



DAVE & BUSTER'S ENTERTAINMENT, INC. SUPPLIER CODE OF BUSINESS CONDUCT

(Updated April 3, 2025)

Dave & Buster's Entertainment, Inc. and/or its affiliates and subsidiaries (collectively "Dave & Buster's"), is committed to doing business in an ethical and socially responsible manner. This includes complying with all applicable laws and regulations. We hold to these same standards any entities and individuals, including agents, independent contractors, brokers, vendors, suppliers, consultants, and the like (collectively, "Suppliers"), who perform work, deliver services, or provide goods to Dave & Buster's.

Suppliers should be familiar with and honor the spirit of our Code of Business Conduct and Ethics (which can be found on our website at ir.daveandbusters.com/corporate-governance). We specifically require all Suppliers to comply with this Supplier Code of Business Conduct (the "Code"). Dave & Buster's understands that Suppliers are independent businesses, but their actions may impact and reflect upon Dave & Buster's. All Suppliers must educate employees, consultants, agents, representatives and subcontractors about the Code to ensure compliance in connection with work performed for Dave & Buster's. Dave & Buster's reserves the right to terminate any agreement with any Supplier for a breach of this Code that is not cured on 30 days' notice. Dave & Buster's may request information from any Supplier to verify its compliance with this Code, and Suppliers must cooperate in a timely manner with any such request. At any time, Dave & Buster's may request recertification to this Code and documentation of audits performed in accordance with industry best practices to evidence ongoing compliance. Failure to cooperate with such a verification or recertification request may constitute a breach of this Code.

LEGAL COMPLIANCE AND BUSINESS PRACTICES

Suppliers must comply with all laws and regulations applicable to their business. Dave & Buster's also expects our Suppliers to conduct business ethically and pursuant to best practices in our industry. Below is a nonexhaustive set of relevant laws and business practices Suppliers must follow in performing services related to Dave & Buster's:

Employment Practices: Dave & Buster's has a strong commitment to treating its employees fairly, and with dignity and respect. We believe in doing business with suppliers who share this commitment, and we expect suppliers to comply with all applicable employment laws and to support fundamental human rights for all people. Our expectations include:

- Child labor. Every worker employed by a supplier must meet the applicable minimum legal age. Each supplier must comply with applicable child labor laws, including those related to hiring, wages, hours worked, overtime and working conditions.

- Working hours. Suppliers must ensure that all employees' working hours are in compliance with all applicable federal, state, and local laws pertaining to the number of hours and days worked. Employees are to be provided with reasonable daily and weekly work schedules and adequate allowance is to be made for time off.
- Compensation. Employees must be fairly compensated and provided with wages and benefits that comply with applicable federal, state, and local laws. This includes appropriate compensation for overtime work and other premium pay situations required by applicable laws. If local laws do not provide for overtime pay, suppliers will pay at least regular wages for overtime work.
- Discrimination, Harassment and Abuse. The Company values, honors and respects differences and diversity in its employees, guests, and suppliers. While the Company recognizes and respects that cultural differences exist and different standards apply in various countries, we expect our suppliers to provide a work environment that offers equal opportunity to its employees and that is free from unlawful discrimination or harassment and is one in which each employee is treated with dignity and respect.
- Forced Labor. Suppliers must not use involuntary labor of any kind, including prison labor, debt bondage, indentured servitude or forced labor by governments, and we will terminate our business relationship with any supplier who uses involuntary labor or purchases from any subcontractor who uses involuntary labor of any kind. If a supplier recruits foreign contract workers, the supplier must pay agency recruitment commissions and must not require any worker to remain in employment for any period of time against his or her will. Likewise, the use of physical acts to punish or coerce workers, or psychological coercion, or any other form of non-physical abuse, including threats of violence, sexual harassment or verbal abuse is strictly prohibited.
- Working Conditions. Suppliers must treat all workers with respect and dignity and provide them with a safe and healthy working environment and, where provided, living environment. Suppliers must comply with all applicable laws, codes and ordinances regarding working conditions, including worker health and safety, sanitation, fire safety, risk protection, and electrical, mechanical and structural safety. At a minimum, suppliers must provide potable drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire and emergency exits, essential life safety equipment, emergency aid kits and access to emergency medical care.
- Lawful Work Authorization: Suppliers must ensure that their employees have the requisite documentation and lawful work authorization to legally be employed in the United States.

Anti-corruption laws: Suppliers must never, directly or indirectly, offer or pay bribes to anyone, accept kickbacks, or offer anything of value—even to Dave & Buster's employees—for the purpose of improperly getting or keeping business, gaining an improper business advantage, or influencing the recipient to perform a job function improperly, even if such activities are customary

in the country where considered. Items of value may include gifts, favors, meals, entertainment, job offers, and travel. Suppliers must not use product or service discounts, equipment loans, marketing funds, or other business activity to disguise an improper payment. Suppliers also must not use other entities to make or offer payments that they are not permitted to make or offer directly.

Suppliers must also comply with any additional requirements set by the anti-corruption laws of the countries in which they conduct business, as well as all representations and warranties in their agreements with Dave & Buster's.

Business courtesies or gifts: Suppliers must not offer to Dave & Buster's employees or other third parties in connection with any Dave & Buster's-related business any courtesies or gifts, including meals or entertainment, that are inappropriate in nature (e.g. meals at an adult entertainment establishment) or that could be considered an attempt to influence the judgment of the recipient improperly (especially when extravagant or frequent). Suppliers are allowed to offer Dave & Buster's employees or other third parties meals when a legitimate business purpose exists and the cost is less than \$250 USD. Suppliers also are permitted to offer ceremonial gifts to commemorate an occasion or token gifts of low value, i.e. a plaque to celebrate a restaurant's grand opening or the signing of a supply agreement. Suppliers must not offer gifts to any government or foreign official in connection with Dave & Buster's-related business without prior written approval from the office of Dave & Buster's Chief Legal Officer. Suppliers must not accept any gifts that are over \$250 USD in value or inappropriate in nature in connection with any Dave & Buster's related business. Further, gifts should not be given or received with such frequency that it appears that an effort is being made to avoid restrictions under local law or the Company policies.

Confidential information: Suppliers are expected to safeguard the Company's confidential and proprietary information by keeping it secure, limiting access to those who have a need to know in order to do their job, and avoiding discussion of confidential and proprietary information in public areas. Suppliers must not disclose any Dave & Buster's confidential or proprietary information or trade secrets to anyone unless disclosure is required by law or in the conduct of the Supplier's lawful business. Confidential information includes all non-public information that might be of use to competitors, or harmful to Dave & Buster's or its customers, if disclosed. Examples include marketing plans and strategies, customer information, sales and marketing data, production and supply costs, pricing information, and information pertaining to business development opportunities and new products and services. Suppliers must advise their employees and representatives with access to Dave & Buster's confidential or proprietary information or trade secrets of the requirement to keep this information in confidence. Suppliers must give Dave & Buster's notice if they are required to disclose any of Dave & Buster's confidential or proprietary information or trade secrets to any third party, including any governmental entity.

Conflicts of interest: Suppliers must act objectively in business dealings involving Dave & Buster's and avoid conflicts of interest. A conflict of interest describes a circumstance that could cast doubt on whether a transaction was negotiated fairly and at arms-length. If you identify a conflict of interest or you have a question about whether a conflict of interest may exist, advise the office of Dave & Buster's Chief Legal Officer promptly.

Environment, health and safety: Suppliers must comply with all applicable environmental laws and regulations. Suppliers must demonstrate sound environmental practices. Suppliers must provide a safe and healthy work environment pursuant to applicable laws and regulations.

Fair competition and antitrust laws: Suppliers must comply with applicable fair competition and antitrust laws. These laws generally prohibit anti-competitive behavior and unfair business practices. Examples of activities that violate competition laws are agreements (written or oral) to fix or control prices or bidding, allocate markets, or make false and/or misleading statements about your or a competitor's products, services, or business.

Financial responsibility: Suppliers must document accurately, timely, and fully all Dave & Buster's-related transactions. Suppliers must not: make false or misleading accounting entries or documents; maintain secret or unrecorded funds or assets; enter unauthorized side agreements; make a payment knowing it will be used for a purpose other than the stated purpose; or sign, create or request documents that are inaccurate, untruthful or misleading. Expenditures related to Dave & Buster's transactions must be reasonable, customary, done in the ordinary and proper course of business, appropriate to the circumstances, and in compliance with the standards of the recipient's organization and this Code. Supporting documents for all Dave & Buster's-related transactions must be kept pursuant to applicable laws and made available for review by Dave & Buster's on reasonable notice.

Food and Product safety: Suppliers of food products or ingredients, games and amusements, prize merchandise, and any other product offered or sold to Dave & Buster's Guests must ensure that their products or ingredients meet all quality and safety standards, are safe for human consumption or use, and comply with all applicable food and product quality and safety requirements and specifications under applicable laws.

Sustainability: Suppliers are expected to comply with all applicable laws and regulations regarding the use of natural resources and to otherwise to use good faith efforts to use those natural resources in a sustainable way, including, freshwater and wastewater management, soil management in agricultural and construction operations, energy reduction and fossil fuel usage, material and food waste reduction, packaging and recycling, solid waste reduction, emissions from manufacturing, processing and transportation, responsible construction and development, protection of forests and high conservation value areas, hazardous material handling and disposal, and responsible sourcing of raw materials.

Interaction with foreign and domestic government officials or regulators: Suppliers must not interact with foreign or domestic government entities or government officials on behalf of Dave & Buster's (or its individual brands) without prior written approval from Dave & Buster's. All interactions with government officials or representatives of regulatory entities related to Dave & Buster's business, including individual brands, must be transparent, honest, and permitted by applicable laws.

Trade and export laws: Suppliers must comply with applicable U.S. and local trade control and export and import laws, in connection with Dave & Buster's related business.

SUPPLIER RESPONSIBILITY

Dave & Buster's expects our Suppliers to ensure compliance with this Code by the Supplier's employees. Where applicable laws are less restrictive than this Code, Suppliers must comply with this Code, even if their conduct would otherwise be legal. If applicable laws are more restrictive than this Code, Suppliers must always, at minimum, comply with those laws. The language in this Code may be in addition to, and not in lieu of the statements of, any legal agreement or contract between a Supplier and Dave & Buster's.

Suppliers have a responsibility to report any actual or potential ethical or legal compliance issues to Dave & Buster's, including any possible non-compliance with this Code, any supplier agreement, or applicable laws. Suppliers must also promptly report any unethical behavior by any Dave & Buster's employee. To raise a concern, Suppliers may use the Human Resources Hotline and/or the Anonymous Hotline for our whistleblower policy. Concerns may also be made, 24 hours a day, by using the Company's Human Resources Hotline at 1-800-362-2515 and/or the Anonymous Hotline at 1- 888-400-4445 or <https://daveandbusters.alertline.com>. The Anonymous Hotline is operated by an outside, independent service provider.

All reports (helpline number and web) may be submitted anonymously if permitted by applicable local law.

Dave & Buster's prohibits any retaliation against any individual who, in good faith, reports questionable behavior or non-compliance with this Code.