
eXp Commercial: Professional Transparency & Income Disclosure

Clear Data For Informed Professionals

eXp Commercial is the global platform where real estate professionals come to grow without limits. By integrating advanced technology with a collaborative ownership model, we empower advisors and teams to scale their production and build long-term leverage. Because we are committed to professional transparency, we provide a clear view of the historical performance, typical earnings, and associated costs of our model. This ensures every professional has the data needed to understand the investment required and the realistic results achieved by the typical participant in our high-performance ecosystem.

COSTS & FEES

The Investment In Your Business

Real estate is a professional venture with associated costs. To ensure a truthful representation of the eXp opportunity, advisors should account for both fixed brokerage fees and variable business expenses.

Fixed Brokerage Fees

Fee	Amount	Details
Startup	\$500	One-time onboarding; includes first month
Monthly	\$500	Cloud Brokerage fee
Per Transaction	\$250 / \$100	Broker Review / Risk Management
Revenue Share Program	\$0	No cost to participate; qualification is based on performance, not fees

Commission & Capping

80/20 Split: In general, advisors retain 80% of their commission until they reach a \$20,000 annual cap. Advisors with fewer than three career commercial transactions in the 24 months prior to joining eXp Commercial participate in the Commercial Mentoring Program. The Mentee's first six transactions are subject to an additional 10% split (total 70/30), which is distributed as follows: 25% to the Mentor and 5% to eXp Commercial to fund specialized mentorship and contract oversight.

100% Commission: Once capped, advisors keep 100% of their commission for the remainder of their anniversary year, subject to a \$250 capped transaction fee.

Independent Business Expenses: Because gross compensation does not include the costs of running a personal real estate practice, net profitability is dependent on how an advisor manages their individual expenses relative to their production.

2025 PERFORMANCE YEAR

Typical Advisor Earnings: 2025 Performance Data

Real estate is a professional business venture where individual results are driven by experience, effort, and market conditions. To empower our advisors and prospects with clear data, eXp Commercial provides this annual disclosure of historical performance.

Defining Our Performance Tiers

Before reviewing the 2025 data, it is important to understand how we categorize participation within our ecosystem. Because eXp Commercial is home to everyone from those transitioning into the sector to veteran global practitioners, we have defined five distinct "Personas." These tiers provide a narrative key to the production volume and historical earnings reflected in the charts below, helping you identify the stage that most closely aligns with your professional goals.

Entering (46.65% of participants)

This tier represents the 46.65% of the total participant population who are often in a transitional phase. It primarily includes advisors completing onboarding, professionals maintaining a license for personal interest or referral purposes, and those who have not yet engaged in active production during this specific reporting period. Notably, only 14.23% of participants with more than one year of tenure remain in this category, indicating that consistent engagement with the platform typically leads to upward mobility.

Emerging (32.23% of participants)

Accounting for 32.23% of all active participants, this group defines the "Rising Stars" gaining initial momentum in their respective markets. These individuals are typically focused on mastering the eXp technology suite and establishing a professional presence while securing their first series of successful commercial transactions. This tier also includes seasoned professionals who choose to maintain a consistent but lower-volume supplemental business alongside other professional commitments.

Core (32.41% of participants)

This is the "Engine" of the eXp Commercial ecosystem, representing the largest segment of our active, tenured community at 32.41%. These are dedicated full-time professionals who have built a repeatable, commission-driven business through consistent volume. While their primary focus remains on personal production, many at this level begin to explore leadership opportunities through sponsorship and the generation of modest revenue share.

Leadership (13.15% of participants)

Representing 13.15% of the active participant population, this tier consists of high-performing producers and team leaders who have successfully scaled their personal results to significant levels. At this stage, the compensation profile shifts toward a strategic mix of personal production and substantial revenue share from a growing organization. These professionals typically prioritize high-level mentorship and have demonstrated a multi-year commitment to the eXp

platform.

Elite (<1% of participants)

This tier represents a statistically rare outcome achieved by less than 1% (0.43% of active advisors) of the total organization. These individuals are veteran professionals who have achieved massive scale through a combination of elite production and the development of extensive organizations. For this tier, wealth is primarily driven by leveraged revenue share and high-value equity awards, typically requiring a long-term commitment of 8+ years within the eXp ecosystem.

2025 Performance Breakdown

The following table provides a comprehensive breakdown of the 2025 performance year, categorized by the professional personas defined above. All figures are reported in USD and reflect gross compensation including commissions, revenue share, and equity awards.

Compensation Tier	% of Total Advisors ¹ (Active & Inactive ²)	% of Active Advisors ¹	% Active w/ 1+ Year Tenure	Avg Stock ³ per Advisor
Entering (\$0-\$100)	46.65% (445)	28.47% (197)	14.23% (72)	\$0
Emerging (\$100-\$20K)	24.63% (235)	32.23% (223)	36.17% (183)	\$126
Core (\$20K-\$100K)	18.87% (180)	25.72% (178)	32.41% (164)	\$379
Leadership (\$100K-\$1.0M)	9.54% (91)	13.15% (91)	16.60% (84)	\$2,626
Elite (\$1M-\$10.0M)	0.31% (3)	0.43% (3)	0.59% (3)	\$5,067

¹Advisors are defined as any agent that was licensed with eXp within the year of 2025

²Inactive advisors were paid by eXp in 2025 and subsequently left

³Average stock values represent the dollar amount granted at the time of achievement and are typically subject to a three-year vesting schedule.

The Power of Tenure

The data confirms that success at eXp Commercial is highly correlated with time and engagement. While nearly half of all registered advisors sit in the "Entering" tier initially, that number drops significantly to 14.23% for advisors who remain active for more than one year.

Income Actuals by Tier

While the previous sections illustrate participation rates and equity engagement, the table below provides the specific financial benchmarks for each professional persona. By presenting both the Mean (Average) and the Median (Typical) earnings, we offer a transparent view of how high-production outliers influence the average versus the experience of the middle-point participant in each category.

Professional Persona	Mean Income	Median Income
Entering	\$124	\$0
Emerging	\$6,709	\$5,216
Core	\$49,687	\$46,200

Professional Persona	Mean Income	Median Income
Leadership	\$277,518	\$201,681
Elite	\$2,257,887	\$1,860,830

SUMMARY

At-a-Glance Summary

While aggregate numbers show the scale of our network, the figures below represent the "middle point" of the data. This provides the most accurate view of the typical advisor's experience based on their specific level of professional engagement and tenure within the model.

<p>\$760</p> <p>Median (Typical) Income</p> <p>All Registered Advisors</p>	<p>\$8,271</p> <p>Median (Typical) Income</p> <p>Active Advisors</p>	<p>\$19,025</p> <p>Median (Typical) Income</p> <p>Active Advisors w/ 1+ Year Tenure</p>
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GUIDANCE

How to Use This Data

The figures in this report reflect the historical 2025 performance year and are provided to help you evaluate your own production goals or potential within the eXp Commercial ecosystem. When analyzing these benchmarks, it is important to categorize your current business stage: are you an active, full-time advisor, or are you in a transitional or supplemental phase? The data clearly illustrates that while many participants earn little to no income in the "Entering" stage, those who commit to the platform for more than one year and engage in active production move into significantly higher-earning tiers. As you plan your growth, use these "Median" markers to set realistic expectations for commission, equity, and revenue share, while remembering that gross compensation does not account for the individual business expenses (marketing, lead gen, and travel) required to maintain a high-performance commercial real estate practice.

REALITY CHECK

Because of these extended timelines, an advisor may dedicate an entire calendar year to a high-value project without receiving a commission check until a subsequent reporting period. Consequently, a majority of eXp Commercial participants—including those actively working on significant pipelines—may show minimal or no income for a specific year.

Pathways to Income: Requirements & Benchmarks

Advisors at eXp Commercial have the opportunity to generate income through three distinct streams. Earnings success in these streams is performance-based and varies by individual effort.

Real Estate Commissions

Primary Driver:

Assisting clients in property transactions.

Commission Structure & Capping:

Advisors retain 80% of their commission until they reach a \$20,000 annual cap paid to the brokerage. Once the cap is met, the advisor keeps 100% of their commission for the remainder of their anniversary year, subject to standard transaction and broker review fees.

Typicality:

This remains the primary source of income for the vast majority of productive advisors.

Revenue Share Program

Basis:

eXp Commercial redistributes 50% of the company's split (the 20% portion of the 80/20 split) back to the advisors who helped grow the brokerage.

REALITY CHECK

Revenue share is performance-based and not a salary. Due to longer transaction cycles in commercial real estate, revenue share payments are less frequent and more volatile than in residential models. The median revenue share for a Tier 1 advisor is \$0.

Equity Opportunities

Sustainable Equity:

Advisors can earn publicly traded stock (EXPI) through production milestones, such as closing their first transaction or reaching their annual cap.

ICON Advisor Award:

Elite producers may earn up to \$16,000 in stock by achieving the \$20,000 cap and meeting specific high-production milestones and cultural contribution goals.

Requirements:

All stock awards are subject to vesting periods. Most advisors earn limited or no equity.

Company Milestones & Aggregate Data

Since its inception, eXp Commercial has proudly distributed more than \$7.5 million in Cumulative Revenue Share to our advisor community. In 2025 alone, eXp Commercial participants earned over \$2 million.

DISCLAIMER

Official Income 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:

Visit <https://expcommercial.com/income> for a full view of the typical earnings, equity, and historical results of all eXp Commercial participants. Earnings are performance-based and not guaranteed; most participants earn supplemental or no income. Success in real estate requires significant time, specialized skill, and persistent effort. Reported figures represent gross payments and do not include business expenses like marketing and travel, which can exceed earnings and result in a net loss. Individual results depend on your personal sales and leadership efforts over time.