



Build For Your Future with **eXp Realty**

CANADA PRESENTATION



The most agent-centric brokerage on the planet, **breaking** the traditional model



CLOUD-BASED

- No desk, royalty or franchise fees
- Work from anywhere in the world
- Real-time support from dedicated staff



LEADING TRAINING & COACHING

- Live and on-demand training from anywhere
- SUCCESS Coaching



POWERFUL COMPENSATION

- Competitive commissions
- Revenue share
- Stock equity programs

Where you can build for **your future.**

First public company in real estate to offer equity opportunities.



Agent-centric means you help shape eXp's future.



Own your brand, business and team.



What does this all mean for **you**?



GROW

The place for entrepreneurs to grow personally and professionally with boundless opportunities.



OWN

A company built for agents, where everyone is an owner of their own business, brand and the brokerage they help to build.



BUILD COMMUNITY

A community of diverse experts that value collaboration, transparency and having fun.



INNOVATE

A company obsessed with the future to improve the present, constantly defining new business models and tools.



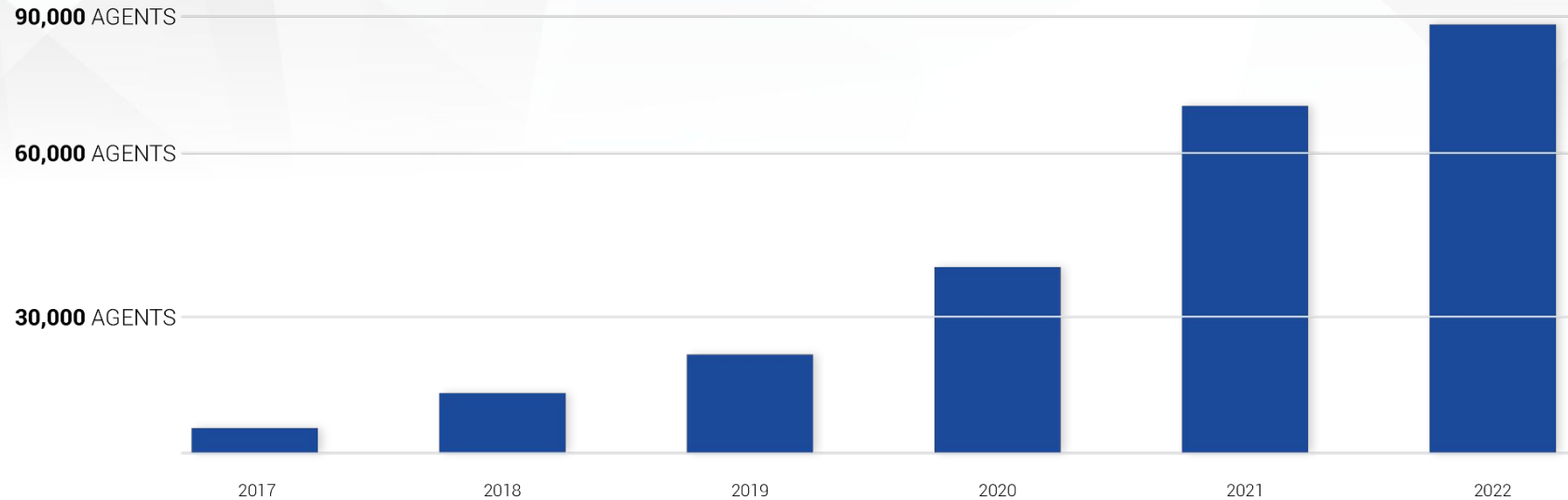
FIND YOUR FREEDOM

The financial model and the ability to choose where and when you do business to achieve your ultimate freedom.

“A life-changing move for us and our agents.”

- Andrew Franklin

Join the **fastest growing** residential real estate brokerage on the planet



And the **#1 growth leader** across agent count, volume and transactions



No. 1 growth leader in year-over-year sales volume, transaction sides and agent count



No. 1 sides

No. 1 Top Mover: Sides and Sales Volume

No. 1 Independent



No. 1 transactions

No. 4 sales volume



Freedom

The financial model and the ability to choose where and when you do business to achieve your ultimate freedom.

“

It's a **whole new world**. The resources and quick connection across the globe with agents is just a click away — eXp is **at your fingertips**.

”



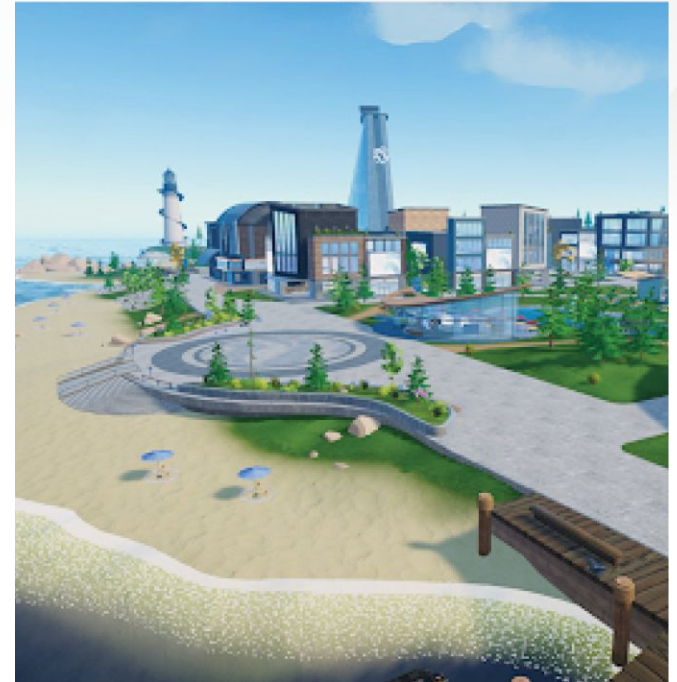
Jessie Yerxa
Real Estate Agent,
eXp Realty





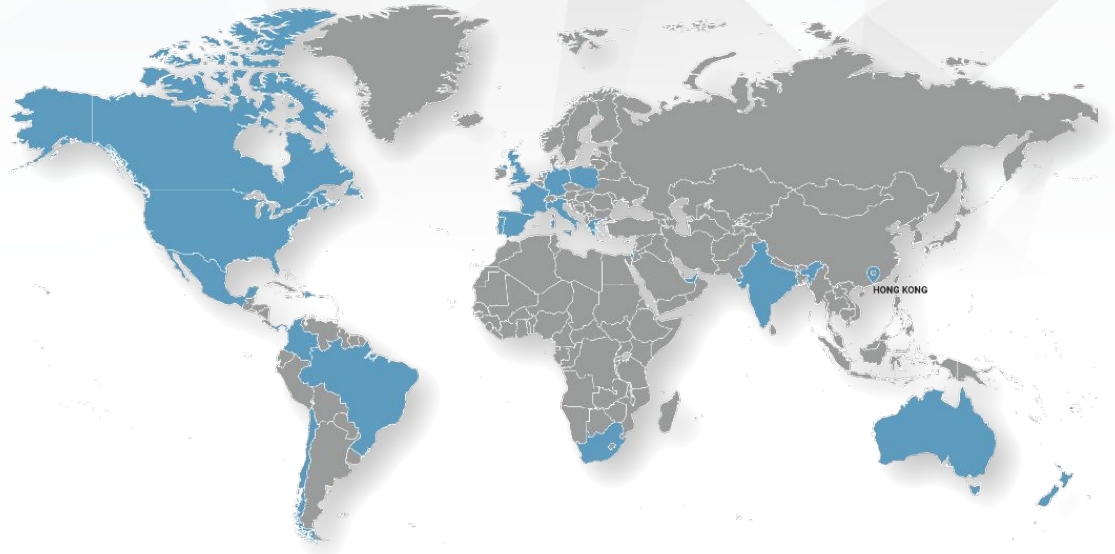
Find your freedom in eXp World, our metaverse powered by Virbela

- ▶ Work from anywhere with access to training, support and community
- ▶ Access real-time support from dedicated staff
- ▶ No desk fees or overhead costs
- ▶ No expensive leases means we can invest in you and your technology



The **largest** independent brokerage **on the planet**

- ▶ One brokerage with 23 international markets providing excellent growth opportunities for agents.
- ▶ Engage and share best practices across the company.
- ▶ Build teams across borders.
- ▶ Host and participate in daily, live online gatherings.
- ▶ Benefit from a powerful referral network.



 CURRENT LOCATIONS

exp[®]
REALTY

Innovate

Obsessed with the future to improve the present,
constantly defining new business models and tools.

“

It's a unique concept that will
revolutionize the world of real
estate and especially all Realtors in
Canada and our profession!

”



Mathieu Arseneault

Real Estate Agent,
eXp Realty





Enhance your revenue and build with
future-focused technologies and services



Pioneers in the virtual commercial real estate industry with a cloud-based model that provides agents with state-of-the-art tools and technology, and access to a global community of top league advisors, agents, leaders and partners, building a powerful network of professionals.

[Visit the Website](#)



eXp Luxury will be a global network of eXp agents who provide elevated service to clients anywhere in the world, at any time. Incorporating bespoke marketing capabilities and assets, the program features luxury certification courses and coaching, masterminds and events, and exclusive access to a council of experienced eXp Luxury agents.

[Visit the Website](#)



Enhance your revenue and build with **future-focused** technologies and services

Revenos

[Visit Website >>](#)

- Drives high-quality buyer and seller referrals directly to eXp agents
- Includes eXp Relocation, eXp REO (Real Estate Owned), eXp Affinity, Making It Rain, and new programs.
- Connects a thriving referral ecosystem through a robust network of industry relationships

eXp Solutions

[Visit Website >>](#)

- A complete suite of industry-leading vendors, tools and services that agents can utilize and trust as an extension of their team
- Vendors have been extensively vetted to provide top-notch service so eXp agents can deliver a seamless client experience
- We negotiate the best group rates available - **solutions.exp Realty.com** is the hub for all available solutions

Lead Gen

Drive more leads and manage your books.

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

Listings Marketing

Flexible and creative assets

- 5000+ customizable listing templates available on-demand
- Digital and print assets including: business cards, brochures, Signage, & more
- Flexible branding to feature you first



Enhance your revenue and build with **future-focused** technologies and services

Transaction Convenience

Convenience and security at your fingertips

- The **Fintracker app** provides an improved, easy-to-use and more secure FINTRAC experience.
- **ETRAN Mobile by FTNI** allows you to make remote deposits from your mobile device all while ensuring you get the best service and assistance in return.

Meeting & Office Space

Free Access to Regus Business Lounges & Paid Add-On Services

- More than 1,200 locations across the globe
- Regus Locations include fully-equipped offices and professional administrative support from center teams as well as access to Wi-Fi. For an additional fee, agents can book private meeting rooms, day offices and host video communications.

Grow

The place for entrepreneurs to grow personally and professionally with boundless opportunities.

“

I love the potential opportunity of **global revenue share** and the commercial business. There's just **unlimited potential** with this company to expand in other areas, whereas before, I was limited to my city only. Now, I can take my business global!

”



Denise Mai

Real Estate Agent,
eXp Realty



Grow your production with industry-leading programs led by hundreds of world-class eXp agents

eXp UNIVERSITY

The most innovative university on the planet! 80+ weekly, live classes are taught by top-producing eXp agents who share strategies, systems and scripts to help you achieve success in today's real estate market. Recordings of classes are available at eXp University 24/7.

MENTORSHIP

Whether you are brand new or starting something new, our mentorship program pairs you with experienced eXp agents who can share insights, learnings and feedback. In the spirit of collaboration and building community, this is truly about people helping people. When you succeed, we all succeed.

MASTERMINDS & TASK FORCES

This is your opportunity to collaborate with top eXp agents and leadership across the business in regular masterminds and task forces. Your voice matters. Help to build the company that helps you grow your business.

BROKER SUPPORT

Our Province Broker Teams provide you with the guidance and supervision needed to ensure a smooth transaction, everytime. Our regular live local (online and in-person) meetings, trainings and social events help our agents operate as experts across the real estate industry.

Track and celebrate your production with the eXp PRODUCTION LEADERBOARD and ICON Award

ICON Award

Join an elite group that has achieved exceptional production while exemplifying our core value.

Up to \$16,000 in ICON Stock Awards:

- \$8,000 by meeting the ICON Status **Production** Requirements
- \$4,000 by meeting the ICON Status **Cultural** Requirements
- \$4,000 by meeting the ICON Status Event Requirements (\$2,000 per eXp approved event)
- Inclusion in ICON agent publications
- Exclusive access to the customizable ICON Brand Kit
- Invitation to ICON-only events at Shareholder Summit and EXPCON



Own

A company built for agents, where everyone is an owner of their own business, brand and the brokerage they help to build.

“

I can contribute to building eXp and my personal wealth and wellbeing anywhere in the world that eXp exists. I now have **equity, revenue share and commission** sales all wrapped into one amazing brokerage!

”



Randy Dyck
Real Estate Agent,
eXp Realty



Earn more with our competitive commission structure.

COMMISSION & CAP

80/20 commission split
\$16,000 cap

After capping, earn **100% commission** for the remainder of the year.¹

¹\$285 capped transaction fee. Once capped transaction fees total \$5,700, the capped transaction fee is reduced to \$75.

STANDARD COSTS²

\$199 start-up fee

\$139/month cloud brokerage fee

\$29 broker review fee³

\$17 commercial insurance fee⁴

(Western Canada) in some provinces

² Canada compensation model.

³ Per transaction.

⁴ Monthly.



Explore unique opportunities to earn **additional** income streams

Equity Awards Through Incentive Program

\$270 CAD of EXPI stock for first transaction closing

\$540 CAD of EXPI stock when agents cap

\$540 CAD of stock for directly attracting another agent after the agent closes their first transaction

Agent Equity Commission Program

Voluntarily enroll to receive 5% of commission in stock at a **5% discount**

~65% of agents and brokers participate in the program

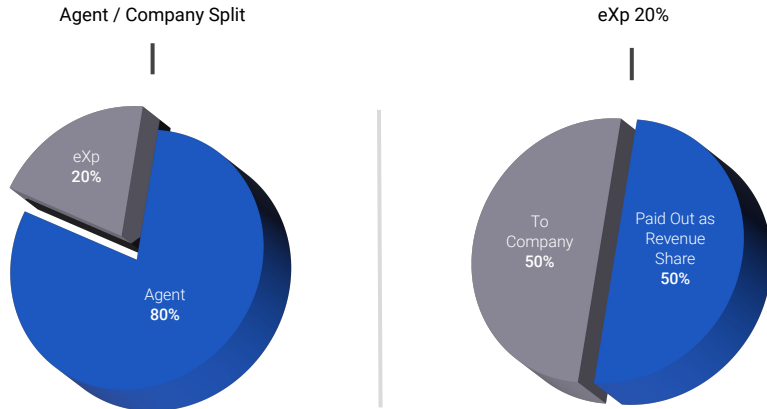
ICON Award

Top agents receive up to **\$16,000** in stock upon the achievement of certain production and cultural goals within their anniversary year

Earn **revenue share** for attracting new agents to eXp

eXp agents can sponsor agents to join the company.

Earn a percentage of revenue – eXp pays out to agents from the revenue share pool – when your sponsored agents close a transaction. Earn revenue share until your sponsored agent reaches their annual commission cap.



REVENUE Share 2.0



	eXpansion Share Percentage	FLQA Count Needed	eXponential Share							Top % of Revenue Share Pool on Transactions in Each Tier Group
			TIER 1	TIER 2	TIER 3	TIER 4	TIER 5	TIER 6	TIER 7	
			0 - 4	0 - 4	0 - 4	5 - 9	10 - 14	15 - 29	30+	
TIER 1	///		17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%
TIER 2	1.0%		///	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	20.0%
TIER 3	0.5%		///	///	12.0%	12.0%	12.0%	12.0%	12.0%	12.5%
TIER 4	0.5%		///	///	///	7.0%	7.0%	7.0%	7.0%	7.5%
TIER 5	0.5%		///	///	///	///	4.5%	4.5%	4.5%	5.0%
TIER 6	2.5%		///	///	///	///	///	10.0%	10.0%	12.5%
TIER 7	2.5%		///	///	///	///	///	///	22.5%	25.0%



We're proud to offer **eXp Healthcare**, providing our Canadian agents and their families high-quality and affordable group health insurance

eXp offers agents flexible coverage options to meet the needs of independent contractors. Choose between gold, silver or bronze plans with lower and sustainable long-term costs.

Each participant may select a plan that fits within their budget and desired coverage level

All pre existing conditions are covered immediately for Health and Dental Care with no medical information required

Allows each participant to apply for additional Life and/or Critical Illness coverage if they desire



Community

A company built for agents, where everyone is an owner of their own business, brand and the brokerage they help to build.

“

I switched because of revenue share, equity and leads. I stayed because of the **amazing collaboration.**

”



John Tsai
President,
eXp Realty Canada



Enhance lives of agents and communities



We are committed to creating an equitable, diverse and inclusive culture for our employees, agents and brokers.

ONE eXp engages our people to promote D&I initiatives across the organization.



We are dedicated to the betterment of our communities.

The first week of October of each year is designated "I Heart eXp" week and staff, agents and brokers across the U.S. mobilize to take part in community charity initiatives.



We are committed to wellbeing.

eXp's wholly owned nonprofit, eXtend-a-Hand provides support to eXp agents, staff, and their families who are experiencing hardship as a result of a catastrophic event, such as natural disasters or life-threatening illnesses that prevent them from working and supporting their families.





Grow your network and **community** around the world in our metaverse and at marquee events

- ▶ Live and on-demand training
- ▶ Mentorship opportunities
- ▶ Influencer and ICON Agent groups
- ▶ Masterminds
- ▶ Great networking & collaboration
- ▶ eXp Shareholder Summit
- ▶ EXPCON
- ▶ Agent Awards Gala





Build For Your Future with **eXp Realty**

Talk to your sponsor or apply
today at join.exprealty.com





APPENDIX

About eXp Realty



Glenn knows that agents and brokers do the heavy lifting in real estate.

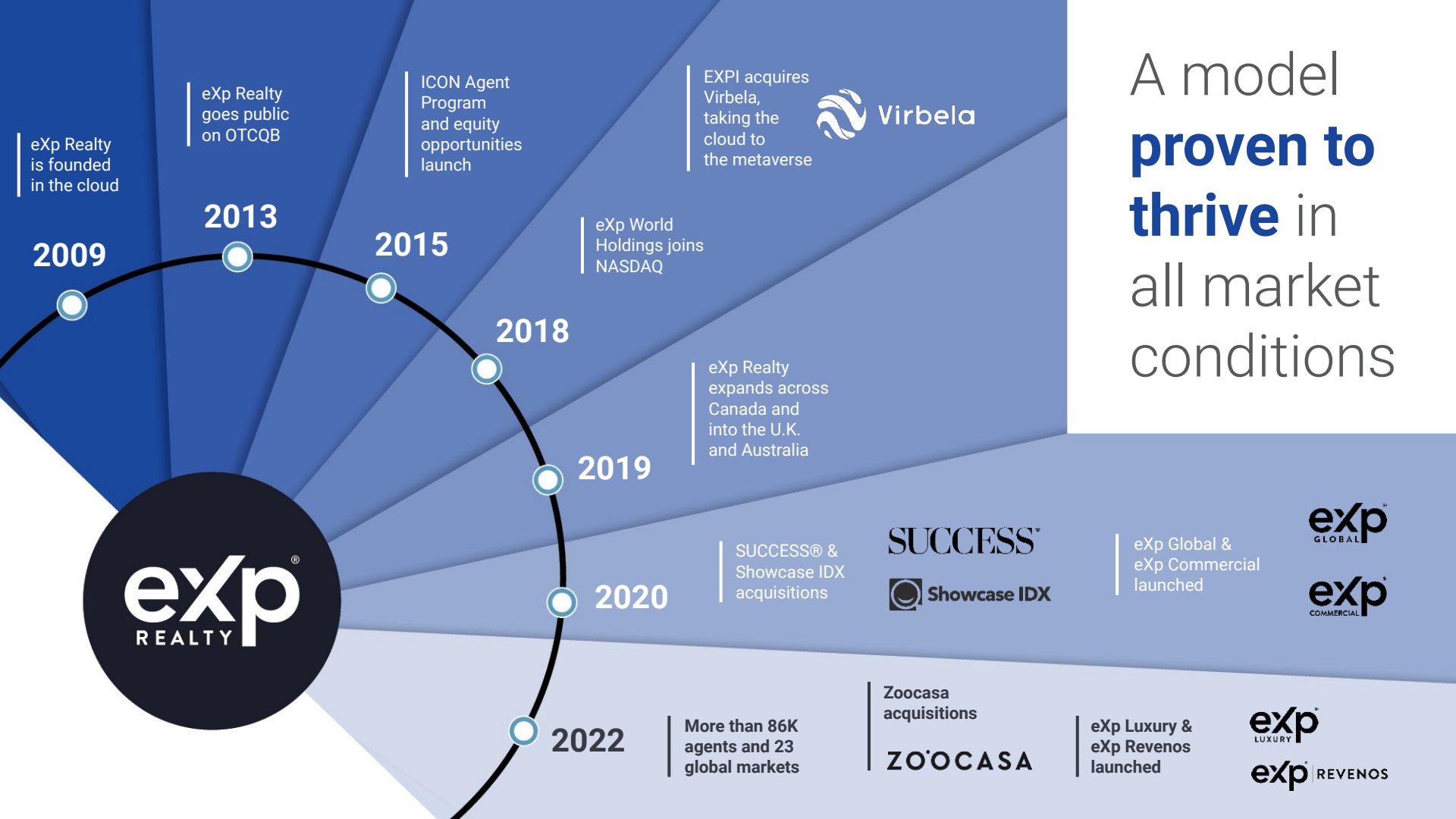
In 2009 he created eXp Realty, the first cloud-based brokerage model, to give agents, leaders and partners from all over the world the opportunity to earn, learn and grow like never before.

- Glenn Sanford held key roles at internet startups before launching a real estate career in 2002.
- In his year in real estate with a major national franchisor, his team closed over \$60 million in real estate by connecting with consumers online.



Glenn Sanford
Founder, CEO & Chairman,
eXp World Holdings

A model
proven to thrive in
all market
conditions



2009

2013

2015

2018

2019

2020

2022

eXp Realty goes public on OTCQB

eXp Realty is founded in the cloud

ICON Agent Program and equity opportunities launch

EXPI acquires Virbela, taking the cloud to the metaverse



eXp World Holdings joins NASDAQ

eXp Realty expands across Canada and into the U.K. and Australia

SUCCESS® & Showcase IDX acquisitions

SUCCESS®



More than 86K agents and 23 global markets

Zoocasa acquisitions

ZOOCASA

eXp Luxury & eXp Revenos launched



eXp Global & eXp Commercial launched







And earn more than **real estate stock**

Earn equity in eXp World Holdings (\$EXPI), where driving revenue for eXp means **driving revenue for your business.**



Global Cloud-Based Real Estate Brokerage

Real estate tech company operating virtually across six continents

Delivers a unique agent value proposition, including an attractive commission structure, revenue share, and equity

Cost advantages of a virtual workplace vs. traditional “brick-and-mortar”



Enterprise Metaverse Platform

Powers the eXp operating model and community

Enables companies to operate entirely remotely

Hundreds of global enterprise customers utilize the virtual world platform, including Stanford Graduate School of Business, Fujitsu, DXC Technology, PwC



Ecosystem of Personal Development Resources and Media

125-year-old multi-platform media company and leader in personal and professional development

Enhanced content, resources and training to inspire, motivate and educate

Coaching and Health with immersive technology provides more access and impact



Agent Advisory Council

eXp's Agent Advisory Council facilitates communication between eXp agents and the executive team, allowing **agents to provide feedback** and ensuring that the **agent-led model of eXp continues to thrive**.



John Tsai
President,
eXp Realty Canada



Dan Strickland
Chair - BC



Katie Van Nes
Vice Chair - BC



Holly Courtright
Secretary - BC



Corey Posluns
Quebec



Joe Tolvay
Alberta



Nav Khela
British Columbia



Bryan Seredynski
Alberta



Raj Sandhu
Manitoba



Monique Lischka
Saskatchewan



Lawrence Mak
Ontario



Jason MacDonald
Ontario



Provincial Agent Advisory Council

Provincial Agent Advisory Councils play a **vital role** in ensuring that agents from all regions of Canada have **adequate representation in providing feedback** and influencing decision-making within the company.

Alberta PAAC

Jason Beattie
Gurinder Brar
Tarah Flynn
Shelagh Krause
James Knull
Mark Neustaedter
Bradley Van De Walle

Newfoundland PAAC

Tammy Burke
Andrew Collins
Sharayah Eady
Justin Hollett
Liam Leonard

Ontario PAAC

Jennifer Jones
Jeff Matheson
Andrew Kulakowsky
Dimitrios Kalogeropoulos
Lawrence Mak
Sigrun Scholten

British Columbia PAAC

Imran Ali
Scott Andruschak
Michael Ireland
Thomas Kala
Patricia Kiteke
Joy Willett
Connie Tobias
Blake Roberts

Nova Scotia and Prince Edward Island PAAC

Peter Garonis
Holly Green
Kyle Kickham
Chelsea Lawlor
Dawn Magee
Tina Ann Marlene Parker
Richard Payne
Joanne Pullin
William Tanner

Manitoba PAAC

Ryan Espey
Jaspreet Gill
Michelle Hartin
Saleem Mohd
Kara Nilsson

Quebec PAAC

Eric Boissonneault
Renato Dall'Ava
Adam Koubi
Louis Lachaine
France Mantas

New Brunswick PAAC

Robert Brown
Jeremy Deering
Kayla Hebert
Jessie Yerxa
Andrew Phillips

Saskatchewan PAAC

Brad Chisholm
Marla Janzen
Rhonda Lavoie
Connie McKee
Megan Sands