

Provision	Section in Franchise Agreement	Summary
		the city nearest to TAB headquarters (subject to state law).
w) Choice of Law	Section 18.5.	Colorado law applies (subject to state law) (see the State Law Addenda and Rider, Exhibit H).

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 H.

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 DURING DECEMBER, 2024

Category	Average Amount of Dues	Median Amount of Dues	Number of Members
Top Third	\$991.67	\$872.00	340
Middle Third	\$702.52	\$700.00	340
Bottom Third	\$439.44	\$490.00	341
Total Group	\$711.10	\$700.00	1021

CHART TWO

AVERAGE AND MEDIAN MONTHLY MEMBERSHIP DUES FOR 2024 FOR TAB BOARD MEMBERS – COACHING ONLY DURING DECEMBER, 2024

Category	Average Amount of Dues	Median Amount of Dues	Number of Members
Top Third	\$848.75	\$800.00	57
Middle Third	\$606.75	\$600.00	58
Bottom Third	\$356.26	\$350.00	58
Total Group	\$600.55	\$600.00	173

CHART THREE

AVERAGE AND MEDIAN BUSINESS ASSESSMENT FEES FOR NEW TAB MEMBERS DURING 2024

Category	Average Amount of Fees	Median Amount of Fees	Number of Members
Top Third	\$797.43	\$750.00	420
Middle Third	\$511.11	\$500.00	420
Bottom Third	\$289.66	\$300.00	420
Total Group	\$532.73	\$500.00	1,260

CHART FOUR

AVERAGE AND MEDIAN LENGTH OF MEMBERSHIP FOR TAB MEMBERS AS OF DECEMBER 2024

Average Length of Membership	Median Length of Membership
5.5 years	3.4 years

CHART FIVE

AVERAGE AND MEDIAN NUMBER OF TAB MEMBERS FOR TAB BUSINESS FRANCHISEES

Average Number of TAB Members	Median Number of TAB Members
19	13

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 2024 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

Average StratPro Dues Per Workshop	Revenue Per Hour
\$2,894.00	\$445.00

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
\$2,377.00	\$10,103.00	\$40,411.00	\$388.00

CHART NINE

ADDITIONAL REVENUE FROM THE TAB OPPORTUNITY FOR 2024 FOR TAB BUSINESS FRANCHISEES IN ADDITION TO MEMBERSHIP DUES FROM TAB MEMBERS

Category	Additional Revenue From the TAB Opportunity			Number of Franchisees
	Range	Average	Median	
Top Third	\$97,000.00 to \$732,822.00	\$218,851.97	\$179,025.76	10
Middle Third	\$18,000.00 to \$95,000.00	\$53,096.16	\$50,031.50	10
Bottom Third	\$0.00 to \$17,153.00	\$4,731.30	\$2,800.00	10
Total Group	\$0.00 to \$732,822.00	\$92,224.81	\$77,285.75	30

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, 2024. 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 1,021. The number of standard TAB Members that met or exceeded the average monthly Membership Dues is 1,021 or 47%.
3. Chart Two is based on a subset of domestic coaching-only TAB Members as of December 31, 2024. 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 173. The number of coaching-only TAB Members that met or exceeded the average monthly Membership Dues is 84 or 49%.
4. Chart Three is compiled from a subset of the number of domestic TAB Members that joined during calendar years 2021, 2022, 2023, and 2024 (the “**Time Period**”). The total number of TAB Members that joined during the Time Period is 1,521. The subset excludes 261 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 1,260. 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 497 or 39%.

5. Chart Four includes all domestic TAB Members who have not resigned as of December 31, 2024. Of the total number of non-resigned TAB Members, 37% met or exceeded the average length of membership for the Total Group.

6. Chart Five is compiled from the same subset of our domestic franchisees 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 StratPro Members who were invoiced for StratPro Process workshops during 2024.

9. Chart Eight is based on domestic and Canadian TAB Members who received HI-MAP Program services during 2024. The HI-MAP Training Program consists of 17 sessions delivered by one of 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 2024, 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 2023, and have not relinquished their protected Territory or marketing rights prior to or during the 2024 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, 2024, that meet the subset described in this Note 10 is 30. Of the 30 franchisees, twelve (40%) attained or surpassed the average result.

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.

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ITEM 20

OUTLETS AND FRANCHISEE INFORMATION

Table No. 1
System-Wide Outlet Summary
For Years 2022 to 2024

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised	2022	128	112	-16
	2023	112	99	-13
	2024	99	95	-4
Company-Owned	2022	14	13	-1
	2023	13	11	-2
	2024	11	8	-3
Total Outlets	2022	142	125	-17
	2023	125	110	-15
	2024	110	103	-7

Table No. 2
Transfers of Outlets From Franchisees to New Owners (Other Than the Franchisor)
For Years 2022 to 2024

State	Year	Number of Transfers
North Carolina	2022	0
	2023	1
	2024	0
Pennsylvania	2022	0
	2023	1
	2024	0
Total	2022	0
	2023	2
	2024	0

Table No. 3
Status of Franchised Outlets – TAB Businesses (United States)
For Years 2022 to 2024

State	Year	Outlets at Start of Year	Outlets Opened	Termina-tions	Non-Renewals	Reacquired by Franchisor	Ceased Operations – Other Reasons*	Outlets at End of the Year
Alabama	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	1	0
	2024	0	0	0	0	0	0	0
Arizona	2022	2	0	0	0	0	1	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	1	0	0	0