



**ANGI INC.  
CODE OF BUSINESS CONDUCT AND  
ETHICS  
(November 2022)**

**Policy**

This Code of Business Conduct and Ethics (“Code of Ethics” or “Code”) reflects the commitment of Angi Inc. (“Angi” and, together with its businesses, the “Company”) to conduct its business affairs in accordance with not only the requirements of law, but also standards of ethical conduct that will maintain and foster the Company’s reputation for honest and straightforward business dealings. The standards in this Code may be further explained or implemented through policy memoranda, including those relating to specific areas of our business. If a law conflicts with a policy in this Code, you must comply with the law. This Code and any related memoranda and manuals are available from Human Resources and the Legal Departments of Angi and each Angi business.

This Code applies to all Angi directors, officers and employees, and all directors, officers and employees of Angi’s operating businesses and subsidiaries. Such persons are referred to as “covered persons”. You are strongly encouraged to consult with supervisory personnel or the Legal Department of your business or Angi if you have any questions concerning the requirements or interpretation of this Code. Individuals who violate the standards in this Code may be subject to disciplinary action.

If you are in or aware of a situation which you believe may violate or lead to a violation of this Code or of applicable law, please follow the guidelines described below.

**Procedure**

**Honest, Lawful and Ethical Conduct**

The conduct of covered persons in performing their duties on behalf of the Company must in all situations, as to all matters and at all times, be honest, lawful and in accordance with high ethical and professional standards. The requirement of honest, lawful, and ethical conduct is broad and therefore must be stated in general terms. As such, this Code does not cover every issue that may arise but instead sets out basic principles to guide all covered persons.

**Conflicts of Interest**

Conflicts of interest may impair or interfere with the performance of one’s duties to the Company or one’s ability to act in the Company’s best interests. A conflict of interest exists when a covered person’s personal or private interest improperly interferes with, or is or appears to be adverse to,

the interests of the Company. A conflict situation can arise when covered persons take actions or have interests that may make it difficult to perform their work for the Company objectively and effectively. Conflicts of interest often arise directly but may also arise indirectly when covered persons receive improper personal benefits as a result of their positions with the Company.

While it is impossible to foresee every potential conflict that could arise, examples of conflicts of interest could include affiliations with or investments in competitors, customers, suppliers, or others who do business with Angi. All covered persons must be sensitive to potential conflicts and avoid them where possible. The Company respects the privacy of its directors, officers and employees and their right to engage in outside activities (which for outside directors expressly includes serving as an officer, employee or director of, or maintaining a significant direct or indirect beneficial ownership interest in, another entity) that do not conflict with the interests of, do not interfere with the performance of their duties on behalf of, and do not reflect poorly on the Company. The Company nonetheless has the right and obligation to determine whether conflicts of interest exist and to take appropriate action to address them.

Before engaging in any material transaction or relationship (including accepting an officer or director position with another entity or making a significant direct or indirect investment in another entity) that reasonably could give rise to an actual or apparent conflict of interest, covered persons must provide full and fair disclosure of all relevant facts and circumstances to, in the case of an Angi Board member or executive officer, Angi's Chief Legal Officer or, in the case of any other covered person, his or her business Legal Department or the Angi Legal Department, as applicable.

Upon learning of an actual or potential transaction or relationship involving a covered person that could present a material conflict of interest, Angi's Chief Legal Officer shall undertake to obtain the relevant facts necessary to determine the appropriate course of action. After evaluating the transaction or relationship, Angi will determine the appropriate protective measures, if any, which measures may include prohibiting such transaction or relationship.

In most cases, whatever would constitute a conflict for a covered person also would present a conflict if it involved a member of such covered person's family. In particular, if your spouse or other close family member works for a firm that does business or competes with the Company, your supervisor and the Legal Department at your business should be advised of the situation in writing.

Conflicts of interest may not always be clear-cut, so if you have a question, you should consult with senior management or the Legal Department at your business.

### **Corporate Opportunities**

Covered persons are prohibited from taking advantage, for themselves or other affiliated companies or persons, of any opportunity that is in any Angi line of business or in which Angi has an interest or expectancy. If you have a question about whether a given opportunity is covered by this prohibition, you should consult with Angi's Chief Legal Officer before pursuing it. No outside director of Angi shall be deemed to have violated the terms of this provision if a specific opportunity came to any of their attention through any means not connected with their service to Angi.

In addition, covered persons may not use corporate property or information or their positions with Angi for personal gain.

### **Compliance with Laws, Rules and Regulations**

Complying with the law is the foundation on which Angi's ethical standards are built. It is Angi's policy to be a good "corporate citizen". All covered persons must comply with applicable governmental laws, rules and regulations. Reasons such as "everyone does it" are unacceptable excuses for violating the requirements of the law or this Code.

Certain legal requirements are covered in specific Angi policies with which you should be familiar. Examples include Angi's policies against discrimination and harassment and on compliance with anti-bribery laws. Although not all covered persons are expected to know the details of all of the laws applicable to their work, it is important to know enough to determine when to seek advice from your supervisors or managers, and/or the Legal Department or other appropriate personnel at your business. Any suspected or actual violation of any applicable law, rule or regulation should be reported immediately to your immediate supervisor or the Angi Legal Department.

### **Insider Trading**

Covered persons who, as a result of their employment at or other association with the Company, are in possession of material, non-public information about any publicly traded corporation, including Angi, may not engage in transactions in the securities of such corporations and should not share such information with anyone who might engage in such transactions. This topic is covered by Angi's Securities Trading Policy, with which you should be familiar. Insider trading is not only unethical, but also illegal, and could expose you to civil and criminal penalties. If you should have questions in this area, please consult the Legal Department.

### **Discrimination and Harassment**

**Discrimination/Equal Employment Opportunity:** Angi is committed to providing equal opportunities for all employees and job applicants and ensuring that all personnel decisions and actions - including with regard to recruitment, hiring, placement, compensation, promotion, transfer, training, disciplinary action, benefits, layoff, termination and any other term or condition of employment - will be made and administered without regard to race, color, creed, marital status, religion, sex, gender, gender identity or expression, sexual orientation, national origin or ancestry, age, military or veteran status, physical or mental disability, medical condition (including genetic characteristics), pregnancy or any other characteristic protected under applicable federal, state or local law. Certain state or local laws applicable to the office or business where you work may provide for additional legal protections. Collectively, the characteristics identified in this paragraph are "Protected Characteristics."

**Harassment Prohibited:** Angi is committed to a workplace free of harassment, including sexual harassment. Examples of harassment include: (i) negative verbal or written statements and/or other actions that are directed at an employee because of a Protected Characteristic and (ii) verbal or

written statements and/or other actions that demean a person or persons because of a Protected Characteristic and, although not necessarily directed to a particular employee, are offensive to a group of employees. Harassment of employees on the basis of Protected Characteristics – which includes, among other things as set forth above, conduct based on gender, sexual orientation, sex (including pregnancy), and gender identity or expression – is unlawful, unacceptable, against Angi’s policies and values, and will not be tolerated. Likewise, Angi will not tolerate retaliation against any individual who reports harassment or otherwise participates in the reporting or investigation of a harassment claim. Such conduct undermines the positive work environment that Angi is committed to fostering, an environment that supports integrity, respect, trust, responsibility and fairness.

These topics are covered by the policies set forth under the caption “Section 2: Employment” of the Angi Team Member Handbook (Revised May 2022), with which you should be familiar.

**Antitrust Compliance:** Antitrust is the general term for laws that protect the free enterprise system by promoting open and fair competition in business. These laws exist in the United States and many other countries where Angi conducts business and are vigorously enforced. It is Angi’s policy to compete fairly in the marketplace based on the Company’s ability to provide superior products and services and to avoid improper actions that violate antitrust rules and regulations, are anti-competitive, or unreasonably restrain trade. Any activity that undermines this commitment is unacceptable. The laws governing this area are complex, and employees should seek counsel before taking any action whenever appropriate.

### **Disclosure, Financial Reporting, and Accounting**

The Company is committed to providing full, fair, accurate, timely and understandable disclosure in all reports and documents filed with or submitted to the U.S. Securities and Exchange Commission (“SEC”) and in all other public communications made by the Company. All of the Company’s books, records, accounts and financial statements must be maintained in reasonable detail, must appropriately reflect the Company’s transactions and must conform both to applicable legal requirements and to the Company’s system of internal controls. Unrecorded or “off the books” funds or assets should not be maintained unless permitted by applicable law or regulation and brought to the attention of Angi’s Chief Accounting Officer.

Any covered person who learns of any material information affecting or potentially affecting the accuracy or adequacy of the disclosures made by the Company in its SEC filings or other public statements shall bring the matter promptly to the attention of a member of the Angi Disclosure Committee. The Disclosure Committee consists of Angi’s Chief Legal Officer, Chief Financial Officer and such other employees of Angi as may be designated from time to time.

Senior management (including senior financial officers) of Angi’s businesses shall report their respective financial results to Angi senior management in a way that enables Angi to fairly present its consolidated financial position and consolidated results of operations and cash flows in conformity with accounting principles generally accepted in the United States, applied on a consistent basis.

Any covered person who learns of any information concerning: (i) significant deficiencies or

material weaknesses in the design or operation of internal controls that could adversely affect the Company's ability to record, process, summarize and report financial data accurately, or (ii) any fraud, whether or not material, involving management or other employees who have a significant role in the Company's financial reporting, disclosures or internal controls, shall bring the matter promptly to the attention of a member of the Disclosure Committee.

Upon receipt of any such information, the Disclosure Committee shall investigate the matter, consult with senior management as warranted, confer with the Audit Committee of Angi's Board of Directors (if appropriate) and ensure that any necessary corrective action is taken.

### **Confidentiality**

Covered persons must maintain the confidentiality of confidential information entrusted to them by the Company or its customers or suppliers, except when disclosure is authorized by the Legal Department at your business or Angi (as applicable), required by laws or regulations or ordinary and necessary in the course of carrying out your responsibilities as an employee, officer or director of the Company. Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its customers or suppliers, if disclosed. It also includes information that suppliers and customers have entrusted to us. The obligation to preserve confidential information continues even after employment or service with the Company or any of its businesses ends.

However, nothing in this Code is intended to prohibit covered persons from providing information to government agencies (such as the Securities and Exchange Commission, the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, and the National Labor Relations Board) if they are legally entitled or required to do so.

### **Waivers**

Any waiver of any provision of this Code for executive officers or directors of Angi may be made only by the Angi Board of Directors (or a properly authorized Angi Board committee) and will be promptly disclosed publicly along with the reasons for such waiver as required by law or Nasdaq rules.

### **Compliance Procedures**

We must all work to ensure prompt and consistent action in response to violations or potential violations of this Code. However, in some situations it is difficult to know right from wrong. Since we cannot anticipate every situation that will arise, it is important that we have a way to approach a new question or problem. These are the steps to keep in mind:

- **Make sure you have all the facts:** In order to reach the right solutions, we must be as fully informed as possible.
- **Ask yourself:** What specifically am I being asked to do? Does it seem unethical or improper? This will enable you to focus on the specific question you are faced with, and the alternatives you have. Use your judgment and common sense; if something seems unethical or improper, it probably is.

- **Clarify your responsibility and role:** In most situations, there is shared responsibility. Are your colleagues informed? It may help to get others involved and discuss the problem.
- **Discuss the problem with your supervisor:** This is the basic guidance for all situations. In many cases, your supervisor will be more knowledgeable about the question, and will appreciate being brought into the decision-making process. Remember that it is your supervisor's responsibility to help solve problems.
- **Ask first, act later:** If you are unsure of what to do in any situation, seek guidance before you act.

## Enforcement

The Company is committed to the full, prompt, and fair enforcement of the provisions of this Code. The failure to report a violation of this Code may itself be a violation of the Code.

*How to Report Violations.* Any employee of the Company who learns of information indicating that a violation of this Code has been or is about to be committed shall immediately report the facts to the Angi Legal Department at [legal@angi.com](mailto:legal@angi.com). Reports regarding violations of this policy may be made through one of two services:

- EthicsPoint is designed to make it easier to report an issue or problem encountered at work and report it anonymously. You can access EthicsPoint using this URL: [angi.ethicspoint.com](http://angi.ethicspoint.com)
- Complaint procedures for accounting and auditing matters for Team Members of Angi, Inc. and its subsidiaries can be found at the following link: [www.whistleblowerservices.com/angi](http://www.whistleblowerservices.com/angi) or by telephone to the following Angi-dedicated hotline: 1-844-421-3590

Whenever a general counsel of an Angi business learns of a reported violation of this Code that involves a violation of law (including any violation of the securities laws) or otherwise appears to be particularly serious, he or she shall immediately inform Angi's Chief Legal Officer.

*Protection for Reporting Violations.* It is prohibited, and is a violation of this Code, for anyone associated with the Company to retaliate in any way against anyone who has reported to the Company in good faith information indicating that a violation of this Code may have occurred or may be about to occur.

Prohibited forms of retaliation include adverse employment actions (such as termination, suspension and demotion), the creation of a hostile work environment, and any other type of reprisal for the good-faith reporting of a possible violation of this Code.

*Investigating Reports of Violations.* Upon receipt of a report of a possible violation of this Code, the Legal Department at Angi or the relevant business, as the case may be, shall promptly initiate an investigation to gather the relevant facts.

- All lawful and appropriate investigative means and methods may be utilized in the conduct of the investigation.

- All covered persons shall cooperate in the investigation when called upon to do so. A failure to cooperate may itself constitute a violation of this Code.
- The Angi Legal Department shall be kept apprised of the progress and informed of the results of investigations performed by the Legal Departments of Angi's businesses.
- In conducting and monitoring investigations, Angi's Legal Department shall consult and coordinate as appropriate with Angi senior management, as well as Angi's Internal Audit and Human Resources Departments and Audit Committee and shall seek to ensure that the provisions of this Code are applied and enforced consistently.

*Sanctions for Violations.*

Appropriate disciplinary action shall be determined upon completion of the investigation, if Angi's Chief Legal Officer or the general counsel of the relevant business, as the case may be, concludes that a violation of this Code has been committed and disciplinary action is warranted.

Any violation of this Code may result in serious sanctions by the Company, which may include dismissal, suspension without pay, loss of pay or bonus, loss of benefits, demotion or other sanctions. Any disciplinary action to be taken against a covered person shall be subject to the approval of senior management (or, in the case of directors, the Audit Committee), and shall be carried out by the Human Resources Department of the relevant business or Angi.