to maintain a high level of integrity through our policies, training and communication.

- Maintained ISS Prime Status (awarded for ESG performance above the sector-specific Prime threshold, demonstrating global leadership in sustainability)
- Maintained EcoVadis Bronze Medal for sustainability performance (top 35% of companies assessed by EcoVadis)
- Corporate performance metrics tied to sustainability included in executive compensation
- Established AI Centre of Excellence and recently implemented an AI Code

Protecting the Environment

Link to SDGs: 13 Climate Action

Our goals are to improve our climate-related disclosures, minimize our environmental impact and foster environmental awareness and responsibility amongst our employees, clients, vendors and business partners.

- Reduced Scope 1 + Scope 2 emissions by 72% from fiscal 2021 baseline, meeting and exceeding 42% reduction target
- Obtained limited assurance on Scope 1 and Scope 2 GHG emissions

Empowering Economic Growth and Prosperity Through Home Ownership

Home ownership offers an opportunity to build wealth and prosperity. More than 65% of Americans own a home today, and 57% of these homeowners have a mortgage.

Residential real estate employs millions of people in the U.S. – including professionals like the appraisers, notaries, lawyers and abstractors on our network. In fiscal 2025, we paid $117.4M to field professionals on our network and we serviced more than 139,000 mortgage origination transactions. Mortgage market volumes continued to be impacted by affordability constraints and a higher interest rate environment.

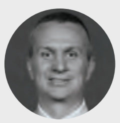
$117.4M

paid to field professionals on our network

The Solidifi 2025 Consumer Mortgage Experience Survey highlighted a resilient housing market despite ongoing affordability and interest rate pressures. The survey found that 60% of consumers still have real estate plans within the next three to five years, demonstrating that the desire for homeownership remains strong. At the same time, many prospective buyers are postponing purchases, with nearly two-thirds expecting to buy within one to three years, creating significant pent-up demand that could be released as economic conditions improve. Refinance activity is increasingly being driven by necessity, particularly debt consolidation and liquidity needs, while more than 70% of consumers planning to refinance expect to do so within the next two years, largely in anticipation of lower rates.

The findings also show that homeownership is becoming more important to consumers, who increasingly view their homes as spaces that support wellness, work, entertainment, and multigenerational living. However, more than seven in ten homeowners underestimated the true costs of ownership, highlighting the need for better financial education and guidance. The survey further emphasizes the growing importance of lender loyalty, with trust, convenience, and quality experiences driving repeat business, referrals, and cross-selling opportunities. First-time homebuyers, in particular, value transparent guidance, personal service, and in-person interactions that build confidence and trust throughout the mortgage process.

Solidifi has consistently been the best AMC I work with. I especially appreciate my regional manager, who is approachable, responsive, and communicates exceptionally well. That level of support and professionalism makes Solidifi a valued partner and one I truly enjoy working with.



Garrison Dekam – Extraordinary Appraiser
Phoenix, AZ

Real Matters helps provide an essential service in the mortgage origination process while creating economic growth in local communities.

Supporting a More Standardized and Transparent Valuation Process

In 2026, the Company continued making significant investments in technology, operations and change management to prepare its clients, appraisers and internal teams for the industrywide transition to the redesigned Uniform Appraisal Dataset (“UAD 3.6”). The new standard introduces a more structured and consistent approach to collecting and reporting property information designed to improve transparency across the valuation process.

Our readiness efforts extended across multiple platforms and workstreams, including integration with the GSEs’ Uniform Collateral Data Portal (“UCDP”) and the Federal Housing Administration’s Electronic Appraisal Delivery (“EAD”) platform, as well as operational planning, quality control, appraiser education, client engagement and industry collaboration. The Company completed key GSE milestones and became the first company to complete certification for integration with the FHA EAD platform supporting UAD 3.6.

We also participated in and hosted industry panels, working groups, webcasts and collaborative events alongside the GSEs, lenders, technology partners and appraisers. These efforts helped advance industry education, share implementation insights and support ecosystem-wide readiness for the November 2026 mandate. Through these investments and collaborative efforts, the Company is helping clients and appraisers prepare for the transition while supporting a more transparent, data-driven valuation process.

Making the Home Ownership Experience Extraordinary, One Transaction at a Time.

Our mission is to make the home ownership experience extraordinary. We know that meaningful interactions, communication and preparedness make or break the consumer experience.

Through our network, we engage with tens of thousands of local independent field professionals, helping them grow their businesses by providing access to mortgage origination volumes from the country's largest lenders. We create a marketplace where field professionals set their own fees and are awarded work based on performance. At the same time, we help bring efficiency, professionalism, and transparency to one of the most important personal financial transactions: purchasing or refinancing a home.

Over the last decade, we have recognized hundreds of appraisers and notaries through our Extraordinary program. The Extraordinary designation is a recognized symbol of excellence throughout the industry and a source of pride for those outstanding appraisers and notaries holding this title.

> I choose to work with Solidifi for a variety of reasons. Solidifi is innovative in their technology and resources, making my contribution to the loan process more efficient and transparent. Solidifi maintains excellent communication, I cannot think of a time I was unclear, questioned my assignment, the documents, or what is expected of me. Solidifi is reliable and consistent on every level. I truly enjoy speaking with Solidifi employees and prioritize Solidifi signings when presented with them.

Michael Ward – Extraordinary Notary
Denver, CO

> Working with Solidifi has been such a positive experience for me. I really appreciate how they treat me as a notary with care and professionalism. Also, I appreciate the ease of their notary platform that allows me to communicate with them for each signing. Overall, they are an exceptional company and I look forward to our continued working relationship.

Alana Brand – Extraordinary Notary
Spring Valley, CA

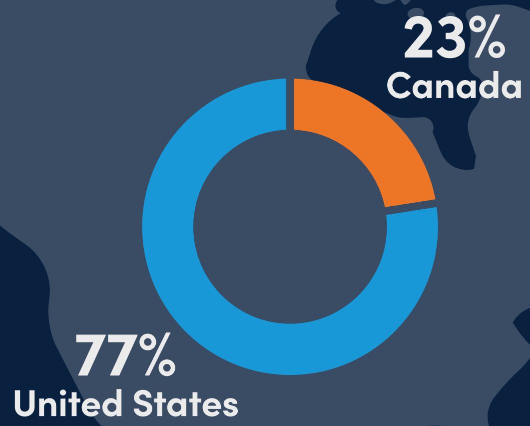
We provide an extraordinary experience across the two most-critical touchpoints in a real estate transaction

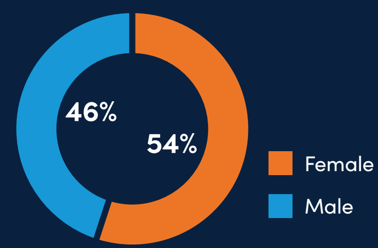
Elevating our People and Communities

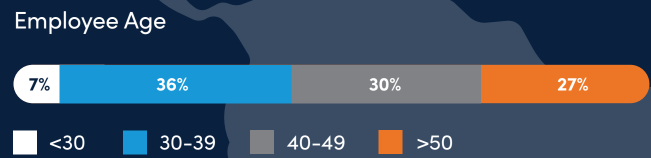
Our people are our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talents that our employees invest in their work represents a significant part of our culture and success.

Our People

As of June 30, 2026, we had 380 employees, up from 346 on June 30, 2025.







Employee Experience

The vast majority of our employees work remotely or enjoy the flexibility of a hybrid work environment. Only a small percentage of our workforce works from our offices on a daily basis due to regulatory requirements or the in-person nature of their roles.

Because of the virtual nature of our workforce, Real Matters is invested in keeping our employees connected and engaged through regular virtual town halls, team meetings, and by hosting regular Open Doors Days where employees are encouraged to participate in social activities and connect with colleagues in person.

Employee recognition is also a vital part of our culture. In fiscal 2025, our employees received more than 12,000 kudos! on our employee recognition platform. Our kudos! platform allows employees to recognize and boost the achievements of their peers and celebrate the exemplification of our values.

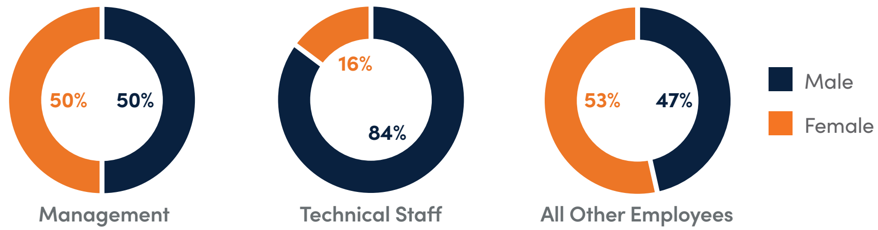
Our latest employee engagement survey revealed that 76% of our workforce felt engaged.

Fostering a Respectful and Inclusive Workplace

A diverse, respectful and inclusive workplace is critical to Real Matters' culture and our team's success. We value all employees' talents and support 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. We uphold the human rights of our team members and strive to ensure our workplace is free from harassment, violence and discrimination. We provide annual mandatory sexual harassment prevention training for all employees. Our employee handbook also contains detailed processes for reporting violations. We also have a human rights policy which outlines commitment to creating a positive work environment and respecting and promoting human rights throughout our organization and in our business relationships with clients, vendors and other business partners.

94%	of employees feel accepted by their co-workers
91%	of employees feel their managers care about them as a person
88%	of employees feel workforce diversity is valued at Real Matters
85%	of employees feel their jobs give them the flexibility to meet the needs of both their work and personal life
81%	of employees feel Real Matters culture supports their health and wellbeing

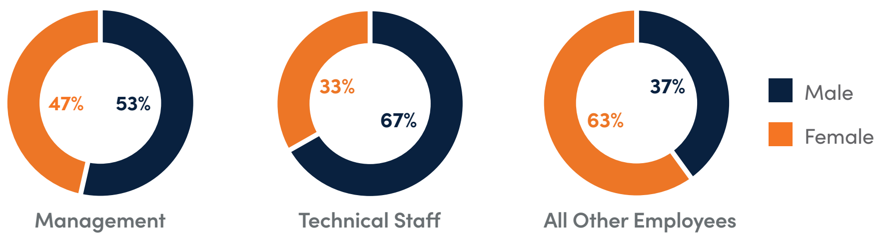
AS OF JUNE 30 2025 – REGION: CANADA



	Management	Technical Staff	All Other Employees
Visible minority	8%	35%	32%
Indigenous	0%	0%	5%
Persons with disabilities	0%	0%	0%

Based on voluntary disclosure from a portion of our Canadian employees.

AS OF JUNE 30 2025 – REGION: UNITED STATES



	Management	Technical Staff	All Other Employees
Asian	0%	10%	2%
Black or African American	0%	0%	4%
Hispanic or Latino	0%	7%	9%
White	100%	77%	73%
Other[1]	0%	6%	12%

1.Other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races."

Supporting Appraiser Development

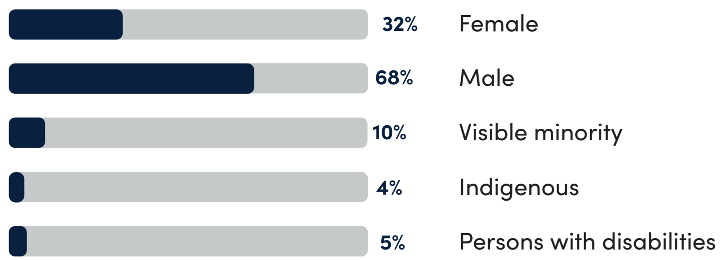
Our competitive advantage continues to be supported by the breadth and strength of the independent field professionals in our network. Over the past five years, our Company has been at the forefront of diversity initiatives that support a more inclusive and accessible appraisal profession.

The Company remains a proud sponsor of the Appraiser Development Initiative® ("ADI"), a collaboration among the Appraisal Institute, National Urban League, Fannie Mae and Freddie Mac that seeks to attract new entrants to the residential appraisal field. With support from sponsors and industry partners, as of May 2026, ADI had awarded 1,465 scholarships, with 506 participants active in the program, 239 scholarships completed and 110 participants working with a supervisor or within the industry.

Our support extends beyond sponsorship. Six members of our team serve as ADI Advisors, helping participants navigate their development and career paths. In 2026 we welcomed two ADI scholarship recipients to our team and sponsored the new ADI Beyond the Desk event, which provides participants with industry exposure, professional development and opportunities to build meaningful connections through workshops and hands-on field training.

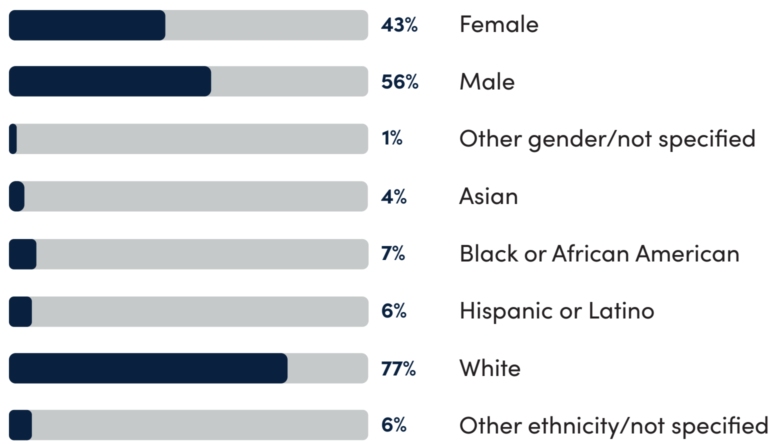
The Company also continues to lead in appraiser training by connecting trainees with experienced mentors and providing valuable work experience toward their appraisal credentials. Since launching the program in fiscal 2020, we have onboarded 281 trainees.

CANADIAN FIELD PROFESSIONAL NETWORK DIVERSITY[1]



1.Based on 84 survey respondents.

U.S. FIELD PROFESSIONAL NETWORK DIVERSITY[1]



1.Based on 2,736 survey respondents.

Community

As a company, our mission is to make the home ownership experience extraordinary; we believe that everyone should have access to safe, permanent and affordable housing.

The Solidifi Charitable Foundation (the "Foundation") supports charitable organizations in Canada that are focused on providing residential housing and stable living environments. The Foundation is funded in part by the generosity of a number of Canadian appraisers on our network who have voluntarily elected to contribute one dollar from each assignment they complete through our Buck at a Time program. In 2025, we nearly doubled the number of appraiser participants in this program.

Our practice is to match all donations made to the Foundation by our appraiser network. Since the Company's formation, the Foundation has made donations through the program to various local organizations throughout Canada. In 2025, the Foundation donated $40,000 to the Ottawa Mission's Maintenance Services Program, a free training program for those who are homeless or at risk of homelessness which provides hands-on training, certifications, and real work experience to secure lasting employment in the building superintendent and maintenance worker fields. The Foundation also donated $10,000 to Covenant House Toronto, the largest agency in Canada serving youth who are homeless, trafficked or at risk.

In addition, each year, Real Matters employees participate in corporate-sponsored volunteering events, food drives, as well as various local initiatives to support their communities. The Company provides paid volunteer days for all of our employees.

Building Trust and Acting with Integrity

Real Matters services some of the world's largest financial institutions and, as such, we hold ourselves accountable for operating with high standards of governance, integrity and risk management.

We align our corporate governance practices with the guidelines contained in National Policy 58-201 – Corporate Governance Guidelines.

Corporate Governance Best Practices

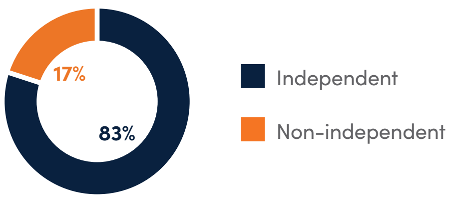
- Minimum share ownership requirements for executives and directors
- Female directors represent 33% of our Board and 40% of independent directors.
- "At risk" incentive compensation payments for executives and senior management based on pre-determined performance targets and objectives
- Incentive compensation recoupment policy
- Director term limits
- Formal annual board evaluation process
- Board oversight and approval of management succession plans
- Enhanced disclosures relating to sustainability
- Enhanced disclosures regarding the company's information security program
- Integration of corporate performance metrics tied to sustainability into executive compensation (Environmental, Social, Governance)
- Limited assurance on Scope 1 and Scope 2 GHG emissions
- Implemented an annual employee engagement survey
- Updated director skills matrix to highlight top skills competencies

Our Management Proxy Circular in respect of our 2026 Annual Shareholder Meeting provides an overview of Real Matters' corporate governance structure, policies and practices and describes the core principles that guide our approach to governance.

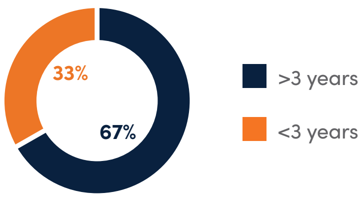
Board of Directors

Our Board of Directors, directly and through its committees, oversees the management of Real Matters and is responsible for the Company's stewardship, ensuring that long-term value is being created for all stakeholders, including shareholders, employees, clients, suppliers and the community.

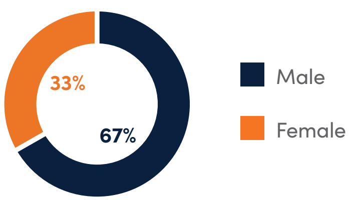
BOARD INDEPENDENCE



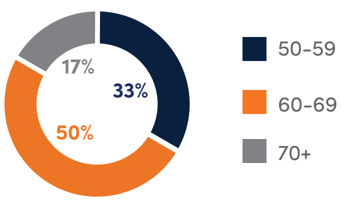
BOARD TENURE



GENDER DIVERSITY



DIRECTOR AGE



BOARD OF DIRECTORS SKILLS MATRIX

	Kay Brekken	Garry Foster	Brian Lang	Karen Martin	Peter Vukanovich	John Walsh
Managing/Leading Growth	○	●	●	●	●	●
CEO/President		○	●	○	●	●
Public Company Corporate Governance	●	●	○	○	○	
U.S./Canadian Mortgage Market	○	○	●	○	●	●
Enterprise Risk Management	●	●	●	●	○	○
Human Resources/ Executive Compensation	●	○	○	○	○	○
Financial Literacy	●	●	○	●	●	●
Information Technology, Artificial Intelligence and Cybersecurity	○	○	○	○	○	○
Capital Markets	○	○	○	●	○	○
ESG/Sustainability	○	○	○		○	○

○ indicates that the applicable Director has at least significant operational experience with the applicable skill

● indicates a top four skill competency of the applicable Director

BOARD OVERSIGHT	Audit Committee	CNGSC[1]	Full Board
Sustainability		●	●
Human Resources		●	●
Executive Compensation, including establishing annual performance objectives		●	●
Ethics and Compliance, including whistleblower hotline	●		●
Privacy and Cybersecurity, including insurance	●		●
Enterprise Risk Management	●		●

1. Compensation, Nomination, Governance and Sustainability Committee

Ethical Business Conduct

We have built and maintain an extensive program of policies, processes, and controls to prevent, detect, and respond to conduct that is unlawful, unethical, or violates our policies. The Real Matters Code of Conduct (the "Code") applies to all directors, officers, employees, as well as our direct and indirect subsidiaries, regardless of geographic location or job position. All directors, officers and employees of the Company must certify upon hire, and on an annual basis thereafter, that they have read and complied with the Code during the applicable year. In fiscal 2025, we added requirements to the Code regarding the use of artificial intelligence tools, and in fiscal 2026 we implemented an AI Code of Conduct. In addition, independent contractors and vendors who do business with the Company are required to abide by the Supplier Code of Conduct as a condition of their engagement, which largely mirrors the Code.

The Company also has a number of other policies and procedures to appropriately address and manage risk, including:

- Disclosure Policy
- Human Rights Policy
- Sustainability & Environmental Policy
- Related Party Policy

Licensing and Training

We operate in a highly regulated industry that requires many of our employees to be knowledgeable about applicable state requirements and to maintain certain state licenses for the appraisal and title insurance industries. We are licensed to provide appraisal management services in all states where such licensing is available. Through our licenses and working with our established partners, we offer title and escrow services nationwide.

To ensure that we maintain a high level of quality and integrity, we have established a comprehensive training program that assigns training to employees based on their roles and responsibilities. Annual training is provided to applicable employees on topics such as information security, sexual harassment, compliance with laws, confidentiality, conflict of interest, fraud, anti-corruption, and anti-discrimination. Certain employees are also required to complete job specific training on an annual basis.

Cybersecurity and Privacy

The Company views the protection of client and consumer information to be a strategic imperative that is critical to maintaining its client relationships and its long-term success. As such, the Company has an information security program based on the U.S. National Institute of Standards and Technology Cyber Security Framework. Significant components of the Company's information security program include:

- independent external security assurance via a Service Organization Control 2 (SOC 2) report conducted in accordance with the American Institute of Certified Public Accountants (AICPA) attestation standards;
- compliance with the Payment Card Industry's Data Security Standard (PCI-DSS) for in scope payment systems;
- management approved policies and standards governing information security, data protection, appropriate use, access controls and incident response, including a Security Incident Response Policy and Ransomware Response Policy;
- integrated risk management practices connecting Information Security, Enterprise Risk, Technology, Operations, Legal, Compliance and Executive Leadership;
- thorough business continuity and disaster recovery plans that are tested annually;
- regular internal and external assessments of the Company's information security posture, including undertaking annual third-party penetration tests and ongoing third-party assessments of the Company's information technology footprint;
- mandatory annual Company-wide security and privacy training for all employees, including monthly phishing testing to maintain security awareness;
- ensuring key personnel are kept apprised of security incident response processes through information sharing, training and/or mock exercises;
- risk prioritized diligence of, and information security contractual requirements for, third-party vendors engaged by the Company who have access to sensitive information; and
- full-time, dedicated information security resources, including a Chief Information Security Officer (who reports directly to the Chief Technology Officer) and a dedicated security budget.

The Company regularly reviews its information security program to help ensure that contractual and regulatory information security and privacy requirements are being adhered to and that risks to the confidentiality, integrity and availability of confidential information and systems are at acceptable levels in line with industry standards, client requirements and the Company's risk profile. In addition, the Company is regularly subject to, and passes, extensive information security audits from several of its largest clients in the U.S. and Canada.

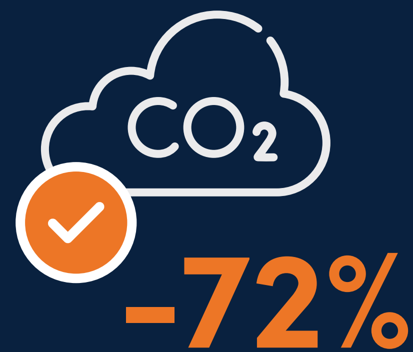
Transparency and Communications

We are committed to proactive, transparent and responsive communications with shareholders and all of our stakeholders. Shareholders may communicate their views to the Board of Directors and the Company's management by sending a message to ir@realmatters.com. Real Matters also has a third-party whistleblower platform (www.lighthouse-services.com/realmatters or 1-844-420-0055) which allows employees, officers, directors and other stakeholders (including the public) to raise, anonymously or not, questions, complaints or concerns about the Company's business practices.

Protecting the Environment

We recognize that climate change poses potential risks to our business, our clients and to the communities in which we operate, and we acknowledge that we have a part to play in protecting the environment and transitioning to a lower-carbon economy.

Real Matters set a target to reduce our operational GHG emissions (Scope 1 + 2) by 42% by 2030 from a 2021 baseline. Our target is aligned with a 1.5˚ pathway. We surpassed our emission reduction target in fiscal 2024, and further reduced our operational emissions in fiscal 2025.



Climate-Related Governance

Our CNGSC and Board of Directors have responsibility for overseeing the Company's climate-related practices and programs. As such, the CNGSC and Board of Directors periodically receive updates on policy and regulatory trends concerning climate and emissions-related developments, and, at least annually, receive a detailed update on Real Matters' climate change efforts, including its short-term and longer-term roadmaps. Real Matters' Vice President of Investor Relations and Corporate Communications is responsible for our sustainability program, measuring Real Matters' emissions footprint and assessing options for emissions reduction. She reports directly to the Chief Executive Officer and leads the Company's Sustainability Committee which includes our General Counsel and Chief Compliance Officer. The Sustainability Committee is responsible for establishing the Company's sustainability disclosure framework, regularly assessing the Company's climate change-related risks and opportunities, developing sustainability-related policies and procedures and working with the senior leadership team to incorporate strategies into the Company's strategic planning to minimize the Company's impact on the environment and enable the Company to achieve its emission reduction targets.

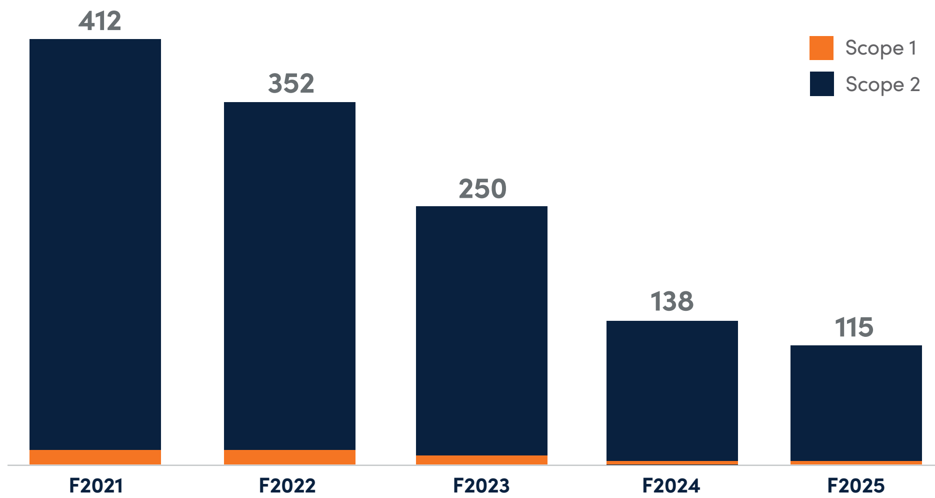
Sustainability-related key performance indicators are incorporated into the Chief Executive Officer and executive performance scorecard.

GHG Emissions

Real Matters operates in a hybrid work environment which has led to a reduction in our office footprint and employee commuting. In fiscal 2025 our office footprint was 51,954 square feet, representing a 54% overall reduction in our office footprint from our 112,948 square foot office footprint prior to the shift to a hybrid work environment in fiscal 2020.

In fiscal 2025, we reduced Scope 1 + Scope 2 emissions by 72% from a fiscal 2021 baseline, meeting and exceeding our 42% reduction target.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS (tCO_2e)



Our GHG calculations are based on the GHG Protocol Corporate Account and Reporting Standard published by World Resource Institute ("WRI") and World Business Council for Sustainable Development ("WBCSD"). Given certain gaps and limitations in our inventory data at present, strict conformance to these standards and guidelines is not being claimed.

All of our office spaces use only LED lighting. Some of the additional energy efficiency features of our LEED certified office spaces include lighting on motion sensors, smart thermostats, and maximization of light access.

Fiscal 2025	Estimated Scope 1 Emissions (tCO_2e)	Estimated Scope 2 Emissions (tCO_2e)	Estimated Electricity Usage (kWh)
Colocated Data Centres	0	8	51,921
Middletown, RI	0	61	249,177
Buffalo, NY	0	30	239,113
Irving, TX	0	7	22,815
Markham, ON	2	7	115,019
Total	**2**	**113**	**678,045**

Real Matters is making concerted efforts to contribute to a more sustainable, global low-carbon economy. We have now completed our cloud migration project, which included decommissioning our collocated data centres and migrating to Google and Microsoft cloud platform. Our migration to the cloud has been an important contributor to reducing the Company's emissions.

In fiscal 2025, we reduced our colocated data-centre related Scope2 emissions by 75% on a year-over-year basis as a result of our move to the cloud.

Google has committed to purchasing 100% renewable energy for their global operations, including data centres. While any emission reductions associated with this shift to renewable energy are owned by Google, Real Matters recognizes that supporting a company that purchases renewable energy is a step in the sustainable direction. Azure, as a part of Microsoft, has been 100 per cent carbon neutral since 2012.

Climate-Related Risks and Opportunities

Like all companies, Real Matters faces a range of potential climate-related risks and opportunities. The TCFD recommends disclosure only where such information is material. While the following discusses the most significant climate-related risks and opportunities that could impact Real Matters, we do not deem any of them to be material to our business.

These climate-related risks and opportunities were developed by our Sustainability Committee with input from various functions across the Company, reviewed by senior management, and incorporated into the Company's Enterprise Risk Committee framework. Many risks and opportunities are interrelated and may overlap.

TRANSITIONS RISKS	POTENTIAL FINANCIAL IMPACT	MITIGATING ACTIONS
Legal & Regulatory		
• Carbon pricing regulations • Enhanced reporting requirements	• Increased operating costs due to rising price of energy. • Increased operating costs from rising fuel/transportation costs. • Increased operating costs due to disclosure obligations.	• Established a Sustainability Committee that develops and guides our sustainability strategy, reporting and action plan. • Implemented a flexible work environment to reduce employee commuting. • Leased energy efficient facilities and significantly reduced office footprint. • Continue to leverage our logistics capabilities to efficiently route orders to field professionals in a tighter geographic footprint while keeping them close to their home offices.
Technology		
• Substitution of existing products and services with lower-emission options • Cost to transition to lower-emissions technology	• Lower profitability for alternative lower-emission products. • Increased operating costs for research and development in new and alternative technologies. • Higher operating costs to adopt/deploy new practice and processes.	• Continue to invest in our logistics capabilities on the platform. • Offer alternative digital-first products like desktop appraisals and eClosings. • Migrate to cloud platforms, including Google Cloud Platform and Microsoft Azure, to reduce the Company's emissions. Google has committed to purchasing 100% renewable energy for their global operations, including data centres. Azure, as a part of Microsoft, has been 100 per cent carbon neutral since 2012.
Market		
• Change in demand for existing products and services to lower-emission options • Change in demand due to sustain-ability performance	• Change in revenue mix and sources resulting in lower profitability. • Increased operating costs from rising fuel/transportation costs.	• Offer alternative digital-first products like desktop appraisals and eClosings. • Continue to invest in our logistics capabilities on the platform and other platform enhancements. • Regularly communicate with our stakeholders to ensure alignment of our sustainability practices with their needs and expectations.
Reputation		
• Public perception on accountability and managing climate-related risks • Climate-related disclosures and sustainability rankings	• Decreased demand for our products and services due to not effectively managing or reducing our climate-related impacts. • Increased cost of capital due to unsatisfactory sustainability rankings.	• Established governance structure aligned with TCFD best practices. • Publish sustainability reports annually focused on transparency and disclose GHG emissions. • Set GHG emissions reduction targets. • Continue to respond to sustainability questionnaires (e.g., CDP, EcoVadis) and implement action plans to improve performance. • Regularly communicate with our stakeholders to ensure alignment of our sustainability practices with their needs and expectations.

PHYSICAL RISKS	POTENTIAL FINANCIAL IMPACT	MITIGATING ACTIONS
Acute		
• Increased severity of extreme weather events such as cyclones, hurricanes, heat or cold waves, or floods.	• Reduced revenue from decreased production capacity (e.g., transport difficulties, supply chain interruptions). • Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism). • Increased operating costs (e.g. business continuity planning and execution due to extreme weather events). • Increased insurance costs due to weather-related claims, premium increases and insurability challenges in high-risk areas. • Reduced revenue from lower order volumes.	• The Company has a national network with tens of thousands of independent field professionals who could be deployed across geographies in case of severe weather events. • Real Matters' workforce is decentralized, with employees across various states and provinces, many of whom are cross-trained in multiple facets of our business. • Real Matters has established extensive business continuity and disaster recovery plans with redundancies in place.
Chronic		
• Changes in precipitation patterns and extreme variability in weather patterns • Rising mean temperatures	• Reduced revenue from decreased production capacity (e.g., transport difficulties, supply chain interruptions). • Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism). • Increase in operating costs due to increased cost to heat and cool our leased facilities. • Increased insurance costs due to weather-related claims, premium increases and insurability challenges in high-risk areas.	• The Company has a national network with tens of thousands of independent field professionals who could be deployed across geographies in case of severe weather events. • Real Matters' workforce is decentralized, with employees across various states and provinces, many of whom are cross-trained in multiple facets of our business. • Real Matters has established extensive business continuity and disaster recovery plans with redundancies in place.

Climate-Related Opportunities

Climate change can also represent opportunities for our industry and for our Company. The following represent the most salient climate-related opportunities for Real Matters, although we do not currently consider any of these to be material to our business.

Resource efficiency and energy sources:

We have an opportunity to reduce our emissions and operating costs by reducing our office footprint, leasing offices in energy efficient buildings that also purchase clean energy, moving our data centres to the cloud, and reducing workforce commuting by employing a hybrid workforce.

Products and services:

Our independent network of field professionals generates GHG emissions by driving to properties for home inspections or for customer mortgage closing appointments. In addition, mortgage closings in the United States are still paper intensive processes that require the use of courier services, all of which generates GHGs. Our platform mitigates some of these negative impacts through logistics capabilities that efficiently route orders to field professionals in a tighter geographic footprint while keeping them close to their home offices. We also offer eClosing services that take advantage of digital capabilities to reduce paper usage and conduct virtual closings where our clients and regulations permit.

Reputation:

Our clients are increasingly seeking vendors who demonstrate a commitment to sustainability, which includes disclosing Scope 1 and Scope 2 emissions and setting GHG emissions reduction targets. We believe that our commitment to minimizing our impact on the environment represents a competitive advantage for Real Matters. Investors are also increasingly using sustainability ratings and ranking agencies to inform their investment-decision making process. Transparent disclosure of our climate-related performance could enhance our sustainability ratings which could lower our cost of capital.

A strong climate-related performance track record could also improve our ability to recruit and retain high-quality talent looking for a climate-conscious company.

CDP Discloser 2025

BRONZE | Top 35% ecovadis Sustainability Rating MAY 2026

Corporate ESG Performance Prime RATED BY ISS ESG

SASB Metrics: Software & IT Services

SUSTAINABILITY DISCLOSURE TOPICS & METRICS	F2025	CODE
Environmental Footprint of Hardware Infrastructure		
Total energy consumed (gigajoules)	2,441	TC-SI-130a.1
Percentage grid electricity	Data not available	TC-SI-130a.1
Percentage renewable	Data not available	TC-SI-130a.1
Total water withdrawn	Omitted due to lack of applicability	TC-SI-130a.2
Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Omitted due to lack of applicability	TC-SI-130a.2
Discussion of the integration of environmental considerations into strategic planning for data centre needs	See page 23	TC-SI-130a.3
Data Privacy & Freedom of Expression		
Description of policies and practices in relation to behavioral advertising and user privacy	See our Privacy Policy on solidifi.com	TC-SI-220a.1
Number of users whose information is used for secondary purposes	0 – See our Privacy Policy on solidifi.com	TC-SI-220a.2
Total amount of monetary losses as a result of legal proceedings associated with user privacy	$0	TC-SI-220a.3
Number of law enforcement requests for user information	Data not available	TC-SI-220a.4
Number of users whose information was requested	Data not available	TC-SI-220a.4
Percentage resulting in disclosure	Data not available	TC-SI-220a.4
Lists of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not applicable	TC-SI-220a.5
Data Security		
Number of material data breaches	0	TC-SI-230a.1
Percentage involving personally identifiable information (“PII”)	0%	TC-SI-230a.1
Number of users affected	0	TC-SI-230a.1
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See page 20	TC-SI-230a.2

SASB Metrics: Software & IT Services

SUSTAINABILITY DISCLOSURE TOPICS & METRICS	F2025	CODE
Recruiting & Managing a Global, Diverse & Skilled Workforce		
Foreign nationals		
Located in Canada	2	TC-SI-330a.1
Located in the U.S.	0	TC-SI-330a.1
Located offshore	0	TC-SI-330a.1
Employee engagement as a percentage	76% (See page 13)	TC-SI-330a.2
Percentage of gender and racial/ethnic group representation		
For management	See page 14	TC-SI-330a.3
For technical staff	See page 14	TC-SI-330a.3
All other employees	See page 14	TC-SI-330a.3
Intellectual Property Protection & Competitive Behaviour		
Total amount of monetary losses as result of legal proceeding associated with anti-competitive behaviour regulations	$0	TC-SI-520a.1
Managing Systemic Risks from Technology Disruptions		
Number of performance issues	Exceeded or achieved our target uptime with 100% of clients	TC-SI-550a.1
Number of service disruptions	Exceeded or achieved our target uptime with 100% of clients	TC-SI-550a.1
Total customer downtime	Exceeded or achieved our target uptime with 100% of clients	TC-SI-550a.1
Description of business continuity risks related to disruptions of operations	See page 33 of the Company's Annual Information Form available on realmatters.com and SEDAR+.	TC-SI-550a.2
Activity Metrics		
Number of licenses or subscriptions[1] / percentage cloud-based	39 / 100%	TC-SI-000.A
Data processing capacity / percentage outsourced	Not available[2] / 100%	TC-SI-000.B
Amount of data storage / percentage outsourced	Not available[3] / 100%	TC-SI-000.C

1. As of June 30, 2026. The Company utilizes its own proprietary software platform to service its clients; Real Matters does not license its platform. The licenses in the table represent ancillary services in the company's title business.
2. Following the Company's migration to cloud-based infrastructure, processing resources are dynamically allocated by the cloud service provider. The provider does not report processing capacity in MIPS or another consolidated capacity measure.
3. Following the Company's migration to cloud-based infrastructure, data is maintained across multiple cloud storage services and storage classes. The cloud service provider does not provide the Company with a single consolidated measure that is comparable with the capacity information reported in prior years.

Other Sustainability Disclosure Topics & Metrics

	F2025
Workforce Management and Safety	
Ratio of highest paid employee to median salary (excluding highest paid employee)	20.4
Proportion of employees covered by a collective bargaining agreement	0%
Voluntary employee turnover rate	6%
Average annual hours of company-initiated training per employee[1] (applies equally to male and female employees)	4
Total number of work-related fatalities (direct employees)	0
Total number of work-related fatalities (contract employees)	0
Total number of work-related fatalities (independent contractors)	0
Total number of work-related accidents (direct employees)	0
Total number of work-related accidents (contract employees)	0
Total number of work-related injuries (direct employees)	0
Total number of work-related injuries (contract employees)	0
Total recordable incident rate ("TRIR") (direct employees and contract employees)	0
Data Security	
Total number of material cybersecurity breaches since the Company's formation in 2004[2]	0
Legal & Compliance Matters	
Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	$0
Total amount of monetary losses as a result of legal proceedings associated with corruption	$0
Total number of inquiries, complaints or issues received via whistleblower hotline	0
Total monetary value of political contributions made by Company	$0 (expressly prohibited)
Total monetary value of political contributions made by Company broken down by recipient	N/A (expressly prohibited)
Company payments to government	
Canada (taxes)	$1.1 M
United States (taxes)	$0.2 M

1. Average mandated training hours per employee excluding additional job-specific training.
2. A cybersecurity breach is material if it could have an adverse effect on our business, financial condition, operating results or prospects.

Forward-Looking Information

This report contains "forward-looking information" within the meaning of applicable Canadian securities laws. Words such as "aim", "could", "forecast", "target", "may", "might", "will", "would", "expect", "anticipate", "estimate", "intend", "plan", "seek", "believe", "likely" and "predict", and variations of such words and similar expressions, are intended to identify such forward-looking information, although not all forward-looking information contains these identifying words.

The forward-looking information in this report includes statements which reflect the current expectations of management with respect to our business and the industry in which we operate and is based on management's experience and perception of historical trends, current conditions and expected future developments, as well as other factors that management believes appropriate and reasonable in the circumstances. The forward-looking information reflects management's beliefs based on information currently available to management, including information obtained from third-party sources, and should not be read as a guarantee of the occurrence or timing of any future events, performance or results.

The forward-looking information in this report is subject to risks, uncertainties and other factors that are difficult to predict and that could cause actual results to differ materially from historical results or results anticipated by the forward-looking information. A comprehensive discussion of the factors which could cause results or events to differ from current expectations can be found in the "Risk Factors" section of our Annual Information Form for the year ended September 30, 2025, which is available on SEDAR+ at www.sedarplus.ca.

Readers are cautioned not to place undue reliance on the forward-looking information, which reflect our expectations only as of the date of this report. Except as required by law, we do not undertake to update or revise any forward-looking information, whether as a result of new information, future events or otherwise.

REALMATTERS