

EMPLOYEE STOCK PURCHASE PLAN ENROLLMENT/MANAGEMENT INSTRUCTIONS



PURPOSE

The **Mister Car Wash, Inc. Employee Stock Purchase Plan (ESPP)** allows employees to authorize payroll deductions to buy shares of Mister common stock. This document provides instructions for eligible team members who want to enroll in the ESPP or change their contribution amount.

Existing Participants



If you want to change your contribution amount but ***have not*** activated your E-Trade/Morgan Stanley At Work account, start here on page 1.

If you want to change your contribution amount and ***have*** activated your E-Trade/Morgan Stanley At Work account, skip to page 4.

If you ***do not want to change*** your contribution Election amount no action is needed.

PROCEDURE

Enrolling in the ESPP or Changing Your Contribution Amount (E-Trade/Morgan Stanley At Work Account Not Activated)

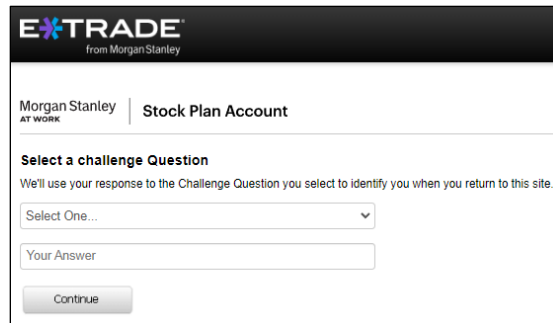
Follow the procedure below to enroll in the ESPP or change your contribution amount.

1. Navigate to **etrade.com/enroll**.
2. At the login screen, complete the fields according to the example below. Note that you will need to enter your seven-digit employee ID number as your "Employee ID". Once all fields are entered, including the character match field, click "Continue".

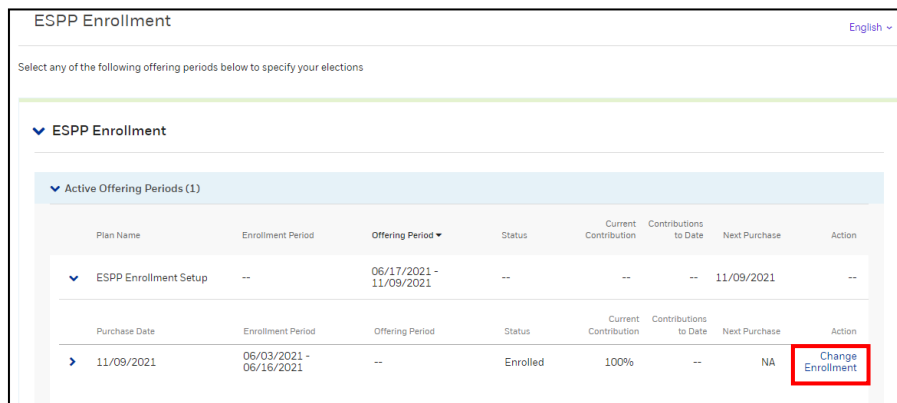
Field Label	Value
Company ticker symbol	MCW
Last Name	Doe
ID Type	Employee ID
Character Match	1234567

3. **Existing participants:** You will be asked to answer the challenge question you set up during initial enrollment. Enter your answer and click "Continue".

First-time participants: Select a challenge question and enter your answer. Remember your answer for future logins.



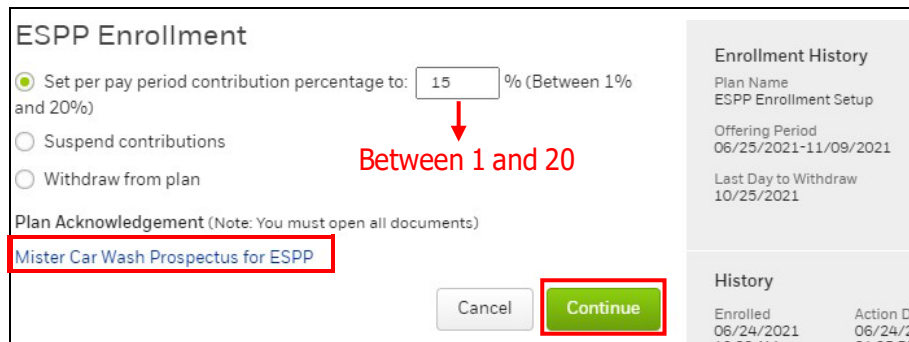
4. On the next screen, click "Change Enrollment".



Plan Name	Enrollment Period	Offering Period	Status	Current Contribution	Contributions to Date	Next Purchase	Action
ESPP Enrollment Setup	--	06/17/2021 - 11/09/2021	--	--	--	11/09/2021	--
	Purchase Date	Enrollment Period	Offering Period	Status	Current Contribution	Contributions to Date	Next Purchase
	11/09/2021	06/03/2021 - 06/16/2021	--	Enrolled	100%	--	NA

5. **Existing participants:** Enter the pay percentage you want to contribute during the new "Offering Period" (must be a whole number between 1 and 20). Then, click "Continue".

First-time participants: Change the percentage from zero (the default) to the percentage you are comfortable withholding from each paycheck. Next, click "Mister Car Wash Prospectus for ESPP" and read the prospectus. Then, click "Continue".



ESPP Enrollment

Set per pay period contribution percentage to: % (Between 1% and 20%)

Suspend contributions

Withdraw from plan

Plan Acknowledgement (Note: You must open all documents)

[Mister Car Wash Prospectus for ESPP](#)

Enrollment History

Plan Name
ESPP Enrollment Setup

Offering Period
06/25/2021-11/09/2021

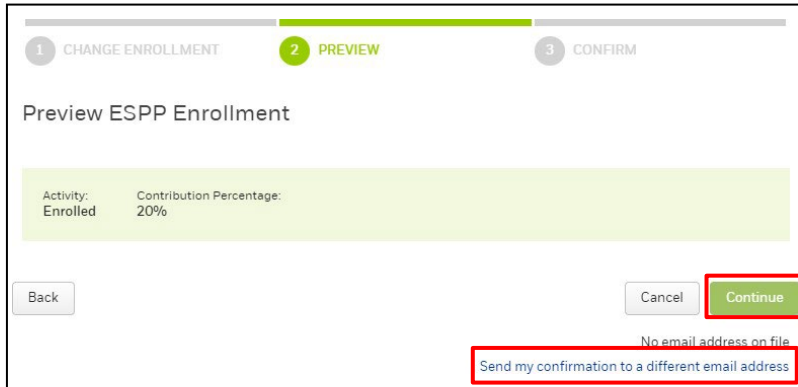
Last Day to Withdraw
10/25/2021

History

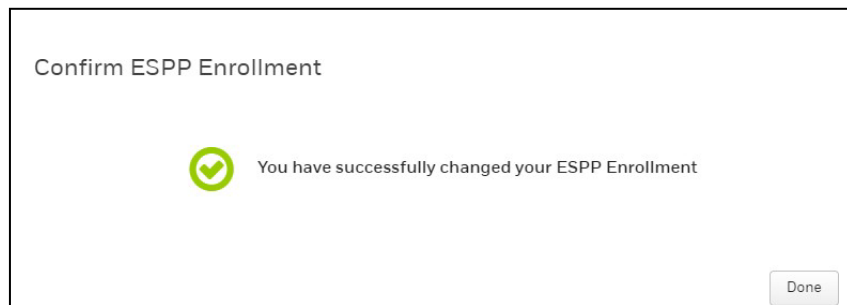
Enrolled	Action Date
06/24/2021 12:00 AM	06/24/2021 01:05 PM

6. **Existing participants:** Verify the new contribution amount is correct and then click "Continue" to go to the confirmation screen.

First-time participants: On the preview screen, click "Send my confirmation to a different email address" and enter your preferred email address. Next, verify your contribution amount is correct. Then, click "Continue" to go to the confirmation screen.



7. You will see a confirmation screen. Click "Done".

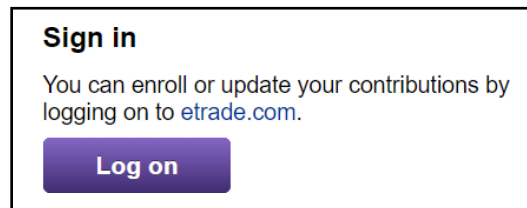


8. You will return to the enrollment screen where you will see your new election. Your enrollment is complete, and you can close the page. Your payroll deductions will begin on the first pay date following the close of the enrollment period.

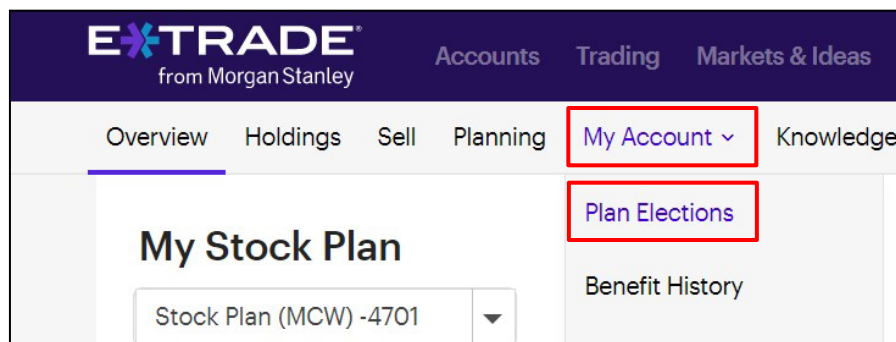
Changing Your Contribution Amount (E-Trade/Morgan Stanley At Work Account Activated)

If you have activated your E-Trade/Morgan Stanley At Work account, follow the procedure below to change your contribution amount.

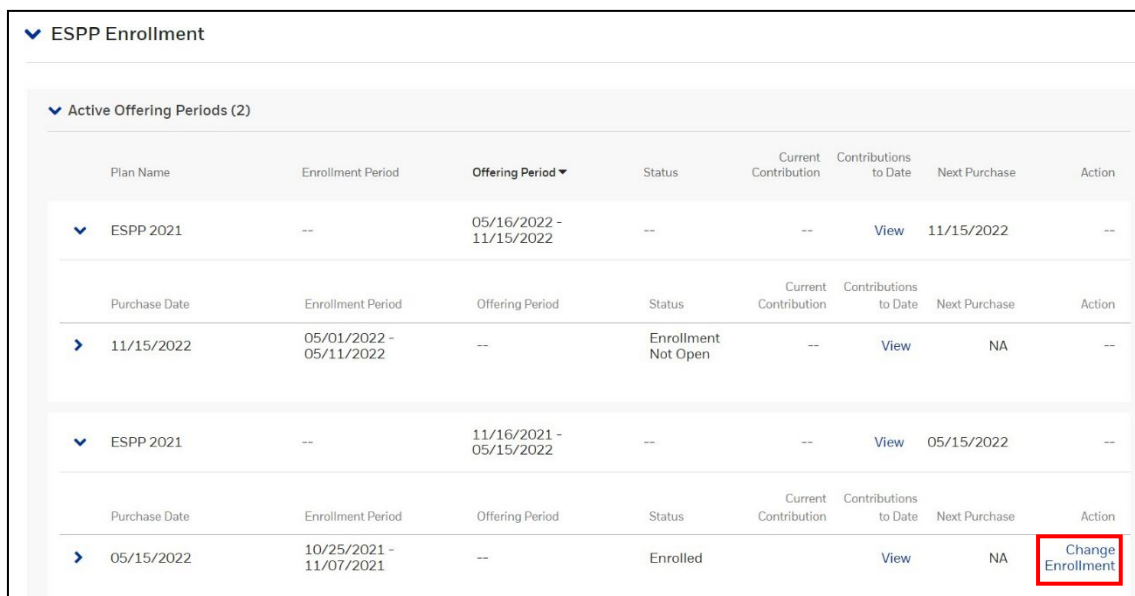
1. Navigate to **etrade.com/enroll**.
2. Click "Log on" and enter your user ID and password.



3. Click the *My Account* tab and select "Plan Elections".



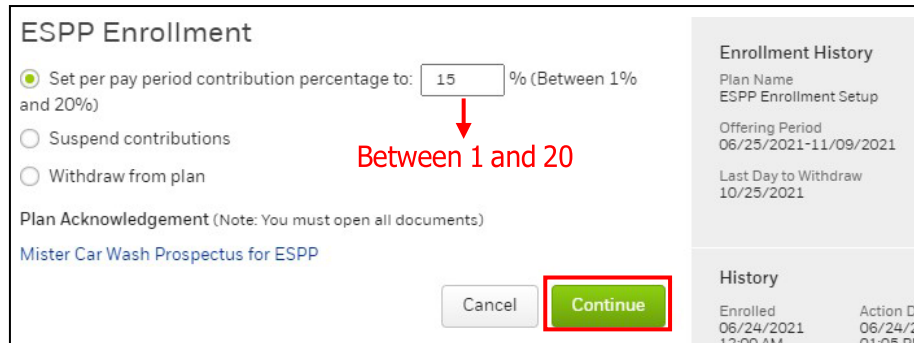
4. Click "Change Enrollment".



The screenshot shows the "ESPP Enrollment" section of the website. It features a table with columns for Plan Name, Enrollment Period, Offering Period, Status, Current Contribution, Contributions to Date, Next Purchase, and Action. The table lists two active offering periods for ESPP 2021. The second offering period has a purchase date of 05/15/2022 and a status of "Enrolled". The "Change Enrollment" link in the Action column for this row is highlighted with a red box.

Plan Name	Enrollment Period	Offering Period	Status	Current Contribution	Contributions to Date	Next Purchase	Action	
ESPP 2021	--	05/16/2022 - 11/15/2022	--	--	View	11/15/2022	--	
	Purchase Date	Enrollment Period	Offering Period	Status	Current Contribution	Contributions to Date	Next Purchase	Action
	11/15/2022	05/01/2022 - 05/11/2022	--	Enrollment Not Open	--	View	NA	--
ESPP 2021	--	11/16/2021 - 05/15/2022	--	--	View	05/15/2022	--	
	Purchase Date	Enrollment Period	Offering Period	Status	Current Contribution	Contributions to Date	Next Purchase	Action
	05/15/2022	10/25/2021 - 11/07/2021	--	Enrolled	View	NA	Change Enrollment	

5. Enter the pay percentage you want to contribute during the new "Offering Period". You must select a whole number (no decimals) between 1 and 20. Then, click "Continue".



ESPP Enrollment

Set per pay period contribution percentage to: % (Between 1% and 20%)
 Suspend contributions
 Withdraw from plan

Plan Acknowledgement (Note: You must open all documents)
[Mister Car Wash Prospectus for ESPP](#)

Enrollment History

Plan Name
ESPP Enrollment Setup

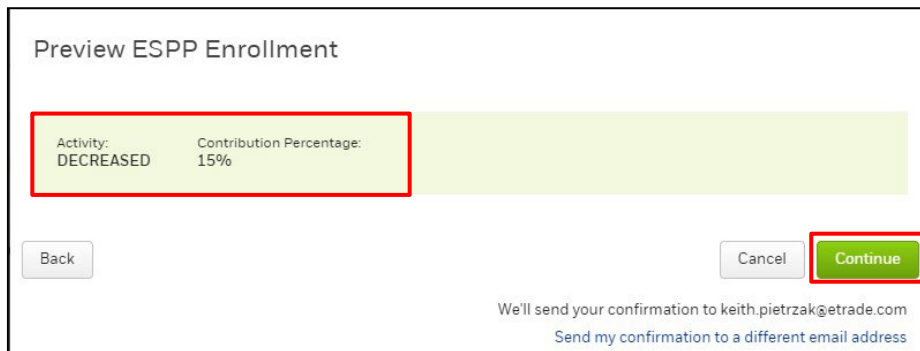
Offering Period
06/25/2021-11/09/2021

Last Day to Withdraw
10/25/2021

History

Enrolled	Action Date
06/24/2021 12:00 AM	06/24/2021 01:05 PM

6. Verify the change is correct and click "Continue".

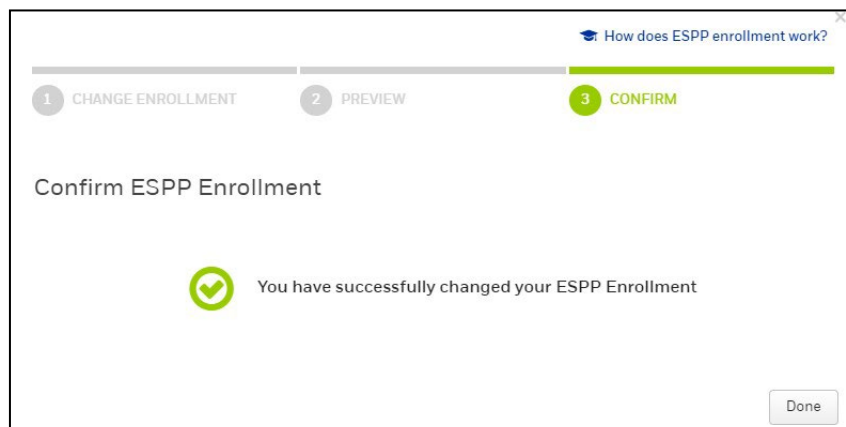


Preview ESPP Enrollment

Activity: DECREASED Contribution Percentage: 15%

We'll send your confirmation to keith.pietrzak@etrade.com
[Send my confirmation to a different email address](#)

7. You will see a confirmation screen. Click "Done".



How does ESPP enrollment work?

1 CHANGE ENROLLMENT 2 PREVIEW 3 CONFIRM

Confirm ESPP Enrollment

You have successfully changed your ESPP Enrollment

8. You will return to the enrollment screen where you will see your new election. Your enrollment is complete, and you can close the page. Your payroll deductions will begin on the first pay date following the close of the enrollment period.