

Provision	Section in Franchise Agreement (unless otherwise specified)	Summary
		agreement is intended to disclaim our representations made in this disclosure document.
u. Dispute resolution by arbitration or mediation	11	Most disputes must be initially mediated. If a dispute is not resolved through the mediation process described in the Franchise Agreement, most disputes must be settled by litigation, subject to state law. Only if a court invalidates a jury waiver or a class action waiver will the dispute be resolved through arbitration, subject to state law.
v. Choice of venue	14(H))	Unless state law supersedes this provision, venue for mediation, arbitration, and litigation is in McLennan County, Texas.
w. Choice of law	14(G)(1)	Texas law applies unless state law supersedes this provision.

SEE THE ATTACHED STATE ADDENDA (EXHIBIT N) FOR ADDITIONAL DISCLOSURES.

ITEM 18

PUBLIC FIGURES

We do not use any public figure to promote our franchise business.

ITEM 19

FINANCIAL PERFORMANCE REPRESENTATIONS

The FTC's Franchise Rule permits a franchisor to provide information about the actual or potential financial performance of its franchised and/or franchisor-owned outlets, if there is a reasonable basis for the information, and if the information is included in the disclosure document. Financial performance information that differs from that included in Item 19 may be given only if: (1) a franchisor provides the actual records of an existing outlet you are considering buying; or (2) a franchisor supplements the information provided in this Item 19, for example, by providing information about possible performance at a particular location or under particular circumstances.

The sales figures listed below are averages and medians derived from historical operating results of the Aire Serv® franchised businesses indicated for the time period covered. We obtained these sales figures from information provided to us by our franchisees using our software program for the period from

January 1, 2024 through December 31, 2024 (the “Reporting Period”). Franchisees are not required to use generally accepted accounting principles when reporting these figures.

As of December 31, 2024, there were 208 Aire Serv businesses in operation in the United States, all of which were franchised businesses. This Item 19 includes data from 158 of such franchised businesses for the Reporting Period that were in operation and reported sales for all of the Reporting Period. The information provided in this Item 19 does not include data from (a) 32 franchised businesses that opened after January 2024 and thus did not report data to us for the entire Reporting Period; (b) 14 franchised businesses that underwent a transfer in 2024 and as a result were not operating and reporting for all of the Reporting Period; and (c) 4 franchised businesses did not report any sales to us during the Reporting Period.

Twenty-one (21) franchised businesses closed during the Reporting Period, and so they did not report data to us for the entire Reporting Period and therefore their data is also excluded from this Item 19. Of the 21 businesses that closed during the Reporting Period, no business closed after being open for less than 12 months.

“Gross Sales” means the total revenues and receipts from whatever source (whether in the form of cash, credit, agreement to pay, barter, trade or other consideration) that arise, directly or indirectly, from the operation of — or in connection with — an Aire Serv business whether under any of the Marks or otherwise. Gross Sales exclude sales taxes collected from customers and paid to the appropriate taxing authority and any other bona fide refunds, rebates or discounts that we authorize in writing. Gross Sales also exclude sales from any Excluded Services (as defined in a mutually executed Excluded Services Addendum (see Schedule I to the Franchise Agreement).

Some outlets have earned this amount. Your individual results may differ. There is no assurance you will earn as much.

Written substantiation for these financial performance representations will be made available to a prospective franchisee upon reasonable request.

STATEMENT OF 2024 AVERAGE AND MEDIAN ANNUAL GROSS SALES

Percentage or Quartile Rank (in terms of Gross Sales) of Franchised Businesses in Business 12 months or more ¹	Average Gross Sales Attained by This Group ²	High ³	Low ³	Median Gross Sales Attained by This Group ²	Number in Group ¹	#/% in Group that achieved the Average or greater ⁴
Top 10%	\$6,478,776	\$20,013,720	\$3,073,901	\$4,621,266	16	6 / 38%
1st Quartile	\$4,123,490	\$20,013,720	\$1,998,292	\$2,919,291	40	10 / 25%
2nd Quartile	\$1,525,961	\$1,919,818	\$1,081,769	\$1,570,957	40	21 / 53%
3rd Quartile	\$668,729	\$1,031,628	\$361,985	\$689,782	39	22 / 56%
4th Quartile	\$173,548	\$342,199	\$1,773	\$167,315	39	17 / 44%
Bottom 10%	\$70,086	\$151,984	\$1773	\$70,780	16	8 / 50%
100%	\$1,638,144	\$20,013,720	\$1,773	\$1,084,793	158	56 / 35%

¹ This is the number of franchised businesses included in this analysis (the “Reporting Businesses”). The Reporting Businesses are divided into groups based on the level of annual Gross Sales achieved during the Reporting Period (i.e., top 10%, 1st, 2nd, 3rd and 4th quartile, bottom 10%, and all (100%)).

² We calculated the average and median Gross Sales as follows: (i) first, we received the annual Gross Sales of each Reporting Business during the Reporting Period, as provided to us through our Software System, (ii) then we calculated the average and median of all Reporting Businesses’ Gross Sales for the Reporting Period.

³ This is the range between the Reporting Businesses’ actual highest Gross Sales for the Reporting Period and the actual lowest Gross Sales for the Reporting Period.

⁴ This is the number and percentage of Reporting Businesses within the applicable group that achieved or exceeded the Average Gross Sales applicable to the group.

Other than the preceding financial performance representation, we do not make any financial performance representations. We also do not authorize our employees or representatives to make any such representations either orally or in writing. If you are purchasing an existing outlet, however, we may provide you with the actual records of that outlet. If you receive any other financial performance information or projections of your future income, you should report it to the franchisor’s management by contacting Richard Roberson, 1010 North University Parks Drive, Waco, Texas 76707, 800/207-8515, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20

OUTLETS AND FRANCHISEE INFORMATION

Table No. 1

Systemwide Outlet¹ Summary for Years 2022 to 2024

Outlet Type	Year	Outlets at Start of Year	Outlets at End of Year	Net Change
Franchised	2022	204	207	+3
	2023	207	197	-10
	2024	197	208	+11
Company-Owned	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Total Outlets	2022	204	207	+3
	2023	207	197	-10
	2024	197	208	+11

¹ Included in “outlets” are all Businesses that have opened an operating location. Neither sale of a new territory to an existing franchisee where a separate operating location will not be opened nor execution of a franchise agreement for a new location where the location is not yet open are included.