

Sustainability review

A responsible business

Our business begins and ends with people. We strive to create welcoming, inclusive environments at our centres—places where exciting employment opportunities and active community engagement thrive.

As we continue to scale our business, we remain committed to reducing our environmental impact, both locally and globally.

Our track record in the UK speaks for itself: from supporting our teams and local communities, to implementing innovative carbon-reducing initiatives in our centres.

Our sustainability strategy and initiatives are increasingly being applied to our Canadian operations.

Sustainability is not just a goal; it's an ongoing responsibility everyone in the Group takes seriously.

Key

Our growth strategy:

- 1 Driving revenue growth
- 2 Active asset refurbishment
- 3 New centres and acquisitions
- 4 Focus on our people
- 5 International expansion



Safe and inclusive centres

Our ambition

Operating welcoming centres where health and safety, accessibility and strong community connections are prioritised.

→ See page 29

Link to strategic objectives

- 1
- 2
- 3
- 4
- 5



Outstanding workplaces

Our ambition

Continually investing in developing our teams, supporting their wellbeing, and maintaining a diverse, inclusive culture where everyone can thrive.

→ See page 31

Link to strategic objectives

- 1
- 4



A sustainable estate

Our ambition

A growing estate with centres which combine energy efficiency, low emissions, sustainable sourcing, and a commitment to recycling.

→ See page 33

Link to strategic objectives

- 2
- 3
- 5

Sustainability review continued

Performance against our targets

Metrics or commitments	FY2025 Target (UK)	FY2025 Actual (UK)	Status (UK)	UK FY2026 target	Canada FY2026 target*
Safe and inclusive centres					
Funds raised for national charity partner Macmillan	£100k	£174k	✓	£250k	NA
Concessionary discount games played	1.1m	1.32m	✓	1.35m	NA
Centres passed food and drink audit	100%	100%	✓	100%	100%
Schools games played	165k	178k	✓	185k	NA
Soft drinks sold that are sugar-free	50%	50%	✓	55%	NA
Team in food and drink roles who completed food safety and allergen training	97%	98%	✓	98%	98%
Outstanding workplaces					
Management appointments from internal candidates	50%	61%	✓	58%	35%
Team members participating in development programmes	10%	11%	✓	11%	7%
Team members completing online development modules	96%	97%	✓	97%	97%
Team member engagement survey score	60%	78%	✓	79%	72%
Team member wellbeing survey score	60%	77%	✓	78%	71%
A sustainable estate					
Waste recycled, with 100% diverted from landfill	82%	83.5%	✓	84%	NA
Directly purchased electricity from renewable sources	99.5%	100%	✓	100%	100%
Centres with solar arrays installed	33	34	✓	35	NA
Intensity ratio Scope 1 and 2 emissions – tCO ₂ e	56	53	✓	50	170
Food and drink wastage as a percentage of food and drink revenue	1%	0.7%	✓	0.6%	NA
Electricity usage generated from on-site renewables	15%	16.09%	✓	15%	NA
Percentage of bowling centres with Pins on Strings	94%	97%	✓	98%	80%

* A range of sustainability targets have been introduced for our Canadian operations for FY2026 following establishment of baselines in FY2025. We will establish additional KPI baselines in Canada in FY2026 and further extend our Canadian targets in FY2027.

→ See pages 33-34

Key ✓ Achieved

Sustainability review continued



Safe and inclusive centres



Our centres are important social venues for the local communities they serve.

Our focus areas

- 1 Local investment
- 2 Communities
- 3 Food and beverage
- 4 Health and safety

1 Local investment

Why it's important

As we grow, our commitment to positively impacting the local communities in which we operate remains a priority.

Progress in FY2025

- Our centres provided important gateway first job opportunities
- Five new UK centres opened creating more than 150 new jobs
- Two new centres opened in Canada creating more than 60 new jobs
- Each new centre creates investment value in the local economy of c.£3m
- New centre builds drive additional footfall to leisure and retail businesses supporting the wider local economy

210

New jobs created in FY2025



2 Communities

Why it's important

We are dedicated to providing inclusive activities that bring all ages and abilities together in a welcoming environment.

Progress in FY2025

- A record year for concessionary discounted games bowled – more than 1.3m enjoyed in the UK
- Our school engagement programme saw 178k pupils and teachers enjoy school trips to one of our venues
- We raised a record £174k for charity through a variety of special events and activities in our centres and our support centre

100%

Increase in UK charity fundraising versus FY2024



Case study

Macmillan partnership

Our national charity partner Macmillan was chosen by our team members in FY2024.

We are delighted that our teams and customers have continued to support this excellent cause.

One highlight was our team at Lincoln who raised an incredible £11k, led by our 2025 Sustainability Centre Manager of the Year.

Sustainability review continued



Safe and inclusive centres continued

3 Food and beverage

Why it's important

We provide clear and transparent information, enabling customers to make informed decisions about our food and beverage offer.

Progress in FY2025

- We offered menu options with reduced salt and sugar content in our food and beverage ranges
- We promoted a variety of sugar free soft drinks
- We continued to review and streamline our supply chain and ordering practices to limit the number of food and drink deliveries
- Health and safety is integral to our daily hospitality operations, with team members undergoing food safety and allergen awareness training in our centres
- Our centres consistently achieve high food hygiene ratings through regular audits by internal food safety auditors or external environmental health officers

50%

UK soft drinks sold
that were sugar free



Case study

Sugar free drinks

We have consistently offered a range of sugar free drinks in our UK centres.

Our primary soft drink contract was tendered in FY2025. Supplier evaluation included the range of drinks offered, commercial terms, and sustainability credentials.

Following this process we were pleased to move our UK soft drink supply to Britvic who offer a comprehensive sugar free range including market leader Pepsi Max. Since its introduction we have seen an increase in the percentage of sugar free drinks sold.

Discover more online:
www.hollywoodbowlgroup.com

4 Health and safety

Why it's important

The health and safety of our teams and customers remain our highest priority.

Progress in FY2025

- We continuously measured and monitored performance across all of our locations to ensure that we provided safe and healthy environments in all aspects of our operations
- Our policies and practices were reviewed with external agencies to ensure compliance with safety legislation
- Hollywood Bowl Group plc has a Primary Authority agreement with South Gloucestershire Council covering both Health and Safety and food safety
- Any incidents involving customers or team members were reported and reviewed by the Board on a monthly basis
- Internal audits, including safety reviews, were conducted and are reviewed by the Board
- Health and safety forms part of the Group risk register

Plans for FY2026

1 Local investment

- **UK** – Three new centres are planned to open, creating 90 new jobs
- **Canada** – Our first centre in Edmonton will create 30 new jobs

2 Communities

- **UK** – Continued focus on offering accessible concessionary and school rates
- Target of £250k fundraising for Macmillan
- **Canada** – Reviewing concession and charity fundraising strategy

3 Food and beverage

- **UK** – Maintain transparent information, enabling customers to make informed decisions
- **Canada** – Continued deployment of UK operational, audit and training schemes

4 Health and safety

- **UK** – Continued measurement and monitoring of performance across all centres
- **Canada** – Continued measurement and monitoring of performance across all centres

Sustainability review continued



Outstanding workplaces



Our team are key to delivering the best customer experience. We provide them with an outstanding workplace and a supportive culture to allow them to thrive.

Our focus areas

- 1 Top talent
- 2 Team development
- 3 Diversity, equity & inclusion (DE&I)
- 4 Team wellbeing

1 Top talent

Why it's important

Attracting and retaining top talent is a priority – our team drive our purpose of connecting friends and families through affordable fun and safe, healthy competition.

Progress in FY2025

- Our digital employer brand supported our recruitment strategy, helping to generate 129k job applications for Hollywood Bowl and Splitsville vacancies
- Fully funded BA (Hons) Degree Apprenticeship Programme launched with 20 apprentices
- Year-on-year reduction in turnover and increase in average length of service

59%

UK team members receiving a bonus



2 Team development

Why it's important

Team members work in a high-performance culture where exceptional training nurtures talent and supports our mission to offer every team member a rewarding career.

Progress in FY2025

- Full suite of development programmes introduced in Canada
- 284 UK team members on a top talent programmes
- 8k classroom training courses ran in the UK
- E-learning platform available to all team members



Case study

Internal promotions

We are proud of the impact that our training and development programmes have on the level of internal promotions to in our centres.

In FY2025 we achieved a record of 61% of management positions being filled by existing team members in the UK.

Discover more online:
www.hollywoodbowlgroup.com

Sustainability review continued



Outstanding workplaces continued

3 D,E & I

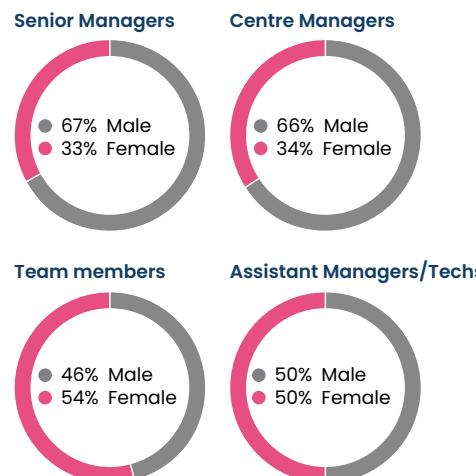
Why it's important

We embrace and celebrate diversity, and ensure our work experiences are equitable, inclusive and welcoming.

Progress in FY2025

- We focused on five key areas: inclusive recruitment, training and tools, community engagement, data-driven insights, and transparent progress
- Active diversity groups established for age, female, disability, LGBTQ+, ethnicity and religion
- Awarded Sunday Times Best places to work for disabled employees in 2025

Diversity statistics



Team member feedback

With more than 2800 Group employees it is essential that we regularly listen to their feedback and act on the insights we gain.

We gather feedback in a variety of ways. At an individual level, we have a robust programme of monitored monthly 121 meetings, where team members performance is discussed with centre and support team managers.

The primary gauge of team member engagement at a centre and support team level is our bi-annual team member survey which cover a comprehensive range of topics. The feedback of these surveys is discussed and action plans agreed at centre and department level.

In addition we hold listening groups for team members hosted by the senior leadership team.

Discover more online:
www.hollywoodbowlgroup.com

4 Team wellbeing

Why it's important

Team member wellbeing underpins the Group's positive and supportive culture, and is promoted through a range of initiatives.

Progress in FY2025

- Increased number of mental health first aiders
- Employee assistance programme operated by third party specialists
- Record team member survey participation rate
- Maintained scores on employee review websites
- Sunday Times Best places to work 2025 award

500k

Posts on team engagement platform



Plans for FY2026

1 Top talent

- **UK** – Continue to build on recruitment progress made in FY2025
- **Canada** – Year-on-year reduction in team turnover and increase in average length of service

2 Training and development

- **UK** – Largest cohort of graduate managers in training
- **Canada** – Increase participation in development programmes

3 Team wellbeing

- **UK** – Maintain focus on feedback and action loops
- **Canada** – Introduce more UK ways of working and wellbeing support programmes

4 Diversity, equity & inclusion

- **UK** – Social mobility, women in leadership and neurodiversity workstreams
- **Canada** – Establish diversity steering groups

Sustainability review continued



A sustainable estate



We understand that our business operations have an impact on climate and the environment, and we are committed to proactively reducing these impacts.

Our focus areas

- 1 Energy efficiency
- 2 Waste and water
- 3 New centre builds
- 4 Transitioning to Net Zero

1 Energy efficiency

Why it's important

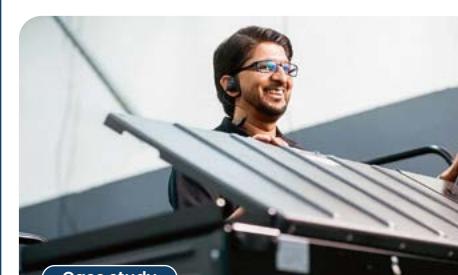
Running our centres in the most energy efficient way helps limit our environmental impact and reduces cost.

Progress in FY2025

- Solar installs in 34 UK centres producing 6,645 kWp in FY2025
- Maintained 100% directly purchased renewable electricity
- Promoted energy saving behavioural change in UK and Canadian centres
- Reduced UK intensity ratio
- Pins on Strings roll out nearing completion

97%

UK bowling estate
with Pins on Strings



Case study

Waste recycling

We had another excellent year for recycling in our UK centres. Since FY2019 we have improved our performance from 67.3% to 83.5% of waste recycled and 100% diverted from landfill.

Waste recycling forms part of the centre sustainability benchmark programme ensuring ongoing focus from centre teams.

Discover more online:
www.hollywoodbowlgroup.com

2 Waste and water

Why it's important

We are committed to reducing waste and improving recycling and waste water quality in our operations.

Progress in FY2025

- Record levels of waste recycling in UK
- Less than 1% of UK food and drink revenues wasted
- Water usage in UK reduced from 3.21 m³ in FY2024 to 3.14 m³ in FY2025
- Grease traps to improve the quality of waste water now in 100% of Canadian estate and 90% of UK centres

83.5%

UK waste recycled

Sustainability review continued



Sustainable estate continued

3 New centre builds

Why it's important

Our property teams embed sustainability into every new centre build, collaborating with contractors to deliver greener, more efficient buildings.

Progress in FY2025

- 100% renewable energy used for fit out of new UK centres
- LED lights on timers in public facing centre areas
- Our Liverpool Edge Lane centre reopened in May 2025. Less carbon emissions were generated through repurposing the existing shell versus a new build. Lane furniture and Pins on Strings equipment from our closed Surrey Quays centre were refurbished and recycled
- A EPC rating achieved for all new UK centre builds in FY2025

A

EPC rating for new UK centres



Case study

Sustainable construction projects

By adopting Net Zero target dates and implementing robust strategies such as baseline reports, green gain resource reports, and regularly updated sustainable construction policies, our contractors are working closely with us to ensure that all estate additions and upgrades are as sustainable as possible.

Frequently used materials are sourced from suppliers with strong environmental statements supporting carbon reduction and sustainable disposal, such as Dulux paints.

We have transitioned from gas-fired to direct electric water heating, significantly reducing emissions, and embraced off-site manufacturing for large fixtures and fittings to minimise waste and improve efficiency.

Design occupancy has been reduced to lower ventilation and cooling requirements, while heating and cooling systems are now controlled by heat pumps which are cutting carbon emissions.

Additionally, cellar cooling areas have been optimised by introducing plastic curtains or cold-room solutions, and heat recovery units have been integrated within the air handling plant to further enhance energy efficiency.

Discover more online:
www.hollywoodbowlgroup.com

Plans for FY2026

1 Energy efficiency

- **UK** – Continue to work with landlords to extend coverage of solar panels and on-site battery trials
- **Canada** – HVAC management trials and review of solar panel potential

2 Waste and water

- **UK** – Maintain our high levels of waste recycling
- **Canada** – Review of waste contractors and establishment of waste recycling baseline

3 New centre builds

- **UK** – Maintain A rated EPCs for new builds and work with contractors to evolve sustainable practices
- **Canada** – Increased focus on energy efficiency in contract tenders

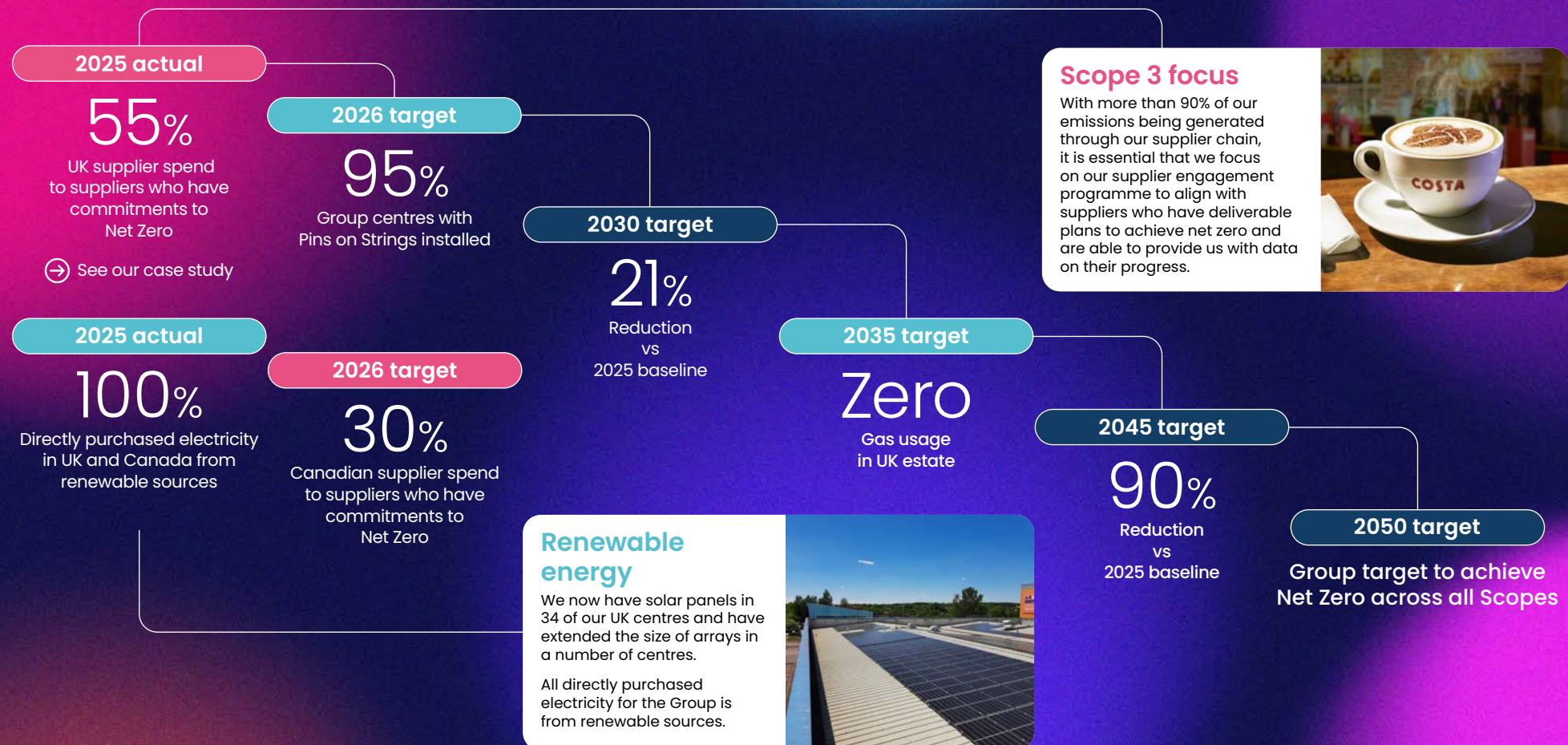
4 Transitioning to Net Zero*

- **UK** – Continue to work closely with Zero Carbon Forum to look for further climate change mitigations and maintain upper quartile ranking
- **Canada** – Increased climate action engagement with key supplier base

* Net Zero is defined in this report as the point where the Group can reduce its net GHG emissions by 90% compared to the FY2025 baseline year.

Sustainability review – Transitioning to Net Zero

Climate action plan



Sustainability review continued

Transitioning to Net Zero

Why it's important

Our goal is to become a Net Zero business by 2050. We aim to reduce our Scope 1 and 2 emissions intensity ratios and gain a greater understanding of our Scope 3 emissions across our operations through partnerships and engagement with suppliers.

Progress in FY2025

- Reduction of UK intensity ratio to 53.0 from 56.8 in FY2024
- Baseline intensity ratio established in Canada
- Top quartile of UK hospitality businesses surveyed by Zero Carbon Forum for amount of completed recommended carbon reduction initiatives
- Continued engagement with key UK suppliers to assess commitments to Net Zero and gather Scope 3 emissions data
- Initial engagement with key Canadian suppliers to assess commitments to Net Zero and gather Scope 3 emissions data
- CDP submission scores improved to B score (from D- in FY2023)



Scope 1 and 2 planned actions

1. Preparation for submission of Science Based Targets initiative (SBTi)1.5°C pathway targets following the establishment of a new Group baseline year of FY2025 (due to estate size growth since FY2023) and new developments within the SBTi framework
2. The Group had intended to submit emissions reduction targets for validation by the Science Based Targets initiative (SBTi) in February 2026, but this has been delayed in line with the above factors
3. UK Solar panel rollout (subject to landlord agreements) and evaluation of Canadian solar panel installs
4. Increased efficiency of plant in new builds
5. Maintain contracting 100% renewable electricity across the Group (currently backed in the UK by REGOs and in Canada by RECs)
6. Contracting 100% renewable gas in the UK
7. Team member behavioural change training in Canada
8. Evaluation of Canadian solar panel programme
9. Modelling cost of Scope 1+2 climate action plan
10. Rollout of energy efficient equipment in Canada

Scope 3 planned actions

1. Preparation for submission of SBTi targets
2. Ongoing supplier engagement programme in UK and Canada to encourage commitments to net zero
3. Improved accuracy of Scope 3 data evaluation and target setting (subject to improved supplier data availability)
4. Cross industry initiatives and implementation of best practice supply chain management via Zero Carbon Forum membership
5. Modelling costs of delivering Scope 3 climate action plan

Climate action plan dependencies

The delivery of our climate action plan depends upon comprehensive system-wide changes including decarbonising national grids, supporting decarbonisation policies, advancing carbon markets, commercialising climate technologies and materials, sourcing alternative materials like recycled plastics, and adapting to shifts in consumer preferences.

Sustainability review continued

Transitioning to Net Zero continued

Collaboration with stakeholders

Collective action is key to the journey to Net Zero. We work closely with a range of stakeholder groups on the challenges we are facing together.

Our suppliers

Scope 3

With over 90% of our total emissions coming from Scope 3, it is imperative that we work closely with our supply chain to reduce these in line with our Net Zero targets.

Engagement programmes

We operate a supplier engagement programme, initially targeting our biggest suppliers in food and drink, amusements and construction.

Primary data

We have gained access to more supplier primary data in FY2025, allowing us to develop a more accurate understanding of our Scope 3 emissions.

The hospitality industry

Shared challenges

Many of the climate challenges we face are mirrored by other businesses in the leisure sector and hospitality sectors and we share insights into the success of our climate initiatives with members of the UKTBO (Ten pin bowling operators trade body).

The Zero Carbon Forum (ZCF)

Hollywood Bowl Group is a member of the ZCF, which is a non-profit organisation, empowering hospitality industry members to reach sustainability targets with more speed, efficiency, and profit as a united effort.



**ZERO
CARBON
FORUM**

Team member action

Behavioural change

We equip and empower our team members to help reduce the energy used in our operations through behavioural change programmes.

Incentives

Energy and waste measures are included in team member incentive schemes with UK monthly league tables published of centre level performance.

Reward and recognition

Our leading UK centres are recognised with a sustainability award which looks at performance by centre across a variety of measures including climate impact. In FY2025 the top award went to our Lincoln centre. This benchmarking initiative is being replicated in Canada in FY2026.

→ See how these initiatives will help us reach Net Zero in our Climate Action Plan on page 35

Greenhouse gas emissions data

Assurance and verification

Our UK greenhouse gas inventory has undergone a third-party verification, with methodology checked, aligned, and verified by the Zero Carbon Forum. Key material areas within the carbon footprint were closely scrutinised and estimation techniques and assumptions were validated for consistency and transparency. Limited assurance has been provided on the accuracy and integrity of the reported data.

Environment

Hollywood Bowl Group has a strong and genuine commitment to conduct all of its operations in an ethical and responsible manner. This is demonstrated in our environmental and energy achievements.

- We have reduced our UK intensity ratio Scope 1 and 2 (tCO₂e per centre) by 14.1% since FY2022.
- We have increased our UK recycling percentage from 63.3% in FY2016 to 83.5% in FY2025.

Solar installs

- In 2019 we had 1 solar array (Rochester).
- By end of FY2021 we had 5 roof arrays.
- By end of FY2022 we had 22 roof arrays.
- By end of FY2023 we had 27 roof arrays.
- By end of FY2024 we had 30 roof arrays.
- By end of FY2025 we had 34 roof arrays.
- The 34 roof arrays that we currently have produce 6,645.05 kWp and we have a yield of 5,658,665 kWh.

Greenhouse Gases

Greenhouse Gas (GHG) emissions for FY2025 have been measured as required under the Large and Medium-Sized Companies and Groups (Accounts and Reports) Regulations 2008 as amended in 2013. The GHG Protocol Corporate Accounting and Reporting standards (revised edition) and the electricity and gas consumption data has been provided by IMServ Datavision, Schneider Electric and Total. Conversion factors taken from: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025>.

The conversion factors for Canada are taken from: <https://www.canada.ca/en/environment-climate-change/services/climate-change/pricing-pollution-how-it-will-work/output-based-pricing-system/federal-greenhouse-gas-offset-system/emission-factors-reference-values.html#toc5>.

For Canada, the 2025 emission factors have been used.

UK – Scope 1 + 2

This is made up of natural gas, refrigerant gas losses (F gas losses), electricity and electric company vehicles.

Natural Gas:

Total natural gas consumption = 1,354,537 kWh (this excludes Hemel support centre and Bracknell as data not available from landlord).

Emission factor = 0.18296 kgCO₂e per kWh.
Emissions = 247.83 tCO₂e.

F Gas Losses:

Emissions = 107.36 tCO₂e.

Total Scope 1:

Emissions = 355.18 tCO₂e.

Electricity (location-based):

Total electricity consumption = 19,813,008 kWh (this excludes Hemel support centre and Bracknell as data not available from landlord).

Emission factor = 0.177 kgCO₂e per kWh.
Emissions = 3,506.90 tCO₂e.

Electric Company Vehicles:

Total mileage is 192,358 miles and the electric company vehicles are classed as 'luxury battery electric vehicles'.

192,358 x 0.07141 = 13.74 tCO₂e.
Emissions = 13.74 tCO₂e.

Total Scope 2:

Emissions = 3,520.64 tCO₂e.

Total Scope 1 + 2:

Emissions = 3,875.82 tCO₂e.

UK – Location based	
Category	tCO ₂ e
Gas (Scope 1)	247.83
F Gas losses (Scope 1)	107.36
Total (Scope 1)	355.18
Electricity (Scope 2)	3,506.90
Company Cars (Scope 2)	13.74
Total (Scope 2)	3,520.64
Total (Scope 1 + Scope 2)	3,875.82

UK – Market based	
Category	tCO ₂ e
Gas (Scope 1)	247.83
F Gas losses (Scope 1)	107.36
Total (Scope 1)	355.18
Electricity (Scope 2)	7.56
Company Cars (Scope 2)	13.74
Total (Scope 2)	21.30
Total (Scope 1 + Scope 2)	376.48

UK	FY2025
Total (Scope 1 + Scope 2) (tCO₂e)	3,875.82
Number of centres (equivalent)	73.13*
Intensity Ratio (tCO ₂ e per centre)	53.00

* Bracknell not included.

Greenhouse gas emissions data continued

UK – Scope 3

We have calculated Scope 3 emissions for all Scope 3 categories applicable to Hollywood Bowl Group's emissions in the UK. This includes a total of 11 categories in addition to water supply and wastewater treatment.

Category	Category Name	tCO ₂ e
C01	Purchased Goods and Services	16,448.96
C02	Capital Goods	9,963.47
C03	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (Transmission and Distribution Losses)	1,397.57
C04	Upstream Transportation and Distribution	616.11
C05	Waste Generated in Operations	9.70
C06	Business Travel	277.51
C06	Business Travel (Hotel Stays – Optional)	33.54
C07	Employee Commuting	1,669.28
C07	Employee Commuting (Homeworking – Optional)	20.11
C10	Processing of Sold Products	37.55
C11	Use of Sold Products	2.04
C12	End-of-life Treatment of Sold Products	93.07
C15	Investments	491.00
Other	Wastewater Treatment	13.48
Other	Water Supply	15.88
Total		31,089.26

Excluded Categories:

- C08 Upstream Leased Assets – Hollywood Bowl Group does not have any upstream leased assets, and therefore reporting for this category is not required.
- C09 Downstream Transportation and Distribution – Hollywood Bowl Group does not carry out any downstream transportation and distribution, and therefore reporting for this category is not required.
- C13 Downstream Leased Assets – Hollywood Bowl Group does not have any downstream leased assets, and therefore reporting for this category is not required.
- C14 Franchises – Hollywood Bowl Group does not own or operate any franchises, and therefore reporting for this category is not required.

UK Scope 3 Intensity Ratio:

Total Scope 3 emissions = 31,089.26 tCO₂e.
 Total Centres = 74.13.
 Scope 3 Intensity Ratio = 419.36 tCO₂e per centre.

Canada – Scope 1 + 2

The conversion factors for Canada are taken from: <https://www.canada.ca/en/environment-climate-change/services/climate-change/pricing-pollution-how-it-will-work/output-based-pricing-system/federal-greenhouse-gas-offset-system/emission-factors-reference-values.html#toc5>.

Note that Canadian data for emissions is provided in CO₂ for natural gas and no data is provided that make up the other greenhouse gases, so this number is also used as CO₂e. Also, the emission factors for natural gas and electricity vary by province.

Total natural gas consumption = 583,030 m³ = 6,150,970 kWh (assuming 1 m³ = 10.55 kWh).

Emissions = 1,126.18 tCO₂e.

Total Scope 1:

Emissions = 1,126.18 tCO₂e.

Electricity (location-based):

Total electricity consumption = 7,235,256 kWh.

Emissions = 1,361.64 tCO₂e.

Company cars

Total kilometres is 23,505 and the company vehicles are classed as 'average car, petrol'.
 23,505 x 0.16272 = 3.82 tCO₂e.
 Emissions = 3.82 tCO₂e.

Total Scope 2:

Emissions = 1,365.47 tCO₂e.

Total Scope 1+2:

Emissions = 2,491.64 tCO₂e.

Canada – Location based

Category	tCO ₂ e
Gas (Scope 1)	1,126.18
Total (Scope 1)	1,126.18
Electricity (Scope 2)	1,361.64
Company Cars (Scope 2)	3.82
Total (Scope 2)	1,365.47
Total (Scope 1 + Scope 2)	2,491.64

Canada – Market based

Category	tCO ₂ e
Gas (Scope 1)	1,126.18
Total (Scope 1)	1,126.18
Electricity (Scope 2)	0.00
Company Cars (Scope 2)	3.82
Total (Scope 2)	3.82
Total (Scope 1 + Scope 2)	1,130.00

Canada FY2025

Total (Scope 1 + Scope 2) (tCO₂e)	2,491.64
Number of centres	13.74
Intensity Ratio (tCO ₂ e per centre)	181.35

Greenhouse gas emissions data continued

Canada – Scope 3

We have calculated Scope 3 emissions for all Scope 3 categories applicable to Hollywood Bowl Group's operations in Canada. This is a total of 11 categories in addition to water supply and wastewater treatment.

Category	Category Name	tCO ₂ e
C01	Purchased Goods and Services	12,223.90
C02	Capital Goods	8,960.87
C03	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (Transmission and Distribution Losses)	426.31
C04	Upstream Transportation and Distribution	249.11
C05	Waste Generated in Operations	9.69
C06	Business Travel	90.45
C06	Business Travel (Hotel Stays – Optional)	1.96
C07	Employee Commuting	690.14
C07	Employee Commuting (Homeworking – Optional)	5.91
C09	Downstream Transportation and Distribution	627.16
C11	Use of Sold Products	1,629.08
C12	End-of-life Treatment of Sold Products	3.99
C15	Investments	420.00
Other	Wastewater Treatment	7.44
Other	Water Supply	8.77
Total		25,354.78

Excluded Categories:

- C08 Upstream Leased Assets – Hollywood Bowl Group's Canadian operations does not have any upstream leased assets, and therefore reporting for this category is not required.
- C10 Processing of Sold Products – No data available.
- C13 Downstream Leased Assets – Hollywood Bowl Group's Canadian operations does not have any downstream leased assets, and therefore reporting for this category is not required.
- C14 Franchises – Hollywood Bowl Group's Canadian operations does not own or operate any franchises, and therefore reporting for this category is not required.

Canada Scope 3 Intensity Ratio:

Total Scope 3 emissions = 25,354.78 tCO₂e.

Total Centres = 13.74.

Scope 3 Intensity Ratio = 1,845.36 tCO₂e per centre.

Canada Scope 3 – split by Xtreme Bowling Entertainment, Striker Installations Inc, Striker Bowling Solutions (there is the possibility for some overlap in emissions between Striker Installations Inc and Striker Bowling Solutions. For example, some emissions recorded under Striker Installations Inc may actually originate from Striker Bowling Solutions (and vice versa); however, the methodology ensures that no emissions are double counted).

	Xtreme Bowling Entertainment	Striker Installations Inc	Striker Bowling Solutions	Total
Total Scope 3 Emissions (tCO₂e)	16,681.37	7,662.13	1,011.27	25,354.78
tCO₂e per centre	1,214.10			1,845.36

Scope	UK	Canada	Combined
Scope 1 (tCO ₂ e)	355.18	1,126.18	1,481.36
Scope 2 (tCO ₂ e)	3,520.64	1,365.47	4,886.11
Scope 1+2 (tCO ₂ e)	3,875.82	2,491.64	6,367.47
Scope 3 (tCO ₂ e)	31,089.26	25,354.78	56,444.04
Total (tCO₂e)	34,965.08	27,846.42	62,811.50

UK

Total Electricity and Gas Usage

Scope	Electricity (kWh)	Gas (kWh)	Total Energy (kWh)	Number of Centres
FY2022	17,857,086	2,945,207	20,802,293	69
FY2023	16,713,202	2,415,585	19,128,787	70
FY2024	18,805,491	1,876,123	20,681,614	72
FY2025	19,813,008	1,354,537	21,167,545	77

- Electricity excludes solar generated electricity exported to grid and electricity from Hemel Support Centre where data is unavailable.
- Bracknell electricity not included in FY2025 as data not available from landlord.
- We have seen our electricity consumption naturally increase compared to FY2024 due to the opening of new centres. We have also included data from landlord centres in FY2025 which have been included since FY2024 (Belfast, Bracknell and London O2, Bracknell not included in FY2025).

Greenhouse gas emissions data continued

Scope 1 and 2 Emissions

	Scope 1	Scope 2	Scope 1+2	Intensity Ratio (Scope 1+2 tCO ₂ e per centre)
FY2022	541.5	3,373.8	3,915.3	61.70
FY2023	647.45	3,377.00	4,024.44	61.00
FY2024	395.90	3,645.09	4,040.99	56.80
FY2025	355.18	3,520.64	3,875.82	53.00

Canada

Total Electricity and Gas Usage

	Electricity (kWh)	Gas (kWh)	Total Energy (kWh)	Number of Centres
FY2022	953,709	248,467	1,202,176	6
FY2023	3,619,113	2,589,139	6,208,252	9
FY2024	5,050,583	3,373,344	8,423,927	13
FY2025	7,325,256	6,150,970	13,386,227	15

Scope 1 and 2 Emissions

	Scope 1	Scope 2	Scope 1+2	Intensity Ratio (Scope 1+2 tCO ₂ e per centre)
FY2022	45.20	26.90	72.10	34.3
FY2023	473.76	402.64	876.40	97.40
FY2024	619.81	744.31	1,364.12	123.10
FY2025	1,126.18	1,365.47	2,491.64	181.30

Electricity Usage

Our commitment to efficiently and ethically use natural resources is ongoing.

In the UK, all our directly purchased electricity is 100% renewable and is fully backed by REGOs (Renewable Energy Guarantees of Origin). In Canada, all directly purchased electricity starting from 1 October 2024 is 100% renewable and is fully backed by RECs (Renewable Energy Certificates).

We have reduced our UK Intensity Ratio for Scope 1+2 by 8.7 tCO₂e per centre or by 14.1 % for FY2025 compared to FY2022.

UK Waste Recycling

We recycle the waste that we produce as this is part of our commitment to mitigate against the environmental impacts of our operations. In FY2019 we recycled 67.3% of our waste and this has increased to 83.5 % for FY2025. All of our waste is 100% diverted from landfill.

	General	Glass	Mixed Recycling / Organic
FY2022	4,581.06	2,106.72	13,542.48
FY2023	3,824.22	2,107.44	16,227.30
FY2024	3,922.52	2,298.62	17,590.30
FY2025	4,013.70	2,240.00	18,629.90

	General	Recycling	Total Waste	Recycling Percentage
FY2022	4,581.06	15,649.20	20,230.26	77.4%
FY2023	3,824.22	18,334.74	22,158.96	82.7%
FY2024	3,922.52	19,888.92	23,811.44	82.9%
FY2025	4,013.70	20,869.90	24,883.60	83.5%

All waste data supplied by Biffa.

This excludes data from centres where the landlord manages the waste streams.

Waste data is for UK only.