



Enterprise Human & Workers Rights Policy

The first guiding value in Topgolf Callaway Brands Corp.'s (together with its current direct and indirect subsidiaries, "Topgolf Callaway Brands," "we," "our," or "us") Mission Statement states:

"We conduct our global business honestly, ethically and legally, believing that good ethics is good business."

This is the foundation of our policy of respecting internationally recognized human rights throughout our global operations; a policy that considers the principles described in the United Nations Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

This guiding value also establishes our Enterprise Level Human Rights Policy and aligns with the commitments and expectations described in our Supplier Code of Conduct. Among other things, Topgolf Callaway Brands seeks to provide a workplace (including in supply chains) free from discrimination and harassment, child labor, forced labor and human trafficking, and other unsafe, unhealthful, or unlawful working conditions.

Our organization is committed to respecting and advancing women's rights and promoting an environment where all individuals are respected and empowered. We actively work to ensure that women and individuals from underrepresented groups have equitable access to opportunities, resources, and fair treatment throughout our operations. Our commitment to gender equality and diversity is fundamental to our approach, and we believe that respecting and supporting diversity strengthens both our organization and the communities we serve. We are also committed to respecting union rights as laid out in the UN Global Compact, respecting workers' freedom of association and the right collective bargaining.

This policy applies to Topgolf Callaway Brands, our suppliers, vendors and partners, security contractors, and is applied to newly acquired ventures within a reasonable period after acquisition.

Our commitment to respect internationally recognized human rights supports our value to always act with integrity and respect and to treat others the way you want to be treated. Our culture is rooted in our people and is what brings us together as a team, as an organization, and as an industry leader.

We are committed to working with our suppliers, and licensees to meet this policy's principles throughout our supply chain. Our Supplier Code of Conduct sets forth the standards we expect each supplier to meet. Our licensee agreements establish additional standards of licensee conduct.

We drive compliance with this policy by 1) using administrative controls such as contracts and agreements, 2) providing new supplier on-boarding review and approval, 3) conducting internal and third party supplier audits, 4) giving employee and supplier training and education, and 5) ensuring the process is effective and issues are remediated.

We benchmark with stakeholders such as industry associations (AAFA), NGOs (FLA, Fair Wear), and peers to understand human rights related concerns and issues. We have procedures in place to review and correct issues and concerns as appropriate. When material risks and opportunities arise, we take the opportunity to mitigate the risk in order to strengthen our processes and business.

We maintain a Compliance Committee to address compliance issues on a global basis and to develop systems and procedures that address ongoing compliance issues in the locations where we conduct operations. The Compliance Committee meets on a regular basis and the Chief Ethics Officer provides updates of key findings to our Board of Directors. A Sustainability Team also meets on a regular basis with semi-annual updates to the Executive Sustainability Committee and annual updates to the Board of Directors.

We encourage our employees to report any circumstance or action that violates, or appears to violate, the Code of Conduct, enterprise policy or applicable law. To the extent employees become aware of such an issue, we encourage them to report it. If human rights violations are suspected at one of our facilities or a supplier's facility, please contact us at corporatecompliance@tcbrands.com.

You can also report violations by calling +1 (760) 931-1771 and requesting to speak with the Chief Ethics Officer. We take all reports of violations seriously and will conduct or arrange for prompt investigations.

We will not take action against an employee who raises an ethical issue in good faith. We do not tolerate any reprisal by any individual against an employee for raising a concern or making a report in good faith.