

gender

PAY

REPORT



topgolf.com

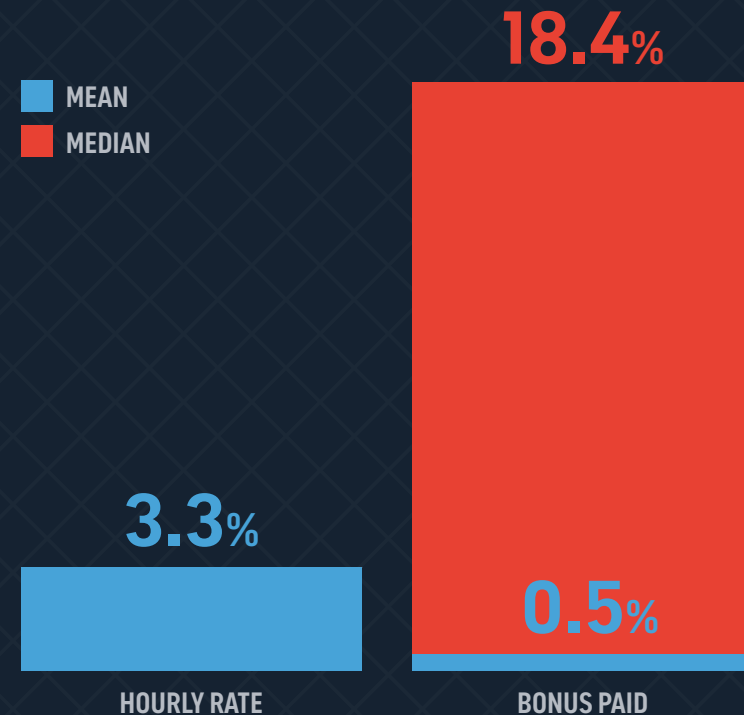
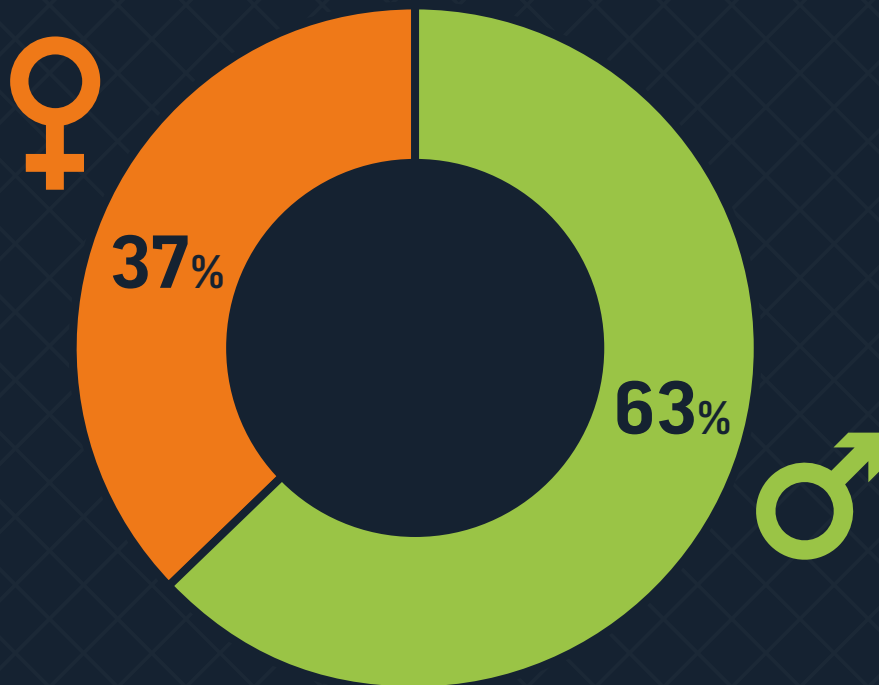
Topgolf's headcount figures were taken on the snapshot report date of 5th April 2017.

Topgolf's Hourly Pay Rates and Bonus Pay

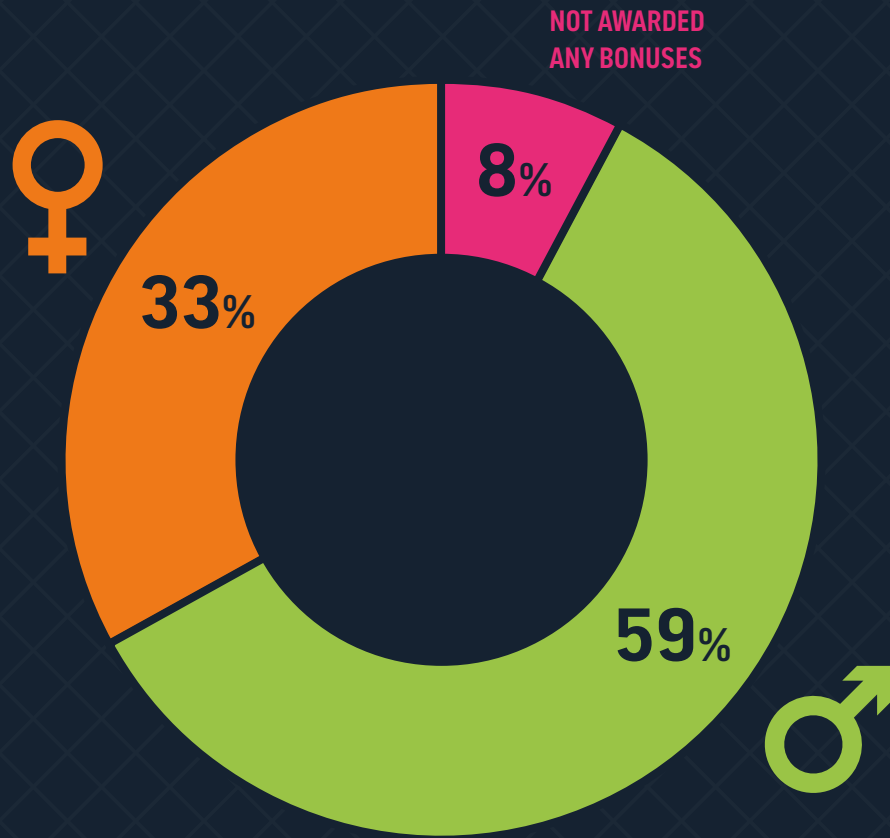
At the time of the snapshot report date:

> Topgolf had a total of 581 associates, proportioned between males and females as detailed below

> The difference between males and females for hourly pay and bonuses, at this time, was as detailed below



> The proportion of associates who received a bonus was as detailed below



> Topgolf acknowledges that there is a bonus pay gap that needs to be addressed between the amount of males who received a bonus compared to the amount of females who received a bonus.

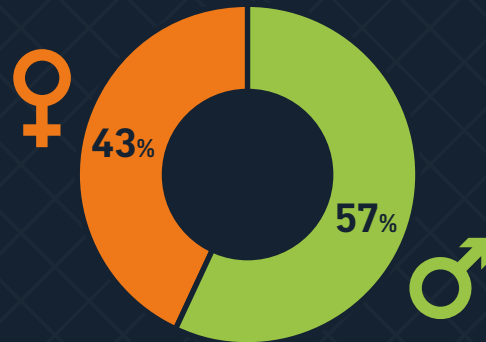
> Topgolf is committed to reasonably addressing this bonus pay gap.



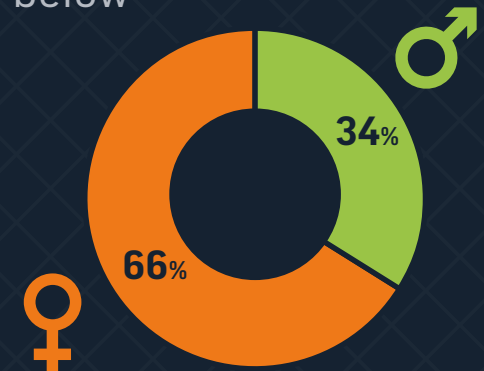
Topgolf's Pay Quartiles

At the time of the snapshot report date:

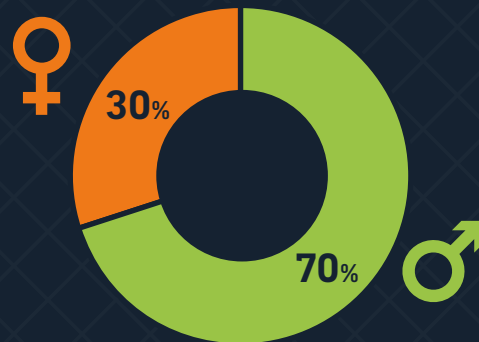
> Topgolf's **lowest pay quartile**, had a total of 145 associates, proportioned between males and females as detailed below



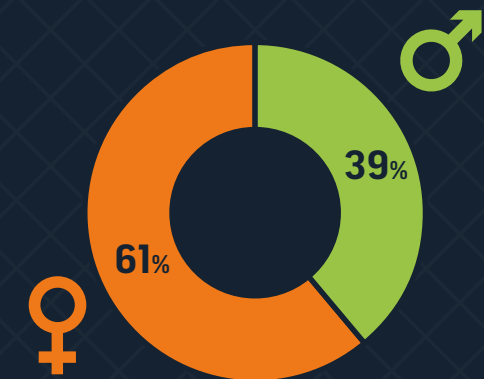
> Topgolf's **upper middle pay quartile**, had a total of 146 associates, proportioned between males and females as detailed below



> Topgolf's **lower middle pay quartile**, had a total of 145 associates, proportioned between males and females as detailed below



> Topgolf's **highest pay quartile**, had a total of 145 associates, proportioned between males and females as detailed below





**On behalf of Topgolf UK limited,
I confirm that the data within
this report is accurate.**

Dom Taylor
UK National Director of Operations



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