

ESG DATA TABLE

TOPGOLF
CALLAWAY
BRANDS

INTRODUCTION

This ESG Data Table covers Topgolf Callaway Brands' fiscal year FY2024 from January 1, 2024 to December 31, 2024.

In previous ESG Data Tables, Topgolf metrics were reported separately unless otherwise noted. As we work toward standardized reporting practices, we now include certain metrics under Topgolf Callaway Brands' global operations where appropriate. To provide the most relevant metrics to our stakeholders and account for the different nature of the Topgolf business, some metrics remain separately reported. 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 obtained limited assurance for our Scope 1 and Scope 2 emissions data. Other 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@callawaygolf.com.

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ESG DATA TABLE



SCOPE	INDICATOR	UNITS	FY 2024
ENVIRONMENT			
Emissions			
Topgolf Callaway Brands	Scope 1 Emissions	Metric tons of CO ₂ e	87,167
	Scope 2 Emissions (Market-Based)	Metric tons of CO ₂ e	72,014
	Emissions intensity (Scope 1 and Scope 2)	Ratio (Metric tons of CO ₂ e/\$1M net revenue)	38
Topgolf	Scope 1 Emissions	Metric tons of CO ₂ e	78,924
	Scope 2 Emissions (Market-Based)	Metric tons of CO ₂ e	54,288
	Emissions intensity (Scope 1 and Scope 2)	Ratio (Metric tons of CO ₂ e/ Operating months)	108
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	NO _x ¹	Kilograms	259
	SO _x ¹	Kilograms	2
	Persistent organic pollutants (POP)	Kilograms	0
	Volatile organic compounds (VOC)	Kilograms	36,461
	Hazardous air pollutants (HAP)	Kilograms	1,795
	Other standard categories of air emissions identified in relevant regulations	Kilograms	19,964

¹ NO_x and SO_x emissions decreased from last year due to reduced boiler usage at our Chicopee facility.

SCOPE	INDICATOR	UNITS	FY 2024
Energy			
Topgolf Callaway Brands	Aggregated energy consumption	MWh	639,618
	<i>Renewable energy consumption</i>	MWh	6,049
	<i>Non-renewable energy consumption</i>	MWh	633,570
	<i>Renewable energy consumption</i>	%	1
	<i>Non-renewable energy consumption</i>	%	99
	Energy intensity	Ratio (MWh/\$1M net revenue)	151
	Electricity consumption	MWh	201,446
	<i>% electricity consumed from the grid</i>	%	97
	<i>Electricity consumption from renewable sources</i>	MWh	6,031
	<i>Electricity consumption from non-renewable sources</i>	MWh	195,415
Topgolf	Aggregated energy consumption	MWh	549,461
	<i>Renewable energy consumption</i>	MWh	18
	<i>Non-renewable energy consumption</i>	MWh	549,443
	<i>Renewable energy consumption</i>	%	0
	<i>Non-renewable energy consumption</i>	%	100
	Energy intensity	Ratio (MWh/operating months)	447
	Electricity consumption	MWh	148,200
	<i>% electricity consumed from the grid</i>	%	100
	<i>Electricity consumption from renewable sources</i>	MWh	0
	<i>Electricity consumption from non-renewable sources</i>	MWh	148,200
Fleet			
Topgolf Callaway Brands Global Fleet ²	Gasoline consumption	Gallons	984,878
	Diesel consumption	Gallons	78,834
	Other fuel consumption	Gallons	49,911
	% fuel from renewable energy	%	0

² Last year, this metric only covered Callaway's U.S. fleet. In this ESG Data Table, data coverage expanded to include Topgolf Callaway Brands' global fleet.

SCOPE	INDICATOR	UNITS	FY 2024
Topgolf Global Fleet	Gasoline consumption	Gallons	724,101
	Diesel consumption	Gallons	61,530
	Other fuel consumption	Gallons	24,004
	% fuel from renewable energy	%	0
Water			
Topgolf Callaway Brands	Total water consumption ³	Megaliters	1,834
	Water intensity	Ratio (ML/\$1M net revenue)	0.43
Topgolf	Total water consumption	Megaliters	1,633
	Water intensity	Ratio (ML/operating months)	1.33
Waste			
Topgolf Callaway Brands	Total waste and recycling ⁴	Metric tons	58,911
	Hazardous waste	Metric tons	611
	<i>Recycled/Recovered</i>	Metric tons	482
	<i>Landfill/Incineration</i>	Metric tons	129
	Non-hazardous waste	Metric tons	58,300
	<i>Landfill</i>	Metric tons	46,046
	<i>Recycled</i>	Metric tons	12,254
Topgolf	Total waste and recycling	Metric tons	53,997
	Hazardous waste	Metric tons	0
	<i>Recycled/Recovered</i>	Metric tons	0
	<i>Landfill/Incineration</i>	Metric tons	0
	Non-hazardous waste	Metric tons	53,997
	<i>Landfill</i>	Metric tons	43,204
	<i>Recycled</i>	Metric tons	10,793

³ The year-over-year increase in water consumption is primarily due to improved data coverage. In this disclosure, we estimated water consumption for all sites, including those without primary data, whereas prior years excluded sites without direct data.

⁴ Retail locations and Topgolf offices are excluded from the waste metrics, as their contribution is assumed to be negligible.

SCOPE	INDICATOR	UNITS	FY 2024
Environmental Compliance			
Topgolf Callaway Brands	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:	#	0
	<i>Total monetary value of significant fines</i>	USD	0
	<i>Total number of non-monetary sanctions</i>	#	0
	<i>Cases brought through dispute resolution mechanisms</i>	#	0
Supplier Environmental Assessment			
Global suppliers for Callaway, OGIO, and TravisMathew	New suppliers that were screened using environmental criteria ⁵	%	100
	Percent of suppliers that were screened using environmental criteria	%	100
	Number of suppliers assessed for environmental impacts (within our audit cycle) ⁶	#	95
	<i>Cambodia</i>	#	1
	<i>China</i>	#	31
	<i>Bangladesh</i>	#	2
	<i>Indonesia</i>	#	10
	<i>Japan</i>	#	0
	<i>Korea</i>	#	0
	<i>Myanmar</i>	#	3
	<i>Peru</i>	#	6
	<i>Taiwan</i>	#	0
	<i>Thailand</i>	#	2
	<i>Vietnam</i>	#	36
	Number of suppliers identified as having significant actual and potential negative environmental impacts ⁷	#	1
	Number of suppliers that we are working with to improve environmental performance using performance improvement plans ⁸	#	0

⁵ Tier 1 and designated tier 2 product suppliers in high and medium risk countries are in scope for our supplier audits.

⁶ This metric, along with the number of suppliers assessed for social impacts under the supplier social assessment section on page 10, reflects the number of suppliers that were audited within our audit cycle, which is 2 years for environmental and social audits.

⁷ We identified one supplier that had a delay in their environmental permitting process. The supplier is working to resolve the issue at this time.

⁸ We engage with suppliers at the executive and management levels to develop and implement improvement opportunities and monitor progress. We then re-evaluate performance every 6 months until improvements are made. We work with suppliers on performance improvement plans only when critical performance issues are identified.

SCOPE	INDICATOR	UNITS	FY 2024
SOCIAL			
Workforce Composition			
Global employees for Topgolf Callaway Brands	Total number of employees worldwide (full-time and part-time)	#	28,909
Global employees for Topgolf	Total number of employees worldwide (full-time and part-time)	#	23,693
Employee Diversity			
U.S. employees for Topgolf Callaway Brands	Total number of employees (full-time and part-time)	#	26,253
	By Gender		
	<i>Women</i>	%	44
	<i>Men</i>	%	52
	<i>Gender not specified</i>	%	4
	By Age		
	<i>< 40 years old</i>	%	82
	<i>> = 40 years old</i>	%	18
	By Race		
	<i>Black or African American</i>	%	18
	<i>American Indian or Alaska Native</i>	%	1
	<i>Hispanic or Latino</i>	%	20
	<i>Asian</i>	%	5
	<i>Native Hawaiian or Other Pacific Islander</i>	%	1
	<i>Not Specified</i>	%	7
	<i>White</i>	%	45
<i>Two or More Races</i>	%	5	
	Percentage of management positions held by women	%	33
	Percentage of executive positions held by women	%	34
Labor Relations			
U.S. employees for Topgolf Callaway Brands	Percentage of active workforce covered by collective bargaining agreements ⁹	%	1
U.S. employees for Topgolf	Percentage of active workforce covered by collective bargaining agreements	%	0

⁹ The year-over-year change in the percentage of employees covered by collective bargaining agreements reflects a shift in data scope. Prior figures included employees across North America, while data in this report includes U.S.-based employees.

SCOPE	INDICATOR	UNITS	FY 2024
Hiring			
U.S. employees for Topgolf Callaway Brands	Total number of new employee hires	#	22,335
	By Gender		
	<i>Women</i>	%	40
	<i>Men</i>	%	47
	<i>Gender not specified</i>	%	12
	By Age		
	<i>< 40 years old</i>	%	80
	<i>> = 40 years old</i>	%	7
	<i>Age Not Provided</i>	%	13
	By Race		
	<i>Black or African American</i>	%	24
	<i>American Indian or Alaska Native</i>	%	1
	<i>Hispanic or Latino</i>	%	16
	<i>Asian</i>	%	3
	<i>Native Hawaiian or Other Pacific Islander</i>	%	0
	<i>Not Specified</i>	%	16
<i>White</i>	%	35	
<i>Two or More Races</i>	%	5	

SCOPE	INDICATOR	UNITS	FY 2024
U.S. employees for Topgolf	Total number of new employee hires	#	21,149
	By Gender		
	<i>Women</i>	%	41
	<i>Men</i>	%	46
	<i>Gender not specified</i>	%	13
	By Age		
	<i>< 40 years old</i>	%	80
	<i>> = 40 years old</i>	%	6
	<i>Age Not Provided</i>	%	14
	By Race		
	<i>Black or African American</i>	%	25
	<i>American Indian or Alaska Native</i>	%	1
	<i>Hispanic or Latino</i>	%	16
	<i>Asian</i>	%	3
	<i>Native Hawaiian or Other Pacific Islander</i>	%	0
	<i>Not Specified</i>	%	16
	<i>White</i>	%	34
	<i>Two or More Races</i>	%	5
Turnover			
U.S. employees for Topgolf Callaway Brands	Employee turnover rate	%	90
U.S. employees for Topgolf	Employee turnover rate	%	99
U.S. employees for Callaway, OGIO and TravisMathew	Employee turnover rate	%	29

SCOPE	INDICATOR	UNITS	FY 2024
Safety			
U.S. employees for Topgolf	Number of workers covered by an occupational health and safety management system	#	24,204
	Percentage of workers covered by an occupational health and safety management system	%	100
	Number of recordable work-related injuries	#	405
	Rate of recordable work-related injuries and illnesses (per 200,000 hours)	Rate	2.9
	Number of fatalities as a result of work-related injury	#	0
	Rate of fatalities as a result of work-related injury (per 200,000 hours)	Rate	0
	Total number of hours worked	#	27,845,520
North American employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Number of workers covered by an occupational health and safety management system	#	3,397
	Percentage of workers covered by an occupational health and safety management system	%	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	#	16
	Number of fatalities as a result of work-related injury	#	0
	Rate of fatalities as a result of work-related injury (per 200,000 hours)	Rate	0
	Rate of recordable work-related injuries and illnesses (per 200,000 hours)	Rate	1.1
	Total number of hours worked	#	2,992,702
Training			
U.S. employees for Topgolf Callaway Brands	Total hours of training that the organization's employees have undertaken during the reporting period	#	395,032
	<i>Compliance training</i>	#	111,191
	<i>Leadership training</i>	#	283,841
	Average annual hours of training per employee	#	13
	<i>Women</i>	#	11
	<i>Men</i>	#	14
	U.S. employees for Topgolf	Total hours of training that the organization's employees have undertaken during the reporting period ¹⁰	#
<i>Compliance training</i>		#	103,840
<i>Leadership training</i>		#	281,722
Average annual hours of training per employee		#	14
<i>Women</i>		#	12
<i>Men</i>		#	17

¹⁰ In 2024, Topgolf launched a large-scale leadership initiative that expanded training programs to both hourly and salaried Playmakers, driving a significant increase in leadership training hours in 2024.

SCOPE	INDICATOR	UNITS	FY 2024
Human Rights Assessment			
Topgolf Callaway Brands	Number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	#	0
	Number of operations that have been subject to human rights reviews or human rights impact assessments ¹¹	#	N/A
Supplier Social Assessment			
Global suppliers for Callaway Golf, OGIO, and TravisMathew	Percentage of new suppliers that were screened using social criteria ⁵	%	100
	Percent of suppliers that were screened using social criteria (including human rights)	%	100
	Number of suppliers assessed for social impacts (within our audit cycle)	#	95
	Number of suppliers identified with significant actual or potential negative social impacts ¹²	#	15
	Number of suppliers that we are working with to improve social performance using performance improvement plans	#	0
Customer Health and Safety			
Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Incidents of non-compliance with regulations resulting in a fine or penalty	#	0
	Incidents of non-compliance with regulations resulting in a warning	#	0
	Incidents of non-compliance with voluntary codes	#	0

¹¹ In 2024, no formal human rights assessments were conducted at our own operations. However, legal and HR teams regularly visit sites and assess compliance, including human rights considerations, on a case-by-case basis. Any concerns would be addressed through our Speak Up program. Human rights due diligence is also integrated into major investments and mergers, though no such activity occurred in 2024. Accordingly, this metric is marked N/A.

¹² Our supplier audit scoring criteria may be adjusted based on benchmarking with recognized best practices, which can lead to an increase in the number of suppliers identified as having significant actual or potential social impacts.

SCOPE	INDICATOR	UNITS	FY 2024
GOVERNANCE			
Board Diversity¹³			
Topgolf Callaway Brands	Total number of Board members	#	12
	By Gender		
	<i>Women</i>	%	25
	<i>Men</i>	%	67
	<i>Gender not specified</i>	%	8
	By Age		
	<i>< 40 years old</i>	%	8
	<i>> = 40 years old</i>	%	92
	By Race		
	<i>White</i>	%	67
	<i>Non-white</i>	%	25
	<i>Race not specified</i>	%	8
Board Composition			
Topgolf Callaway Brands	Number of Non-Executive Directors on Board	#	11
	Number of Independent Directors on Board	#	11
	CEO Duality	Y/N	N
Audit Committee			
Topgolf Callaway Brands	Size of Audit Committee	#	5
	Number of Non-Executive Directors on Audit Committee	#	5
	Non-Executive Audit Committee Chairperson	Y/N	Y
Compensation Committee			
Topgolf Callaway Brands	Size of Compensation and Management Succession Committee	#	5
	Number of Non-Executive Directors on Compensation Committee	#	5
	Non-Executive Compensation Committee Chairperson	Y/N	Y

¹³ The metrics in this section reflect board composition as of December 31, 2024. Our board composition has changed since then, and updated metrics will be included in future ESG data tables.

SCOPE	INDICATOR	UNITS	FY 2024
Nominating and Corporate Governance Committee			
Topgolf Callaway Brands	Size of Nominating and Corporate Governance Committee	#	5
	Number of Non-Executive Directors on Nominating Committee	#	5
	Non-Executive Nominating Committee Chairperson	Y/N	Y
Executive Sustainability Committee			
Topgolf Callaway Brands	Executive Sustainability Committee	Y/N	Y
	Size of Executive Sustainability Committee	#	8
POLICIES			
Ethics			
Topgolf Callaway Brands	Anti-Bribery Ethics Policy		
	Business Ethics Policy		
	Employee Protection / Whistle Blower Policy		
Safety and Human Rights			
Topgolf Callaway Brands	Health and Safety Policy		
	Human Rights Policy		
	Enterprise Level Workforce/Labor Rights Policy		
	Conflict Minerals Policy		
	Policy Against Child Labor		
	Employee Code of Conduct		
	Supplier Code of Conduct		
	Transparency in Supply Chain Act and UK Modern Day Slavery Policy		

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