



# Environmental, Health & Safety Policy

Environmental policies and procedures are maintained in Callaway's enterprise level Document Management System.

Callaway Golf Company and its direct and indirect subsidiaries (collectively "Callaway") empowers employees and suppliers at all levels to promote safe and environmentally responsible practices; a policy that aligns with our core value to always act with integrity and respect. Callaway's culture is rooted in our people and is what brings us together as a team, as an organization, and as an industry leader.

To protect the environment and the health and safety of the individuals who make and use our products, Callaway is committed to conducting business in a sustainable, safe and compliant manner. We maintain a safe and healthy environment through wise leadership and intelligent policies. We set high expectations and closely track and validate our progress throughout our Company and Supply Chain. We apply the same standards and expectations to our suppliers and vendors by requiring them to:

- Comply with or exceed all applicable laws and regulations, including obtaining all required environmental permits and complying with all applicable permit conditions and regulations.
- Promote and adhere to appropriate policies, procedures and guidance, such as Callaway's Code of Conduct and Supplier Code of Conduct.

Supplier and vendor environmental, health and safety compliance is validated with audits benchmarked against recognized standards consistent with the environmental and safety principles of the UN Global Compact and ILO Guidelines.

We actively share best practices with our employees and suppliers and educate them on Callaway's policies, procedures and guidelines regarding product compliance, environmental standards, health and safety management, and other workplace issues.

Through research, development, and creativity we make innovative, high-performance golf equipment and premium lifestyle products. We actively work with our development teams to review the product and process for environmental, health and safety impacts and opportunities. We also partner with suppliers specifying approved materials and processes necessary to provide superior quality and safe products to consumers.

Callaway's commitment to bringing best-in-class product to market is reflected in our strict standards for supplier selection. We value long-term relationships with a limited number of premium suppliers, whom we regularly meet with to provide education on best practices related to environmental, health and safety, such as our restricted substance requirements and supplier

safety guidance. When gaps in implementation are identified, Callaway takes the opportunity to improve performance to close these gaps and strengthen our processes and business.

Callaway also benchmarks with industry associations, customers and third party labs to ensure our products are safe and environmentally friendly.