

EMPLOYEE STOCK PURCHASE PLAN

The Employee Stock Purchase Plan (ESPP) offers you an opportunity to purchase shares of the Lucky Strike Stock at a discounted price. You will be able to participate financially in the success by owning a part of Lucky Strike!

ESPP AT A GLANCE

ELIGIBILITY	You can participate if you have been an associate at least 60 days and work for at least 20 hours per week and will work more than five months in a calendar year in the US.
PURCHASE PERIOD	<p>The purchase period is the time period when you are making contributions toward purchasing stock.</p> <p>The purchase period will be January to December annually.</p>
CONTRIBUTION	You can contribute, on an after-tax basis, between 1% and 15% of your base pay. Commission and bonus pay are not included.
DISCOUNT	Participants receive a 15% discount on the price of the fair market value of a Share on the Offering Date or the Purchase Date, whichever amount is lower.
ENROLLMENT	To enroll you will go to the employee portal at ubs.com/onesource/bowl .
PURCHASING SHARES	Shares are purchased on the last day of the purchase period and deposited into your account, generally within a few days of the purchase date.
YOUR ACCOUNT	You will have access to an online account, which will indicate the number of Shares that have been purchased through the ESPP as well as the purchase price.

ESP DATES

	Enrollment Periods	Purchase Periods	Purchase Date	First Paycheck Date
2023	Dec. 5 – Dec. 16	Jan. 1 – Dec. 31	Dec. 29, 2023	First paycheck in Jan.
2024	Dec. 4 – Dec. 15	Jan. 1 – Dec. 31	Dec. 31, 2024	First paycheck in Jan.
2025	Dec. 2 – Dec. 13	Jan. 1 – Dec. 31	Dec. 31, 2025	First paycheck in Jan.
Annually	Dec. dates TBD	Jan. 1 – Dec. 31	Last trading day in Dec.	First paycheck in Jan.

Confidential and Proprietary Information – Lucky Strike Entertainment



ENROLLMENT

You may enroll in the plan, withdraw from the plan, or complete other administrative actions by logging on to the employee portal at ubs.com/onesource/bowl and completing and submitting the appropriate forms. UBS Financial Services is the administrator for our ESPP. If you have any issues with your login or the UBS site, please call UBS at 1-855-896-9404.

CONTRIBUTION

You can contribute, on an after-tax basis, between 1% and 15% of your base pay. Commission and bonus pay are not included.

Is payroll deduction the only way to contribute?

Yes, you may only contribute through payroll deductions.

Are contributions pre-tax?

No, your contributions are after-tax deductions.

Can I change my contribution amount during a purchase period?

You may not make contribution changes during the purchase period. You can only withdraw and be refunded your contributions before the purchase date. If you withdraw, you will not be able to participate again until the following purchase period.

What happens if I leave Lucky Strike?

If you terminate employment with Lucky Strike before the purchase date, your contributions will be refunded to you through payroll.

DISCOUNT

Your contributions are used to buy shares of Lucky Strike stock at a 15% discount.

PURCHASE

When are ESPP shares purchased?

The shares will be purchased on the last trading day of the month in December annually.

What happens to the purchased shares?

You will be able to view your purchased shares through the portal through UBS Financial Services.

Do I own shares of the Lucky Strike stock when the deduction is taken from my paycheck?

No, you only own shares once they are purchased at the end of the year.

YOUR ACCOUNT

You will have access to an online account, ubs.com/onesource/bowl, which will indicate the number of Shares that have been purchased through the ESPP as well as the purchase price. If you have any issues with your login or the UBS site, please call UBS at 1-855-896-9404.

Confidential and Proprietary Information – Lucky Strike Entertainment



WHAT ARE THE BENEFITS OF PARTICIPATING IN THE ESPP?

Discounted buying

The discount is 15%.

Cash options

Proper management and an increase in market value can mean more cash in your pocket. Qualified ESSPs have a maximum contribution of \$25,000 per year. With a discount of 15% selling your shares creates the potential to increase your earnings or gains significantly. Here are examples of cash-flow increases derived from selling your ESSP shares:

For example, a person contributes \$1000 to their qualified ESPP with a 15% employee discount. If the fair market value for the stock is \$10 per share, then the employee purchased each share for \$8.50. So instead of 100 shares, the employee would have 117 shares. If you sold at \$10 a share, then you would make \$170. If you sold at \$15 a share, then you would make \$755 on the \$1000 you contributed.

Short-term saving

An increase in the market value of your company's stock can result in significant earnings for shareholders. Any money you earn from selling your shares can also be put in a savings account. Unlike rolling your earnings into a 401k, when you move your earned income to a savings account, the gains are considered realized and are subject to taxes.

Confidential and Proprietary Information – Lucky Strike Entertainment

