Real Estate & Building Services

Bonus Overview Independent Contractor (Real Estate Agents, Property Manager, Property Valuer, Mortgage Broker, Insurance Broker, Photographer and Home Stager, Co-Branding Partner, Website Design and Website Services Customer...)

1. The following Bonuses, Referrals and Affiliates apply to everyone (including company employees and contractor)

Customer Referral and Tipster Bonuses for

- **Customer buys or subscribes Website Design and Website Services: 15% from the regular whole price including setup fee (buy and subscription models)**
- **Customer subscribes Membership: 50% first 3 months membership fee**
- **New Real Estate Agents, Property Manager and Property Valuer joining the company: 25 USD onboarding Bonus and additional 75 USD Bonus with the first deal/ transaction/ Customer or Client contract**
- **New Mortgage Broker, Insurance Broker, Photographer and Home Stager joining the company: 25 USD onboarding Bonus and additional 75 USD Bonus with the first deal/ transaction/ Customer or Client contract**
- **New customer selling or renting their property: 20% from the relevant deal commission**
- **Tipster Bonus: 20% for each new customer from the first deal commission**
- **New Co-Branding Partner joining the company: 50% first 3 months regular fee**

2. The following Bonuses, Referrals and Affiliates apply to the following Independent Contractor (Real Estate Agents, Property Manager, Property Valuer, Mortgage Broker, Insurance Broker, Photographer and Home Stager, Co-Branding Partner)

Customer Referral and Tipster Bonuses for

- **New Real Estate Agents, Property Manager and Property Valuer joining the company: 5% from the commission first 3 deals (5% of the first 3 deals or at least 100% from the admin fee for each deal)**

- **New Mortgage Broker, Insurance Broker, Photographer and Home Stager joining the company: 5% from the commission first 3 deals (5% of the first 3 deals or at least 100% from the admin fee for each deal)**

3. <u>The following Bonuses, Referrals and Affiliates</u> apply to Web Developer.

Customer Referral and Tipster Bonuses for

- **Website preparation and delivery to our customers based on our developed websites: The following Bonus is for each website preparation and delivery**

Standard website 1: 75 USD

Standard Website 2: 85 USD

Standard Website 3: 100 USD

Standard Website 4: 130 USD

Standard Website 5: 160 USD

Standard Website 6: 190 USD

Standard Website 7: 210 USD

4. <u>The following Bonuses, Referrals and Affiliates</u> apply to Real Estate Agents.

Bonuses, Referrals, Tipster, Training and Buddy Programs, ect. Real Estate Agents

Training and Buddy Program Deductions : To support professional development and mentorship within the network, training and mentorship fees apply to newly onboarded Agents. These fees cover training, supervision, and integration into the Company's systems.

- For Agents with less than one (1) year of experience, a 20 % training fee applies on the first five (5) transactions.
- For Agents with one (1) to three (3) years of experience, a 15 % training fee applies on the first five (5) transactions.
- For Agents with over three (3) years of experience, a 10 % training fee applies on the first five (5) transactions.

Because the Agent collects all commissions directly, the Company will issue an invoice for the applicable training fee immediately following the closing of each qualifying transaction. Each invoice must be paid within seven (7) business days of issue. Non-payment may result in suspension of the Agent's access to Company systems and resources until payment is received.

Buddy Program:

If the Agent requires onboarding support or mentorship from an experienced Agent or Franchisee ("Buddy"), the Company may arrange a Buddy Program lasting one (1) to three (3) months. For each month of mentorship completed, the Buddy will receive twenty percent (20 %) of the gross commission from the mentored Agent's next closed deal (for example, one month = 20 % from the next deal; two months = 20 % from each of the next two deals; and so on, up to three deals).

If the mentored Agent does not close any deal after completing the Buddy Program and/or leaves the Company before doing so, the Buddy shall instead receive compensation equal to the waiver of their next applicable Transaction Fee as set out in Schedule I. All Buddy payments or fee waivers are processed by the Company based on verified mentorship records and are not refundable.

Duo Agent Deals:

If a transaction is shared between two Agents ("Duo Agent Deal"), the applicable training or Buddy fee applies only to each Agent's own commission share, based on their respective portion of the gross commission.

All training and mentorship fees are excluded from the annual Commission Cap, are nonrefundable once invoiced, and remain payable regardless of whether the client has paid the Agent in full. The Company retains the right to verify mentorship completion, training participation, and compliance before confirming any related payments or waivers.

Referral and Tipster Bonuses: The Company encourages growth of its network and customer base through structured referral and recommendation rewards.

A **Referral Bonus** applies when a Agent introduces a new Agent to the Company. The referring Agent receives 5% of the total gross commission earned by the new Agent on their first three (3) completed transactions. This Referral Bonus is paid by the Company and

does not reduce the new Agent's commission or earnings. The referral must be properly registered in the Company's CRM system at the time of onboarding for the referring Agent to qualify. Late or unrecorded referrals are not eligible.

A **Tipster Bonus** applies when a Agent or any approved Tipster provides a verified lead or client that results in a successful transaction. The Tipster receives 20% of the gross commission from that transaction, deducted from the Agent's share. For the Tipster Bonus to apply, a written statement confirming the tip and its origin must be uploaded in the Company's transaction documentation system before the deal is finalised, and the Tipster's details must be recorded in the CRM with the corresponding property and client information.

In case of disputes over referral or tip claims, priority shall be given to the first recorded entry in the Company's CRM system. The Company's decision on eligibility and payment of such bonuses shall be final and binding.

All Referral and Tipster Bonuses are considered incentive payments, are non-refundable, and do not count toward the annual Commission Cap.

Team Leader Structure: A Agent who manages and supervises other Agents under the Real Estate Matching24 network may be designated by the Company as a Team Leader. Appointment as a Team Leader is discretionary and subject to written approval by the Company.

Each Team Leader shall have an annual Commission Cap of USD 10,000, which automatically reduces by USD 1,000 per year until it reaches a minimum cap of USD 1,000 in the tenth (10th) year. Once the applicable cap is reached in a given Anniversary Year, the Team Leader retains 100% of all commissions for the remainder of that period, subject to applicable fees.

In addition to personal commissions, a Team Leader is entitled to an override commission based on the total gross production of their team. The applicable override rates are:

- **1 – 4 active team member - 4%**
- **5 - 9 active team members - 4.5%**
- **10 – 14 active team members - 6.5%**
- **15 or more active team members - 8% or higher, as determined by the Company at its sole discretion**

Override Commission Eligibility: The Team Leader override commission shall apply only to the de facto commission share received by the Company from the relevant Agent's transaction and shall only be payable where the underlying Agent remains within their applicable Commission Cap and the Company continues to receive its commission share on that transaction. Once an Agent has reached their applicable Commission Cap and retains one hundred percent (100%) of their commission for the remainder of the relevant Anniversary Year, no Team Leader override commission shall accrue or be payable in respect of that Agent's transactions during the capped period. For the avoidance of doubt, override commissions are calculated only on transactions generating an active Company commission share and not on transactions where the Agent is operating on a capped basis.

Team Leaders are responsible for guiding, mentoring, and ensuring compliance of their team members with Company policies, marketing standards, and ethical practices. Any misconduct or regulatory breach by a team member may result in the Team Leader's override commissions being withheld until the issue is resolved.

All override commissions are paid by the Company, not deducted from the individual Agent's commissions. These overrides are payable only after the corresponding transaction commissions have been cleared and verified in the Company's CRM system.

Team Leader overrides and related earnings are considered incentive payments and are not included in the calculation of the annual Commission Cap.

Personal Transactions: Each Agent may perform one personal property transaction per year at 100 % commission. Transaction fees still apply (0.1 % or applicable rental fee). Personal transactions do not count toward the Commission Cap.

Dual Agent Transactions: When two Agents within the Real Estate Matching24 network jointly handle a single property transaction ("Dual Agent Deal"), the total commission shall be split equally - 50% to each participating Agent, unless a different split is agreed in writing and approved by the Company before the transaction closes.

Each Agent's share in a Dual Agent Deal is treated as a separate transaction for the purposes of calculating Commission Caps, Transaction Fees, Royalty Fees, and Training or Buddy Program deductions. The Transaction Fee for Dual Agent Deals shall also be shared equally between the two participating Agents, based on their respective transaction count

tier (i.e., whether within the first twelve (12) or beyond the twelfth (12th) deal of that Anniversary Year).

For example, if the deal falls within the first twelve (12) transactions, each Agent pays 50% of the capped fee of USD 500. If the deal is beyond the twelfth (12th) transaction, each Agent pays 50% of the capped fee of USD 250.

All other applicable deductions, including Royalty Fees, Administrative Fees, and Training or Buddy Program deductions, apply individually to each Agent's portion of the commission in accordance with the terms of this Agreement.

Where one participating Agent is not affiliated with Real Estate Matching24, the internal split shall not apply. The Real Estate Matching24 Agent will be solely responsible for all Company-related deductions, fees, and reporting obligations applicable to their own share.

Dual Agent Deals must be fully documented in the Company's CRM and transaction system, identifying both Agents and their agreed commission split. Failure to properly record a Dual Agent Deal may result in the forfeiture of unpaid commissions or disciplinary action as determined by the Company.

5. Bonus, Referral and Affiliate Payments

The bonus payments will be combined with the monthly invoices.

The bonus will be transferred to your bank account or chosen payment method, if the new Real Estate Agent, Property Manager, Property Valuer, Mortgage Broker, Insurance Broker, Photographer and Home Stager has already on boarded, the relevant deals are closed and the relevant commissions are received.

The bonus payment for sales/subscription of website design and website services is the following month, if the website is delivered and the relevant fees are received.

The bonus payment for website design (Web Developer) is the following month from the website delivery to the customer.

The bonus payment for new Co-Branding Partner is the following month, if the Co-Branding Partner is on boarded and the relevant fees are received.

The bonus payment for new Membership Member is the following month, if the new Member is on boarded and the relevant fees are received.

Thanks

Kind regards

Matthias

(Founder)