

# ESG DATA TABLE



## INTRODUCTION

This ESG Data Table covers Topgolf Callaway Brands' fiscal year FY2021 from January 1, 2021 to December 31, 2021, and fiscal year FY2022 from January 1, 2022 to December 31, 2022.

With Callaway's merger with Topgolf in March 2021, standardized practices for collecting and integrating data across all subsidiaries remain in development. For the ESG Data Table, Callaway and Topgolf data is disclosed separately, unless otherwise stated. Franchises are not included in this report because they are independently run businesses. All costs and financial figures throughout the report are provided in U.S. Dollars, unless otherwise noted.

Topgolf Callaway Brands did not seek external assurance from third parties with respect to the information in this report. The data presented in this ESG Data Table has been internally collected, reviewed, and validated for completeness and accuracy.

For any questions related to this ESG Data Table, please contact [GlobalSustainability@tcbrands.com](mailto:GlobalSustainability@tcbrands.com).

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# ESG DATA TABLE

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
<b>ENVIRONMENT</b>				
<b>Emissions<sup>1,2</sup></b>				
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Energy CO <sub>2</sub> e emissions equivalent (natural gas)	Metric tons of CO <sub>2</sub> e	9,190	8,740
	Energy CO <sub>2</sub> e emissions equivalent (electricity)	Metric tons of CO <sub>2</sub> e	13,140	13,130
	Emissions equivalent intensity (natural gas and electricity)	Ratio (CO <sub>2</sub> e/\$1M net revenue)	10.9	8.9
U.S. venues for Topgolf	Energy CO <sub>2</sub> e emissions equivalent (natural gas) <sup>3</sup>	Metric tons of CO <sub>2</sub> e	34,977	54,964
	Energy CO <sub>2</sub> e emissions equivalent (electricity) <sup>3</sup>	Metric tons of CO <sub>2</sub> e	24,499	50,726
	Emissions equivalent intensity (natural gas and electricity) <sup>3</sup>	Ratio (CO <sub>2</sub> e/\$1M net revenue)	54.7	68.2
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	NO <sub>x</sub>	Kilograms	3,510	3,088
	SO <sub>x</sub>	Kilograms	33	18
	Persistent organic pollutants (POP)	Kilograms	0	0
	Volatile organic compounds (VOC)	Kilograms	63,660	51,286

<sup>1</sup>As we strive to improve and fine-tune our data collection procedures and calculation methodologies, the emissions data presented here may undergo updates in the future.

<sup>2</sup>The emissions data published in the 2021 ESG Data Table was calculated using the EPA greenhouse gas equivalencies calculator. We have since updated our calculation methodology by using the GHG protocol tool for both 2021 and 2022.

<sup>3</sup>With the ongoing expansion of Topgolf, we have observed a rise in emissions coinciding with the opening of new venues. Notably, 8 out of the 12 new venues launched in 2022 were situated in colder regions. In these colder climates, we anticipate an increase in the intensity of emissions due to the heightened energy requirements for heating. Additionally, the cold winter in 2022 resulted in an increase in energy consumption across our venues.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
	Hazardous air pollutants (HAP)	Kilograms	3,100	2,782
	Other standard categories of air emissions identified in relevant regulations	Kilograms	33,200	24,362
<b>Energy<sup>4</sup></b>				
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Natural gas consumption	Gigajoules	183,000 <sup>5</sup>	162,000
Monterrey, Mexico manufacturing facility, Carlsbad headquarters and North American Distribution Center	Propane consumption	Gallons	8,258	8,343
Callaway Golf U.S. fleet vehicles	Gasoline consumption	Gallons	112,405	116,441
Carlsbad headquarters, TravisMathew headquarters, Jack Wolfskin locations in Germany, and Callaway Golf U.K. corporate office	Electricity consumption from renewable sources	Megawatt-hours	15,908	23,534 <sup>6</sup>
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total electricity consumption	Megawatt-hours	49,090	53,360
	Energy intensity	Ratio (MWh/\$1M net revenue)	24	22
U.S. venues for Topgolf <sup>7</sup>	Natural gas consumption	Gigajoules	864,000	1,137,000
	Total electricity consumption	Megawatt-hours	104,232	120,399
	Energy intensity	Ratio (MWh/\$1M net revenue)	95.8	121

<sup>4</sup>As we continuously improve our data collection procedures, the energy data presented here may be subject to updates in future data tables.

<sup>5</sup>We improved our data collection processes in 2022 and identified that the natural gas consumption was underreported in 2021. This data may be updated in the future as we obtain more accurate data.

<sup>6</sup>In 2022, we enhanced our approach to tracking renewable energy consumption. Notably, renewable energy consumption at our facilities in the UK and across Jack Wolfskin operations had not been fully accounted for in this metric in the 2021 reporting.

<sup>7</sup>With the ongoing expansion of Topgolf, we have observed a rise in energy consumption coinciding with the opening of new venues. Notably, 8 out of the 12 new venues launched in 2022 were situated in colder regions. In these colder climates, we anticipate an increase in energy consumption due to the heightened energy requirements for heating. Additionally, the cold winter in 2022 resulted in an increase in energy consumption across our venues.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
<b>Water</b>				
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total water consumption	Megaliters	171	189
	Water intensity <sup>8</sup>	Ratio (ML/\$1M net revenue)	0.1	0.1
U.S. venues for Topgolf	Total water consumption	Megaliters	833	1,146
	Water intensity <sup>9</sup>	Ratio (ML/\$1M net revenue)	0.8	1.1
<b>Waste</b>				
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	Total waste and recycling	Metric tons	6,086	5,276
	Hazardous waste	Metric tons	1,195	568
	<i>Recycled/Recovered</i>	Metric tons	911	352
	<i>Landfill/Incineration</i>	Metric tons	284	216
	Non-hazardous waste	Metric tons	4,891	4,708
	<i>Landfill</i>	Metric tons	3,325	3,124
	<i>Recycled</i>	Metric tons	1,566	1,584
<b>Environmental Compliance</b>				
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: <sup>10</sup>	#	0	0
	<i>Total monetary value of significant fines</i>	USD	0	0
	<i>Total number of non-monetary sanctions</i>	#	0	0
	<i>Cases brought through dispute resolution mechanisms</i>	#	0	0

<sup>8</sup>Rounded number <sup>9</sup>Rounded number

<sup>10</sup>In 2022, during the transition period between boiler contractor services, we received a fine of \$1,200 for failing to tune the boiler at Carlsbad HQ as required by the permit. Once the new contractor was trained properly, this was resolved. This incidence was not reported in this data table because it was immaterial to the business.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
<b>Supplier Environmental Assessment</b>				
Global suppliers for Callaway, OGIO, and TravisMathew	New suppliers that were screened using environmental criteria	#	36	23
	Percent of suppliers that were screened using environmental criteria	%	100	100
	Number of suppliers assessed for environmental impacts (within our audit cycle) <sup>11</sup>	#	75	100
	<i>Cambodia</i>	#	1	1
	<i>China</i>	#	42	54
	<i>Bangladesh</i>	#	3	3
	<i>Indonesia</i>	#	8	11
	<i>Japan</i>	#	1	1
	<i>Korea</i>	#	1	1
	<i>Myanmar</i>	#	1	2
	<i>Peru</i>	#	1	3
	<i>Taiwan</i>	#	1	3
	<i>Thailand</i>	#	2	3
	<i>Vietnam</i>	#	14	17

<sup>11</sup>This metric reflects the number of suppliers that was audited within our audit cycle, which is 2 years for environmental and social audits. As of the end of 2021, 75 suppliers were audited in 2020 and 2021. As of the end of 2022, 100 suppliers were audited in 2021 and 2022.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
	Number of suppliers identified as having significant actual and potential negative environmental impacts <sup>12</sup>	#	0	0
	Significant actual and potential negative environmental impacts identified in the supply chain	#	0	0
<b>SOCIAL</b>				
<b>Workforce Composition</b>				
Global employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total number of employees worldwide (full-time and part-time)	#	4,736	6,163
Global employees for Topgolf	Total number of employees worldwide (full-time and part-time)	#	19,871	26,709
<b>Employee Diversity</b>				
U.S. employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total number of employees (full-time and part-time)	#	2,052	2,641
	<i>Women</i>	%	32	32
	<i>Men</i>	%	68	68
	<i>&lt; 40 years old</i>	%	56	58
	<i>&gt; = 40 years old</i>	%	44	42
	<i>Non-white</i>	%	38	41
U.S. employees for Topgolf	Total number of employees (full-time and part-time)	#	19,234	25,699
	<i>Women</i>	%	47	45
	<i>Men</i>	%	51	48
	<i>Gender Not Specified</i>	%	2	7

<sup>12</sup>In our 2021 data table, we initially reported that two suppliers were potentially having significant environmental impacts due to outdated or missing permits. In the subsequent year, 2022, we identified four suppliers facing similar permit issues. However, after conducting a thorough review, it was determined that these suppliers do not pose any significant actual or potential environmental impacts. Consequently, we have revised this metric to reflect a value of zero for both the 2021 and 2022 reporting periods. We continue to push our suppliers to maintain proper permitting as governed by their local government.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
	<i>&lt; 40 years old</i>	%	88	89
	<i>&gt; = 40 years old</i>	%	12	11
	<i>Non-white</i>	%	47	48
<b>Labor Relations</b>				
North American employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Percentage of active workforce covered by collective bargaining agreements	%	30	27
North American employees for Topgolf	Percentage of active workforce covered by collective bargaining agreements	%	0	0
<b>Hiring</b>				
U.S. employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total number of new employee hires	#	964	1,231
	<i>Women</i>	%	37	36
	<i>Men</i>	%	63	64
	<i>&lt; 40 years old</i>	%	75	75
	<i>&gt; = 40 years old</i>	%	25	25
	<i>White</i>	%	50	52
	<i>Non-white</i>	%	48	45
	<i>Race/Ethnicity Not Specified</i>	%	2	3

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
U.S. employees for Topgolf	Total number of new employee hires	#	25,133	35,685
	<i>Women</i>	%	47	44
	<i>Men</i>	%	48	45
	<i>Gender Not Specified</i>	%	5	11
	<i>&lt; 40 years old</i>	%	94	93
	<i>&gt; = 40 years old</i>	%	6	7
	<i>White</i>	%	44	39
	<i>Non-white</i>	%	52	52
	<i>Race/Ethnicity Not Specified</i>	%	5	8
<b>Safety</b>				
North American employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Number of workers covered by an occupational health and safety management system	#	2,552	3,572
	Percentage of workers covered by an occupational health and safety management system	%	100	100
Employees and contractors working under our supervision in the U.S. for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Number of recordable work-related injuries	#	21	27 <sup>13</sup>
	Rate of recordable work-related injuries and illnesses (per 200,000 hours)	Rate	1.3	1.5
	Total number of hours worked	#	3,309,421	3,553,551
U.S. employees for Topgolf	Number of workers covered by an occupational health and safety management system	#	19,234	25,785
	Percentage of workers covered by an occupational health and safety management system	%	100	100

<sup>13</sup>The opening of the new Distribution Center has resulted in an increase in employee headcount, working hours, and the occurrence of work-related injuries. It's worth noting that our injury rates remain below the industry standard set by the Bureau of Labor Statistics, and we are actively dedicated to further enhancing our safety measures.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
U.S. employees for Topgolf	Number of recordable work-related injuries	#	291	534 <sup>14</sup>
	Rate of recordable work-related injuries and illnesses (per 200,000 hours)	Rate	2.5	3.9 <sup>14</sup>
	Total number of hours worked	#	23,136,929	27,236,291
<b>Parental Leave</b>				
U.S. employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total number of employees that were entitled to parental leave	#	2,032	2,347
	Total number of employees that took parental leave	#	51	71
	Total number of employees that returned to work in the reporting period after parental leave ended	#	48	63
U.S. employees for Topgolf	Total number of employees that were entitled to parental leave	#	10,019	11,707
	Total number of employees that took parental leave	#	80	163
	Total number of employees that returned to work in the reporting period after parental leave ended	#	59	113
<b>Training</b>				
U.S. employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Percentage of total full-time employees who received a regular performance and career development review during the reporting period	%	86	85
U.S. employees for Topgolf	Percentage of total full-time employees who received a regular performance and career development review during the reporting period	%	98	99
U.S. employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total hours of compliance training that the organization's employees have undertaken during the reporting period	#	2,201	4,171
	Total hours of leadership training that the organization's employees have undertaken during the reporting period	#	1,671	2,785

<sup>14</sup>In 2022, Topgolf began to implement an updated process relating to injury intake forms, which as a result captured an increased number of recordable work-related injuries. We can attribute this YoY increased number of recordable work-related injuries and increased rate due to the process change. These process improvements are ongoing so may create unexpected variation in future years during its implementation period.

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
U.S. employees for Topgolf	Total hours of compliance training that the organization's employees have undertaken during the reporting period	#	14,538	22,878
	Total hours of leadership training that the organization's employees have undertaken during the reporting period	#	9,682 <sup>15</sup>	900
<b>Human Rights Assessment</b>				
Topgolf Callaway Brands	Number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	#	1	N/A <sup>16</sup>
	Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	%	100	N/A
<b>Supplier Social Assessment</b>				
Global suppliers for Callaway, OGIO, and TravisMathew	Percentage of new suppliers that were screened using social criteria	%	100	100
	Number of suppliers assessed for social impacts (within our audit cycle) <sup>17</sup>	#	75	100
	Number of suppliers identified as having significant actual and potential negative social impacts	#	14	6
<b>Customer Health and Safety</b>				
Callaway, Jack Wolfskin, OGIO, Topgolf, and TravisMathew	Incidents of non-compliance with regulations resulting in a fine or penalty	#	0	0
	Incidents of non-compliance with regulations resulting in a warning	#	0	0
	Incidents of non-compliance with voluntary codes	#	0	0

<sup>15</sup>In 2021, Topgolf rolled out a new leadership training initiative, LEAD (Leading Engagement and Development), which was offered to all leaders and led to a spike in leadership training hours in that year. In 2022, only new leaders and leaders who did not complete the training in 2021 participated in the training program.

<sup>16</sup>There were no significant investment agreements or contracts in 2022.

<sup>17</sup>This metric reflects the number of suppliers that was audited within our audit cycle, which is two years for environmental and social audits. As of the end of 2021, 75 suppliers were audited in 2020 and 2021. As of the end of 2022, 100 suppliers were audited in 2021 and 2022. A country-by-county breakdown of the suppliers Callaway assessed can be found under "Supplier Environmental Assessment".

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
<b>GOVERNANCE</b>				
<b>Board Diversity</b>				
Topgolf Callaway Brands	Total number of Board members	#	13	14
	<i>Women</i>	%	23	29
	<i>Men</i>	%	77	71
	<i>&lt; 40 years old</i>	%	0	0
	<i>&gt; = 40 years old</i>	%	100	100
	<i>Non-white</i>	%	15	21
<b>Board Composition</b>				
Topgolf Callaway Brands	Number of Non-Executive Directors on Board	#	12	13
	Number of Independent Directors on Board	#	11	12
	CEO Duality	Y/N	N	N
<b>Audit Committee</b>				
Topgolf Callaway Brands	Size of Audit Committee	#	5	6
	Number of Non-Executive Directors on Audit Committee	#	5	6
	Non-Executive Audit Committee Chairperson	Y/N	Y	Y

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
<b>Compensation Committee</b>				
Topgolf Callaway Brands	Size of Compensation and Management Succession Committee	#	5	6
	Number of Non-Executive Directors on Compensation Committee	#	5	6
	Non-Executive Compensation Committee Chairperson	Y/N	Y	Y
<b>Nominating and Corporate Governance Committee</b>				
Topgolf Callaway Brands	Size of Nominating and Corporate Governance Committee	#	5	5
	Number of Non-Executive Directors on Nominating Committee	#	5	5
	Non-Executive Nominating Committee Chairperson	Y/N	Y	Y
<b>Executive Sustainability Committee</b>				
Topgolf Callaway Brands	Executive Sustainability Committee	Y/N	Y	Y
	Size of Executive Sustainability Committee	#	8	8

SCOPE	INDICATOR	UNITS	FY 2021	FY 2022
<b>POLICIES</b>				
<b>Ethics</b>				
Topgolf Callaway Brands	Anti-Bribery Ethics Policy	Y/N	Y	Y
	Business Ethics Policy	Y/N	Y	Y
	Employee Protection / Whistle Blower Policy	Y/N	Y	Y
<b>Safety and Human Rights</b>				
Topgolf Callaway Brands	Health and Safety Policy	Y/N	Y	Y
	Human Rights Policy	Y/N	Y	Y
	Conflict Minerals Policy	Y/N	Y	Y
	Policy Against Child Labor	Y/N	Y	Y
	Supplier Code of Conduct	Y/N	Y	Y

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