

Provision	Section in Franchise Agreement	Summary
		compete and confidentiality requirements, or actions solely limited to monetary obligations under the Franchise Agreement, other agreement relating to the TAB Business or relationship. If there is no resolution, then arbitration in Denver, Colorado, or the city nearest to TAB headquarters (subject to applicable state law).
(v) Choice of Forum	Sections 18.2, 18.3, and 18.10.	The venue for all proceedings related to or existing out of the Franchise Agreement is Denver, Colorado, or the city nearest to TAB headquarters (subject to applicable state law).
(w) Choice of Law	Section 18.5.	Colorado law applies (see the State Law Addenda and Rider, Exhibit I) (subject to applicable state law).

If a state regulator requires us to make additional disclosures related to the information contained in this Franchise Disclosure Document, these additional disclosures are contained in the State Law Addenda and Rider included in this Franchise Disclosure Document as Exhibit I.

### **ITEM 18**

#### **PUBLIC FIGURES**

We do not use any public figures to promote our franchises.

### **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 Franchise 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 Item 19, for example, by providing information about performance of a particular location or under particular circumstances.

**Some franchisees have sold these amounts. Your individual results may differ. There is no assurance you will sell as much.**

Written substantiation for this data is available for inspection at our corporate headquarters and will be provided upon reasonable request.

**CHART ONE**

**AVERAGE AND MEDIAN MONTHLY MEMBERSHIP DUES FOR  
TAB MEMBERS – STANDARD MEMBERS IN 2025**

Category	Range		Average Amount of Fees	Median Amount of Fees	Number of Members	Percentage
	High	Low				
Top Third	\$3,016.00	\$800.00	\$989.07	\$900.00	311	33.30%
Middle Third	\$800.00	\$590.00	\$694.85	\$599.00	311	33.30%
Bottom Third	\$586.00	\$105.00	\$407.39	\$315.00	312	33.40%
Total Group	\$3,016.00	\$105.00	\$696.80	\$700.00	934	

**CHART TWO**

**AVERAGE AND MEDIAN MONTHLY MEMBERSHIP DUES FOR  
TAB BOARD MEMBERS – COACHING ONLY MEMBERS IN 2025**

Category	Range		Average Amount of Fees	Median Amount of Fees	Number of Members	Percentage
	High	Low				
Top Third	\$1,320.00	\$700.00	\$849.66	\$800.00	32	33.00%
Middle Third	\$700.00	\$535.00	\$629.97	\$650.00	32	33.50%
Bottom Third	\$525.00	\$126.67	\$355.61	\$357.50	32	33.50%
Total Group	\$1,320.00	\$126.67	\$611.75	\$650.00	96	

**CHART THREE**

**AVERAGE AND MEDIAN BUSINESS ASSESSMENT FEES  
FOR NEW TAB MEMBERS IN 2025**

Category	Range		Average Amount of Fees	Median Amount of Fees	Number of Members	Percentage
	High	Low				
Top Third	\$2,500.00	\$600.00	\$796.19	\$749.00	402	33.36%
Middle Third	\$600.00	\$400.00	\$498.97	\$500.00	402	33.36%
Bottom Third	\$400.00	\$50.00	\$271.08	\$250.00	401	33.28%
Total Group	\$2,500.00	\$50.00	\$522.29	\$500.00	1,205	

**CHART FOUR**

**AVERAGE AND MEDIAN LENGTH OF MEMBERSHIP FOR TAB MEMBERS  
AS OF DECEMBER 31, 2025**

Average Length of Membership	Median Length of Membership
5.6 Years	3.3 Years

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**CHART FIVE**

**AVERAGE AND MEDIAN NUMBER OF TAB MEMBERS  
FOR TAB BUSINESS FRANCHISEES AS OF DECEMBER 31, 2025**

Average Number of TAB Members	Median Number of TAB Members
18	14

**CHART SIX**

**AVERAGE AND MEDIAN MONTHLY ESTIMATED HOURS SPENT BY TAB BUSINESS  
FRANCHISEES, FACILITATORS, AND INDEPENDENT CONTRACT FACILITATORS  
PROVIDING TAB SERVICES TO ONE TAB BOARD WITH EIGHT TAB MEMBERS  
FOR 2025 FOR TAB BUSINESS FRANCHISEES**

Average Estimated Hours Per Month	Median Estimated Hours Per Month
23.1	22

**CHART SEVEN**

**STRATPRO OFFERING DUES PER WORKSHOP  
IN ADDITION TO MEMBERSHIP DUES FROM TAB MEMBERS**

Range of StratPro Dues Per Workshop	Average StratPro Dues Per Workshop	Average Revenue Per Hour
\$180.00 to \$5,000.00	\$2,446.00	\$376.00

**CHART EIGHT**

**HI-MAP OFFERING DUES IN ADDITION TO MEMBERSHIP DUES FROM TAB MEMBERS**

Average Dues Per HI-MAP Session	Average Dues Per HI-MAP Path	Average Dues Per HI-MAP Program	Revenue Per Hour
\$2,003.00	\$8,514.00	\$34,057.00	\$388.00

**CHART NINE**

**ADDITIONAL REVENUE FROM THE TAB OPPORTUNITY IN 2025 FOR TAB  
BUSINESS FRANCHISEES IN ADDITION TO MEMBERSHIP DUES FROM TAB MEMBERS**

Category	Additional Revenue From the TAB Opportunity			Number of Franchisees	Percentage
	Range	Average	Median		
Top Third	\$50,995.00 to \$1,200,000.00	\$238,203.28	\$112,681.00	10	31.3%
Middle Third	\$5,000.00 to \$37,000.00	\$17,238.27	\$15,346.00	11	34.4%
Bottom Third	\$0.00 to \$5,000.00	\$866.18	\$0.00	11	34.4%
Total Group	\$0.00 to \$1,200,000.00	\$86,039.39	\$15,398.00	32	

Notes:

1. The data is a representation of historic financial performance.
2. Chart One is based on a subset of domestic standard TAB Members as of December 31, 2025. A standard TAB Member is a TAB Member who receives both TAB Board membership and coaching services. The subset excludes standard TAB Members who are on scholarship (defined as

standard TAB Members who pay monthly Membership Dues of \$100.00 or less or those standard TAB Members identified as scholarship TAB Members by the franchisee). The total number of standard TAB Members who met the subset is 934. The number of standard TAB Members that met or exceeded the average monthly Membership Dues is 479 or 51%.

3. Chart Two is based on a subset of domestic coaching-only TAB Members as of December 31, 2025. The subset excludes coaching-only TAB Members who are on scholarship (defined as coaching-only TAB Members who pay monthly Membership Dues of \$100.00 or less or those coaching-only TAB Members identified as scholarship TAB Members by the franchisee). The total number of coaching-only TAB Members who met the subset is 96. The number of coaching-only TAB Members that met or exceeded the average monthly Membership Dues is 52 or 54%.

4. Chart Three is compiled from a subset of the number of domestic TAB Members that joined during calendar years 2022, 2023, 2024, and 2025 (the “**Time Period**”). The total number of TAB Members that joined during the Time Period is 1,439. The subset excludes 234 TAB Members who did not pay a Business Assessment Fee. The total number of TAB Members that joined during the Time Period and paid a Business Assessment Fee is 1,205. The amounts of Business Assessment Fees paid are taken from their membership applications. The number of TAB Members that paid Business Assessment Fees in amounts equal to or greater than the average is 461 or 38%.

5. Chart Four includes all domestic TAB Members who have not resigned as of December 31, 2025. Of the total number of non-resigned TAB Members, 36% met or exceeded the average length of membership for the Total Group.

6. Chart Five is compiled from the same subset of domestic TAB Members used for Chart Four.

7. Chart Six is based on a survey of TAB Business franchisees, Facilitators, and Independent Facilitator Coaches taken in 2024. The estimated hours reported are not audited. Responses to the survey were provided on an anonymous basis. Not all of the respondents are still in our system. 57 respondents that received the survey provided their estimate of the number of hours it takes to provide TAB Services to a single TAB Board with eight TAB Members. For purposes of the survey, servicing one TAB Board of eight TAB Members includes the time to facilitate the TAB Board meeting, the time to conduct individual coaching sessions with a TAB Member, and preparation and commuting time.

8. Chart Seven is based on domestic TAB Members who were invoiced for StratPro Process workshops during 2025.

9. Chart Eight is based on domestic TAB Members who received HI-MAP Program services during 2025. The HI-MAP Training Program consists of 17 sessions delivered over four paths. Each session is a two-hour class.

10. Chart Nine is compiled from a subset of our domestic franchisees who reported their additional revenue from the TAB opportunity for calendar year 2025, have operated a TAB Business franchise for at least twelve months from their Start of Service Offering date, have a Start of Service Offering date that is no later than 2024, and have not relinquished their protected Territory or marketing rights prior to or during the 2025 calendar year. We request this information using an annual survey. These amounts reported by our franchisees are not audited. The total number of domestic franchisees as of December 31, 2025, that meet the subset described in this Note 10 is 31. Of the 31 franchisees, six (19%) attained or surpassed the average result.

11. All information used in the charts above reported by our domestic franchisees was reported voluntarily in response to our system-wide requests. Some franchisees elected to not report any information or report partial information that only relates to some of the charts above. We do not audit any of the information reported by our franchisees.

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 Amber Paugh, TAB Boards International, Inc., 11081 Sheridan Boulevard, Westminster, Colorado 80020, the Federal Trade Commission, and the appropriate state regulatory agencies.

**ITEM 20**

**OUTLETS AND FRANCHISEE INFORMATION**

**Table No. 1  
System-Wide Outlet Summary  
For Years 2023 to 2025**

<b>Outlet Type</b>	<b>Year</b>	<b>Outlets at the Start of the Year</b>	<b>Outlets at the End of the Year</b>	<b>Net Change</b>
Franchised	2023	113	100	-13
	2024	100	96	-4
	2025	96	88	-8
Company-Owned	2023	13	11	-2
	2024	11	8	-3
	2025	8	10	+2
Total Outlets	2023	126	111	-15
	2024	111	104	-7
	2025	104	98	-6

**Table No. 2  
Transfers of Outlets From Franchisees to New Owners (Other Than the Franchisor)  
For Years 2023 to 2025**

<b>State</b>	<b>Year</b>	<b>Number of Transfers</b>
North Carolina	2023	1
	2024	0
	2025	0
Ohio	2023	0
	2024	0
	2025	1
Pennsylvania	2023	1
	2024	0
	2025	0
Texas	2023	0
	2024	0
	2025	1