



## **eXp World Holdings, Inc.**

### **Tax Strategy**

eXp World Holdings, Inc. (“eXp”) owns and operates a cloud-based real estate brokerage and a technology platform business that enables a variety of businesses to operate remotely. Our real estate brokerage is now one of the largest and fastest-growing real estate brokerage companies in the United States and is rapidly expanding internationally. Our technology platform business develops and uses immersive technologies that enable and support virtual workplaces.

This tax strategy has been approved by the Board of eXp and sets out our policy and approach to tax affairs and dealing with tax risk. It is intended to fulfill the statutory requirement in Paragraph 22(2), Schedule 19 of the Finance Act of 2016. It applies to the UK affiliate of eXp World Holdings, Inc., eXp World UK Limited for the financial year ending December 31, 2023.

#### **1. How eXp Manages Tax Risks**

The eXp operations are subject to a wide variety of tax laws across all the jurisdictions where we operate. We are committed to compliance with tax laws and practices in the UK and across all jurisdictions. In situations where the level of uncertainty is high, the tax group utilizes outside advisors to help evaluate risk. Our Ethics and Code of Conduct requires our directors, officers, and associates to comply with our ethical expectations, legal obligations, and local laws.

#### **2. eXp’s Attitude To Tax Planning**

eXp’s objectives are to comply with all relevant laws, regulations and reporting requirements, including international tax matters as published by OECD, where appropriate. We do not engage in aggressive tax planning or make unreasonable interpretations of tax law. eXp uses incentives, exemptions and treaty benefits as UK law provides.

#### **3. The Level of Tax Risk that eXp is Prepared to Accept**

eXp operates in a complex international corporate tax environment and it is inevitable that tax risk will arise. To mitigate such risk, the eXp tax department identifies, evaluates, and monitors tax risks routinely and seeks appropriate advice from third-party professional firms. The eXp tax department (“eXp Tax”) is part of the eXp Finance Team and reports to the Chief Accounting Officer who reports to the eXp Chief Financial Officer. eXp Tax applies professional diligence and care in management of all tax matters.

Our tax risks are reviewed by the Audit Committee every quarter and by the Board annually.

#### **4. How eXp Works with Tax Authorities**

eXp is committed to an honest, transparent, and cooperative relationship with tax authorities. We are committed to proactive discussions to expedite settlement of tax matters and work collaboratively with tax authorities to resolve disputes.