

Ethics Hotline

Concerns about employment or the Company's operations, financial reporting, business integrity, or any other matter related to the Company may be reported anonymously:

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

Phone:

- U.S. / Canada: 1-866-921-6714
- Costa Rica: 00-800-2002-0033
- South Africa: 080-098-0167
- Ukraine: 800503559
- Uruguay: 000-413-598-5556

E-mail: realbroker@integritycounts.ca

The hotline is a toll-free, 24-hours-a-day, 7-days-a-week resource to report concerns, which can be done anonymously. The Hotline is managed and staffed by WhistleBlower Security Inc., and is not affiliated with the Company. The Company provides the multitude of reporting avenues listed above so that you can be certain of an appropriate place to report or discuss any type of concern that you have. To help the Company properly investigate and respond to your concern, we encourage you to provide as much information as possible. If you make a report, the Company will keep your identity confidential, except to the extent that you consent to be identified, or to the extent that your identification is required or permitted by law.