

## **eXp Commercial Average Income Disclosure**

At eXp Commercial, we strive to be the Most Advisor-centric Company on the Planet. People are the key to eXp Commercial and a central part of eXp World Holdings, where we empower the new economy through people, platforms, and personal and professional development. From the platforms and technology we build to the healthcare choices we offer, we've redesigned the traditional brokerage into a company where advisors can become shareholders and celebrate the company's financial success.

Advisors at eXp Commercial can generate income through three distinctive opportunities:

### **Real Estate Commission**

Advisors earn commissions by assisting their clients purchase or sell property

- Advisors split their earned commission with the brokerage at an 80/20 percentage
- Commission split cap is \$20,000 per anniversary year for each advisor
- After reaching the commission split cap, advisors keep 100% of commission on all transactions for the remainder their specific anniversary year

\*Some transaction and other standard fees still apply. For full details, please refer to our Policies and Procedures Manual.

### **Revenue Share Program**

eXp Commercial Revenue Share is a percentage of revenue that advisors earn for attracting advisors who are generating revenue for the company

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- eXp Commercial Revenue Share is a percentage of revenue that Advisors earn for attracting Advisors who are generating revenue for the company.
  - eXp Commercial Advisors only earn revenue share income from the sales activity of productive Advisors they sponsor into the company
  - eXp Commercial shares 50% of company dollar (half of our 20%) with Advisors through a simple, transparent revenue share model, ensuring consistent and predictable earnings.

## Equity Opportunities

Advisors are rewarded with shares of EXPI stock for taking certain actions and reaching particular goals

### Sustainable Equity Plan

- Earn shares on your first transaction
- Earn shares when you fully cap
- Earn shares when an advisory you sponsor closes on their first transaction

### ICON Agent Award

- Up to \$20,000 in stock upon the achievement of certain production and cultural goals within your anniversary year

### Advisor Equity Program

- Advisors can earn equity in NASDAQ:EXPI by enrolling to be paid 5% of every transaction commission in stock purchased at a 5% discount

## Average Compensation – Commissions and Revenue Share

The chart below is a breakdown of compensation earned by eXp Commercial Advisors from Revenue Share and Commissions from January 1, 2024 - December 31, 2024.

### Advisor Compensation Overview Chart

Compensation from eXp Commercial Revenue Share and Commissions in 2024	% of Total Productive Advisors <sup>1</sup> (Active & Inactive <sup>2</sup> ) Paid in 2024 (532)	% of Total Productive Advisors <sup>1</sup> (Active only) Paid in 2024 (438)	% of Total Productive Advisors <sup>1</sup> (Active only) w/more than 1 Year at eXp paid in 2024
>\$0 and <\$100	1.13% (6)	0.91% (4)	1.04% (4)
>\$100 and <\$2,500	16.17% (86)	14.84% (65)	14.81% (57)
>\$2,500 and <\$10,000	19.55% (104)	17.81% (78)	17.14% (66)
>\$10,000 and <\$20,000	14.47% (77)	13.24% (58)	12.99% (50)
>\$20,000 and <\$50,000	19.74% (105)	20.55% (90)	19.22% (74)
>\$50,000 and <\$100,000	12.03% (64)	13.01% (57)	13.51% (52)
>\$100,000 and <\$500,000	14.85% (79)	17.12% (75)	18.96% (73)
>\$500,000 and <\$1,000,000	1.69% (9)	2.05% (9)	2.08% (8)
>\$1,000,000	0.38% (2)	0.46% (2)	0.26% (1)

<sup>1</sup>Productive Advisors are defined as Advisors with at least 1 payment in 2024

<sup>2</sup>Inactive Advisors were paid by eXp in 2024 and subsequently left

Percentage of Advisors followed by the actual number of Advisors in each distribution. Brackets on left are inclusive of that number, so 2nd row would read: Greater than or equal to \$100, but less than \$2,500

**eXp Commercial Advisors earned over \$1.6 million in Revenue Share in 2024.**

**We have proudly paid out more than \$5.5 million in Revenue Share earnings to our Advisors since the beginning of 2021.**

## Disclaimer

Participants who are sharing the eXp opportunity with prospective advisors are asked to include the information on this web page including the disclaimer below that provides context for earning income with eXp Commercial:

*These figures are not a guarantee, representation or projection of earnings or profits you can or should expect. They also do not include expenses incurred by advisors in operating their businesses. eXp Commercial makes no guarantee of financial success. Success with eXp Commercial results only from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and leadership. Your success will depend upon how well you exercise these qualities. Visit <https://expcommercial.com/income> for average advisor earnings and additional information about earning opportunities with eXp Commercial.*

## Contact

For more information, contact the eXp advisor who shared the eXp opportunity with you. Alternatively, you can contact eXp Commercial through one of the following methods:

- <https://expcommercial.com/join-exp/>
- [Facebook](#)
- [LinkedIn](#)