

# ESG DATA TABLE



SCOPE	INDICATOR	UNITS	FY 2021
<b>ENVIRONMENT</b>			
<b>Emissions</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	5,624
	Energy CO <sub>2</sub> e emissions equivalent (electricity)	Metric tons of CO <sub>2</sub> e	34,772
	Emissions equivalent intensity (natural gas and electricity)	Ratio (CO <sub>2</sub> e/\$1M net revenue)	20
U.S. venues for Topgolf	Energy CO <sub>2</sub> e emissions equivalent (natural gas)	Metric tons of CO <sub>2</sub> e	43,508
	Energy CO <sub>2</sub> e emissions equivalent (electricity)	Metric tons of CO <sub>2</sub> e	73,900
	Emissions equivalent intensity (natural gas and electricity)	Ratio (CO <sub>2</sub> e/\$1M net revenue)	108
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	NO <sub>x</sub>	Kilograms	3,510
	SO <sub>x</sub>	Kilograms	33
	Persistent organic pollutants (POP)	Kilograms	0
	Volatile organic compounds (VOC)	Kilograms	63,660
	Hazardous air pollutants (HAP)	Kilograms	3,100
	Other standard categories of air emissions identified in relevant regulations	Kilograms	33,200

SCOPE	INDICATOR	UNITS	FY 2021
<b>Energy</b>			
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Natural gas consumption	Gigajoules	111,939
Monterrey, Mexico manufacturing facility	Propane consumption	Gallons	8,258
Callaway Golf U.S. fleet vehicles	Gasoline consumption	Gallons	112,405
Carlsbad headquarters, TravisMathew headquarters, Jack Wolfskin headquarters and warehouse, and Callaway Golf U.K. corporate office	Electricity consumption from renewable sources	Megawatt-hours	4,953
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total electricity consumption	Megawatt-hours	49,044
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Energy intensity	Ratio (MWh/\$1M net revenue)	24.0
U.S. venues for Topgolf	Natural gas consumption	Gigajoules	864,423
	Total electricity consumption	Megawatt-hours	104,232
	Energy intensity	Ratio (MWh/\$1M net revenue)	95.8
<b>Water</b>			
Global owned and leased facilities for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total water consumption	Megaliters	171
	Water intensity	Ratio (ML/\$1M net revenue)	0.1
U.S. venues for Topgolf	Total water consumption	Megaliters	833
	Water intensity	Ratio (ML/\$1M net revenue)	0.8

SCOPE	INDICATOR	UNITS	FY 2021
<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
	Total hazardous waste recycled and disposed	Metric tons	1,195
	<i>Fuel blending and energy recovery</i>	Metric tons	517
	<i>Hazardous waste recycled</i>	Metric tons	394
	<i>Incinerated</i>	Metric tons	144
	<i>Landfill</i>	Metric tons	140
	Total non-hazardous waste disposed	Metric tons	3,325
	Total waste recycled	Metric tons	2,477
	<i>Total hazardous waste recycled</i>	Metric tons	911
	<i>Total non-hazardous waste recycled</i>	Metric tons	1,566
	<i>Cardboard</i>	Metric tons	958
	<i>Metal</i>	Metric tons	62
	<i>Other (plastic, wood, green)</i>	Metric tons	546
<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:	#	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

SCOPE	INDICATOR	UNITS	FY 2021
<b>Supplier Environmental Assessment</b>			
Global suppliers for Callaway, OGIO, and TravisMathew	New suppliers that were screened using environmental criteria	#	36
	Percent of suppliers that were screened using environmental criteria	%	100
	Number of suppliers assessed for environmental impacts	#	75
	<i>Cambodia</i>	#	1
	<i>China</i>	#	42
	<i>Bangladesh</i>	#	3
	<i>Indonesia</i>	#	8
	<i>Japan</i>	#	1
	<i>Korea</i>	#	1
	<i>Myanmar</i>	#	1
	<i>Peru</i>	#	1
	<i>Taiwan</i>	#	1
	<i>Thailand</i>	#	2
	<i>Vietnam</i>	#	14
	Number of suppliers identified as having significant actual and potential negative environmental impacts	#	2
	Significant actual and potential negative environmental impacts identified in the supply chain	#	0

SCOPE	INDICATOR	UNITS	FY 2021
<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
Global employees for Topgolf	Total number of employees worldwide (full-time and part-time)	#	19,871
<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
	<i>&lt; 40 years old</i>	%	56
	<i>&gt; = 40 years old</i>	%	44
	<i>Minority</i>	%	38
U.S. employees for Topgolf	Total number of employees (full-time and part-time)	#	19,234
	<i>&lt; 40 years old</i>	%	88
	<i>&gt; = 40 years old</i>	%	12
	<i>Minority</i>	%	47
<b>Labor Relations</b>			
North American employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Percentage of active workforce covered by collective bargaining agreements	%	30
North American employees for Topgolf	Percentage of active workforce covered by collective bargaining agreements	%	0

SCOPE	INDICATOR	UNITS	FY 2021
<b>Hiring</b>			
U.S. employees for Callaway, Jack Wolfskin, OGIO, and TravisMathew	Total number of new employee hires	#	860
	< 40 years old	%	75
	> = 40 years old	%	25
	Diverse category (female, non-white, or both)	%	67
U.S. employees for Topgolf	Total number of new employee hires	#	25,133
	< 40 years old	%	94
	> = 40 years old	%	6
	Diverse category (female, non-white, or both)	%	73
<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
	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 (per 200,000 hours)	#	21
	Rate of recordable work-related injuries and illnesses	Rate	1.27
	Total number of hours worked	#	3,309,421
U.S. employees for Topgolf	Number of workers covered by an occupational health and safety management system	#	19,234
	Percentage of workers covered by an occupational health and safety management system	%	100
	Number of recordable work-related injuries (per 200,000 hours)	#	291

SCOPE	INDICATOR	UNITS	FY 2021
U.S. employees for Topgolf	Rate of recordable work-related injuries and illnesses	Rate	2.5
	Total number of hours worked	#	23,136,929
<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
	Total number of employees that took parental leave	#	51
	Total number of employees that returned to work in the reporting period after parental leave ended	#	48
U.S. employees for Topgolf	Total number of employees that were entitled to parental leave	#	10,019
	Total number of employees that took parental leave	#	80
	Total number of employees that returned to work in the reporting period after parental leave ended	#	59
<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 <sup>[1]</sup>	%	86
U.S. employees for Topgolf	Percentage of total full-time employees who received a regular performance and career development review during the reporting period <sup>[1]</sup>	%	98
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
	Total hours of leadership training that the organization's employees have undertaken during the reporting period	#	1,671

[1] Performance review data is for the 2020 review cycle, as this encompasses our most recently completed performance review cycle. Performance reviews for 2021 were not fully completed before this report was published.

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U.S. employees for Topgolf	Total hours of compliance training that the organization's employees have undertaken during the reporting period	#	14,538
	Total hours of leadership training that the organization's employees have undertaken during the reporting period	#	9,682
<b>Human Rights Assessment</b>			
Callaway Golf Company	Number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	#	1
	Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	%	100
<b>Supplier Social Assessment</b>			
Global suppliers for Callaway, OGIO, and TravisMathew	Percentage of new suppliers that were screened using social criteria	%	100
	Number of suppliers assessed for social impacts <sup>[2]</sup>	#	75
	Number of suppliers identified as having significant actual and potential negative social impacts	#	14
<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
	Incidents of non-compliance with regulations resulting in a warning	#	0
	Incidents of non-compliance with voluntary codes	#	0

[2] A country-by-county breakdown of the suppliers Callaway assessed can be found under "Supplier Environmental Assessment." We assess our suppliers for both social and environmental impacts.



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

SCOPE	INDICATOR	UNITS	FY 2021
<b>Nominating and Corporate Governance Committee</b>			
Callaway Golf Company	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
<b>Executive Sustainability Committee</b>			
Callaway Golf Company	Executive Sustainability Committee	Y/N	Y
	Size of Executive Sustainability Committee	#	8
<b>POLICIES</b>			
<b>Ethics</b>			
Callaway Golf Company	Anti-Bribery Ethics Policy	Y/N	Y
	Business Ethics Policy	Y/N	Y
	Employee Protection / Whistle Blower Policy	Y/N	Y
<b>Safety and Human Rights</b>			
Callaway Golf Company	Health and Safety Policy	Y/N	Y
	Human Rights Policy	Y/N	Y
	Conflict Minerals Policy	Y/N	Y
	Policy Against Child Labor	Y/N	Y
	Supplier Code of Conduct	Y/N	Y

Callaway  
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