

ESG DATA TABLE

INTRODUCTION

This ESG Data Table covers Callaway Golf Company's fiscal year 2025 from January 1, 2025 to December 31, 2025.

This report presents data for Callaway Golf Company and its subsidiaries. Since the divestiture of Jack Wolfskin in May 2025 and Topgolf in January 2026, we've excluded both entities from this report. All costs and financial figures throughout the report are provided in U.S. Dollars, unless otherwise noted.

Callaway Golf Company 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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Carlsbad, California 92008



ESG DATA TABLE

SCOPE	INDICATOR	UNITS	FY 2025
ENVIRONMENT			
Emissions			
Callaway Golf Company	Scope 1 Emissions	Metric tons of CO_2e	7,633
	Scope 2 Emissions (Market-Based)	Metric tons of CO_2e	13,883
	Emissions intensity (Scope 1 and 2)	Ratio (CO_2e/$1M net revenue)	10
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	NO_x	Kilograms	1,740
	SO_x	Kilograms	9.3
	Persistent organic pollutants (POP)	Kilograms	0
	Volatile organic compounds (VOC)	Kilograms	52,990
	Hazardous air pollutants (HAP)	Kilograms	6,735
	Other standard categories of air emissions identified in relevant regulations	Kilograms	28,304

SCOPE	INDICATOR	UNITS	FY 2025
Energy			
Callaway Golf Company	Aggregated energy consumption	MWh	72,179
	Renewable energy consumption	MWh	3,161
	Non-renewable energy consumption	MWh	69,018
	Renewable energy consumption	%	4
	Non-renewable energy consumption	%	96
	Energy intensity	Ratio (MWh/$1M net revenue)	35
	Electricity consumption	MWh	47,091
	% electricity consumed from the grid	%	93
	Electricity consumption from renewable sources	MWh	3,161
	Electricity consumption from non-renewable sources	MWh	43,930
Fleet			
Callaway Golf Company Global Fleet	Gasoline consumption	Gallons	263,837
	Diesel consumption	Gallons	2,841
	Other fuel consumption	Gallons	35,257
	% fuel from renewable energy	%	0

SCOPE	INDICATOR	UNITS	FY 2025
Water			
Callaway Golf Company	Total water consumption	Megaliters	149
	Water intensity	Ratio (ML/$1M net revenue)	0.07
Waste			
Callaway Golf Company	Total waste and recycling	Metric tons	4,425
	Hazardous waste	Metric tons	346
	Recycled/Recovered	Metric tons	166
	Landfill/Incineration	Metric tons	181
	Non-hazardous waste	Metric tons	4,078
	Landfill	Metric tons	2,470
	Recycled	Metric tons	1,608
Environmental Compliance			
Callaway Golf Company	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:	#	0
	Total monetary value of significant fines	USD	0
	Total number of non-monetary sanctions	#	0
	Cases brought through dispute resolution mechanisms	#	0

SCOPE	INDICATOR	UNITS	FY 2025
Supplier Environmental Assessment			
Global suppliers for Callaway Golf, OGIO, and TravisMathew	Percent of existing and new suppliers that were screened using environmental criteria (within our audit cycle)[1]	%	100
	Number of suppliers assessed for environmental impacts	#	149
	Bangladesh	#	3
	Cambodia	#	9
	China	#	44
	Indonesia	#	14
	Myanmar	#	1
	Peru	#	6
	Philippines	#	2
	Taiwan	#	3
	Thailand	#	5
	Vietnam	#	62
	Number of suppliers identified as having significant actual and potential negative environmental impacts	#	0
	Number of suppliers that we are working with to improve environmental performance using performance improvement plans	#	0

[1] 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.

SCOPE	INDICATOR	UNITS	FY 2025
SOCIAL			
Workforce Composition			
Global employees	Total number of employees worldwide (full-time and part-time)	#	4,703
Employee Diversity			
U.S. employees	Total number of employees (full-time and part-time)	#	3,208
	By Gender		
	Women	%	30
	Men	%	70
	Gender not specified	%	0
	By Age		
	<40 years old	%	56
	>=40 years old	%	44
	By Race		
	Black or African American	%	6
	American Indian or Alaska Native	%	0
	Hispanic or Latino	%	11

SCOPE	INDICATOR	UNITS	FY 2025
	Asian	%	10
	Native Hawaiian or Other Pacific Islander	%	1
	Not Specified	%	9
	White	%	60
	Two or More Races	%	3
	Percentage of management positions held by women	%	34
	Percentage of executive positions held by women	%	24
Labor Relations			
Global employees	Percentage of active workforce covered by collective bargaining agreements[2]	%	13
Hiring			
U.S. employees	Total number of new employee hires	#	846
	By Gender		
	Women	%	31
	Men	%	69
	Gender not specified	%	0

[2] 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 or U.S. only, while data in this report includes global employees.

SCOPE	INDICATOR	UNITS	FY 2025
	By Age		
	<40 years old	%	79
	>=40 years old	%	21
	Age Not Provided	%	0
	By Race		
	Black or African American	%	9
	American Indian or Alaska Native	%	1
	Hispanic or Latino	%	19
	Asian	%	10
	Native Hawaiian or Other Pacific Islander	%	1
	Not Specified	%	2
	White	%	54
	Two or More Races	%	5
Turnover			
U.S. employees	Employee turnover rate	%	35

SCOPE	INDICATOR	UNITS	FY 2025
Safety			
North American employees	Number of workers covered by an occupational health and safety management system	#	3,657
	Percentage of workers covered by an occupational health and safety management system	%	100
Employees and contractors working under our supervision in the U.S.	Number of recordable work-related injuries	#	37
	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	1.8
	Total number of hours worked	#	4,181,817
Training			
Global employees	Total hours of training that the organization's employees have undertaken during the reporting period	#	9,356
	Compliance training[3]	#	7,338
	Leadership training	#	2,018
	Average annual hours of training per employee	#	2.02
	Women	#	2.05
	Men	#	2.01

[3] Our compliance training programs cover topics such as Anti-Bribery and Corruption, Code of Conduct, Information Security, etc. Job-specific trainings are not included in the total training hours.

SCOPE	INDICATOR	UNITS	FY 2025
Human Rights Assessment			
Callaway Golf Company	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[4]	#	N/A
Supplier Social Assessment			
Global suppliers for Callaway Golf, OGIO, and TravisMathew	Percent of existing and new suppliers that were screened using social criteria, including human rights (within our audit cycle)	%	100
	Number of suppliers assessed for social impacts (within our audit cycle)	#	149
	Number of suppliers identified with significant actual or potential negative social impacts[5]	#	0
	Number of suppliers that we are working with to improve social performance using performance improvement plans[5]	#	36
Customer Health and Safety			
Callaway Golf Company	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

[4] In 2025, 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 2025. Accordingly, this metric is marked N/A.

[5] 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 and the number of suppliers that we work with on improvement plans.

SCOPE	INDICATOR	UNITS	FY 2025
GOVERNANCE			
Board Diversity[6]			
Callaway Golf Company	Total number of Board members	#	9
	By Gender		
	Women	%	33
	Men	%	67
	Gender not specified	%	0
	By Age		
	<40 years old	%	0
	>=40 years old	%	100
	By Race		
	White	%	67
	Non-white	%	33
	Race not specified	%	0

[6] The metrics in this section reflect board composition as of December 31, 2025. Our board composition has changed since then, and updated metrics will be included in future ESG data tables.

SCOPE	INDICATOR	UNITS	FY 2025
Board Composition			
Callaway Golf Company	Number of Non-Executive Directors on Board	#	8
	Number of Independent Directors on Board	#	8
	CEO Duality	Y/N	N
Audit Committee			
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
Compensation Committee			
Callaway Golf Company	Size of Compensation and Management Succession Committee	#	4
	Number of Non-Executive Directors on Compensation Committee	#	4
	Non-Executive Compensation Committee Chairperson	Y/N	Y
Nominating and Corporate Governance Committee			
Callaway Golf Company	Size of Nominating and Corporate Governance Committee	#	4
	Number of Non-Executive Directors on Nominating Committee	#	4
	Non-Executive Nominating Committee Chairperson	Y/N	Y

SCOPE	INDICATOR	UNITS	FY 2025
Executive Sustainability Committee			
Callaway Golf Company	Executive Sustainability Committee	Y/N	Y
	Size of Executive Sustainability Committee	#	6
POLICIES			
Ethics			
Callaway Golf Company	Anti-Bribery Ethics Policy		
	Business Ethics Policy		
	Employee Protection / Whistle Blower Policy		
Safety and Human Rights			
Callaway Golf Company	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		

CALLAWAY GOLF COMPANY