

AGENT EQUITY PROGRAM (AEP)

Agents with eXp may be eligible to enroll in the Agent Equity Program (AEP).*

While enrolled in the Agent Equity Program, 5% of net commissions from closed transactions is allocated to purchase EXPI stock at a 5% discount on the last day of the month in which the transactions closed.

Shares acquired through the Program will be issued to the individual agent and corresponding tax ID. eXp cannot issue shares to an entity.

Shareworks

by Morgan Stanley

Prior to participating in the AEP, you need to activate our [Shareworks](#) account.

All agents will receive a Shareworks activation email in the week following their join date with eXp.

ENROLLMENT

- ★ The option to enroll in the AEP will be on your [Shareworks](#) Dashboard.
- ★ By enrolling in the program, the agent agrees to contribute five percent (5%) of their net commission (stock comp) on closed transactions to be used to purchase EXPI stock.
- ★ Enrollment is **effective the 1st of the following month** and stock comp contributions will be applied to closed transactions thereafter.

1 • Sign in to Shareworks
• Scroll to **Tasks** on the Dashboard
• Choose **Enroll now** in the **Enroll in a plan** Task

2 • Enter **"5"** in the **% of your eligible pay** field
• Select **Next**

3 • Review the Country-Specific **Terms and conditions**
• Check **"I agree to these terms and conditions"**
• Select **Next**

4 • Review **enrollment** details
• Select **Enroll**

PURCHASE

- ★ EXPI stock is purchased at a five percent (5%) discount on EXPI's fair market value (closing price) on the last trading day of the month in which the contributing transaction closed.
- ★ Purchased shares are posted to the agent's [Shareworks](#) account at the *end of the following month*. For example, at the end of May, the stock for any April transactions will post.
- ★ Any stock contributions equal to less than the purchase price of one whole share will carry-forward to the next purchase date.
- ★ AEP shares are not subject to vesting.

AEP PURCHASE EXAMPLE	
Transaction Close Date	10-Dec-2023
Net Commission	\$5,000 USD
5% Stock Compensation Contribution	\$250 USD
Purchase Date	31-Dec-2023
EXPI FMV on Purchase Date	\$15.52 USD
Purchase Price Per Share (5% discount)	\$14.74 USD
Shares Purchased	16 EXPI
Total Purchase Price	\$235.84 USD
Carry Forward Amount	\$14.16

WITHDRAWAL

- ★ Participants can withdraw from the AEP at any time through [Shareworks](#).
- ★ Changes to participation are **effective the 1st of the following month** and stock comp contributions will discontinue with closed transactions thereafter.
- ★ All EXPI shares previously purchased will remain available within the participant's account where shares were issued.
- ★ Any carry-forward amounts (Cash Awaiting Investment) will be refunded the month following withdrawal effective date.

IMPORTANT INFORMATION

ASSOCIATED COSTS

Ownership of Shares issued under the Program may come with associated costs imposed by third parties, including but not limited to, fees that may be imposed by a stockbroker, financial services broker of Participant's choosing, or others.

ISSUANCE ERRORS

In the event Participant identifies an error in any issued Shares received under the Program, Participant must notify EXPI as soon as possible by writing to the Stock Plan Services team via email at stock@expirealty.net. When contacting the Stock Plan Services team, Participant must provide:

1. Name and Agent ID number
2. Transaction number or property address of the Transaction that is the basis of the Shares issued with the error
3. A description of what Participant believes is wrong and a clear explanation of why Participant believes it is an error.

If Participant does not notify the Stock Plan Services team within thirty (30) days after the Issue Date, the issuance will be deemed to be correct and Participant will not be able to dispute any errors. If Participant notifies EXPI orally, EXPI will require Participant to send the notice in writing in the manner

described above within two (2) business days, which shall not toll the 30 (thirty) day notice period in any way.

The Stock Plan Services team will notify Participant of the results of their investigation and if it is concluded that no error has occurred, they will send Participant an explanation. If it is concluded there was an error, the Stock Plan Services team will correct the error and notify Participant.

TAX TREATMENT

Find a summary of the tax consequences and certain other issues associated with participation in the Agent Equity Program in your country [here](#).

**Due to securities regulations, agents in Colombia, the Dominican Republic, and Panama are not eligible to participate in the Agent Equity Program.*