



Canada eXp Typical Income Disclosure

At eXp Realty, we strive to be the Most Agent-centric Company on the Planet. People are the key to eXp Realty and a central part of eXp World Holdings, where we empower the new economy through people, platforms, and personal and professional development. From the platforms and technology we build to the healthcare choices we offer, we've redesigned the traditional brokerage into a company where agents can become shareholders and celebrate the company's financial success.

Agents at eXp Realty can generate income through three distinctive opportunities:

Real Estate Commission

Agents earn commissions by assisting their clients purchase or sell property

- Agents split their earned commission with the broker agent an 80/20 percentage
- Commission split cap is \$16,000 USD per anniversary year for each agent
- After reaching the commission split cap, agents keep 100% of commission on all transactions for the remainder their specific anniversary year¹

Revenue Share Program

eXp Realty Revenue Share is a percentage of revenue that agents earn for attracting agents who are generating revenue for the company

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- eXp agents only earn revenue share income from the sales activity of productive agents they sponsor into the company
- eXp shares 50% of company dollar with agents through a simple, transparent revenue share model, ensuring consistent and predictable earnings.

¹ Some transaction and other standard fees still apply. For full details, please refer to our Policies and Procedures Manual.



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Equity Opportunities

Agents are rewarded with shares of EXPI stock for taking certain actions and reaching particular goals

Sustainable Equity Plan

- Earn shares on your first transaction
- Earn shares when you fully cap
- Earn shares when an agent you sponsor closes on their first transaction

ICON Agent Award

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

Agent Equity Program

- Agents can earn equity in **NASDAQ:EXPI** by enrolling to be paid 5% of every transaction commission in stock purchased at a 10% discount



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Typical Compensation – Commissions and Revenue Share

The chart below is a breakdown of compensation earned by Canada eXp Realty agents from Revenue Share and Commissions from January 1, 2024 - December 31, 2024.

Agent Compensation Overview Chart

\$ in CAD

Compensation from eXp Realty Revenue Share and Commissions in 2024	% of Total Productive Agents ¹ (Active & Inactive ²) Paid in 2024 (6834)	% of Total Productive Agents ¹ (Active only) Paid in 2024 (5534)	% of Total Productive Agents ¹ (Active only) w/more than 1 Year at eXp paid in 2024
>\$0 and <\$100	0.32% (22)	0.12% (8)	0.03% (2)
>\$100 and <\$2,500	7.65% (523)	4.92% (336)	1.84% (126)
>\$2,500 and <\$10,000	14.11% (964)	9.34% (638)	2.96% (202)
>\$10,000 and <\$20,000	13.36% (913)	9.80% (670)	3.16% (216)
>\$20,000 and <\$50,000	22.86% (1,562)	18.22% (1,245)	7.83% (535)
>\$50,000 and <\$100,000	17.84% (1,219)	15.80% (1,080)	8.15% (557)
>\$100,000 and <\$500,000	21.77% (1,488)	20.72% (1,416)	13.68% (935)
>\$500,000 and <\$1,000,000	1.77% (121)	1.74% (119)	1.43% (98)
>\$1,000,000	0.32% (22)	0.32% (22)	0.22% (15)

¹Productive agents are defined as agents with at least 1 payment in 2022

²Inactive agents were paid by eXp in 2022 and subsequently left

Percentage of agents followed by the actual number of agents in each distribution. Brackets on left are inclusive of that number, so 2nd row would read: "Greater than or equal to \$100, but less than \$2,500"

Canada eXp Realty agents earned over \$25.8 million in Revenue Share in 2024.

We have proudly paid out more than \$85.2 million in Revenue Share earnings to our agents since the beginning of 2015



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Disclaimer

Participants who are sharing the eXp opportunity with prospective agents are asked to include the information on this web page including the disclaimer below that provides context for earning income with eXp Realty.

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. Visit exprealty.ca/income for typical agent earnings and additional information about earning opportunities with eXp Realty.

Contact

For more information, contact the eXp Realty Canada agent who shared the eXp opportunity with you. Alternatively, you can contact eXp Realty Canada through one of the following methods:

- join.exprealty.com/contact/
- [Facebook](#)
- [Twitter](#)
- [LinkedIn](#)