

CODE OF BUSINESS CONDUCT AND ETHICS

Approved July 30, 2025

1. INTRODUCTION

This Code of Business Conduct and Ethics ("Code") outlines a framework of guiding principles for all directors, officers and employees of Genesis Land Development Corp. and its subsidiaries (as defined in the *Securities Act* (Alberta)), to promote integrity and deter wrongdoing. Judgement should be applied as to whether contractors, suppliers and others engaged on behalf of the Corporation are made aware of the Code and whether they are expected to be bound by substantially the same provisions as are in this Code as a condition of their engagement

2. CONFLICTS OF INTEREST

- a) In general, a conflict of interest exists for those who use their position at the Corporation to have the Corporation enter into business, commercial and financial interests or activities that benefits themselves, or any party in which they have a material interest, or in respect of which a director or officer or employee has a material interest.
- b) Directors, officers and employees shall avoid all business, commercial and financial interests or activities that may reasonably be regarded as a potential conflict or result in an actual conflict between their personal interests and the interest of the Corporation, and where their actions as directors, officers or employees are influenced by their personal interests.
- c) Directors, officers or employees are prohibited from taking for themselves personally opportunities that properly belong to the Corporation or are discovered through the use of corporate property, information or position. Corporate property information or position shall not be used for personal gain.
- d) If directors, officers or employees perceive potential or apparent conflicts of interest arising from their responsibility to the Corporation, such conflict of interest shall be fully disclosed preferably in writing, promptly to their manager or to the President & Chief Executive Officer ("CEO"), the Chief Financial Officer ("CFO"), or Senior Vice President & General Counsel ("SVP & GC") or to the chair of the Audit Committee, and in the case of a director to the Board.
- e) The Corporation shall consider the conflict of interest and take appropriate action in the case of officers and employees and in the case of a director, the Board shall consider the conflict of interest and take appropriate action, including recusal from deliberations and voting when necessary.

3. COMPLIANCE WITH LAWS

- a) The provisions of this Code are mandatory and full compliance with the spirit and intent of this Code by each director, officer and employee is expected at all times and in all circumstances.
- b) Each director, officer or employee shall, on a best effort, make themselves aware of, and comply fully with all corporate policies, relevant laws and other standards governing their conduct. Any situation which could be perceived as improper, unethical or indicate a lack of compliance with the corporate policies or relevant law shall be avoided.

- c) Where a director, officer or employee has any doubt or question concerning the provisions of this Code, that person should seek advice from senior management, the Board and when appropriate legal counsel

4. FAILURE TO COMPLY WITH THE CODE

Failure to comply with this Code can have severe consequences. Appropriate discipline up to and including dismissal, shall be imposed by the Corporation for violations of the Code.

5. MONITORING COMPLIANCE WITH THE CODE

- a) The SVP & GC, working with other executives and managers is responsible for monitoring compliance with the Code.
- b) The SVP & GC shall report quarterly to the Board whether or not any issues regarding the Code occurred in the most recent quarter, as well as updates on distribution, education and enforcement with employees or others subject to this Code. The SVP & GC shall also report significant financial or human resource matters to the applicable Committee, being the Audit Committee or the Governance and Compensation Committee as appropriate.

6. OUTSIDE BUSINESS INTERESTS

- a) No director, officer or employee may hold or accept a significant financial interest (either directly or through a relative or associate) or hold a position as an officer or director in an organization that has a material business relationship with the Corporation, where, by virtue of their position in the Corporation, the director, officer or employee could materially benefit the other organization by influencing the purchasing, selling or other decisions of the Corporation, unless that interest has been first fully disclosed as provided for in section 2(d) above and, in the case of an officer or employee, approval has been obtained from the Corporation. In the case of a director, appropriate action has been taken, including recusal from deliberations and voting when necessary.
- b) A "significant financial interest" in this context is any interest substantial enough that decisions of the Corporation could result in a material gain for the director, officer or employee.

7. DISCLOSURE

- a) Each individual being considered for nomination as a director of the Corporation shall disclose to the Governance and Compensation Committee all interest and relationships of which the director is aware of at the time of consideration which shall or may give rise to a conflict of interest. If such an interest or relationship should arise while the individual is a director, the individual shall make immediate disclosure of all relevant facts to the Lead Director and to the Board Chair.
- b) If the Board is making decisions related to a material interest, material contract, significant financial interest or to an activity or interest that may provide a benefit to a director's private interests, the director shall withdraw from the deliberations altogether.
- c) Disclosure may cure a conflict of interest or allow the Corporation to appropriately avoid a potential conflict. However, a conflict may be so severe as to only be resolved by the director's resignation from one or both of the conflicting positions.

8. CONFIDENTIAL INFORMATION

- a) No director, officer and employee shall reveal or disclose or use for their own benefit, any Confidential Information without the Corporation's specific proper written authorization or except as required by a mandatory provision of applicable law; and shall hold all Confidential Information absolutely secret, undisclosed, in trust and in confidence; and shall use their best efforts for the protection of Confidential Information. Notwithstanding the foregoing, Confidential Information may be discussed with other employees on a "need to know" basis. Employees that become aware of Confidential Information that may not be known to senior management shall promptly and confidentially communicate such matters to senior management.
- b) Confidential Information is any information that has not been made available to the public and includes information that provides insight into the Corporation's current or expected business activities and includes non-public information about firms or individuals such as contractors and suppliers with which the Corporation has dealings. Disclosure of such information might also violate the contractual or privacy rights of such firms or individuals.

9. INSIDER TRADING

No director, officer or employee may engage in or tip someone else to buy or sell shares or securities of the Corporation while in possession of material information relating to the Corporation that has not been disclosed to the public. Some examples of material information are: financial results, financial forecasts, purchases and sales of assets, entering into or terminating contracts and litigation developments. Insider trading and tipping are illegal and can have serious consequences for both the Corporation and the individual that may also result in criminal prosecution. For additional information on insider trading please refer to the Corporation's Insider Trading Policy accessible on the Corporation's public and intranet website.

10. RETENTION AND DESTRUCTION OF RECORDS

Records should be retained or destroyed according to the Corporation's record retention policy, accessible through the Corporation's intranet website. Directors, officers or employees shall not alter, distort, conceal, or destroy any document, record, or object for the purpose of impeding or obstructing any investigation conducted or ordered by the Corporation or any government or regulatory agency.

11. ACCOUNTING AND AUDITING

The Corporation's books, records, accounts and financial statements shall appropriately reflect its transactions and include reasonable detail. These reports shall also conform to applicable accounting and financial reporting standards as well as the Corporation's system of internal controls. Officers and employees shall ensure all transactions with which they are involved are authorized and executed in accordance with the Corporation's policies and procedures.

- a) It is a contravention of this Code to fraudulently influence, coerce, manipulate, or mislead anyone engaged in the performance of an audit of the Corporation's financial statements.
- b) Any employee who has concerns or complaints regarding questionable accounting or auditing matters should follow the guidelines in the Corporation's Whistleblower policy, accessible through the Corporation's website.

- c) If the employee submitting the concern or complaint requests confidentiality, including anonymity, this confidentiality shall be protected to the extent permitted by and subject to applicable law.
- d) The Corporation's policies relating to personal expenses incurred in the course of doing business shall be complied with. For additional information, please refer to the Corporation's Travel Expense policy.

12. ANTI- BRIBERY AND CORRUPTION

Corruption is the misuse of public power for private profit, or the misuse of entrusted power for private gain. Bribery is the offer, promise, or payment of cash, gifts, or even excessive entertainment, or an inducement of any kind offered or given to a person in a position of trust to influence that person's views or conduct or to obtain an improper advantage. Bribery and corruption can take many forms, including the provision or acceptance of:

- a) cash payments;
- b) phony jobs or "consulting" relationships;
- c) kickbacks;
- d) political contributions;
- e) charitable contributions;
- f) social benefits; or
- g) undue or lavish gifts, travel, hospitality, and reimbursement of expenses.

Those subject to this Code are strictly prohibited from offering, paying, promising, or authorizing:

- a) any payment or other thing of value;
- b) to any person;
- c) directly or indirectly through or to a third party;
- d) for the purpose of (i.e., in exchange for);
 - i. causing the person to act or fail to act in violation of a legal duty;
 - ii. causing the person to abuse or misuse their position;
 - iii. or securing an improper advantage, contract or concession;
- e) for Genesis or any other party.

For clarity this prohibition is applicable to any improper payment activity in respect of a public official or a person doing business in the private sector. Those subject to this Code shall be particularly attentive that providing or hosting meals, entertainment, gifts, political donations or favors are reasonable in the circumstances and if in doubt seek advice from the SVP & GC and when appropriate, the Board.

13. FAIR DEALING

Directors, officers and employees shall always deal fairly with the Corporation's shareholders, customers, suppliers, competitors and employees. No director, officer or employee should take unfair advantage of

anyone (customers, contractors and even competitors) through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice.

14. NON-PROFIT AND PROFESSIONAL ASSOCIATION

The Corporation supports its directors, officers and employees who contribute to their communities through involvement with charitable, community service and professional organizations. If directors, officers or employees use the Corporation's resources for such activities they should only do so with the prior consent of the CEO or CFO.

A director, officer or employee should ensure that they are seen as speaking as an individual and that they speak on behalf of the Corporation only when so authorized by these Corporation's Governance Policies or the officers so authorized by these Governance Policies or their job description/mandate.

15. PROTECTION AND USE OF THE CORPORATION'S PROPERTY

Directors, officers or employees should not make use of the Corporation's property, including the Corporation's facilities or resources for their own personal benefit or purposes (especially, loans or guarantees of obligations). All directors, officers and employees should protect the Corporation's assets and ensure their efficient use.

16. POLITICAL PARTICIPATION

Directors, officers or employees engaging in the political process shall separate their personal activities from their association with the Corporation.

17. NO LOANS TO DIRECTORS, OFFICERS OR EMPLOYEES

It is the policy of the Corporation not to extend or maintain credit, to arrange for the extension of credit, or to renew an extension of credit, in the form of a personal loan to or for any director, officer or employee of the Corporation.

18. WORKPLACE CONDUCT

Discrimination or harassment against any individual with respect to race, religion, age, gender (including pregnancy and childbirth), marital status, family status, sexual orientation, national or ethnic origin shall not be tolerated. Furthermore, discrimination against any activity specifically protected under the Code of Conduct, such as expressing our good faith opposition to prohibited discrimination or harassment or participating in making a good faith complaint of discrimination or harassment shall not be tolerated.

19. WORKPLACE DIVERSITY

The Corporation has a diverse workforce and is an equal opportunity employer. The Corporation recruits, hires, promotes and compensates employees on the basis of merit and does not discriminate on the basis of race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, sexual orientation, or any other protected group in accordance with applicable human rights legislation.

20. WORKPLACE SAFETY

Employees are responsible for taking all reasonable and necessary precautions to ensure their own safety as well as that of their colleagues. Directors, officers and employees shall comply with all applicable safety laws and policies, procedures and standards to ensure the safety of the workplace at all times.

21. ENVIRONMENT

All operations shall be conducted with the aim of preventing adverse effects on the environment and of safeguarding life and health. All directors, officers and employees shall comply with all applicable government regulations and legislation and the Corporation's policies and standards, whichever are higher, with respect to environmental matters.

22. REPORTING OF INAPPROPRIATE ACTIVITY

Employees should promptly report to their managers, the CEO or the CFO, any violations or imminent violations of the Code, including potential or apparent conflicts of interest, or other Corporation policies or any other illegal or unethical behavior at the Corporation. If there is reluctance to make such reports to a supervisor or senior management, the employee shall follow the process referred to in the Corporation's Whistleblower policy, accessible through the Corporation's intranet website. If concerns or complaints require confidentiality and anonymity is desired, confidentiality shall be protected subject to applicable law.

23. NO RETALIATION

The Corporation shall not permit retaliation of any kind against:

- a) good faith reports or complaints of violations of law, this Code of Conduct or other policies of the Corporation, or other illegal or unethical conduct; or
- b) cooperation in an investigation by a governmental authority or by the Corporation, where the person cooperating has a good faith belief that a violation of law, this Code of Conduct, or other Corporation policies or other illegal or unethical conduct has occurred.

24. RESPONSIBILITY

Each director, officer and employee shall adhere to the standards described in this Code.

- a) Any director, officer or employee who knows or suspects a breach of this Code of Conduct shall report it to their managers, the CEO the CFO, Chair of the Audit Committee or to the Board, as appropriate.
- b) Each director, officer and employee shall annually review and agree to this Code in accordance with the Corporation's customary practice.

25. WAIVER, EXCEPTIONS AND CHANGES

Any waiver, exception or change to this policy for the benefit of any employee (other than officers) of the Corporation shall be in writing and signed by the CEO or, if the CEO is unavailable, by the CFO. Any exception or change to this policy for the benefit of any director or officer of the Corporation shall be in writing and may be granted by the Board only.

26. VIOLATION OF THIS CODE

If the Board determines that a director, officer or employee has breached this Code, the Board may sanction such person, including asking for the director's, officer's or employee's resignation. In the case where the violation by an officer or employee is a fundamental breach of their contract of employment, such breach shall constitute grounds for immediate termination of such employment for cause and without notice.

27. CLARIFICATION

A director, officer, or employee should seek clarification of this Code when unsure about the appropriate course of action from a member of senior management, the Chair of the Audit Committee or from the Chair of the Board, as appropriate.

28. ACCESS TO THE CORPORATION'S POLICIES

This Code shall be posted on the Corporation's public and intranet web sites.

The foregoing Code of Business Conduct and Ethics shall be acknowledged and agreed by each director, officer, and employee on an annual basis in accordance with the Corporation's customary practice.