

THE FRANCHISE RELATIONSHIP		
PROVISION	SECTIONS IN AGREEMENT	SUMMARY
t. Integration/merger clause	25.8	Only terms of the Franchise Agreement and its attachments are binding (subject to state law). Any representations or promises made outside the Disclosure Document and Franchise Agreement may not be enforceable. Nothing in the Franchise Agreement or related agreements is intended to disclaim any representations we made in this Disclosure Document. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the beginning of the franchise relationship has the effect of (a) waiving any claim under applicable state franchise law, including fraud in the inducement, or (b) disclaiming reliance on any statement made by us or any franchise seller or other person acting on our behalf. This provision supersedes any other term of any document signed in connection with the franchise.
u. Dispute resolution by arbitration or mediation	23	Subject to state law, all disputes must be mediated before litigation, except for certain disputes involving our intellectual property or compliance with restrictive covenants or post-term obligations.
v. Choice of forum	23	Subject to state law, mediation and litigation must take place in county where we maintain our principal place of business at time dispute arises (currently Maricopa County, Arizona).
w. Choice of law	25.1	Subject to state law, Arizona law governs.

ITEM 18 PUBLIC FIGURES

We do not use any public figures to promote our 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.

Defined Terms

For purposes of this FPR, the following terms have the meanings given to them below.

“***Combined Territory***” refers to multiple territories owned by a single franchisee with respect to which the Net Billings and expense data are aggregated on a combined basis and cannot separately be tracked or allocated to a specific territory. Each territory has a separate franchise agreement.

“***Company-Owned Outlet***” means any EHC Business owned by: (a) us; (b) our affiliate; or (c) a person listed in Item 2 of this Disclosure Document if that person also manages the EHC Business.

“***Converted Territory***” means a territory owned by a Company-Owned Outlet that was sold to a Franchised Outlet, or a territory owned by a Franchised Outlet that was acquired by a Company-Owned Outlet, during the Measuring Period.

“***FPR***” means the financial performance representation set forth in Item 19 of this Disclosure Document.

“***Franchised Outlet***” means any EHC Business owned by a franchisee.

“***Gross Margin***” means the financial performance metric calculated as Gross Profit divided by Net Billings.

“***Measuring Period***” means the period of time beginning January 1, 2025 and ending December 31, 2025.

“***Net Billings***” has the meaning given to the term in Note 2 of Item 6.

“**Payroll Expenses**” means and includes the salaries and wages reportedly paid to the Franchised Outlet’s caregiver employees during the Measuring Period.

“**Qualifying Outlet**” means a Franchised Outlet that operated at least 1 Qualifying Territory during the entire Measuring Period.

“**Qualifying Territory**” means any territory that satisfies the following criteria: (a) the territory was fully operational for the entire Measuring Period (except as otherwise provided for a Combined Territory); (b) the franchisee that owned the territory provided us with all data we requested in order to prepare this FPR; and (c) the territory was not a Converted Territory. With respect to a Combined Territory, each territory that comprises the Combined Territory that was open and operational at any point during the Measuring Period is a Qualifying Territory, including: (a) any territory that was operational for part of (but not the entire) Measuring Period; and (b) any territory that was a Converted Territory.

System Statistics

Because there were no Company-Owned Outlets in operation throughout the entire Measuring Period, this FPR is limited to data from Franchised Outlets. As of December 31, 2025 (the last day of the Measuring Period) there were: (a) 43 Franchised Outlets in operation, 13 of which are Qualifying Outlets; and (b) 79 territories in operation, 21 of which are Qualifying Territories. Of the 13 Qualifying Outlets included in this FPR, 4 Qualifying Outlets operated 2 Qualifying Territories each and 2 Qualifying Outlets operated 3 Qualifying Territories each during the Measuring Period. The remaining 7 Qualifying Outlets operated 1 Qualifying Territory each during the Measuring Period. The table below summarizes the Qualifying Outlets and Qualifying Territories whose data has been provided in this FPR:

Qualifying Outlets	2025 Outlet Statistics				Converted Territories	Qualifying Territories
	Open Jan 1, 2025	Opened	Closed	Open Dec 31, 2025		
Franchised	13	35	2	43	0	21
Company-Owned	0	0	0	0	0	0

There are no material differences between the operations of the Qualifying Outlets (or the Qualifying Territories they operate) and the franchised business (and franchised territory) offered under this Disclosure Document.

Subsets Utilized

Franchisees that own and operate a Combined Territory (each of which is comprised of 2 or more individual territories) are unable to separately track Net Billings and expenses on a “per-territory” basis due to the configuration of their point-of-sale system. In most cases, a Combined Territory involves multiple contiguous territories owned by the same franchisee entity that may be serviced by the same caregivers (i.e., a caregiver may provide services in multiple territories). Since data for the various territories included as part of a Combined Territory cannot be separately tracked, we created subsets for Combined Territories based on the number of Qualifying Territories included within the Combined Territory.

Combined Territory Subsets			
Subset	Number of Qualifying Territories Included in Combined Territory	Number of Qualifying Outlets in Subset	Total Number of Qualifying Territories in Subset
1	3 Qualifying Territories	2	6
2	2 Qualifying Territories	4	8
Total	2 or 3 Qualifying Territories	6	14

* For franchisees that operate a Combined Territory, the number of Qualifying Territories is determined as the total number of territories comprising the Combined Territory that were open and operational at any point during the Measuring Period, including territories that were: (a) acquired after the commencement of the Measuring Period; and/or (b) closed prior to the expiration of the Measuring Period.

In some cases, a franchisee that owns and operates multiple territories has the ability to separately track Net Billings and expenses on a “per-territory” basis. Under those circumstances, the territories are not considered a

Combined Territory and data for each territory is separately provided on a “per-territory” basis.

Financial Performance Representation

The following tables present the historical financial results achieved by the Qualifying Outlets during the Measuring Period.

The following table presents historical Net Billings, Payroll Expenses and Gross Margin achieved during the Measuring Period by 13 Qualifying Outlets for all Qualifying Territories. For each financial performance metric, the data includes highest, lowest, median, average and the number and percentage of Qualifying Outlets that attained or surpassed the stated average. The financial data presented below Net Billings (i.e., Payroll Expenses and Gross Margin) is not necessarily linked to the same Qualifying Outlet that generated the stated Net Billings. For example, a territory that generated the highest Net Billings may not be the territory that generated the highest Gross Margin. For Payroll Expenses, the number and percentage of Qualifying Outlets that attained or surpassed the stated average means that they had higher (not lower) Payroll Expenses than the stated average.

2025 NET BILLINGS AND GROSS MARGIN BY SUBSET						
Subset	Criteria	High	Low	Median	Average	Number & Percent that Achieved/Surpassed Average
Combined: 3 Territory 2 Outlets 6 Territories	Net Billings	\$1,879,013	\$801,388	\$1,340,200	\$1,340,200	1 (50%)
	Payroll Expenses	\$1,044,131	\$483,220	\$763,675	\$763,675	1 (50%)
	Gross Margin	44.43%	39.70%	42.07%	42.07%	1 (50%)
Combined: 2 Territory 4 Outlets 8 Territories	Net Billings	\$1,955,900	\$659,293	\$1,216,636	\$1,262,116	1 (25%)
	Payroll Expenses	\$1,195,927	\$396,293	\$603,452	\$699,781	1 (25%)
	Gross Margin	53.20%	38.86%	42.88%	44.45%	2 (50%)
Non-Combined 7 Outlets 7 Territories	Net Billings	\$4,201,278	\$135,660	\$317,679	\$1,481,708	3 (43%)
	Payroll Expenses	\$2,611,604	\$84,816	\$185,875	\$904,989	3 (43%)
	Gross Margin	47.41%	24.43%	38.74%	38.32%	4 (57%)
All 13 Outlets 21 Territories	Net Billings	\$4,201,278	\$135,660	\$929,167	\$1,392,371	2 (15%)
	Payroll Expenses	\$2,611,604	\$84,816	\$502,960	\$820,107	5 (38%)
	Gross Margin	53.20%	24.43%	39.89%	40.78%	6 (46%)

The following table provides the same historical data as the table above for all 13 Qualifying Outlets, presented by performance ranking: Top 3 Net Billings, Top 5 Net Billings, Bottom 5 Net Billings and Bottom 3 Net Billings. The data from all Qualifying Outlets, regardless of the number of territories operated by the franchisees, are combined in the table below.

2025 NET BILLINGS AND GROSS MARGIN BY PERFORMANCE RANK						
Subset	Criteria	High	Low	Median	Average	Number & Percent that Achieved/Surpassed Average
Top 3 Qualifying Outlets	Net Billings	\$4,201,278	\$1,955,900	\$3,602,353	\$3,253,177	2 (66.6%)
	Payroll Expenses	\$2,611,604	\$1,195,927	\$2,129,975	\$1,979,169	2 (66.6%)
	Gross Margin	40.87%	37.84%	38.86%	39.16%	1 (33.3%)

2025 NET BILLINGS AND GROSS MARGIN BY PERFORMANCE RANK

Subset	Criteria	High	Low	Median	Average	Number & Percent that Achieved/Surpassed Average
Top 5 Qualifying Outlets	Net Billings	\$4,201,278	\$1,795,559	\$1,955,900	\$2,686,820	2 (40%)
	Payroll Expenses	\$2,611,604	\$1,044,131	\$1,195,927	\$1,620,977	2 (40%)
	Gross Margin	44.43%	37.44%	38.86%	39.67%	2 (40%)
Bottom 5 Qualifying Outlets	Net Billings	\$659,293	\$135,660	\$161,269	\$286,412	2 (40%)
	Payroll Expenses	\$396,293	\$84,816	\$102,519	\$173,277	2 (40%)
	Gross Margin	47.41%	24.43%	39.89%	38.39%	2 (40%)
Bottom 3 Qualifying Outlets	Net Billings	\$317,679	\$158,159	\$161,269	\$212,369	2 (66%)
	Payroll Expenses	\$185,875	\$84,816	\$96,883	\$122,525	2 (66%)
	Gross Margin	47.41%	38.74%	41.49%	42.55%	2 (66%)

Notes:

1. Source of Data: We prepared this FPR based on data reported to us by each of the Qualifying Outlets. The data has not been audited.
2. Payroll Expenses: Payroll Expenses may be affected by, among other things: your local labor market; the types of services you offer; applicable federal and state laws relating to employment; number of employees and independent contractors; employee/independent contractor turnover; training; your compensation in labor; salary and benefits offered to employees; and scheduling.
3. Other Expenses: This FPR does not account for any expenses other than Payroll Expenses. As a franchisee, you will incur expenses such as bank charges, advertising costs, accounting and management costs, licenses and permits, printing and supplies, training expense, telephone expense, insurance, maintenance and utilities, debt service, taxes, and royalties and other amounts due to us under the Franchise Agreement. You must account for all expenses in order to determine net income or net profit.

You should conduct an independent investigation of the costs you will incur to operate your Business. Franchisees or former franchisees listed in the Disclosure Document may be one source of this information.

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

Written substantiation for this financial performance representation will be made available to you upon your reasonable written request.

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 our Chief Financial Officer, Gregory Esgar, at Executive Home Care Franchising, LLC 8100 E. Indian School Road, Suite 201, Scottsdale, Arizona 85251, (855) 393-2372, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20 OUTLETS AND FRANCHISEE INFORMATION

TABLE 1 - SYSTEM-WIDE 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	18	18	0
	2024	18	21	+3
	2025	21	79	+58
Company-Owned	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Total Outlets	2023	18	18	0
	2024	18	21	+3
	2025	21	79	+58

TABLE 2 - TRANSFERS OF OUTLETS FROM FRANCHISEES TO NEW OWNERS (OTHER THAN FRANCHISOR) FOR YEARS 2023 TO 2025		
State	Year	Number of Transfers
New Jersey	2023	0
	2024	0
	2025	7
Total	2023	0
	2024	0
	2025	7

TABLE 3 - STATUS OF FRANCHISED OUTLETS FOR YEARS 2023 TO 2025								
State	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non-Renewals	Reacquired by Franchisor	Ceased Operations - Other Reasons	Outlets at End of Year
Arkansas	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	2	0	0	0	0	2
California	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	17	0	0	0	0	17
Colorado	2023	0	0	0	0	0	0	0
	2024	0	1	0	0	0	0	1
	2025	1	0	1	0	0	0	0
Connecticut	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
Florida	2023	4	0	0	0	0	0	4
	2024	4	2	0	0	0	0	6
	2025	6	1	0	0	0	0	7