

Code of Conduct

Real REMAX Group Inc.

Introduction and Core Values

At their core, ethics are about doing what's right. In the corporate world, the concept is a driving force behind a company's reputation, with far-reaching implications that touch virtually all aspects of business.

For Real REMAX Group Inc. (“Real REMAX Group” or “the company”)—which includes all of our subsidiaries and affiliated entities—a strong sense of ethics supports our collective success.

Ultimately, holding ourselves to high ethical standards creates a positive, productive work environment in which we appreciate and respect one another. And who doesn't want that?

No Code of Conduct can address every issue or conflict that may arise; you are bound to find yourself in situations not covered in this document. When the Code of Conduct or other policies don't answer a question you have about an issue or conflict, it is your responsibility to ask. Specific policies, many of which are included in the Employee Handbook, provide greater detail. Real REMAX Group personnel are expected to be aware of, and uphold, all corporate policies and procedures as well as the Code.

In the spirit of our core values, the Real REMAX Group Code of Conduct is designed to promote:

- Acting with integrity, honesty and transparency.
- Full compliance with applicable laws, rules and regulations.
- Full, fair, accurate, clear and timely disclosure in required filings and other public communications.
- Speaking up when something seems wrong or unethical.
- Taking ownership for actions.

Doing the Right Thing

To a large degree, the ethics of everyone in our organization provide the foundation for each of our core values—especially doing the right thing, which is essentially what the Code is all about.

Doing the right thing is usually pretty straightforward. But sometimes, when the proper path isn't as obvious, the Code of Conduct provides additional clarity and context.

Additionally, the Code provides a structure that protects the company and all of us from potential ethics or policy violations. After all, together, everybody wins, and our responsibilities extend beyond our own behavior. Protecting the company—and holding ourselves to the highest ethical standards—serves everybody associated with the organization or doing business with us.

To be clear, there are consequences for violating the standards and expectations outlined in the Code. As noted previously, the Code can't possibly cover every situation, and we are all expected to act with integrity, honesty and transparency—exercising good judgment and asking for help when a situation isn't clear. Those whose actions run contrary to the Code will be subject to disciplinary action—up to and including termination in serious cases. Moreover, any criminal behavior will be dealt with swiftly—and may prompt involvement from authorities for prosecution.

Who Does the Code of Conduct Apply To?

- Every employee
- Every officer
- Every director on the Board of Directors
- Every executive
- Contractors engaged in work for Real REMAX Group

When the Code refers to “company personnel,” it includes all of us: every employee, officer, Board member and executive. It's important to note that this list does not include independently owned franchise owners or their staff or sales associates, if applicable. Independently owned franchises are responsible for following applicable laws, rules and regulations, adhering to their franchise agreements and following their own policies. The Code applies to Real REMAX Group, Inc. and our corporate subsidiaries.

About the Code

The Code of Conduct is not an employment contract between you and Real REMAX Group, nor does it alter your at-will employment relationship with the company.

The goal of the Code is to clarify each employee's, officer's and director's existing obligation for proper conduct. Each employee, officer and director is responsible for following current laws, regulations, policies and procedures that apply to our work, even if provisions of local law are more restrictive than this Code. If you have questions about whether a particular situation may involve illegal conduct, or about specific laws that may apply to your activities, contact the Chief Legal Officer. To the extent any provision of this Code is expressly prohibited by the laws of a particular jurisdiction where we do business, those laws prevail there. To make sure you have the most current version of this Code, look on our intranet or in the Employee Handbook or ask Human Resources or the Chief Legal Officer. Some parts of this Code require you to act, or refrain from acting, unless you have prior approval. Approvals relating to the company's directors and executive officers must be obtained from the company's Board of Directors (or an applicable committee). Unless specified, other approvals may be granted by the Chief Legal Officer. Some parts of this Code require you to act, or refrain from acting, and do not permit exceptions.

Nothing in the Code restricts the right of any employee to communicate directly with governmental agencies or to engage in protected or concerted activity under the National Labor Relations Act or any other applicable law—such as communicating about wages, hours, or other terms and conditions of employment, working together to alter the terms of employment, or reporting or opposing harassment, discrimination or sexual assault.

Changes in this Code may be made only by the Board of Directors, and waivers relating to executive officers and directors may be granted only by the Board of Directors and must be disclosed within four business days to shareholders. All other waivers may be granted by the Chief Legal Officer or their designee.

When Somebody Is Not Doing the Right Thing

All employees have a responsibility to speak up if they see or suspect something that seems wrong. We all benefit from an environment that encourages team members and coworkers to come forward when a violation is suspected. No one should ever feel uncomfortable about doing the right thing.

When to Speak Up

The Code of Conduct and other policies exist to support good judgment, common sense and a commitment to doing the right thing. You are likely to encounter situations that aren't addressed within the policies found here, so don't hesitate to bring attention to any situation that makes you feel uncomfortable or uneasy.

We are all obligated to speak up with concerns regarding:

- The company's accounting and financial reporting practices—including internal accounting controls and auditing matters—or matters regarding violations of securities laws, franchise laws or other laws and regulations.
- Potential violations of the Code of Conduct or other corporate policies.

If you're unsure or have a question about the right way to handle a situation: ASK. If you're aware of something that seems like potential misconduct: SPEAK UP.

How and Where to Speak Up

Asking questions or reporting potential violations may not be easy or comfortable—but it is important. To make it easier, there are several ways to make your voice heard.

- To raise a concern anonymously, contact the Ethics Helpline, which is run by a trusted third party.
- If you feel comfortable doing so, reach out to the Chief Legal Officer, Chief People Officer or Vice President of Internal Audit – they have an open-door policy for addressing questions or concerns and a responsibility to listen and help.
- Talk with Human Resources, your immediate supervisor, your department manager or any officer. They may be familiar with the matter.

The Ethics Helpline

Through the Ethics Helpline, you can choose to provide your contact information or you can stay anonymous.

- Share your contact information: Providing your contact information helps considerably in facilitating investigation and follow-up.
- Remain anonymous to the company: You can provide your contact information to the Helpline provider but not to Real REMAX Group. Real REMAX Group can still relay messages through the Helpline provider.
- Remain completely anonymous: If you choose to remain totally anonymous, giving detailed information is particularly important, because no one will be able to contact you for additional information or clarification to help with the investigation.

All reports submitted through the Ethics Helpline are kept confidential to the extent possible and allowed by law.

Website: <https://integritycounts.ca/org/RealREMAXGroup>

Phone:

- US/Canada: 1-866-921-6714
- India: 000-8001007980
- Argentina: 0800-345-3111
- Israel: 1809456714
- South Africa: 080-098-0167

E-mail: realremaxgroup@integritycounts.ca

People to Know (roles typically involved in ethics matters):

- Audit Committee Chair – Larry Klane
- Chief Legal Officer – Alix Lumpkin
- Vice President of Internal Audit – Shawn Holdridge
- Chief People Officer – Dipti Salopek

What Happens When an Ethics Concern Is Raised?

Whenever and however a concern is raised, it's taken seriously.

Once a concern is raised, the first thing to be determined is: could the issue involve improper accounting, financial reporting or fraud, or an issue that is appropriate for the Audit Committee.

If yes: it's sent to the Chair of the Audit Committee of the Board of Directors. (The Audit Committee of the Board of Directors is a group of independent directors responsible for administering the investigations.) The Audit Committee Chair determines who will investigate. Depending on the issue raised, that typically would be people from the Legal, Internal Audit or Human Resources departments, but they are working on behalf of and reporting to the Audit Committee and will keep the information as confidential as possible during the investigation. The Audit Committee also has the authority to get outside help to assist the investigation, including independent counsel, forensic accountants and other advisors.

If no: the concern is always taken seriously and will be referred to the right person or appropriate officer to respond. Examples might include performance issues, conflicts with a colleague, inappropriate behavior or other business issues.

Note to Officers, Supervisors and Managers: You are expected to take a leadership role in modeling and promoting ethical business conduct and to provide ongoing guidance to staff.

You should remain vigilant in recognizing potential issues, no matter how they are expressed—such as in conversation, employee performance reviews, emails or exit interviews. Relay any concerns that could

involve improper accounting, financial reporting or fraud to the Chief Legal Officer, Vice President of Internal Audit or the Ethics Helpline.

If you are contacted during an investigation, you must cooperate with the investigation and provide truthful, accurate information to the best of your ability—failing to do so will result in disciplinary action. To avoid influencing others who might be asked to provide information, do not discuss the investigation, or the information you provided, without authorization.

The investigators will report the results of their inquiries to the Audit Committee and Chief Legal Officer, and prompt and appropriate corrective action will be taken when warranted, in the judgment of the Audit Committee.

You Will Be Protected

All conversations, calls and reports made in good faith will be taken seriously.

Retaliation or discrimination—such as harassment or threats or actions of being fired, demoted or suspended—against someone who raises concerns in good faith will not be tolerated. That's true no matter how you report your concern: internally, through the Ethics Helpline, or to a government agency. Retaliatory actions are prohibited at all levels of the organization, including executive management.

Good faith means you've made a genuine attempt to provide honest and accurate information, even if you're later proven to be mistaken. Because all reports of potential misconduct are taken seriously, anyone who knowingly files false ethics reports or provides evidence they know to be false—or that they don't have a reason to think is accurate—will not be protected by this policy. Those who do so may also be subject to disciplinary action, up to and including immediate termination.

Nothing in the Code limits or restricts any individual's right to report potential violations directly to the Securities and Exchange Commission (or any other government agency) without prior notice to or approval from the Company, and employees are not required to forfeit any potential whistleblower award from such reports.

Respect—Together, Everybody Wins

No one should come to work and feel uncomfortable, discriminated against or harassed. By coming together and treating other people with respect and gratitude, helping each other develop our talents and reach our goals, everybody wins.

Harassment and discrimination can take many shapes and forms. Report any incident of harassment or discrimination you're aware of.

Discrimination

Real REMAX Group does not tolerate discrimination or unjust or prejudicial treatment on the basis of race, color, creed, ancestry, national origin, religion, sex, age, marital status, pregnancy/childbirth/related medical conditions (including lactation), genetic information, sexual orientation, gender identity or expression, handicap or disability, or status as a veteran or disabled veteran, or any other status protected by law. We recruit, hire, employ and promote people without discrimination and treat all individuals without discrimination with respect to compensation, opportunities for advancement, and other terms and conditions of employment.

Harassment

Harassment is verbal or physical conduct that unreasonably or inappropriately interferes with performing your job, belittles or shows hostility toward another person, or that could, if not stopped, create an intimidating, hostile or offensive work environment based on someone's legally protected status, like:

- Slurs or stereotyping
- Offensive teasing or jokes
- Threats or other intimidating acts
- Other conduct that denigrates or shows hostility, disrespect or aversion toward someone based on their legally protected status

Sexual harassment involves unwelcome sexual advances, requests for sexual interaction and other verbal or physical conduct of a sexual nature, such as:

- Inappropriate touching
- Sexual advances, requests for sexual favors, sexually explicit language, off-color jokes, remarks or questions about a person's body or sexual activities
- Sexually suggestive pictures or objects, suggestive communication, looks or leering

Harassing conduct by any employee, supervisor, director, independent contractor or anyone else doing business with us or on our premises is prohibited, whether the conduct is welcome or unwelcome. It is also unacceptable to harass persons who are not Company employees but who may be encountered through or in connection with Company activities.

Harassment or discrimination based on a protected status is unacceptable both on Real REMAX Group premises and in any work-related setting outside our offices such as real estate showings, business trips,

office outings, parties and business-related social events. Any employee who engages in discrimination or harassment will be subject to discipline up to and including termination.

Workplace Safety and Health

The responsibility for safety extends to every individual working for Real REMAX Group. While on the job, you must follow all safety laws and standards, comply with the company's safety policies and procedures, use all required safety equipment, and otherwise comply with applicable laws. Report any unsafe condition, equipment breakdown, accident (no matter how minor), or near miss, so that the Company can take corrective action as soon as possible. Additionally, employees must report all threats of violence, both direct and indirect, as soon as possible. Threats, threatening conduct, bullying, or any other acts of aggression or violence in the workplace will not be tolerated.

Using vs. Abusing Corporate Resources

Everyone should be mindful to protect company assets and ensure their efficient use. Theft is, at its essence, a crime, and carelessness and waste directly impact our profitability.

When using business supplies and resources, remember to do the right thing. The basics:

- Use corporate property reasonably and properly; don't abuse it.
- Don't steal.
- Use resources efficiently; don't waste.
- Exercise discretion when using resources for personal use.

Conflicts of Interest

A conflict of interest arises any time your personal interests interfere with, or could appear to interfere with, your ability to act in the best interests of Real REMAX Group. Everyone must discharge their responsibilities based on what is in the best interest of the company, independent of personal considerations or relationships, including the personal interests of immediate family members.

You Have to Report a Potential Conflict (Even if You're Unsure)

Company personnel must disclose any potential conflicts of interest—including those involving an immediate family member—to the Chief Legal Officer (CLO). And because such conflicts can often be hard to recognize, even the notion of a potential conflict should be brought to the CLO's attention so that, if possible, measures are taken to ensure decisions are made in the best interest of the business.

Immediate family members, in the Code, include your spouse, domestic partner, parents, stepparents, children, stepchildren, siblings, mothers- and fathers-in-law, sons- and daughters-in-law, brothers- and sisters-in-law and anyone sharing your household other than a tenant or employee.

Are You Conflicted? Situations That Likely Reflect a Conflict of Interest

- Working for a competitor, including serving on a board of directors or advisory group.
- Having a financial interest in, or a financial arrangement with, a competitor, supplier or customer (insignificant stock interests in publicly-held companies would not apply).
- Gifts—Employees should not accept gifts in the form of cash or cash-equivalents at any value from a competitor, customer or supplier (e.g., cash or gift cards). Before accepting any non-cash gifts, valued at \$200 or more (such as invitations to events) from a competitor, customer or supplier, employees must disclose the potential gift to the Chief Legal Officer and get approval. Similarly, employees should not give gifts in the form of cash or cash-equivalents at any value to a competitor, customer or supplier.
- Having an immediate family member or romantic partner that is a vendor or customer.
- Owning a business with or having a business relationship (including providing professional services) with another employee, officer, board member or their immediate family members.
- Having a second job or consulting relationship that affects your ability to perform your job.
- Using nonpublic company information for your personal gain or advantage, or for the gain or advantage of another.

When Products and Services Are Involved

If a conflict of interest relates to obtaining goods or services, you should consult the Procurement Policy for additional approval requirements. Explicit pre-approval of any actual or potential conflict must be granted by both the Chief Legal Officer and Chief Financial Officer if the procurement involves more than \$10,000 in annual spending.

Conflicts at the Board of Directors Level

Conflicts of interest involving any member of the Real REMAX Group Board of Directors are addressed by the Board of Directors or applicable committee in a manner consistent with the fiduciary duties of the board members.

Conflicts in Relationships

Potential conflicts of interest can also extend to actual or perceived favoritism due to relationships (family or romantic) between employees, between employees and customers or between employees and vendors. All such potential conflicts of interests must be reported to the Chief Legal Officer and can result in a change of reporting structure or work assignments.

Gifts Between Coworkers

Giving and receiving gifts among company personnel could signal a conflict of interest or the impression of favoritism. In some situations, gifts may need to be accounted for as if the company had given the gift and/or be treated as taxable compensation to the recipient. Some examples include:

- Tickets to concerts or sporting or cultural events
- Gift cards (note: cash-equivalent gift cards should not be given)
- Any other merchandise or services

If you are giving or receiving a gift or gifts worth more than \$200 at a time or \$500 in a calendar year to or from the same person, you must obtain approval from the Chief Legal Officer. This applies to gifts between company personnel and:

- Other company personnel or their immediate family members
- A major shareholder who owns or controls more than 5% of Real REMAX Group's shares or votes

Note: Gifts between immediate family members who are also coworkers need not be approved. Pooling funds to buy a department or group gift (to celebrate a new baby or marriage, for example) requires approval only if an individual contribution exceeds \$500, even if the group gift exceeds \$500.

Loans

Loaning money may create a conflict of interest. Under no circumstances will Company money or employees' money be loaned or advanced to any vendors, customers, other employees, or any third parties with whom the Company does business. Company employees shall not borrow money from any vendors, customers, other employees, or any third parties with whom the Company does business, under any circumstances

Gifts or Loans Involving Senior Personnel

Gifts or loans of these kinds involving any member of the Board of Directors (other than the Lead Director, if any), any executive officer, the Chief Legal Officer, or anyone to whom the Chief Legal Officer reports are reviewed by the Lead Director, if any (rather than the Chief Legal Officer).

Corporate Opportunities

The use of corporate property, information or your position for improper personal gain—or to compete with Real REMAX Group, directly or indirectly—is prohibited. Similarly, you are not allowed to take advantage of business opportunities that arise from the use of corporate property, information or your position within the company, for your own benefit, without prior written authorization.

Ensuring Accurate Reporting and Accounting

Accurate information and data is essential for transparency with our investors, meeting legal and regulatory obligations, minimizing business and legal risk, and competing effectively in the market.

Transparency is everyone's responsibility. In the spirit of doing the right thing, creating false or misleading financial records or accounting, or failing to report as required, is prohibited. No one has the authority to direct you to misreport.

A few things to note on accurate reporting:

- Actions and transactions must be properly authorized.
- Expense reports must accurately document actual expenses incurred and follow the Travel and Expense Policy.
- Employees for whom time tracking is mandatory must accurately report time spent and the nature of work performed.
- Reporting of sales or contracts must be documented with a signed contract.
- Office and headcount figures must reflect accurate, verifiable data. If you are aware that any such figures are inaccurately reported in any way, inform the Chief Accounting Officer, Chief Financial Officer, Chief Legal Officer or contact the Ethics Helpline immediately.

All company personnel must comply with internal controls at all times. Company documents and records (both physical and digital) must be retained and disposed of according to legal and regulatory requirements and the company's Document Retention Policy. Additionally, the Company's Policy Regarding Recovery of Erroneously Awarded Compensation provides for the recovery of incentive compensation erroneously awarded to Covered Persons.

Data Privacy and Protection

Protecting personal information is both an ethical obligation and a legal requirement. Real REMAX Group is committed to complying with all applicable data privacy laws, including the CCPA/CPRA, GDPR, PIPEDA, and other frameworks that govern our operations. All company personnel must:

- Collect, use, and share personal information only for legitimate business purposes and in accordance with the company's Data Privacy Policy and applicable law.
- Protect personal information from unauthorized access, use, or disclosure by following the company's information security protocols.
- Access personal information and company systems only as needed to perform your job duties.
- Immediately report any known or suspected data breach or unauthorized access to the Chief Legal Officer, Chief Information Security Officer, or the Ethics Helpline.

If you are unsure whether a particular use or disclosure of personal information is permitted, contact the Chief Legal Officer before acting. Fair Competition and Anti-Corruption

Underhanded Business Dealings

An act or action doesn't have to be illegal to make it unethical. All the brands under Real REMAX Group seek to outperform the competition fairly and honestly.

Everyone should be honest, ethical and fair when dealing with franchisees, customers, suppliers, competitors and coworkers. Taking advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any unfair practice runs contrary to our values and will not be tolerated, regardless of whether it's illegal or not.

Coordinating With the Competition

Fair competition and antitrust laws are designed to prohibit agreements or actions that harm consumers and reduce competition. Any agreements or discussions with a competitor about fixing or controlling prices, dividing and allocating markets or territories, or boycotting suppliers or customers are prohibited.

If you have any questions on fair competition and associated laws, contact the Chief Legal Officer.

Bribes and Kickbacks

“Doing the right thing” is pretty straightforward when it comes to giving or taking a bribe or kickback. Just don't do it—in any form, for any reason.

Using Real REMAX Group's funds, facilities or property for any illegal or unethical purpose is strictly prohibited. Do not offer, authorize or give payments or items of value to retain business, influence the recipient's business judgment or gain an improper advantage. Similarly, Real REMAX Group is prohibited from using employees or third parties to make or take bribes or kickbacks on its behalf.

Business-Associated Gifts, Gratuities and Entertainment

Using company funds or property for entertainment, gifts or meeting space to create goodwill and a sound business relationship is acceptable. Using such resources for illegal, unethical or otherwise improper purposes—such as gaining undue favor or advantage—is prohibited.

Anti-Money Laundering

Real estate transactions can be exploited to launder the proceeds of illegal activity. Real REMAX Group is committed to complying with all applicable anti-money laundering laws and FinCEN requirements. Company personnel must:

- Never knowingly facilitate transactions that involve the proceeds of illegal activity or that are designed to evade reporting requirements.

- Be alert to warning signs of money laundering (such as unusual payment methods, customers who are unwilling to provide identification, or attempts to structure transactions to avoid reporting thresholds) and report any suspicious activity to the Chief Legal Officer or the Ethics Helpline.
- Comply with all applicable know-your-customer and due diligence requirements.

If a transaction raises AML concerns, do not proceed until you have consulted with the Chief Legal Officer.

Politics and Global Business

Political Involvement

It's fine to be involved in politics and make donations or support ballot initiatives, candidates or a political party. Just don't do it with company funds or on the company's behalf—or suggest you speak for Real REMAX Group.

Using Real REMAX Group's assets or funds to make a political contribution is forbidden. This includes any cash, gifts, loans or services to support political issues, parties or candidates in the United States or Canada. This also applies abroad, unless the contribution is lawful and pre-approved in writing by the Chief Legal Officer.

Also, do not give the appearance that a contribution or support is from Real REMAX Group. For example, if you post a sign in favor of a political initiative, you may not do so in association with our brand or company names.

Conducting Global Business

The laws of foreign countries that regulate our business abroad are extensive and complex—and often differ from those in the United States.

Around the world, Real REMAX Group holds itself to the highest ethical and business standards. Even at the risk of losing business, we always do the right thing.

While no one can anticipate all situations and issues that may arise when conducting business abroad, it's key that company personnel abide by the following:

- Observe all laws and regulations of both the U.S. and the local country.
- Be particularly careful when dealing with government officials or with foreign laws. Laws—particularly those associated with gifts or payments—differ greatly from country to country. Some laws, such as the UK Bribery Act and the U.S. Foreign Corrupt Practices Act, have global application and are vigorously enforced.
- Exercise caution when giving gifts or payments. Gifts that are excessive or not customary in the local country require prior approval by the Chief Legal Officer. Gifts involving foreign officials are subject to separate, more detailed rules as provided in the company's Foreign Corrupt Practices Act and Anti-Bribery Policy.
- Avoid getting involved with boycotts abroad (see below).
- Adhere to all licensing requirements and import and export control laws.

Boycotts Abroad

It is illegal for U.S. citizens and companies to participate in any activity that promotes or supports another country's boycott against customers or suppliers from a country friendly to the U.S. or against U.S. people or companies.

The law doesn't just prohibit participating in such a boycott, but also providing information about business relationships with boycotted countries or information about race, religion, sex or national origin. If you get a request to participate in such activity, immediately report it to the Chief Legal Officer.

Confidential Information and Insider Trading

Company personnel with access to confidential information may use or share that information only in conducting Real REMAX Group business. Using confidential information for stock trading purposes or for any other purpose is prohibited.

Confidential Information

Maintaining the confidentiality of information is critical. Such information may be disclosed only when it's legally authorized or the company is required to do so.

Confidential information includes all information that isn't public, including financial information, business and marketing plans, legal strategies, customer and vendor information, and any other information that might be of use to competitors or harmful to the company, its franchisees, brokers, agents, vendors or customers if disclosed. This doesn't prevent you, however, from discussing your wages, benefits and other terms and conditions of employment, or engaging in other activities protected by applicable law.

Insider Trading

It is illegal to trade securities on the basis of material non-public information. It's also illegal to “tip” the information to others who trade—even if you don't receive any personal financial benefit.

Non-public or “inside” information is information that is not generally known or available to the public. Information is “material” if it could affect the market price of a stock or if a reasonable investor would think it's important in deciding whether to trade. Company personnel are expected to be aware of, and to act according to, our Stock Trading Policy in the Employee Handbook.

Social Media

When using social media—whether on personal accounts or company-managed platforms—keep the following in mind:

- Never disclose confidential company information or material non-public information on any social media platform. Sharing such information online can violate securities laws.
- Make clear that your views are your own and not the company's official position, unless you are authorized to speak on the company's behalf. Do not use Company logos or branding in a way that suggests Company endorsement.
- Exercise good judgment. Do not post content that is discriminatory, harassing, or threatening. Conduct yourself professionally, appropriately, and consistent with the company's expectations of employees at all times when you are identified as a company employee or representative.
- Social media activity is subject to all other provisions of this Code, including those regarding confidential information, insider trading, and political activities.

Nothing in this policy is intended to restrict employees' rights to engage in protected activity under applicable laws, including the right to discuss wages, benefits, hours, and other terms and conditions of employment.

Approved by the Board of Directors on August 24, 2026