

Sustainability Committee Charter

PURPOSE

The purpose of the Sustainability Committee (the “**Committee**”) is to carry out the responsibilities delegated by the board of directors (the “**Board**”) of eXp World Holdings, Inc. (the “**Company**”) regarding the oversight of the Company’s risks, opportunities, strategies, goals, and policies and procedures related to sustainability and environmental, social, and governance (“**ESG**”) matters as described in this Charter.

MEMBERSHIP

The Committee shall consist of two or more directors. The members of the Committee shall be appointed by the Board. The members of the Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. The Board shall designate a member of the Committee as the chairperson. The Board may remove any member from the Committee at any time with or without cause.

DUTIES AND RESPONSIBILITIES

The Committee shall have the following authority and responsibilities:

- To monitor and advise the Board on the Company’s risks and opportunities related to sustainability and ESG matters, including climate change, cybersecurity, human rights and human capital management, community and social impact, and diversity, equity, inclusion, business ethics and transparency.
- To review and discuss with management the Company’s goals, strategies, and policies and procedures to address sustainability and ESG risks and opportunities.
- To review and advise the Board on the Company’s performance related to its sustainability and ESG goals, strategies, and policies and procedures.
- To review the policies and procedures used to prepare sustainability and ESG-related statements and disclosures.
- To review and advise the Board on sustainability and ESG-related shareholder proposals.

OUTSIDE ADVISORS

The Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of outside legal counsel and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. The Committee shall set the compensation, and oversee the work, of its outside legal counsel and other advisors. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its outside legal counsel and any other advisors. However, the Committee shall not be required to implement or act consistently with the advice or recommendations of its legal counsel or other advisor, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter.

OPERATIONS

The Committee shall meet at least two times a year at such times and places as it deems necessary to fulfill its responsibilities. The Committee shall report regularly to the Board regarding its actions and make recommendations to the Board as appropriate. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

The Committee shall review this Charter at least annually and recommend any proposed changes to the Board for approval.

The Committee shall regularly evaluate the performance of its duties under this Charter. The Committee shall conduct this evaluation in such manner as it deems appropriate.