



*June 1, 2020*

***An Open Letter Regarding Recent Events***

To our Topgolf Family:

Many people in our communities are hurting right now and we want you to know we are listening. As we watch recent events that have unfolded in Minneapolis and many situations before it, we want to take a moment to express that our hearts are with every person inside and outside Topgolf living under the mantle of discrimination, unfairness and oppression. All victims of racism, acts of violence and unwarranted brutality, including George Floyd and many others, are in our prayers.

As a Topgolf family, we are committed to a diverse and inclusive workplace, and we need to listen to the voices of fellow Associates and friends. As leaders of the company, we don't pretend to know all the answers to the challenges we face in society. However, what we do know is what we stand for as a company. These beliefs are at the core of our values and mission behind Topgolf:

- We believe a fundamental reason we exist is to make the world more inclusive and respectful of people from all backgrounds, races and belief systems.
- We believe we can be a powerful force for change within the sport of golf and are committed to introducing the game to people who have felt this sport was not historically welcoming.
- We believe Topgolf can connect people in meaningful ways. While our purpose has been centered around the convening power of joyfulness, fun and shared experiences, we believe a result of this work is to support a more tolerant, understanding and respectful society.
- We believe America should be a leader and a source of inspiration and hope for the global community, and we are committed to helping America be better than it is today.

Most importantly, one thing that makes Topgolf unique is our sense of family – no matter your race, ethnicity, religion, sexual orientation, personal or political beliefs. We are strongest when we stand together in solidarity under the shield, which reflects caring, tolerance and inclusivity. We do not tolerate racism and we do not tolerate violence.

Our leadership team has gathered to discuss ways we can champion positive change and encourage open dialogue to strengthen the inclusive environment in which we operate. We are exploring a number of ideas which will allow us to make even more of a difference. We want to invite you to participate and add your suggestions. You can do so by visiting the newly launched #LiftEachOtherUp internal community discussion page. We welcome your thoughts as we move forward as One Team and one nation.

Thank you for being part of the Topgolf family.

**Erik Anderson, Executive Chairman and Dolf Berle, Chief Executive Officer**