

Hollywood Bowl Group plc

LTIP Share Awards

Hollywood Bowl Group plc (LSE: BOWthe "Company") announces that on 31 January 2025 its Executive Directors and PDMRs were granted the following share awards as nil-cost options over ordinary shares of £0.01 each in the Company ("Shares") under the Company's Long Term Incentive Plan ("LTIP"). The awards have been granted in accordance with the remuneration policy adopted by the Company's shareholders at the Annual General Meeting held on Thursday 30th January 2025.

Director	Position	Number of Share Awards Granted
Stephen Burns	Chief Executive Officer	254,451
Laurence Keen	Chief Financial Officer	166,765
Melanie Dickinson	Chief People Officer	65,823
Darryl Lewis	Chief Operating Officer	54,988
Rob Dermitges	Chief Marketing Officer	30,077

These awards are subject to the following performance targets:

Measure	Description	Weighting	Threshold	Target	Max
Adjusted EPS ¹	Adjusted EPS for the final year of the performance period - FY2027	70%	24.78p (25% payout)	26.08p (62.5% payout)	27.39p (100% payout)
Relative Total Shareholder Return (TSR)	Percentage change in share price plus the value of dividends invested on the ex-dividend date over the performance period compared with the constituents of the FTSE 250 (excluding investment trusts)	10%	Ranked at median based on TSR performance (25% payout)	N/A	Ranked at or above upper quartile based on TSR performance (100% payout)
Return on centre invested capital	Return on all centre invested capital (refurbs and new centres), excluding maintenance	10%	18% return (25% payout)	20% return (62.5% payout)	22% return (100% payout)
Emissions ratio for Scope 1 and Scope 2	Intensity Ratio (IR) under 100	10%	IR at 67 (25% payout)	IR under 65 (62.5% payout)	IR under 60 (100% payout)

¹ Adjusted EPS is defined as stated in the Group's accounts and is subject to such adjustments as the Board, in its discretion, determines are fair and reasonable.

Vesting for each measure will be calculated on a straight-line basis between threshold and target, and target and max performance.

Subject to performance against the targets above, the awards will vest three years after grant and will be subject to a further two-year holding period. Further details relating to the operation of the LTIP can be found within the 2024 Annual report and accounts which are available on the Company's website.

The notifications below, made in accordance with Article 19 of the UK Market Abuse Regulation, provide further detail.

For further information please contact:

Hollywood Bowl Group

Steve Burns, Chief Executive Officer
Laurence Keen, Chief Financial Officer
Mat Hart, Chief Sustainability and Communications Officer

via Teneo

Teneo

Elizabeth Snow
Laura Marshall

Hollywoodbowl@teneo.com
+44 20 7260 2700

1.	Details of PDMR / person closely associated with them ('CAP')						
a)	Name	Stephen Burns					
2.	Reason for the notification						
a)	Position / status	Chief Executive Officer					
b)	Initial notification / amendment	Initial notification					
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hollywood Bowl Group plc					
b)	LEI	213800XB8YZNGJYDEZ97					
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted						
a)	Description of the financial instrument, type of instrument and identification code	Ordinary shares of £0.01 each ISIN: GB00BD0NVK62					
b)	Nature of the transaction	Grant of LTIP Performance Shares Award. The Award is structured as a nil cost option which shall ordinarily vest and become exercisable from the third anniversary of its grant date subject to continued service and to the extent to which the performance conditions set for the Award are satisfied.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£nil</td><td>254,451</td></tr></table>		Price(s)	Volume(s)	£nil	254,451
Price(s)	Volume(s)						
£nil	254,451						
d)	Aggregated information Aggregated volume Price	Volume: Price: £nil					
e)	Date of the transaction	31 January 2025					
f)	Place of the transaction	Outside a trading venue					

1.	Details of PDMR / person closely associated with them ('CAP')						
a)	Name	Laurence Keen					
2.	Reason for the notification						
a)	Position / status	Chief Financial Officer					
b)	Initial notification / amendment	Initial notification					
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hollywood Bowl Group plc					
b)	LEI	213800XB8YZNGJYDEZ97					
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£nil	166,765						
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e)	Date of the transaction	31 January 2025					
f)	Place of the transaction	Outside a trading venue					

1.	Details of PDMR / person closely associated with them ('CAP')	
a)	Name	Melanie Dickinson

2.	Reason for the notification					
a)	Position / status	Chief People Officer				
b)	Initial notification / amendment	Initial notification				
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Hollywood Bowl Group plc				
b)	LEI	213800XB8YZNGJYDEZ97				
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f)	Place of the transaction	Outside a trading venue				

1.	Details of PDMR / person closely associated with them ('CAP')						
a)	Name	Darryl Lewis					
2.	Reason for the notification						
a)	Position / status	Chief Operating Officer					
b)	Initial notification / amendment	Initial notification					
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hollywood Bowl Group plc					
b)	LEI	213800XB8YZNGJYDEZ97					
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£nil	54,988						
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e)	Date of the transaction	31 January 2025					
f)	Place of the transaction	Outside a trading venue					

1.	Details of PDMR / person closely associated with them ('CAP')	
a)	Name	Rob Dermittges
2.	Reason for the notification	
a)	Position / status	Chief Marketing Officer
b)	Initial notification / amendment	Initial notification

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hollywood Bowl Group plc					
b)	LEI	213800XB8YZNGJYDEZ97					
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted						
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