

Provision	Section in Franchise Agreement	Summary
t. Integration/merger clause	Section 21.12	Only the terms of the Franchise Agreement and other related written agreements are binding (subject to state law). Nothing in the Franchise Agreement or in any related agreement is intended to disclaim the representations made in this Franchise Disclosure Document. Any representations or promises outside of the Franchise Disclosure Document and other agreements may not be enforceable.
u. Dispute resolution by arbitration or mediation	Sections 20.1 and 20.2	Disputes must be first mediated. If not resolved, they will be arbitrated. There are exceptions for actions we bring for injunctive or other equitable relief or for certain types of claims related to confidential information, restrictive covenants, unpaid fees, or intellectual property.
v. Choice of forum	Section 20.3	Unless contrary to applicable state law, mediation will be held in the city where we maintain our principal place of business and arbitration will be held at the AAA offices, or the nearest to our principal place of business. Unless contrary to applicable state law, venue for any other proceeding is the state or federal district court in which our principal place of business is located, which is currently Puerto Rico. See the State- Specific Addenda attached to this disclosure document.
w. Choice of law	Section 20.5	Unless contrary to applicable state law, the Franchise Agreement is to be interpreted and construed accordance with the laws of the Commonwealth of Puerto Rico, with the exceptions of Puerto Rico Law 75, known as the "Dealer's Contract Law," which shall not apply to the Franchise Agreement unless its statutory application is independently met.

ITEM 18. PUBLIC FIGURES

We do not use any public figure to promote the franchise.

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.

This Item contains historic performance representations of our Affiliate Co. which has been operating since 2021. Affiliate Co. does not operate under an exclusive territory. The territorial rights granted to Affiliate Co. are the same as those being offered to franchisees under this Franchise Disclosure Document and are representative of the Franchised Business you may operate. The information provided below is from unaudited reports as of January 2024 to December 2024 and then January 2025 to December 2025.

Table 1: Affiliate Co. Total Gross Profit, Certain Expenses, and Profit

	Annual Total - 2024	Annual Total - 2025
Total Income	\$3,547,206	\$3,254,671
Total Cost of Goods Sold ¹	\$2,521,723	\$2,161,179
Salary & Benefits – Recruiters ²	\$10,361	\$13,199
Gross Profit	\$1,015,122	\$1,080,293
Gross Profit (%)	28.6%	33.1%
Franchise Adjustments ³		
Royalty (10% of Gross Margin ⁴)	\$102,548	\$109,349
Brand Fund (5% of Gross Margin)	\$51,274	\$54,675
Tech Fee (5% of Gross Margin)	\$51,274	\$54,675
Management Fee (\$200/FTE/Mo) ⁵	\$272,000	\$272,000
Total Franchise-Specific Costs	\$477,096	\$490,699
Adjusted Gross Profit ⁶	\$538,026	\$589,594
Adjusted Gross Profit as a Percent of Total Gross Revenues	15.2%	18.1%

Note 1: Cost of goods sold includes recruiter costs, benefits, taxes, and direct costs of placement. Payments made to vendors, primarily recruitment platforms, in other countries have been shown in USD. Funds paid to vendors in other countries were converted from USD to other currencies at the time of payment. Exact payments may vary as of the date of conversion.

Note 2: For purposes of this Table, “Salary & Benefits – Recruiters” refers to the total compensation paid to Affiliate Co. recruiters. You may also incur similar expenses if the you directly hire recruiters and/or other personnel for the Franchised Business.

Note 3: Affiliate Co. is not subject to the same fee obligations as a franchisee. We have added these additional fees and costs as though our affiliate was a franchisee and paid them. You will pay the Royalty, Brand Fund Fee, Technology Fee, and Management Fee.

Note 4: The Royalties are taken from amounts collected and calculated based on the prior month’s Gross Margin. “Gross Margin” is defined as Gross Revenue less taxes and direct costs associated with providing services, including but not limited to expenses directly attributable to the provision of services, such as materials, labor, wire fees, and other specific costs necessary for service delivery. The term “Gross Revenue” means (i) all revenue received or receivable from Recruitment Fees, Recurring Fees, or Add-On Fees, and (ii) any other revenues and income from any source derived or received by Franchisee from,

through, by, or on account of the operation of the Franchised Business or made pursuant to the rights granted hereunder, including but not limited to, any and all other revenues received using Franchisor’s trademarks, methods, operations and/or trade secrets whether received in cash, in services, in kind, from barter and/or exchange, on credit (whether or not payment is actually received) or otherwise. Gross Revenue excludes: (1) federal, state, or municipal sales, use, or service taxes collected from Clients and paid to the appropriate taxing authority; (2) proceeds from insurance, excluding business interruption insurance; and (3) proceeds from any civil forfeiture, condemnation, or seizure by government entities.

Note 5: The Management Fee is calculated by multiplying \$200 per fully-time employee (“FTE”) per month. For example, if there were 100 FTEs, the Management Fee would be calculated as 100 FTEs * 12 months * \$200 = \$240,000 annually.

Note 6: Adjusted Gross Profit accounts for some imputed franchise-specific costs, such as Royalty, Brand Fund Fee, Technology Fee, and Management Fee and does not include any other expenses paid to us, our affiliates, or to third parties as you operate. Additional expenses not disclosed here may include, but are not limited to, general administrative expenses, entertainment expenses, and/or general organizational costs.

Some outlets have sold this amount. Your individual results may differ. There is no assurance that you will sell as much.

We have written substantiation in our possession to support the information appearing in this Item 19, and such substantiation will be made available to you on reasonable request.

Other than the preceding financial performance representation, we do not make any representations about a franchisee’s future financial performance or the past financial performance of company-owned or franchised outlets. 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 SATELLITE TEAMS GLOBAL LLC at 1225 Avenida Juan Ponce de León Penthouse, San Juan, 00907; 939-999-2006, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20. OUTLETS AND FRANCHISEE INFORMATION

**Table No. 1
Systemwide Outlet Summary
For Years 2023 to 2025**

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Company-Owned	2023	1	1	0
	2024	1	1	0
	2025	1	1	0