

***gender***

**PAY**

**REPORT**



**topgolf.com**

Topgolf's headcount figures were taken on the snapshot report date of 5th April 2018.



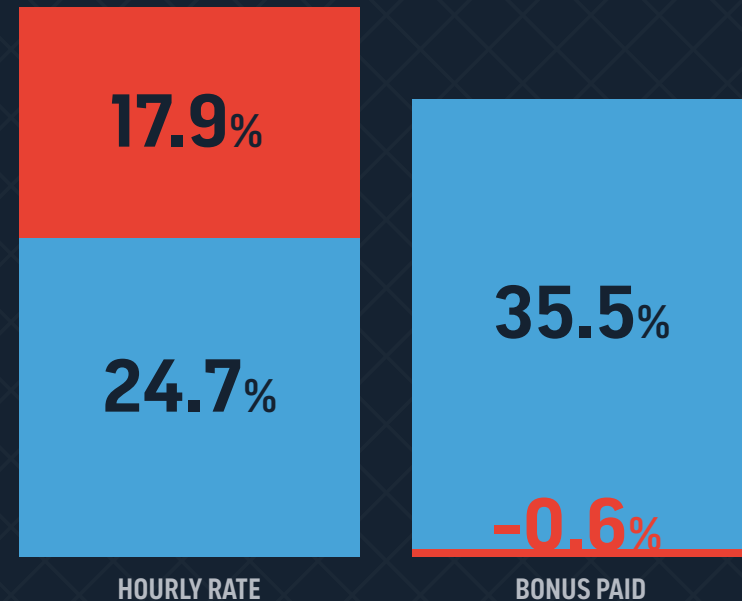
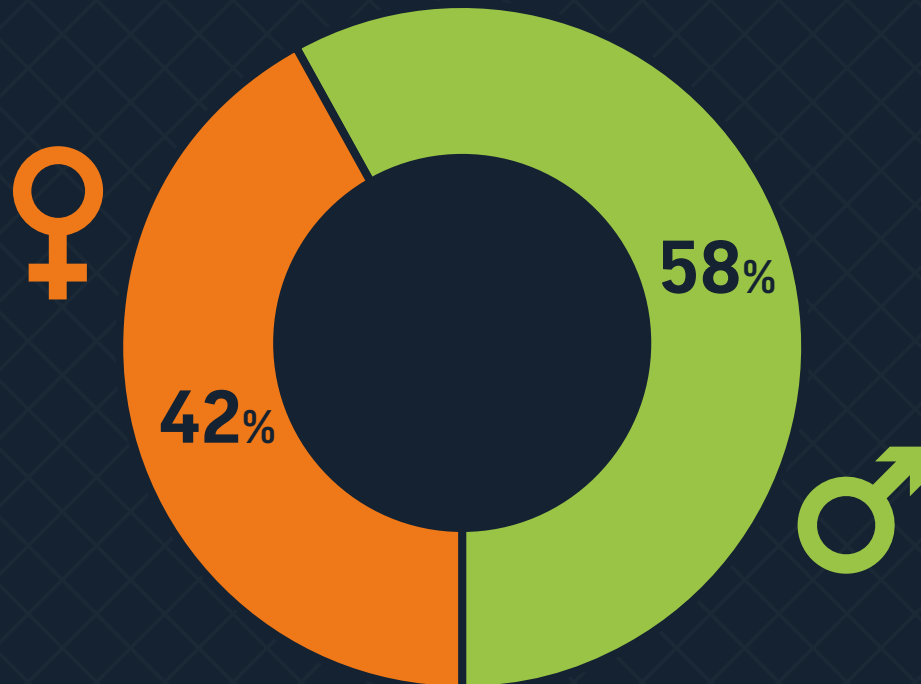
## Topgolf's Hourly Pay Rates and Bonus Pay

At the time of the snapshot report date:

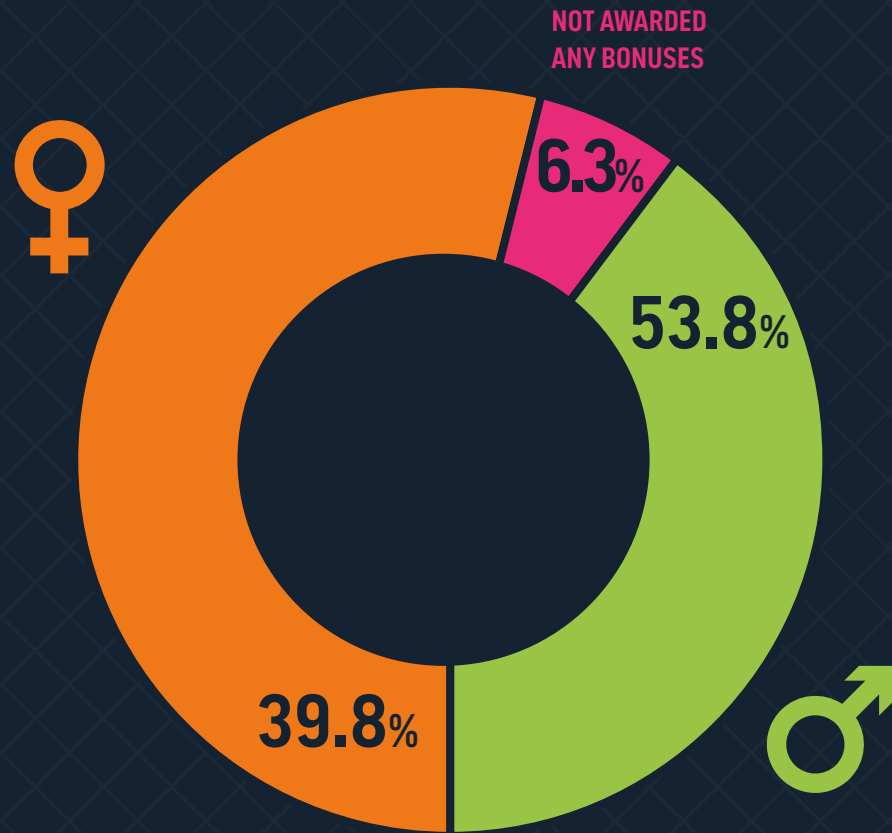
> Topgolf had a total of 520 associates, proportioned between males and females as detailed below

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

MEAN  
MEDIAN



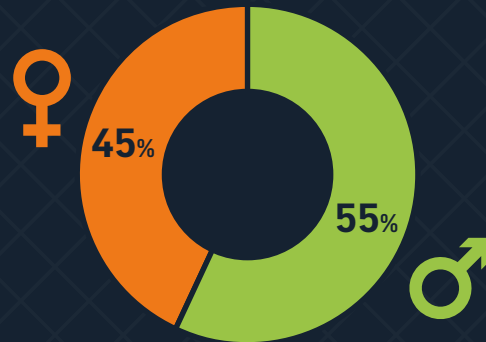
> The proportion of associates who received a bonus was as detailed below



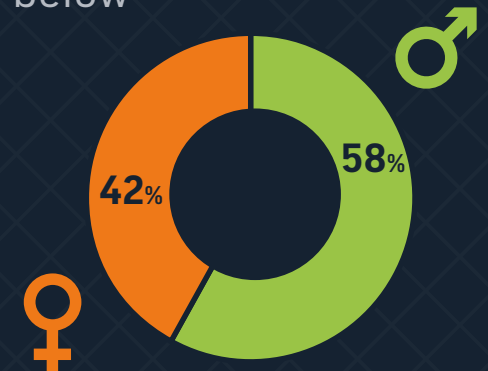
# Topgolf's Pay Quartiles

At the time of the snapshot report date:

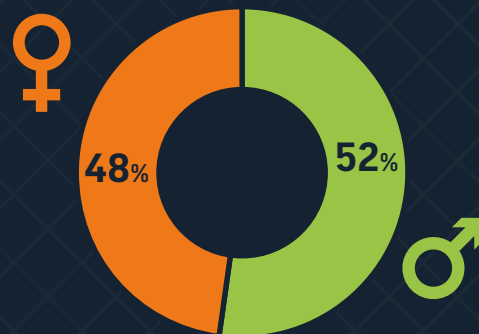
> Topgolf's **lowest pay quartile**, had a total of 130 associates, proportioned between males and females as detailed below



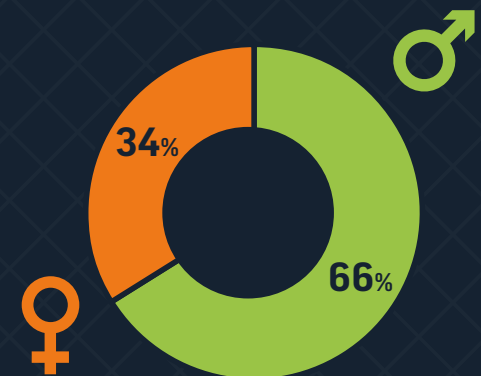
> Topgolf's **upper middle pay quartile**, had a total of 130 associates, proportioned between males and females as detailed below



> Topgolf's **lower middle pay quartile**, had a total of 130 associates, proportioned between males and females as detailed below



> Topgolf's **highest pay quartile**, had a total of 130 associates, proportioned between males and females as detailed below





**Topgolf is committed to reasonably  
addressing any pay gaps.  
For and on behalf of Topgolf Limited.**

**Dominic Gooder**  
Director of International  
& UK Operations



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