



# An Introduction to eXp Realty



United States Presentation

# What We Will Cover



Who We Are



Our Business Model

- Compensation
- Cloud-based
- Community



Join the team that's  
breaking down boundaries

# Founder

- Glenn Sanford had important roles at internet startups before launching a real estate career in 2002.
- In his fourth year in real estate with a major national franchisor, his team closed more than \$60 million in real estate by connecting with consumers online.
- Glenn believed that agents and brokers do the heavy lifting in real estate and deserve the benefits of being a shareholder and income based on their contributions.
- In 2009, Glenn founded the first cloud-based brokerage – eXp Realty.





# Who We Are

How We Made It to Today



**2009**

eXp Realty is founded



**2010**

eXp celebrates 1-year anniversary, operates in 11 states



**2011**

eXp recognized as Innovator by Inman



**2012**

eXp Realty launches in Canada



**2013**

eXp World Holdings goes public on OTCQB exchange



**2014**

Founder and CEO Glenn Sanford included on 200 Most Powerful People in Real Estate by Swanepoel



**2015**

eXp launches Agent Equity and ICON Agent programs



**2016**

eXp triples agent count in a single year



**2017**

eXp exceeds 6,000 agents; named to Glassdoor's Best Places to Work list



**2018**

eXp World Holdings joins Nasdaq; eXp Realty open in all 50 states



**2019**

eXp turns 10, now exceeds 25,000 agents; Sanford named top CEO by Glassdoor



**2020**

eXp Global has international footprint in 8 countries; eXp Commercial launches



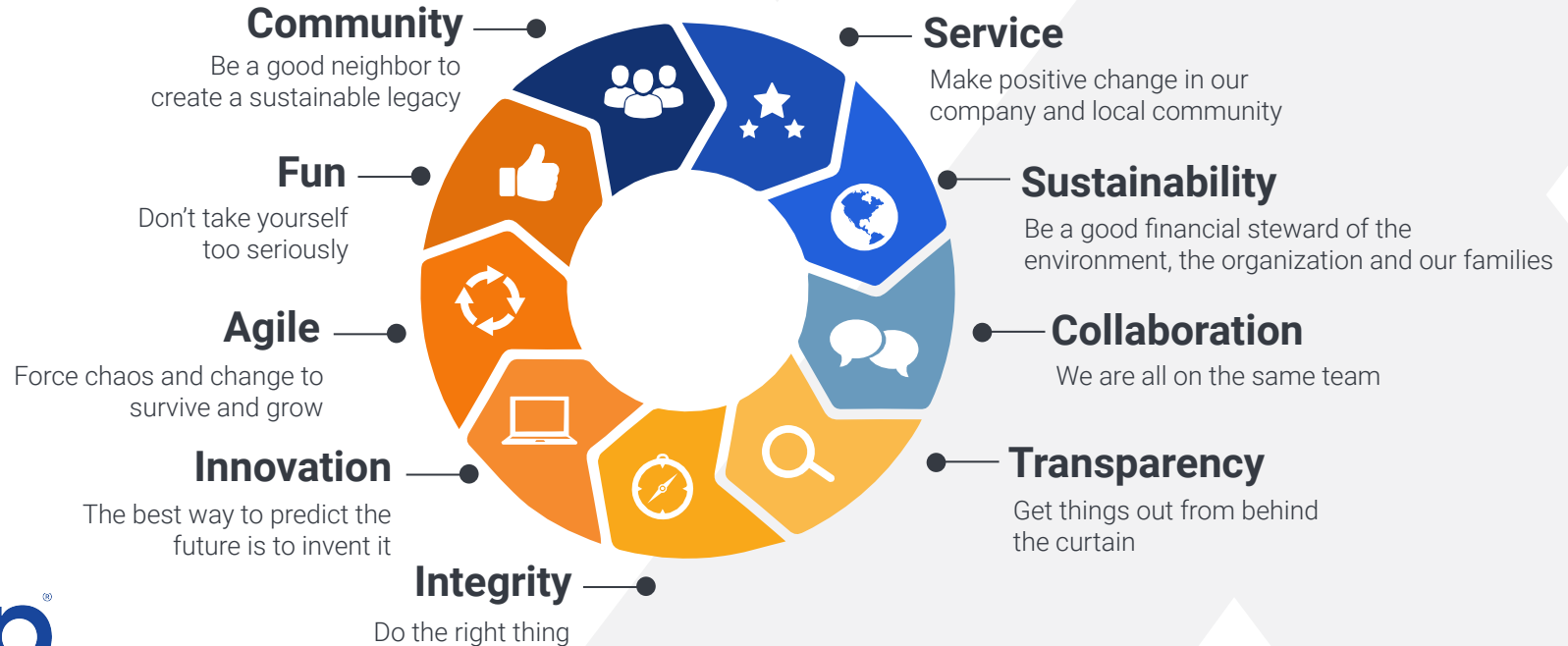
**2021**

eXp exceeds 71,000 agents globally



# eXp Realty Core Values

Beliefs that shape our culture





# Our Business Model

# Innovation Is Always Happening

eXp Realty is innovating in the real estate brokerage space

Brick & Mortar Locations

Anytime, Anywhere



NETFLIX



amazon

Traditional  
real estate brokerages



exp  
REALTY

\*Trademarks pictured are the property of their respective owners

# One Brokerage, Not a Franchise

eXp Realty is one international company changing the industry

## Typical Franchise



### Costly Overhead

Franchise and Desk Fees



### Locally Confined

Smaller Referral Network



### Inconsistent Growth Incentives

Minimal Opportunities for Ownership



### Limited Technology & Support

Few Tools and Support Resources



### Powerful Equity Opportunities

Revenue Share and Stock Equity Programs



### Cloud Campus Environment

No Desk Fees, Work From Anywhere



### Real-time Support

Specialized Support Teams Ready to Help



### Live Training

50+ Hours Weekly Online Training



### International Collaboration

Expansive Referral Networks and Education



# Agent-centric Value Proposition

eXp Realty: Most Agent-centric Company on the Planet



## Compensation

*Unique financial model with various opportunities to make and earn income.*

- No franchise fees
- Generous commissions (80/20 split with \$16K cap)
- Revenue-share program for attracting agents to eXp
- Equity awards for meeting production goals
- Access to high-quality and affordable health insurance exclusive to eXp Agents



## Community

*Community means more than just a place to hang your license.*

- Cloud-based collaboration suite allows agents to connect, share and network
- Company-wide diversity programs
- ICON Achiever Program
- Partner community with access to professional services, listing services, and client services
- Mentorship programs



## Cloud-based

*Anywhere, Anytime.*

- The first global brokerage to shift from brick-and-mortar to cloud-based
- Work from anywhere using eXp's state-of-art technology, a virtual campus with an immersive platform connecting all agents globally
- Productivity suite with collaboration tools, co-working, CRM, lead share/lead gen, referral, and over 50+ hours of weekly live education and events

# Cloud Campus Environment

- No desk fees
- Work from anywhere
- Cut overhead brick-and-mortar costs
- No expensive leases means the company can invest in agent support and technology
- Paperless transactions
- Get instant access to training and support





# Compensation

Unique financial model with various opportunities to make and earn income.

# No Desk Fees, Royalty Fees or Franchise Fees

## Commission & Cap

- 80/20 commission split
- \$16,000 cap

After capping, earn 100% commission for the remainder of anniversary year.<sup>1</sup>

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<sup>1</sup> \$250 capped transaction fee. Once capped transaction fees total \$5,000, the capped transaction fee is reduced to \$75.

## Standard Costs (U.S.)<sup>2</sup>

- \$149 start-up fee
- \$85/month cloud brokerage fee
- \$25 transaction review fee<sup>3</sup>
- \$40 risk management fee<sup>4</sup>

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<sup>2</sup> These are U.S. fees only.

<sup>3</sup> Per transaction.

<sup>4</sup> Per transaction and caps at \$500.

# Revenue Share Plan

eXp's revenue share plan is one way that eXp rewards its agents for attracting new agents to join eXp.

Simply, an eXp agent can "sponsor" a new agent to join eXp. Once the new agent begins closing on transactions, the sponsor receives a percentage of the company revenue from the sales activity of their sponsored agent until their annual commission cap of \$16,000 is reached.

Important note: *eXp pays that share* – not the agent. It is taken from the 20% adjusted gross commission income (AGCI) received by eXp, and is paid to the sponsor agent monthly.

To learn more, visit eXp's eXplore Guide: <https://explore.exprealty.com/>.





# Single Agent Revenue Share\*

3.5% of the gross commission

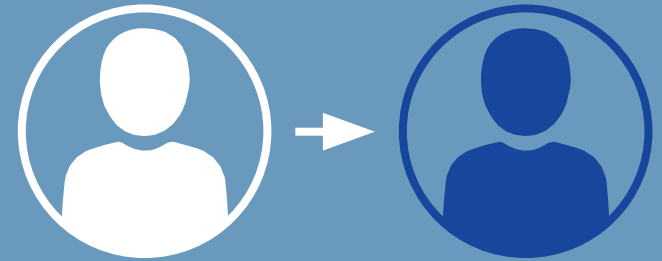
Agents at eXp can receive revenue share income from the sales activity of agents they bring into the company.

For each person you bring into eXp you can earn up to \$2,800 depending on the sales production of that person.

This continues to be paid to you as long as you remain an active agent and the agent you have brought into the business stays with eXp and generates sales requirements.

Revenue share is paid from the percentage that eXp receives and doesn't reduce agent commission.

**Tier 1**  
Up to \$2,800

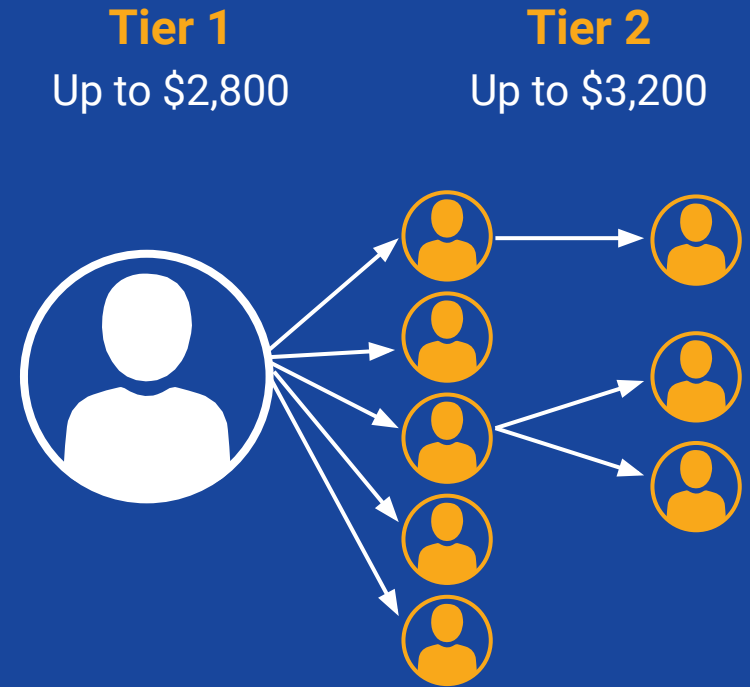


\*These figures are not a guarantee, representation or projection of earnings or profits you can or should expect. They also do not include expenses incurred by agents in operating their businesses. eXp Realty makes no guarantee of financial success. Success with eXp Realty results only from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and leadership. Your success will depend upon how well you exercise these qualities.

# Cascading Revenue Share








Earn more for **BOTH** the productive agents you bring into eXp Realty **AS WELL** as for the agents they bring in.

Example: If you personally sponsor 5 agents to eXp who meet the production requirements, and they in turn sponsor their own productive agents, you can earn up to an additional \$3,200 annually for the production of each of those Tier 2 agents, ON TOP of the \$2,800 you earn from the agents that you have brought in.



\*These figures are not a guarantee, representation or projection of earnings or profits you can or should expect. They also do not include expenses incurred by agents in operating their businesses. eXp Realty makes no guarantee of financial success. Success with eXp Realty results only from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and leadership. Your success will depend upon how well you exercise these qualities.

# Revenue Share Plan Chart

	eXpansion Share % of AGCI	eXponential Share % of AGCI	FLQA Count Needed
Tier 1	—	3.5%	 0 - 4
Tier 2	0.2%	3.8%	 5 - 9
Tier 3	0.1%	2.4%	 10 - 14
Tier 4	0.1%	1.4%	 15 - 19
Tier 5	0.1%	0.9%	 20 - 24
Tier 6	0.5%	2.0%	 25 - 39
Tier 7	0.5%	4.5%	 40+

**AGCI** = Adjusted Gross Commission Income

**FLQA** = Front-Line Qualifying Agent

# Equity Opportunities

- Agents can become shareholders at eXp Realty
- Nasdaq: EXPI

## Sustainable Equity Plan

- Each year, earn shares on your first transaction
- Earn shares when you cap
- Earn shares when an agent you sponsor closes their first transaction

## ICON Agent Award

- Up to \$16,000 in stock upon the achievement of certain production and cultural goals within your anniversary year

## Agent Equity Program

- Enroll to be paid 5% of every transaction commission with stock at a 10% discount

At eXp Realty, we're proud to offer **eXp Healthcare**, which provides U.S. eXp Realty agents and their families high-quality and affordable group health insurance.

**eXp Healthcare** helps agents save money, improve their provider network, and decrease their out-of-pocket costs, plus our concierge service is happy to help with all your scheduling needs.

Many plans have an **Open Network** that allows for access to the best doctors in the country

Incredible coverage with **low copays**, mental health coverage and the ability to add on vision, dental, critical illness, and accident coverage

Affordable monthly premiums, limited out-of-pocket maximum, and **\$0 deductible** plans available

Goodbye, healthcare hassles, and hello, peace of mind.

Find the right plan for you and your family at [eXpHealthcare.com](https://www.exphealthcare.com)



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**According to NAR,  
28-33% of Realtors<sup>®</sup>  
are uninsured in any  
given year.**

Source: RISMedia, 2019

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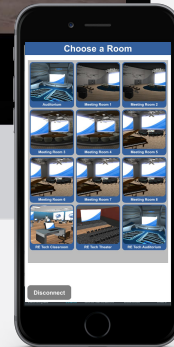
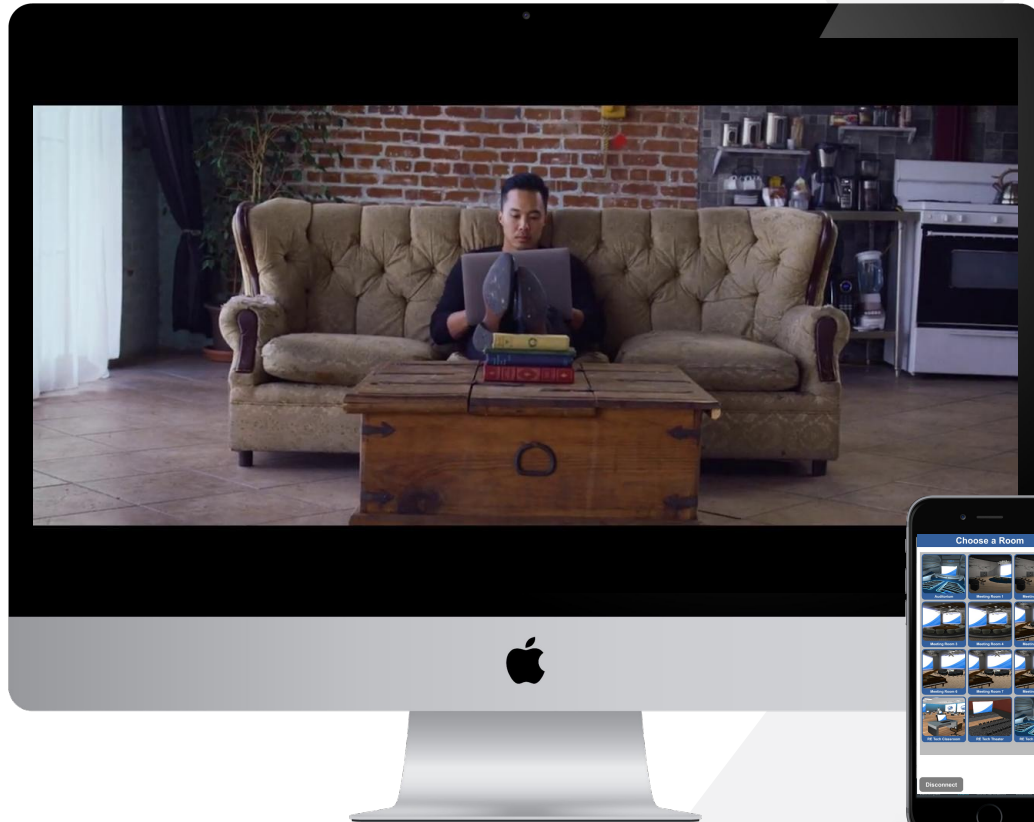




# Cloud-Based

Brokerage whose foundation is built using innovation and cutting-edge technology.

# Welcome to Our World: Work Anywhere, Anytime



Join a meeting or learn on the go with eXp Realty agents everywhere.

Agents gain instant, live support from eXp's agent services, technology and finance experts -- all from wherever an agent or team is located.

# Cloud-based Agent Tools

The best tools and services to grow a real estate business



eXp Enterprise  
Business Intelligence



Transaction Management



Community Platform



CRM & Lead  
Generation



Live Training



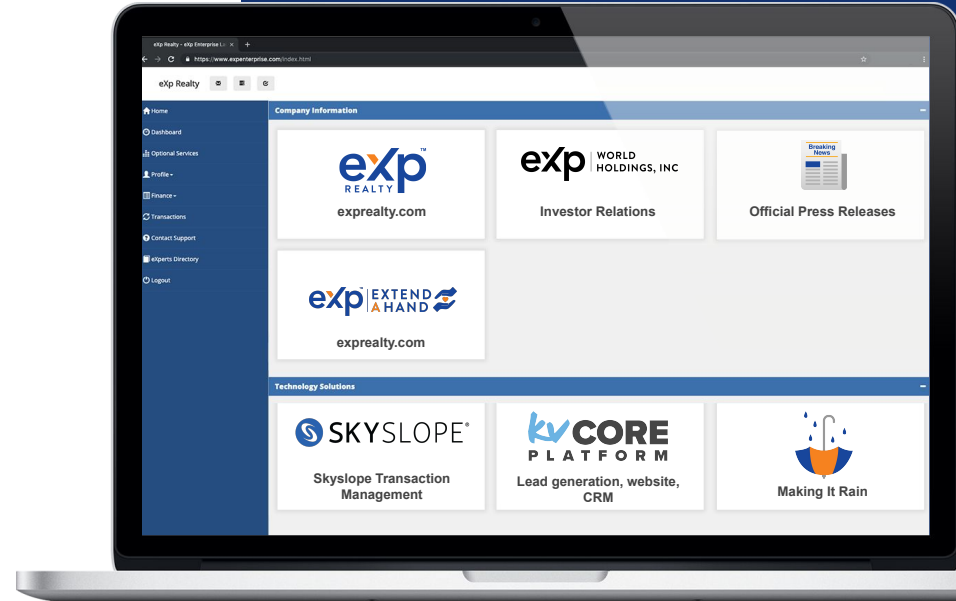
eXp's Resource Guide



# eXp Enterprise

eXp's Enterprise dashboard gives agents autonomy and greater visibility into metrics and business intelligence that's crucial to their needs.

- View agent details
- See commission and cap status
- Review agent equity awards
- Get real-time performance reports

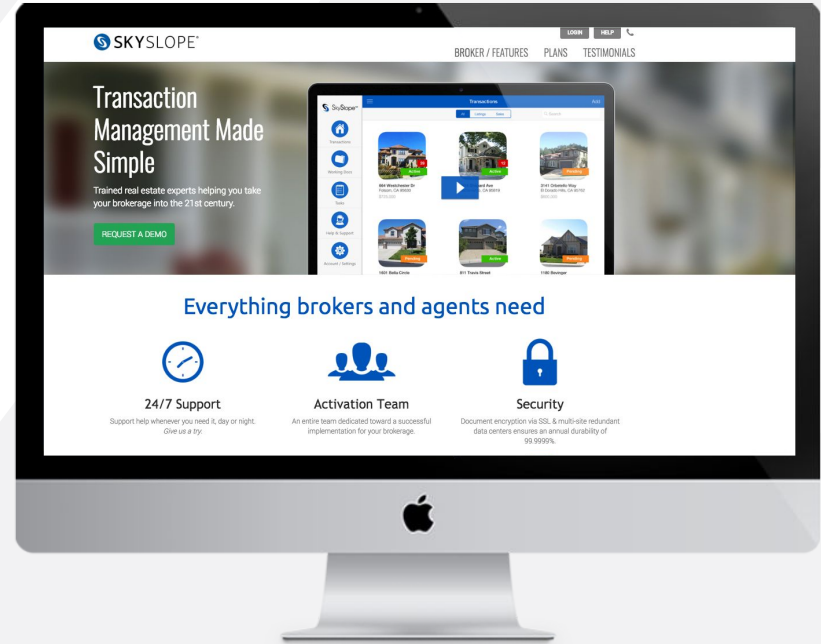




# Transaction Management

eXp's transaction management platform allows agents to manage their transactions from beginning to close – totally paperless.

- Review transactions from any device
- Sign documents digitally
- Run your business with top-grade security features

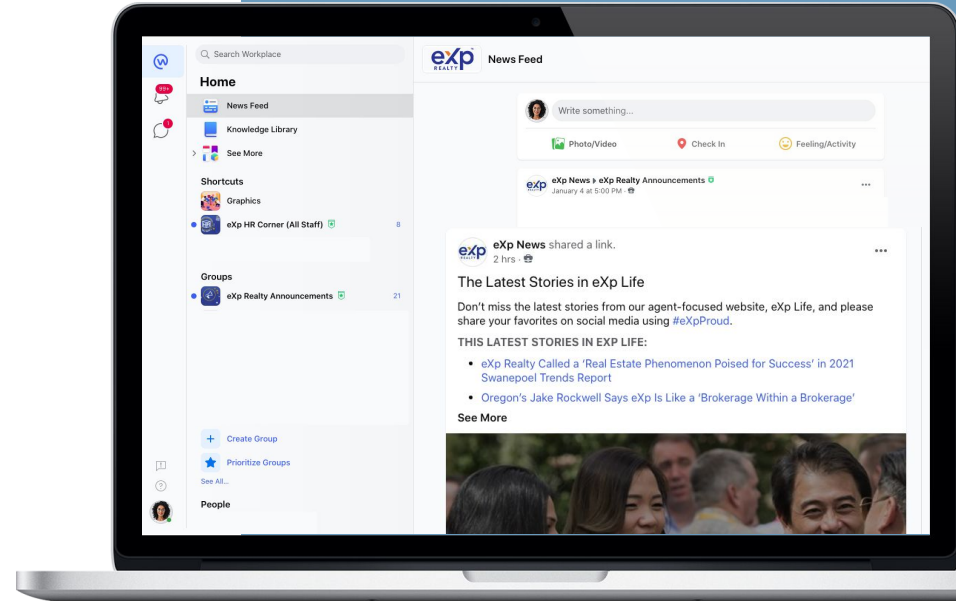




# Community Platform

Workplace is an easy-to-use collaboration platform, a lot like Facebook, but built for the world of work.

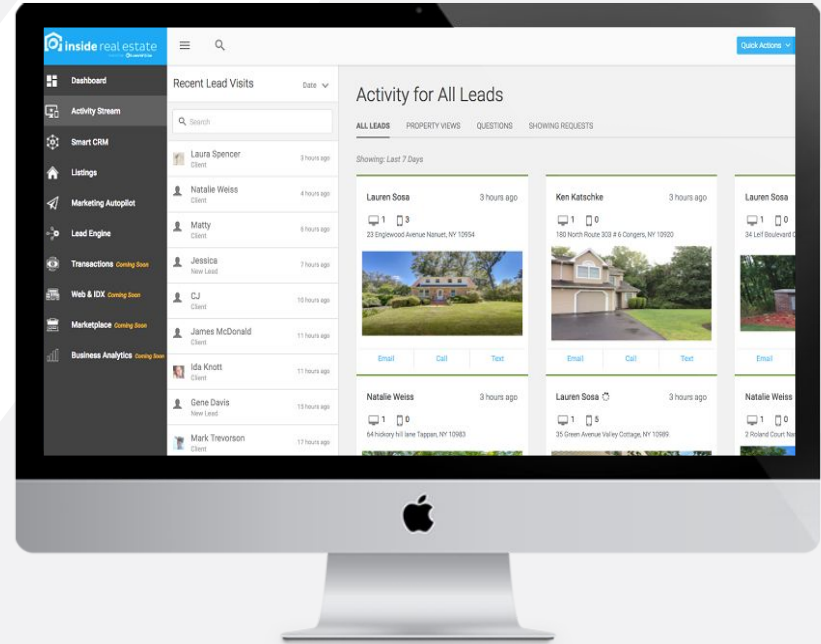
- Discuss topics and projects
- Share announcements
- Communicate instantly with your team and others across the company
- Broadcast live video and view past recorded videos



# CRM & Lead Generation

Agents and teams use tools provided by eXp Realty daily to drive more leads and deals. Manage customer interactions and share property information.

- Powerful lead generation platforms provided at no additional cost
- Integrate listings with your own WordPress website
- Optional in-house lead generation program





# Live Training

- More than 50 hours of live training each week
- Learn from industry experts and top producers about:
  - Sales and listings
  - Lead generation
  - Social media
  - CRM and technology tools
- Tap into an archive of recorded sessions





# eXp's Resource Guide & Real-Time Support

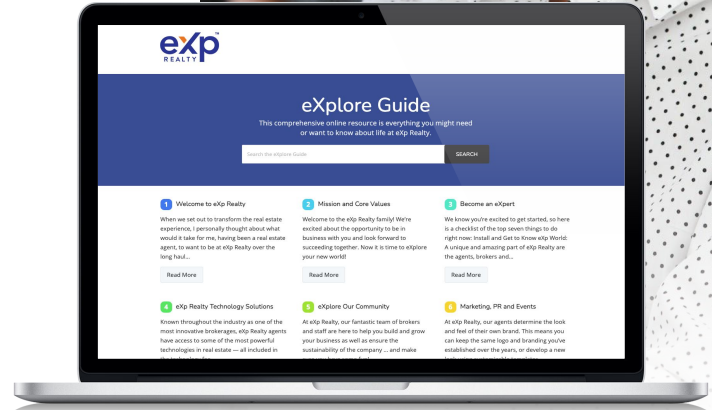
eXp's eXplore Guide is a comprehensive online resource that covers everything you need about life at eXp Realty.

Quick, on-demand support services.

Live support from eXp Realty's agent services, technology and finance experts.

Transaction specialists available wherever an agent or team is located.

Support teams online and available weekdays from 6 a.m. - 5 p.m. PT / 9 a.m. - 8 p.m. ET





# Community

eXp utilizes the collective knowledge and experience of its members to create a real community based on helping each other earn, learn, grow.

# eXp Celebrates Diversity

eXp Realty is proud of its commitment to diversity and inclusion through its initiative, ONE eXp. This commitment supports eXp's culture by embracing differences, promoting equality and mutual respect, and providing a space where everyone has a voice and the opportunity to succeed.

ONE eXp is committed to diversity and inclusion through:

- **Education:** Host ONE eXp meetings to educate and increase awareness in this new diversity and inclusion initiative.
- **Coverage:** Ensure diversity and inclusion is represented in marketing materials, press coverage and events.



- **Asian Network**
- **Black eXp Network**
- **eXp Latino**
- **eXp Pride Network**
- **eXp Power Girls**  
**and more!**

# eXp Life

eXp Life is eXp's popular online news magazine where we share stories about interesting eXp agents and post the latest news about eXp World Holdings' properties, including eXp Realty, eXp Global, eXp Commercial, SUCCESS Enterprises, Virbela and more.





# International Collaboration

- Interact and learn from other top professionals in the company.
- Build teams across states and provinces with one nationwide cap.
- Host and participate in daily, live online gatherings.
- Benefit from a powerful referral network.
- Share best practices among peers.



# eXp Continues International Expansion!



- Australia
- Brazil
- Canada
- France
- Hong Kong

- India
- Italy
- Mexico
- Portugal

- Puerto Rico
- South Africa
- UK
- United States

# Agent Voice in the Company

**exp** | AGENT ADVISORY COUNCIL

The Agent Advisory Council (AAC) is made up of nominated and selected eXp Realty agents and brokers from a variety of production levels and locations.

The AAC ensures that the voice of the agent is heard at the highest levels of the company. It benefits shareholders while providing new ways for our senior leadership to obtain additional insight as our company grows.



# exp<sup>®</sup> | AGENT ADVISORY COUNCIL

The newly selected AAC supports the continued evolution of the eXp Realty eXperience, culture and core values. This ensures the voice of the agent is heard at the highest levels of the company.



**Rebecca Hamilton**  
Florida



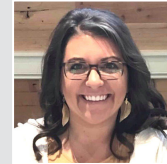
**Orlando Montiel**  
Florida



**Nakia Evans**  
Maryland, DC, &  
Pennsylvania



**Monica Weakley**  
Ohio



**Jacqui Bowman**  
Ohio



**Sylvia Dana**  
Michigan



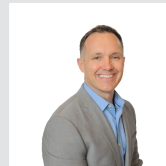
**Stacey Pulliam**  
Georgia & South  
Carolina



**Matt Ruotolo**  
Colorado & North  
Carolina



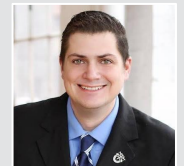
**Sarah Walsh**  
Ohio



**Brian White**  
Texas



**Jeffrey Buettner**  
Arizona



**Alex Huffman**  
Minnesota



## Professional solutions to enhance the professional and personal lives of eXp agents:

**Agent Education:** The CE Shop

**Wordpress IDX Plugin:** Showcase IDX

**Agent Healthcare:** eXp Agent Healthcare

**Virtual World:** Virbela

**Commission Advance:** eCommission

**Agent Coaching:** SUCCESS® Coaching

**Commission Advance:** RealCommissions

**Big Data for Commercial and Residential Real Estate:** eXp Enriched Data

**Official eXp Branded Merchandise:** eXp Brand Store

## Listing solutions that eXp agents can use to enable and accelerate the sale of a listing:

**iBuyer/Cash Offers:** ExpressOffers

**Lead Generation Platform:** Making It Rain

**Pre-Sale Renovation:** Curbio

**Signage:** Build A Sign

**Photography & Virtual Tours:** eXp 360 Tours

## Client solutions that can better enable clients in the home buying/selling process:

**Residential Lending Platform:** SUCCESS® Lending

**Residential Title & Escrow:** Silverline Title & Escrow

**Commercial Title & Settlement:** Vylla Title

**Earnest Money Deposits:** DepositLink

**Home Warranty:** America's Preferred Home Warranty

**Home Insurance:** Young Alfred

**Moving Services:** Utility Connect

**Currency Exchange:** Currencies Direct

# exp<sup>®</sup> | PARTNERS

eXp Realty's marketplace for homebuying and selling services



Agent Healthcare



Residential Title & Escrow



Signage & Branded Collateral



Official eXp Branded Merchandise



Agent Education



Home Insurance



Home Warranty



iBuyer Platform for Cash Offers



Commission Advance



Big Data for Commercial and Residential Real Estate



Wordpress IDX Plugin



# exp<sup>®</sup> | PARTNERS

eXp Realty's marketplace for homebuying and selling services



**Photography &  
Virtual Tours**



**Currency Exchange**

**DepositLink**

**Earnest Money  
Deposits**



**Residential  
Lending Platform**



**Commission  
Advance**



**Commercial Title &  
Settlement**



**Moving Services**



**Pre-Sale  
Renovation**



**Agent Coaching**



**Virtual World**



**Lead Generation  
Platform**





**Join the team that's  
breaking down boundaries.**



# Join the Company Everyone Is Talking About

Team recruitment drives eXp's strong agent growth in Q3."

**inman**

"The Amazon of Real Estate."

 **TRENDS**

"eXp Realty Accelerates Its Already Significant Growth Throughout North America."

**MarketWatch**

"eXp World Holdings: Attempting To Disrupt The Real Estate Brokerage Status Quo."

**Seeking Alpha**  $\alpha$

"The Amazon Model of Zero Physical Infrastructure: Real Estate – You're Next."

**Medium**

"eXp is a real estate phenomenon poised for success in 2021 and beyond."

Swanepoel  
Trends Report

**eXp**<sup>®</sup>  
REALTY

# Production Matters at eXp

eXp Realty is a top-ranked, residential real estate brokerage

THE  
REALTRENDS  
FIVE HUNDRED

#1

## Top Independents

Ranked by closed transaction sides for 2020

#2

## Top Movers: Volume

Ranked by largest increase in closed sales volume from 2019 to 2020

#4

## Closed Sales Volume

Ranked by closed sales volume for 2020

#1

## Top Movers: Transactions

Ranked by largest increase in closed sides from 2019 to 2020

#3

## Closed Transaction Sides

Ranked by closed transaction sides for 2020

#4

## The Billionaires' Club

Ranked by at least \$1 billion of closed sales volume in 2020

#2

## Sales Volume Increase

Ranked by largest increase in percentage for closed sales volume from 2018 to 2019

#5

## Transaction Sides

Ranked by 2019 transaction sides

T3  
60

#5

## Agent Count

Ranked by 2019 agent count

#7

## Sales Volume

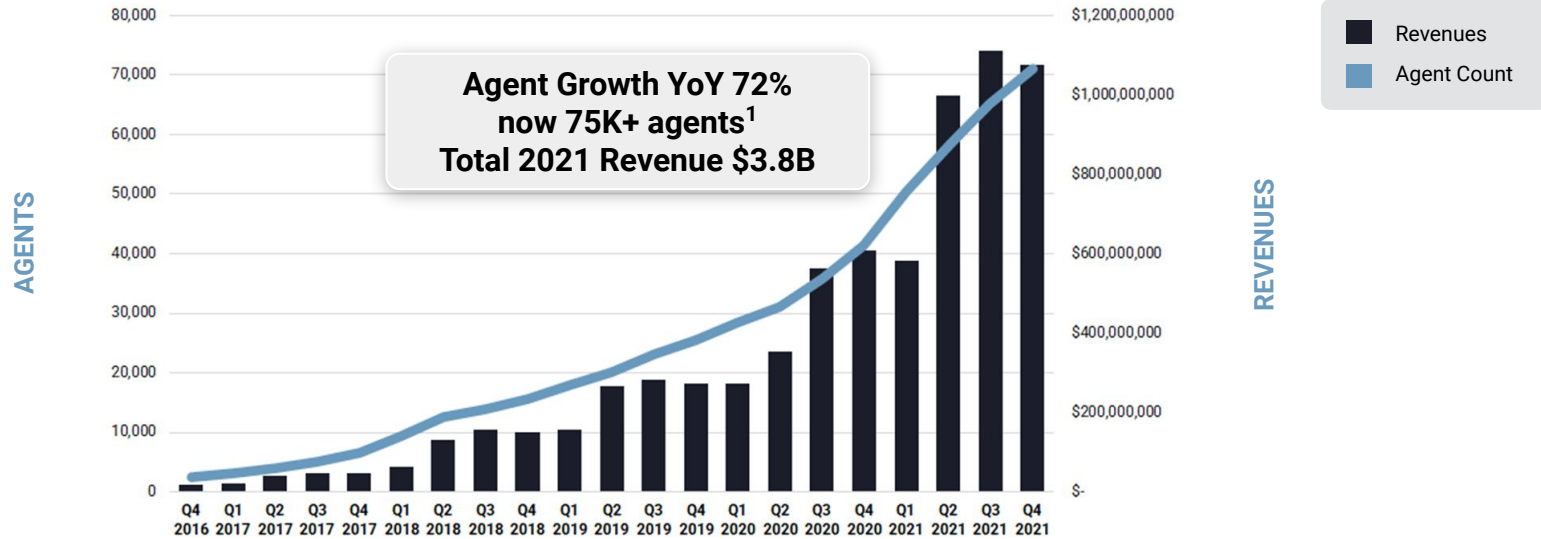
Ranked by 2019 sales volume (ranked #13 in 2018)



# Phenomenal Agent and Revenue Growth

Elevated growth in both agent count and revenues as a result of our commitment to agents

eXp Realty Ending Agents and Revenue By Quarter



1. Agent count as of February 23, 2022



# Become an eXp Agent

Talk to your sponsor, or apply today at [join.exprealty.com](https://join.exprealty.com)