



ACUSHNET EUROPE LTD

GENDER PAY GAP REPORT

INTRODUCTION

Acushnet Europe enjoyed a successful year in 2020 despite the numerous challenges thrown up by the COVID global pandemic; with many successful Titleist & FootJoy products being launched and sold through during the season. The main catalyst for success however was our wonderful people and teams who embodied our company values, regardless of where they had to work, in order to support our customers and in particular golfers in order to play their best golf.

At the Acushnet Company we remunerate and reward our people based on performance and contribution, looking to provide consistency and transparency within our pay decision-making process to ensure decisions are based on market data and role performance, regardless of gender.

We are confident that men and women are paid equally for doing equivalent jobs across our business. We are committed to providing equal opportunities to our employees, regardless of gender, race, heritage or sexual orientation. We have and continue to invest significant time and effort into our people & culture including signing a Women in Golf charter and launching an Agile working policy, both in 2021; we look forward developing more opportunities across the Acushnet Europe business and making it the best possible place to work.

Matthew Johnson

General Manager - Acushnet Europe Limited

GENDER PAY AND BONUS GAP 2020

Mean & median gender pay gap

Mean

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive, calculated* by taking all hourly rates of pay and dividing by the total number of people in scope.

32%

Median

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

24%

Mean & median gender bonus gap

Mean

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

80%

Median

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

0%

Proportion of males & females receiving a bonus

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2019.

Male

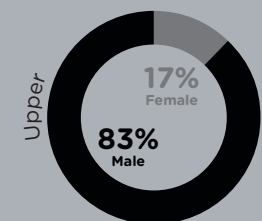
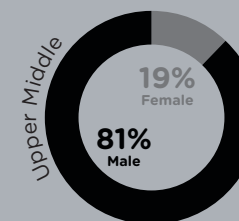
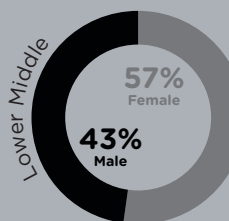
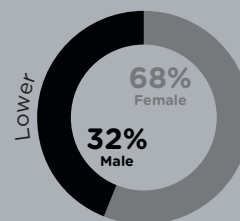
93%

Female

95%

Proportion of males & females by pay quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).



*All calculations are based on the status of our employees as of 5th April 2020