

COMPASS

1Q 2025

Business Update & Supplementary Information

Safe Harbor Statement

This presentation includes forward-looking statements, which are statements other than statements of historical facts, and statements in the future tense. These statements include, but are not limited to, statements regarding our future performance, including expected financial results for the second quarter of 2025, planned non-GAAP OPEX and free cash flow expectations for the full year of 2025, and our expectations for operational achievements. Forward-looking statements are based upon various estimates and assumptions, as well as information known to us as of the date of this presentation, and are subject to risks and uncertainties, including but not limited to: general economic conditions, tariffs and trade tensions, geopolitical events, the health of the U.S. real estate industry, and risks generally incident to the ownership of residential real estate; the effect of monetary policies of the federal government and its agencies; high mortgage interest rates; ongoing industry antitrust class action litigation (including the antitrust lawsuits filed against us) or any related regulatory activities; any decreases in our gross commission income or the percentage of commissions that we collect; low home inventory levels; our ability to carefully manage our expense structure; adverse economic, real estate or business conditions in geographic areas where our business is concentrated and/or impacting high-end markets; our ability to continuously innovate, improve and expand our platform to create value for our agents; our ability to expand our operations and to offer additional integrated services; our ability to realize expected benefits from our mortgage business; our ability to compete successfully; our ability to attract and retain agents and affiliates; our ability to re-accelerate our business growth given our current expense structure; fluctuation in our quarterly results and other operating metrics; the loss of one or more key personnel and our ability to attract and retain other highly qualified personnel; actions by our agents, employees or affiliates that could adversely affect our reputation and subject us to liability; any losses relating to our title and escrow businesses as a result of errors, omissions, fraud or other misconduct; our ability to pursue acquisitions that are successful and integrated into our existing operations; changes in mortgage underwriting standards; our ability to maintain or establish relationships with third-party service providers; the impact of cybersecurity incidents and the potential loss of critical and confidential information; the reliability of our fraud detection processes and information security systems; depository banks not honoring our escrow and trust deposits; adoption of alternatives to full-service agents by consumers; our ability to successfully integrate machine learning and artificial intelligence, or AI, in tools and features available on our platform; our ability to adapt and expand into international markets; our ability to develop and maintain an effective system of disclosure controls and internal control over financial reporting; covenants in our debt agreements that may restrict our borrowing capacity or operating activities; our ability to use net operating losses and other tax attributes may be limited; our reliance on assumptions, estimates and business data to calculate our key performance indicators; changes in, and our reliance on, accounting standards, assumptions, estimates and business data; the dependability of our platform and software; our ability to maintain our company culture; our ability to obtain or maintain adequate insurance coverage; processing, storage, and use of personal information and other data, and compliance with privacy laws and regulations; disruption or delay in service from third-party service providers; investor expectations related to corporate responsibility, environmental, social and governance factors; natural disasters and catastrophic events; the effect of the claims, lawsuits, government investigations and other proceedings; changes in federal or state laws regarding the classification of our agents as independent contractors; compliance with applicable laws and regulations and changes to applicable laws and regulations; our ability to protect our intellectual property rights, and our reliance on the intellectual property rights of third parties; our use of open source software; the impact of having a multi-class structure of common stock; securities or industry analysts publishing unfavorable research or not publishing research about our business; our ability to raise additional capital on terms acceptable to us, or at all; our charter provisions may make us more difficult to acquire, may limit stockholder attempts to remove or replace management and/or obtain a favorable judicial forum for disputes with us or our directors, officers or employees; our plan to continue to retain earnings rather than pay dividends for the foreseeable future; and other risks set forth in our annual report on Form 10-K and our subsequent quarterly reports on Form 10-Q. Significant variation from the assumptions underlying our forward-looking statements could cause our actual results to vary, and the impact could be significant. Accordingly, actual results could differ materially from those predicted or implied or such uncertainties could cause adverse effects on our results. Reported results should not be considered as an indication of future performance. More information about factors that could adversely affect our business, financial condition and results of operations, or that could cause actual results to differ from those expressed or implied in our forward-looking statements is included under the captions "Risk Factors," "Legal Proceedings" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our most recent annual report on Form 10-K and our subsequent quarterly reports on Form 10-Q, copies of which are available on the Investor Relations page of our website at <https://investors.compass.com/> and on the SEC website at www.sec.gov. All information in this presentation speaks as of, and all forward-looking statements are based on information available to us as of, the date hereof, and we do not assume any obligation to update these statements as a result of new information or future events. Undue reliance should not be placed on the forward-looking statements in this presentation.

Non-GAAP Financial Measures

This presentation contains certain non-GAAP financial measures, such as Adjusted EBITDA, Adjusted EBITDA margin, non-GAAP Operating Expenses and Free Cash Flow (the "Non-GAAP Measures"). We use Non-GAAP Measures in conjunction with GAAP measures as part of our overall assessment of our performance, including the preparation of our annual operating budget and quarterly forecasts, to evaluate the effectiveness of our business strategies and to communicate with our board of directors concerning our financial performance. We believe the Non-GAAP Measures are also helpful to investors, analysts and other interested parties because they can assist in providing a more consistent and comparable overview of our operations across our historical financial periods. The Non-GAAP Measures have limitations as analytical tools, therefore you should not consider them in isolation or as substitutes for analysis of our results as reported under GAAP. Because of these limitations, you should consider the Non-GAAP Measures alongside other financial performance measures. In evaluating the Non-GAAP Measures, you should be aware that in the future we may incur expenses that are the same as or similar to some of the adjustments. Our presentation of the Non-GAAP Measures should not be construed to imply that our future results will be unaffected by the types of items excluded from the calculation of Non-GAAP Measures. The Non-GAAP Measures are not presented in accordance with GAAP and the use of these terms varies from others in our industry. We provide reconciliations of Non-GAAP Measures in the financial statement tables included in our earnings press releases and you are encouraged to review these reconciliations.

1Q 2025 Highlights

1Q 2025
Revenue

\$1,356.2M
+29% Y-o-Y

1Q 2025 Revenue less Comm.
& Other as a % of Revenue

18.44%
+24 BPS Y-o-Y

1Q 2025
Adjusted EBITDA⁽¹⁾

\$15.6M
+\$35.7M Y-o-Y

1Q 2025
Free Cash Flow⁽¹⁾

\$19.5M
+\$13.6M Y-o-Y

1Q 2025
Number of Principal Agents⁽²⁾

20,656
+42% Y-o-Y

1Q 2025
Number of Total Agents

37,135
+27% Y-o-Y

1Q 2025
Gross Transaction Value

\$52.4B
+31% Y-o-Y

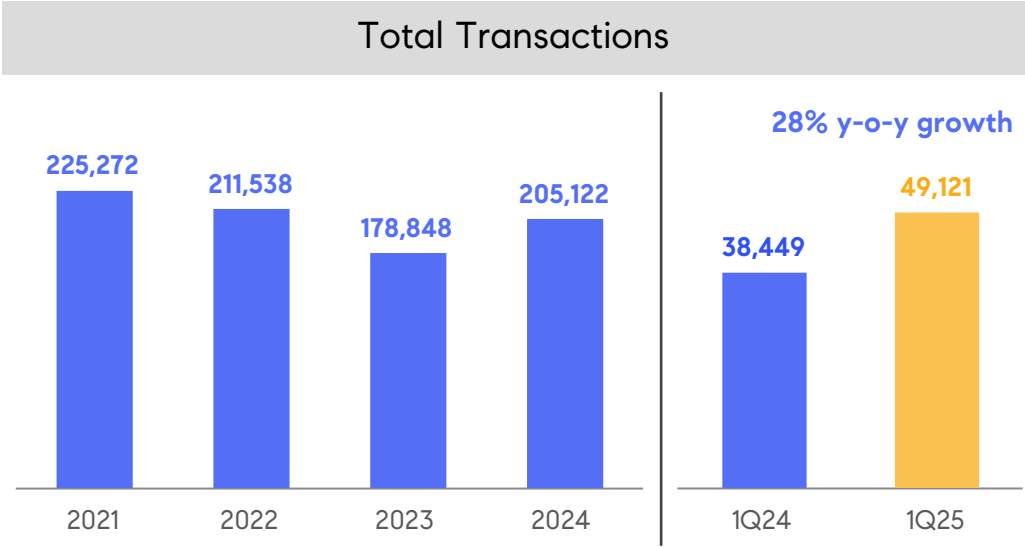
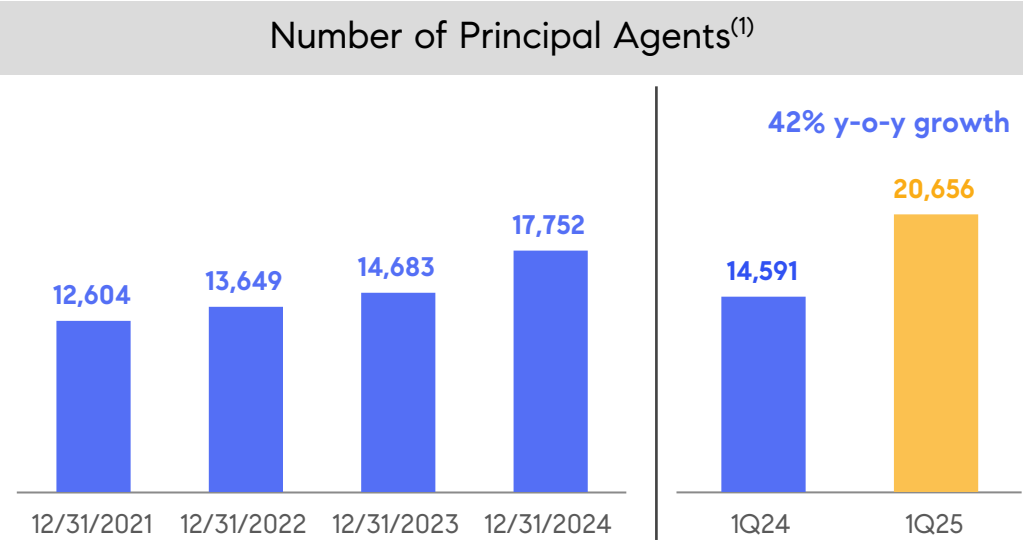
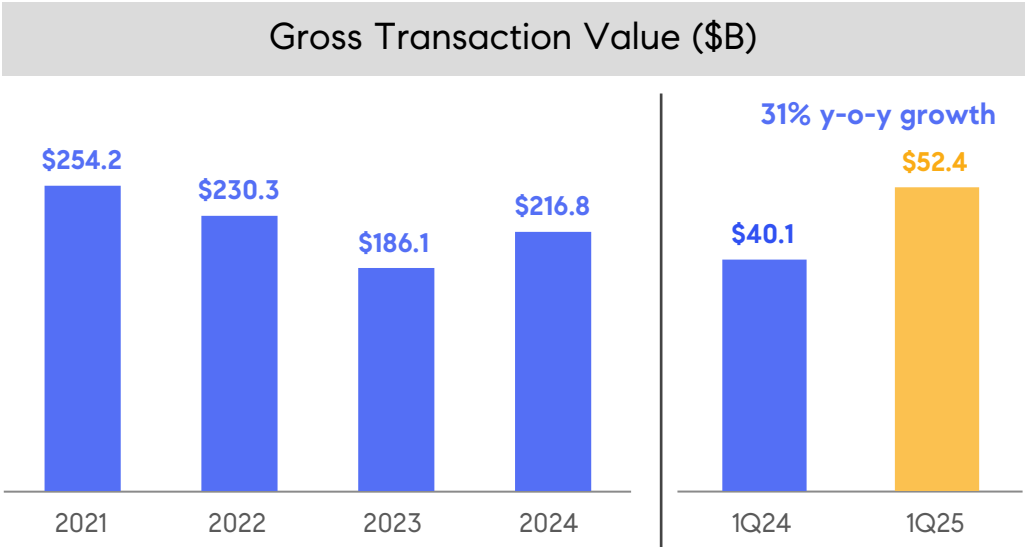
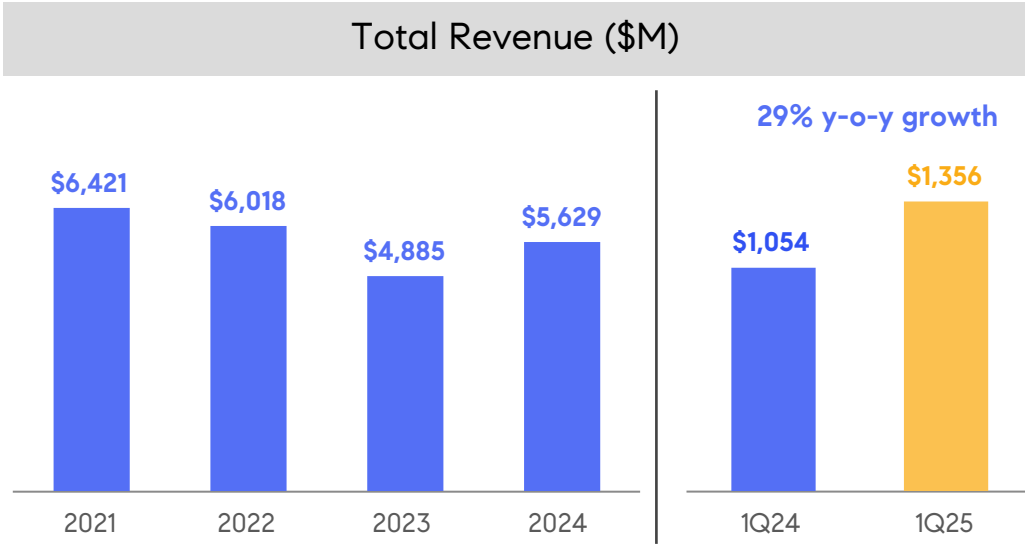
1Q 2025
Total Transactions

49,121
+28% Y-o-Y

(1) See Financial Tables section for a reconciliation of GAAP to Non-GAAP measures.

(2) Excludes approximately 1,000 principal agents located in Texas who joined Compass during the second quarter of 2024 as part of the Latter & Blum Holdings, LLC acquisition. These agents operate with a flat fee / transaction fee based model, which is different from the Company's standard commission model.

Compass Increases Key Business Metrics in 1Q 2025



(1) Excludes approximately 1,000 principal agents located in Texas who joined Compass during the second quarter of 2024 as part of the Latter & Blum Holdings, LLC acquisition. These agents operate with a flat fee / transaction fee based model, which is different from the Company's standard commission model.

2Q 2025

Revenue	\$2.0 - \$2.15 billion
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Adjusted EBITDA	\$115 - \$135 million
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Weighted-Average Share Count	560 - 563 million
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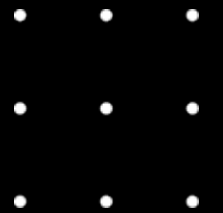
FY 2025

Non-GAAP Operating Expenses ⁽¹⁾	\$1.017 - \$1.042 billion
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Free Cash Flow Positive

⁽¹⁾ Non-GAAP Operating Expenses for the year ended December 31, 2025 reflect a 3% to 4% increase on the Company's core business OPEX plus \$10 million of wrap around expenses from 2024 acquisitions, \$105 million from Christie's International Real Estate, and an additional \$12 million from the acquisitions of Washington Fine Properties and a title company in Texas in February 2025 and April 2025, respectively.

Financial Tables



Condensed Consolidated Balance Sheets *(in millions, unaudited)*

	March 31, 2025	December 31, 2024
Assets		
Current assets		
Cash and cash equivalents	\$ 127.0	\$ 223.8
Accounts receivable, net of allowance	67.3	48.6
Compass Concierge receivables, net of allowance	34.9	24.4
Other current assets	40.5	33.2
Total current assets	269.7	330.0
Property and equipment, net	130.8	125.5
Operating lease right-of-use assets	398.5	389.7
Intangible assets, net	236.5	73.8
Goodwill	472.3	233.6
Other non-current assets	34.8	25.4
Total assets	<u>\$ 1,542.6</u>	<u>\$ 1,178.0</u>
Liabilities and Stockholders' Equity		
Current liabilities		
Accounts payable	\$ 15.9	\$ 13.0
Commissions payable	101.2	82.8
Accrued expenses and other current liabilities	195.3	140.3
Current lease liabilities	98.8	93.5
Concierge credit facility	25.4	23.6
Revolving credit facility	50.0	—
Total current liabilities	486.6	353.2
Non-current lease liabilities	381.9	380.5
Other non-current liabilities	36.2	31.9
Total liabilities	<u>904.7</u>	<u>765.6</u>
Stockholders' equity		
Common stock	—	—
Additional paid-in capital	3,357.9	3,081.6
Accumulated deficit	(2,722.9)	(2,672.2)
Total Compass, Inc. stockholders' equity	635.0	409.4
Non-controlling interest	2.9	3.0
Total stockholders' equity	637.9	412.4
Total liabilities and stockholders' equity	<u>\$ 1,542.6</u>	<u>\$ 1,178.0</u>

Condensed Consolidated Statements of Operations *(in millions, except share and per share data, unaudited)*

	Three Months Ended March 31,	
	2025	2024
Revenue	\$ 1,356.2	\$ 1,054.1
Operating expenses:		
Commissions and other related expense	1,106.1	862.3
Sales and marketing ⁽¹⁾	91.7	93.4
Operations and support ⁽¹⁾	96.7	79.0
Research and development ⁽¹⁾	49.9	47.0
General and administrative ⁽¹⁾	27.5	82.2
Restructuring costs	9.2	1.5
Depreciation and amortization	28.8	20.8
Total operating expenses	1,409.9	1,186.2
Loss from operations	(53.7)	(132.1)
Investment income, net	1.0	1.1
Interest expense	(2.3)	(1.5)
Loss before income taxes and equity in income (loss) of unconsolidated entities	(55.0)	(132.5)
Income tax benefit	3.4	0.3
Equity in income (loss) of unconsolidated entities	0.8	(0.8)
Net loss	(50.8)	(133.0)
Net loss attributable to non-controlling interests	0.1	0.1
Net loss attributable to Compass, Inc.	\$ (50.7)	\$ (132.9)
Net loss per share attributable to Compass, Inc., basic and diluted	\$ (0.09)	\$ (0.27)
Weighted-average shares used in computing net loss per share attributable to Compass, Inc., basic and diluted	550,146,367	490,000,265

(1) Total stock-based compensation expense included in the condensed consolidated statements of operations is as follows (in millions):

	Three Months Ended March 31,	
	2025	2024
Sales and marketing	\$ 6.8	\$ 7.9
Operations and support	4.7	3.7
Research and development	12.9	14.9
General and administrative	6.0	6.4
Total stock-based compensation expense	\$ 30.4	\$ 32.9

Condensed Consolidated Statements of Cash Flows *(in millions, unaudited)*

	Three Months Ended March 31,	
	2025	2024
Operating Activities		
Net loss	\$ (50.8)	\$ (133.0)
Adjustments to reconcile net loss to net cash provided by operating activities:		
Depreciation and amortization	28.8	20.8
Stock-based compensation	30.4	32.9
Equity in (income) loss of unconsolidated entities	(0.8)	0.8
Change in acquisition related contingent consideration	0.6	0.5
Bad debt expense	0.4	0.7
Amortization of debt issuance costs	0.2	0.2
Changes in operating assets and liabilities:		
Accounts receivable	(4.4)	(12.6)
Compass Concierge receivables	(10.6)	(6.0)
Other current assets	(1.8)	6.0
Other non-current assets	(2.5)	3.0
Operating lease right-of-use assets and operating lease liabilities	(2.1)	(3.7)
Accounts payable	0.6	(1.6)
Commissions payable	11.8	14.4
Accrued expenses and other liabilities	23.3	86.2
Net cash provided by operating activities	23.1	8.6
Investing Activities		
Investment in unconsolidated entities	—	(1.2)
Capital expenditures	(3.6)	(2.7)
Payments for acquisitions, net of cash acquired	(160.9)	0.4
Net cash used in investing activities	(164.5)	(3.5)
Financing Activities		
Proceeds from exercise of stock options	6.1	3.4
Proceeds from issuance of common stock under Employee Stock Purchase Plan	1.3	1.1
Taxes paid related to net share settlement of equity awards	(14.4)	(7.4)
Proceeds from drawdowns on Concierge credit facility	10.5	8.7
Repayments of drawdowns on Concierge credit facility	(8.7)	(10.0)
Proceeds from drawdown on Revolving credit facility	50.0	—
Payments related to acquisitions, including contingent consideration	(0.2)	(1.9)
Net cash provided by (used in) financing activities	44.6	(6.1)
Net decrease in cash and cash equivalents	(96.8)	(1.0)
Cash and cash equivalents at beginning of period	223.8	166.9
Cash and cash equivalents at end of period	\$ 127.0	\$ 165.9

Net Loss to Adjusted EBITDA Reconciliation *(in millions, unaudited)*

	Three Months Ended March 31,	
	2025	2024
Net loss attributable to Compass, Inc.	\$ (50.7)	\$ (132.9)
Adjusted to exclude the following:		
Depreciation and amortization	28.8	20.8
Investment income, net	(1.0)	(1.1)
Interest expense	2.3	1.5
Stock-based compensation	30.4	32.9
Income tax benefit	(3.4)	(0.3)
Restructuring costs	9.2	1.5
Litigation charge ⁽¹⁾	—	57.5
Adjusted EBITDA	<u>\$ 15.6</u>	<u>\$ (20.1)</u>

⁽¹⁾ Represents a charge of \$57.5 million incurred during the three months ended March 31, 2024 in connection with the Antitrust Lawsuits. 50% of the settlement was paid during the three months ended June 30, 2024, and the remaining 50% is expected to be paid within one year of the court's preliminary approval.

Reconciliation of Operating Cash Flows to Free Cash Flow *(in millions, unaudited)*

	Three Months Ended March 31,	
	2025	2024
Net cash provided by operating activities	\$ 23.1	\$ 8.6
Less:		
Capital expenditures	(3.6)	(2.7)
Free cash flow	<u>\$ 19.5</u>	<u>\$ 5.9</u>

Reconciliation of GAAP to Non-GAAP Operating Expenses *(in millions, unaudited)*

	Three Months Ended March 31,	
	2025	2024
GAAP Sales and marketing	\$ 91.7	\$ 93.4
Adjusted to exclude the following:		
Stock-based compensation	(6.8)	(7.9)
Non-GAAP Sales and marketing	<u>\$ 84.9</u>	<u>\$ 85.5</u>
GAAP Operations and support	\$ 96.7	\$ 79.0
Adjusted to exclude the following:		
Stock-based compensation	(4.7)	(3.7)
Non-GAAP Operations and support	<u>\$ 92.0</u>	<u>\$ 75.3</u>
GAAP Research and development	\$ 49.9	\$ 47.0
Adjusted to exclude the following:		
Stock-based compensation	(12.9)	(14.9)
Non-GAAP Research and development	<u>\$ 37.0</u>	<u>\$ 32.1</u>
GAAP General and administrative	\$ 27.5	\$ 82.2
Adjusted to exclude the following:		
Stock-based compensation	(6.0)	(6.4)
Litigation charge	—	(57.5)
Non-GAAP General and administrative	<u>\$ 21.5</u>	<u>\$ 18.3</u>

Total Non-GAAP Operating Expenses Excluding Commissions and Other Related Expense *(in millions, unaudited)*

	Three Months Ended				
	March 31, 2024	June 30, 2024	September 30, 2024	December 31, 2024	March 31, 2025
Sales and marketing	\$ 85.5	\$ 86.6	\$ 80.4	\$ 84.7	\$ 84.9
Operations and support	75.3	78.7	80.2	79.6	92.0
Research and development	32.1	32.2	32.9	33.6	37.0
General and administrative	18.3	19.9	21.5	26.5	21.5
Total non-GAAP operating expenses excluding commissions and other related expense	<u>\$ 211.2</u>	<u>\$ 217.4</u>	<u>\$ 215.0</u>	<u>\$ 224.4</u>	<u>\$ 235.4</u>

Key Business Metrics and Non-GAAP Financial Measures *(unaudited)*

	Three Months Ended March 31,	
	2025	2024
Total Transactions ⁽¹⁾	49,121	38,449
Gross Transaction Value (in billions)	\$ 52.4	\$ 40.1
Number of Principal Agents ⁽²⁾	20,656	14,591
Net loss attributable to Compass, Inc. (in millions)	\$ (50.7)	\$ (132.9)
Net loss attributable to Compass, Inc. margin	(3.7%)	(12.6%)
Adjusted EBITDA (in millions)	\$ 15.6	\$ (20.1)
Adjusted EBITDA margin	1.2%	(1.9%)

(1) We calculate Total Transactions by taking the sum of all transactions closed on the Compass platform in which our agent represents the buyer or seller in the purchase or sale of a home (excluding rental transactions). We include a single transaction twice when one or more Compass agents represent both the buyer and seller in any given transaction.

(2) Excludes approximately 1,000 principal agents located in Texas who joined Compass during the second quarter of 2024 as part of the Latter & Blum Holdings, LLC acquisition. These agents operate with a flat fee / transaction fee based model, which is different from the Company's standard commission model.

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