



KEEP THE WILD

WILD

2023 ESG REPORT

YETI[®]

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LETTER FROM OUR CEO



In 2022, YETI remained committed to keeping the wild, wild through our ongoing efforts across the three key pillars of our ESG strategy—People, Product, and Places. I am proud to present our third annual ESG report, which highlights the continued integration of these pillars into our business, our partnerships, and the YETI culture.

Our success depends on people. We continued our work to build a diverse and equitable YETI by embedding DE&I into our hiring and retention practices. We saw increased diversity within our leadership team and maintained pay equity at all levels. Thanks to our YETIzens and support from senior leadership, our Employee Affinity Groups remain a growing source of employee engagement.

When it comes to tackling climate change, data accuracy is of the utmost importance. This year, we worked with climate platform partner, Watershed, to better understand our carbon emissions. While this meant our Scope 3 emissions increased due to our expanded methodology, we can now leverage this enhanced data to reduce our carbon footprint. We introduced two programs within our circular economy strategy: Rambler™ Buy Back and YETI RESCUES™. These programs cover over 70% of our product portfolio and help our customers extend the life of their YETIs or responsibly dispose of products that have reached the point of no return.

As part of our belief that the wild is for everyone, we remain committed to removing barriers while protecting our natural resources. We partnered with organizations working with historically underrepresented groups to increase their access to outdoor recreation and expanded the diversity of our YETI Ambassadors. Our partnerships, sponsorships, and product donations went to conservation, restoration, and community resilience initiatives.

Our mission is rooted in our love of the wild and our strategy is centered around protecting the planet for generations to come while engaging more diverse advocates for the outdoors. As our business grows, our ESG priorities remain a key focus to ensure we continue holding ourselves accountable and driving change at YETI, in our communities, and outside. We sustained strong momentum in 2022 and I am eager to continue carrying this positive energy forward.

Matt



OUR APPROACH

ABOUT YETI

Headquartered in Austin, Texas, YETI Holdings, Inc. (YETI) is a global designer, retailer, and distributor of innovative, durable outdoor products. We are powered by over 900 full-time employees, whom we refer to as YETIzens, across eight countries.

We offer products throughout the world through a diverse omni-channel strategy, composed of wholesale and direct-to-consumer (DTC) channels. We lease office and building space in the United States, Canada, China, Australia, and the Netherlands. Our primary distribution centers are leased and managed by third-party logistics providers and, as of December 31, 2022, were located in the



United States, Australia, Canada, the United Kingdom, New Zealand, and the Netherlands. In addition, we lease and operate 14 retail stores across the United States as of publication.

Though we do not own or operate any manufacturing facilities, we partner with manufacturers around the world. As of December 31, 2022, our products were manufactured in the United States, China, Malaysia, Mexico, the Philippines, Poland, Taiwan, Thailand, and Vietnam. For a complete list of our active Tier 1 suppliers, please consult our [YETI Factory Disclosure List](#). Additional details about YETI's business may be found on our [Investor Relations page](#).





GOVERNANCE

Our Board of Directors (Board) is responsible for the oversight of our ESG strategy with our Chief Executive Officer reviewing and approving YETI's overall ESG strategy. The Board receives updates on our ESG strategy at least annually. Specific material ESG topics are addressed by different committees of our Board.

We leverage YETI's enterprise risk framework to identify, aggregate, and evaluate risks across the enterprise, including environmental and social topics. The enterprise risk framework is integrated with our annual planning, audit scoping, and management process, performed by our Internal Audit team, in collaboration with our senior leadership team and our Board.

YETI's ESG team is composed of subject matter leaders embedded within the organization and reporting directly to the Executive Leadership team: the Sustainability Lead (reporting to the Senior Vice President, Supply Chain & Operations); the DE&I Lead (reporting to the Chief Human Resources Officer); and the

Chief Compliance Officer (reporting to the Senior Vice President, General Counsel & Secretary). The cross-functional ESG team is responsible for defining the strategy, planning, communication, education, prioritization, and reporting around all ESG matters.

Additional information on the roles and responsibilities of our Board, executive compensation, and risk oversight may be found on our [Investor Relations page](#).



ETHICS & COMPLIANCE

Our Chief Compliance Officer oversees our global compliance program, chairs the Compliance Leadership Council (CLC), and provides annual compliance updates to our Board and quarterly updates to the Audit Committee of the Board.

YETI conducts mandatory annual training on our Code of Business Conduct, required for all YETIzens and our Board. Deep dives on select topics are offered quarterly, with a 100% participation rate in 2022. Every YETIzen receives the Integrity Message of the Month publication, which analyzes and discusses different real-life scenarios.

The Compliance Leadership Council meets bi-monthly, bringing together a cross-functional group of YETI leaders with representation across Talent, Ethics & Compliance, Privacy, Product Safety & Compliance, Supply Chain, ESG, IT Compliance, and Internal Audit. The role of the CLC is defined in our CLC Charter: to promote compliance and integrity within YETI through discussion and communication, to reinforce and maintain compliance work, to ensure effective mechanisms are in place to mitigate risk

areas, and to function as the governing body for internal document control surrounding new and updated policies.

We provide anonymous, third-party hotline (via phone and web) access in all countries where YETI operates that can be used by YETIzens, vendors, or the public to anonymously report any concerns or violations of YETI policies or laws and regulations. We have a no-retaliation policy with respect to anyone who comes forward with concerns or participates in an investigation.



ABOUT THIS REPORT

This report captures annual progress toward publicly stated, company-wide environmental, social, and governance (ESG) goals announced in December of 2021.

This report was published in June of 2023. The data presented in this report covers our most recently completed fiscal year that began on January 2, 2022, and ended on December 31, 2022, referred to simply as 2022 throughout the report, unless otherwise stated. Where noted, certain 2023 programs, initiatives, and progress are included.

The information in this report builds on a 2020 materiality analysis that explored ESG topics facing YETI and our communities at large. As part of this analysis, YETI researched current and emerging macro trends, consulted science-based data, conducted a series of internal

dialogues on ESG topics with employees of all levels, and engaged with external stakeholders (including nongovernmental organizations and community partners, investors, wholesale partners, and consumers).



We have prepared this report in alignment with the Sustainable Accounting Standards Board (SASB) topics for our industry. We leveraged the recommendations from the Taskforce for Climate-related Financial Disclosure (TCFD) and GRI Topic Standards to structure this report as well.

A glossary of key terms used throughout the report is included in the Appendix. For any questions on our ESG strategy or the report, stakeholders may contact us at esg@yeti.com.



OUR GOALS & OUR PROGRESS

The following tables summarize progress towards our People, Product, and Places goals announced in our 2021 ESG Report. Additional information and examples of our progress may be found on subsequent pages of this report. We are committed to regularly communicating our impact and ESG strategy in a transparent and standardized manner.

KEY

- GOAL ACHIEVED
- ◐ MAKING PROGRESS
- BUILDING THE ROADMAP

PEOPLE YETI aims to create positive social impact for the people in our workforce, supply chain, and communities.

GOAL	OUR PROGRESS
● Maintain gender pay equity across all levels annually	We maintained our commitment to pay equity across all levels in 2022. We recorded no disparate impact in compensation for all YETIzens.
◐ Achieve gender parity at leadership levels by 2025	Gender diversity at leadership levels (YETIzens that hold the title of Director or above) decreased from our October 2020 baseline of 41% to 32% in December 2022. We will continue to implement our DE&I strategy to attract and retain diverse talent and achieve our goal.
◐ Increase racial and ethnic diversity at all levels by 2030	Racial and ethnic diversity at leadership levels increased from our October 2020 baseline of 14% to 21% in December 2022. Racial and ethnic diversity below the Director level remained constant at 32% from our October 2020 baseline through December 2022.
<ul style="list-style-type: none"> ◐ Increase female Ambassadors to 30% by 2030 ◐ Increase Ambassador racial and ethnic diversity to 15% by 2030 ◐ Increase international Ambassadors to 25% by 2030 	In 2022, our Ambassadors were 23% female (compared to 19% in 2021); 13% identified as a race or ethnicity other than white (compared to 11% in 2021); and 21% were international (compared to 14% in 2021).
◐ 100% of YETI's sourcing will come from Tier 1 and 2 suppliers who meet our Responsible Sourcing expectations by 2025	In 2022, on-site audits covered 50% of our Tier 1 footprint, up 9% from 2021, and 100% of Tier 1 suppliers re-committed to our updated Supplier Code of Conduct.
○ 100% of tier 1 and 2 suppliers will have worker wellbeing or fair wage programs in place by 2030	100% of Tier 1 and 2 suppliers will have worker wellbeing or fair wage programs in place by 2030.

PRODUCT YETI is expanding on our commitment to high-performing, durable, and built for the wild products by separating our growth from our products' environmental footprint.

- GOAL ACHIEVED
- ◐ MAKING PROGRESS
- BUILDING THE ROADMAP

GOAL	OUR PROGRESS
<ul style="list-style-type: none"> ◐ Reduce our Scope 1 and 2 emissions by 50% and our Scope 3 emissions by 27% by 2030 compared to a FY20 baseline 	<p>Compared to FY20, our Scope 1 decreased 30%, Scope 2 decreased 61%, and Scope 3 increased by 96%.¹ In 2022, we formally committed to set near-term company-wide emission reductions in line with climate science with the SBTi. Through that process, and our diligence to gather more granular and accurate emissions data, we will reevaluate and confirm our baseline and 2030 goals.</p>
<ul style="list-style-type: none"> ◐ Source 100% renewable electricity in our U.S. owned and operated facilities by 2022 	<p>Through the participation in Austin Energy's GreenChoice program, 100% of our Austin headquarters electricity usage came from renewable sources and we are purchasing high-quality verified, renewable energy certificates (RECs) for the remaining electricity usage in our globally owned and operated facilities.</p>
<ul style="list-style-type: none"> ● Increase use of preferred materials year over year² 	<p>We maintained 100% post-consumer recycled NetPlus[®] in hat brims, transitioned all polyester in short and long sleeve shirts to recycled polyester, and maintained use of recycled content in our plastic drinkware accessories and hard cooler baskets. We introduced recycled content in the Yonder[™] bottle.</p>
<ul style="list-style-type: none"> ◐ 100% of YETI packaging will be recyclable or reusable by 2025³ 	<p>In 2022, 95% of our packaging was recyclable (by weight), a decrease of 2% from 2021.</p>
<ul style="list-style-type: none"> ◐ Increase post-consumer recycled (PCR) and Forest Stewardship Council (FSC)-certified content in our packaging by 2025 	<p>We increased the total usage of PCR content by 49% from 2021 and maintained 1% of all packaging (by weight) as FSC-certified content.</p>
<ul style="list-style-type: none"> ● Eliminate perfluorinated chemicals (PFOS and PFOA) from all products by 2022 	<p>All of our products remain free of intentionally added long-chain PFAS chemicals (including PFOA, PFOS, PFOA salts, and PFOA-related substances).</p>
<ul style="list-style-type: none"> ● Eliminate bisphenols (BPS and BPF) from food contact surfaces by 2022 	<p>Our food contact surfaces remain free of bisphenols.</p>
<ul style="list-style-type: none"> ◐ Eliminate PVC from the entirety of our supply chain by 2025 	<p>We are on track to remove PVC from our supply chain by 2025.</p>
<ul style="list-style-type: none"> ◐ Launch a circular consumer strategy by 2025 	<p>We launched YETI RESCUES[™] in January 2023 and Rambler[™] Buy Back in April 2023. Read more in our Circularity section.</p>
<ul style="list-style-type: none"> ◐ Increase coverage of YETI circularity programs⁴ 	<p>Our circularity program covers over 70% of our product portfolio.</p>
<ul style="list-style-type: none"> ◐ Achieve zero waste to landfill across our value chain by 2030⁵ 	<p>Our 2022 landfill diversion rate was 84%. We diverted 554 tons of waste across our U.S. and Canada operations and Austin headquarters.</p>

¹ Our 2022 Scope 3 measurement included a number of additional data elements. See the [Our Carbon Footprint](#) section for more details.
² We expanded the scope of this goal from YETI bags and apparel to cover our entire portfolio and chose to measure this goal by year over year progress to allow us to track incremental progress and overall preferred material mix.
³ We decided to remove compostable packaging as it is not a preferred method based on current infrastructure capabilities.
⁴ Measuring the circular program coverage inherently measures the circular design of our products and the end-of-life offerings. When paired with our low impact design goals, we feel this goal is a better proxy of circularity.
⁵ In line with industry best practices, we will be removing incineration data moving forward. In 2022, we added our Austin headquarters in addition to expanded primary data coverage.

PLACES YETI believes the more time we spend outside, the more we understand our responsibility to protect the places we love. YETI supports our partners and communities in restoration actions that will regenerate our planet and wild spaces.

- GOAL ACHIEVED
- ◐ MAKING PROGRESS
- BUILDING THE ROADMAP

GOAL

OUR PROGRESS

● Directly support land, water, and wildlife restoration actions	YETI donated \$1.3 million to support organizations and individuals working to preserve the wild.
● Co-host gatherings and expand storytelling platforms for Ambassadors and Community Partners to promote restoration actions	We created multiple opportunities throughout the year for our Ambassadors, Community Partners, customers, and YETizens to share their stories and restore the wild. See our Places section for more about our 2022 initiatives.
● Support organizations to bring diversity into the wild	To increase access to and representation in the wild, we are proud to have partnered with Sister Summit, SheJumps, MeWater, Full Circle Everest, Wheels of Fortune, and All In Ice Fest.
● Inspire our consumers to engage in local restoration actions	We host river clean ups in Austin, Texas, site of our headquarters, and encourage retail locations to organize volunteer efforts in their local communities. All full-time YETI employees receive paid time off each year to volunteer.



PEOPLE

As YETI continues to grow as a brand and employer, we remain focused on ensuring that **all YETIzens have access to the tools, resources, and experiences needed to have a rewarding, thriving career at YETI.**



ENGAGING & SUPPORTING OUR YETIZENS

“Our long-term success is driven by talented YETIzens who remain true to our Core Values, bringing innovation and passion to our brand and products every day. By investing in our people and cultivating a work experience where they feel inspired but grounded, we power the growth that leads to YETI’s success.”

Evonne Delaney, Chief Human Resources Officer

In 2022, we remained focused on fostering a work environment that provides YETIzens with opportunities to both connect with their colleagues and develop their careers in a meaningful way. We are proud to report that through our efforts to support YETIzens, 94% of our employees reported that they are proud to work for YETI, according to our 2022 Employee Engagement survey.

To support our YETIzens’ growth and development, we piloted personalized 1:1 career coaching services to individuals across the company. In 2022, 46 YETIzens completed coaching sessions through the BetterUp platform with results including increased productivity and resilience among individuals and teams. In 2023, we will continue to implement our overall learning and development program in a way that meets YETIzens’ career needs and the needs of our growing business, including training opportunities and skill development.

Providing competitive pay and benefits is one key facet of retaining our YETIzens. To that end, we increased YETI’s benefits offerings for U.S.-based employees in 2022 with the addition of enhanced pregnancy, fertility, and parenting support benefits and increasing our contribution to health savings accounts for YETIzens.

Finally, as part of our commitment to engage YETIzens through the Time to Vote campaign, we hosted a voter registration happy hour to educate nearly 10% of our headquarters population on how to register and vote in Travis and Williamson Counties, Texas.

< YETIzens celebrating at one of our annual employee gatherings.

DIVERSITY, EQUITY, & INCLUSION

Our commitment to creating a diverse, equitable, and inclusive culture remains at the center of everything we do for our YETIzens. Now, in the third year of executing our diversity, equity, and inclusion (DE&I) strategy, we are continuing to leverage more employee insights and data to drive decision-making and reach our aspirational goals.

We have made meaningful progress towards our racial and ethnic diversity goals. At the end of 2022, 21% of our employees at the Director level and above (Director+) identified as a race or ethnicity other than white, a 5% increase from 2021 and a 7% increase compared to our October 2020 baseline of 14%. Not only do these influential leaders bring a depth of experience to their teams and YETI, but their unique perspectives and skill sets help YETI think innovatively about our products and our customers. Racial and ethnic diversity below the Director level remained consistent through 2022 at 32%.

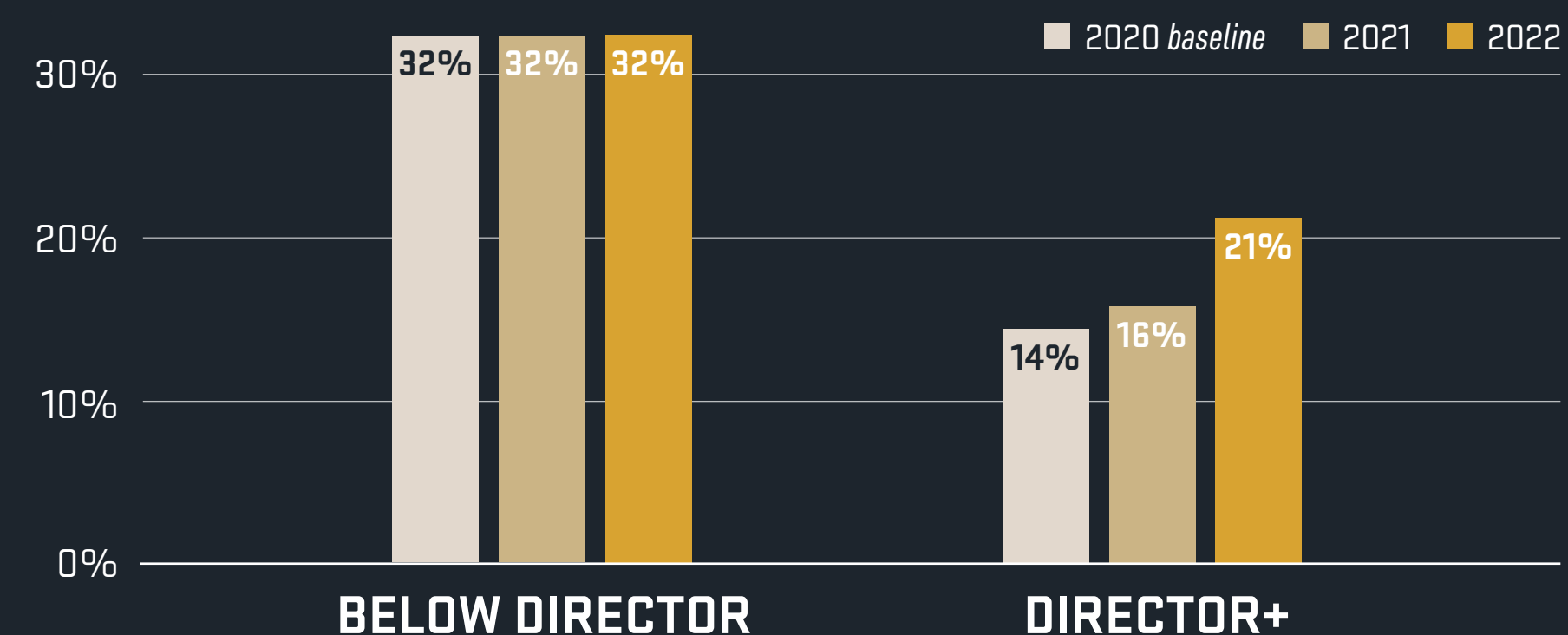
As of December 2022, 32% of our Director+ employees identified as female or non-binary, a decrease from our 2020 baseline of 41%. As a growing company with a lean leadership team, we are aware of how even a small number of departures can swing year-to-year trends in one direction or another. That is why we are gathering quantitative and qualitative information to understand how we can bring our numbers in line with our goal of achieving gender parity at leadership levels by 2025.

Finally, we maintained our commitment to pay equity at all levels by completing our bi-annual disparate impact assessment (DIA) process in 2022. We continuously update our DIA methodology to ensure we are incorporating the latest market trends and generate actionable insights for our senior leadership.

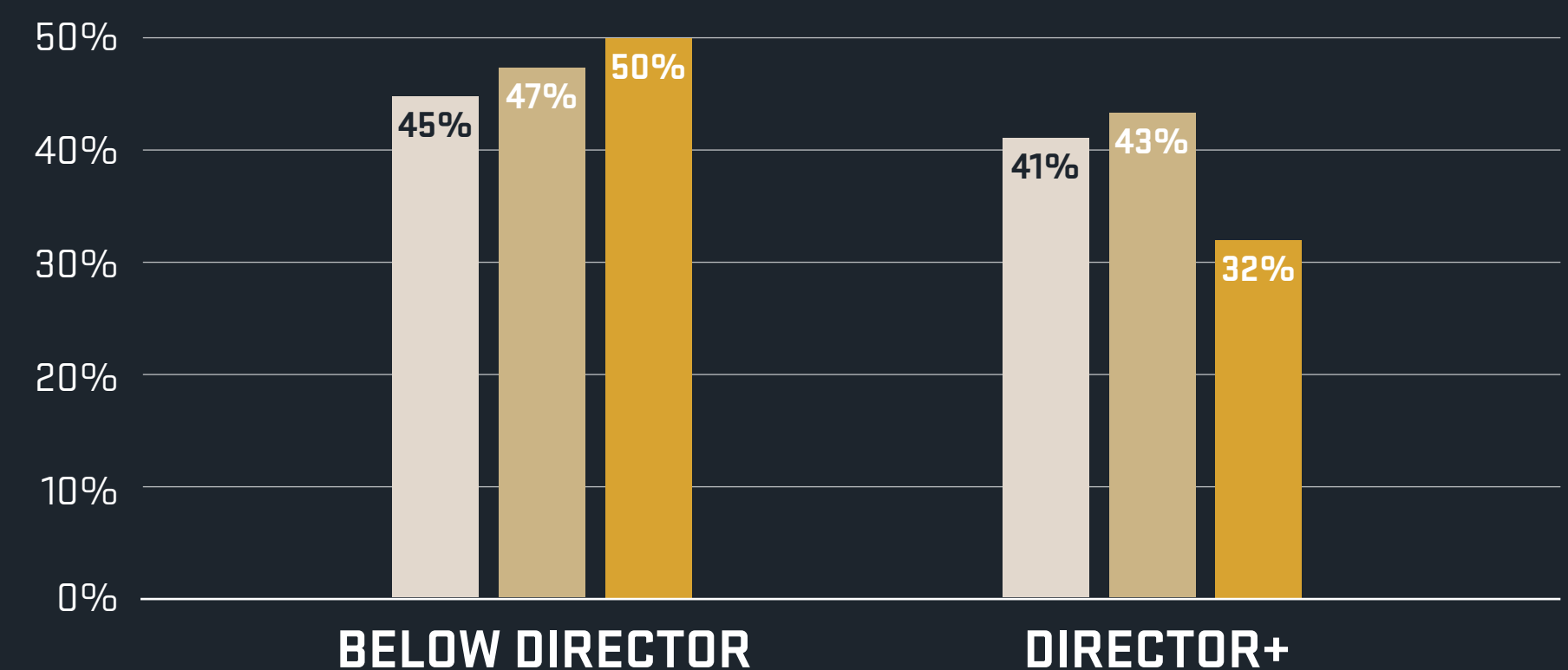
KEY 2022 PROGRESS

- Updated our DE&I Council by i) revising the Council's mission to focus on advising senior leaders on creating an inclusive and equitable workplace and ii) expanding the Council's cross-functional representation to include additional representatives from our Canada-based offices and Retail Stores team.
- Updated our core leadership competencies used in all YETI interviews to include DE&I-related skills, enabling recruiters and hiring managers to gain valuable insights on how future YETI employees will contribute to building an inclusive environment at YETI.
- Leveraged our Employee Affinity Groups (EAGs) to identify job boards and networking events that can increase the diversity of YETI's applicant pool and enhance YETI's visibility as an employer.
- Launched an expanded [DE&I page](#) within YETI.com to increase the visibility of our efforts to our external stakeholders.

RACIAL & ETHNIC DIVERSITY U.S.



GENDER DIVERSITY GLOBAL



OUR EMPLOYEE AFFINITY GROUPS

In addition to our broader employee engagement strategy and our DE&I Council, our Employee Affinity Groups (EAGs) serve as a critical resource for YETI in multiple ways. Not only do our EAGs offer YETIzens an opportunity to connect with their peers around shared identity, interests, and passions, but they also create a platform for YETIzens to share ideas for creating an inclusive environment with our senior leadership. Throughout 2022, our EAGs executed engaging events for their peers while also contributing to lasting impact across the company.



UNYDOS EAG

UNYDOS, our EAG for Latina/é/o/x YETIzens and their allies, leaned into YETIzens' desire to learn and connect with peers by hosting Spanish conversation hours throughout the year, donating product to YETI partner Latino Outdoors, and learning about the Hispanic and Latino influence within the culinary industry from renowned chefs.



BLACK AFRICAN AMERICAN EAG

In November, our Black African American EAG granted \$3,500 to 100 Black Men of Austin, a local non-profit focused on empowering Black leaders and creating healthy communities.



ASIAN & PACIFIC ISLANDER EAG

In recognition of the unifying power of food, our Asian & Pacific Islander EAG paired an insightful webinar with chef and YETI Ambassador Shota Nakajima with a celebratory happy hour that featured Texas-inspired, Asian-influenced BBQ from YETI Ambassador Don Nguyen.



VETERANS EAG

In 2022, YETI donated \$150,000 to Folds of Honor to help the organization continue its mission of supporting the veteran community. The donation was presented on Veterans Day by YETI leadership and Veterans EAG members as part of our three-year \$350,000 commitment to the organization.



PRIDE+ EAG

In addition to donating funds and product to local non-profits, our PRIDE+ EAG used the Human Rights Campaign's Corporate Equality Index to assess YETI's internal policies and practices for LGBTQ+ inclusion. Senior leaders at YETI are reviewing the results of the assessment and developing action plans for 2023.



WOMEN'S EAG

Our Women's EAG balanced opportunities to drive internal awareness of women's health care benefits and giving back to the external community. Our Women's EAG collected items to donate to a local pregnancy center, provided mentorship to Austin-area students through YETI's partnership with Code2College, and hosted an internal panel on the challenges faced by women in leadership positions.

IMPACT THROUGH THE SUPPLY CHAIN

From those that have been with us from day one to those new to the YETI family, our relationships with suppliers and vendors are partnerships we take pride in. We believe that all stakeholders have the right to be treated fairly and work hard to ensure the integrity of our supply chain. All suppliers and vendors are required to adhere to the expectations outlined in our Supplier Code of Conduct (SCoC), Human Rights Policy, and other policies that comprise our responsible sourcing approach.

As a part of our commitment to transparency, and as recommended by the Fair Labor Association (FLA), we publish our Tier 1 factory list¹ on YETI.com annually. We revised the SCoC in June of 2022 and 100% of Tier 1 suppliers recommitted to upholding its requirements.

Our social compliance team works in tandem with our global procurement team to apply a risk-based approach to scheduling and conducting third-party audits. These audits evaluate factors like fair wages, responsible work hours, and safe working conditions—allowing us to reward ongoing improvement and identify corrective actions where necessary. We use industry tools such as Sedex, Sayari, and ELEVATE’s EiQ to monitor geographical and geopolitical risks.

If unfavorable findings arise, we implement Corrective Action Plans (CAPs) to address and remediate the issue and educate the supplier or vendor. Taking a continuous improvement approach, we aim to build long-lasting relationships with suppliers and track year over year progress.

We expect those who do business with YETI to exemplify responsible business practices. Social and environmental criteria are included in our pre-qualification assessment of potential new suppliers. Additionally, monthly supplier scorecards track audit findings and progress alongside traditional procurement performance metrics to inform overall fitness.

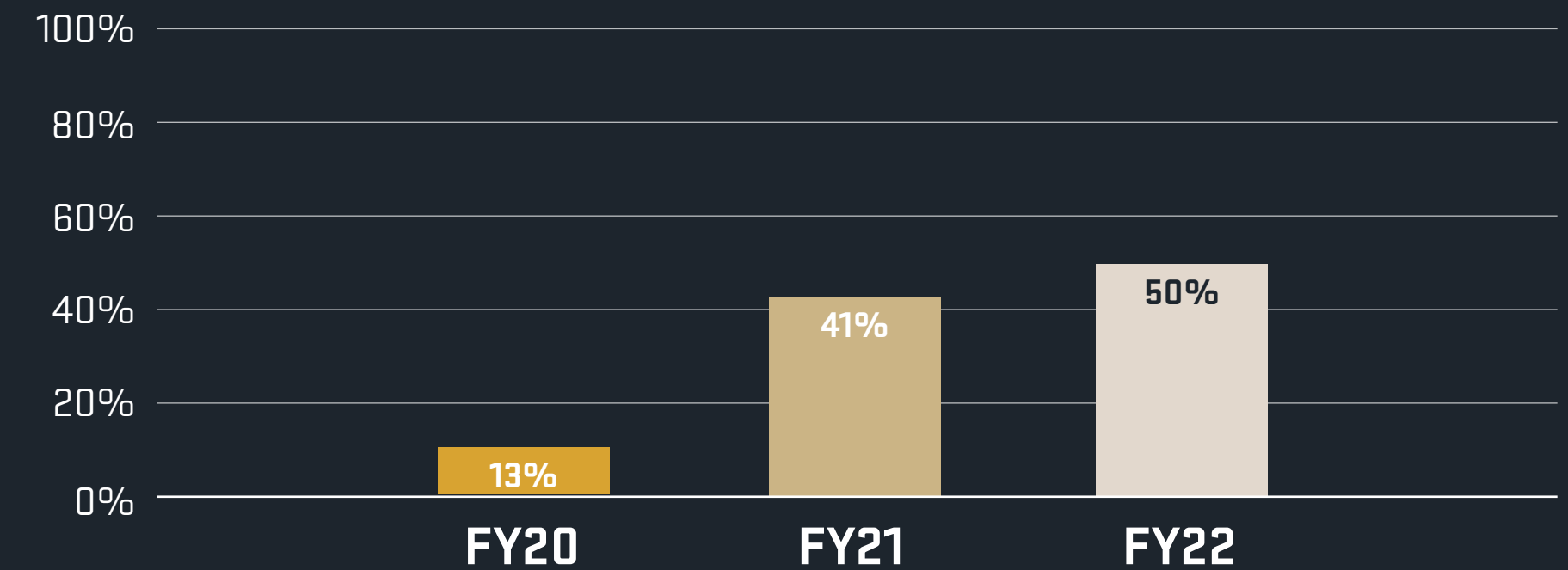
In addition to desk-top reviews of reports from suppliers or their customers, we engage directly with suppliers. We partner with three third-party, FLA-approved audit firms: Elevate, UL, and Social Compliance Services Asia. In 2022, we worked to consolidate the audit reporting by transitioning to a common industry assessment. This ultimately standardized our scoring methodology and minimized redundant customer-specific audits across our suppliers’ facilities. All Tier 1 suppliers must become Sedex members and submit an annual self-assessment questionnaire through the platform. We are looking to further standardize through the Sedex SMETA audits in 2023.

The following represents YETI-directed on-site audits conducted between January and December of 2022:

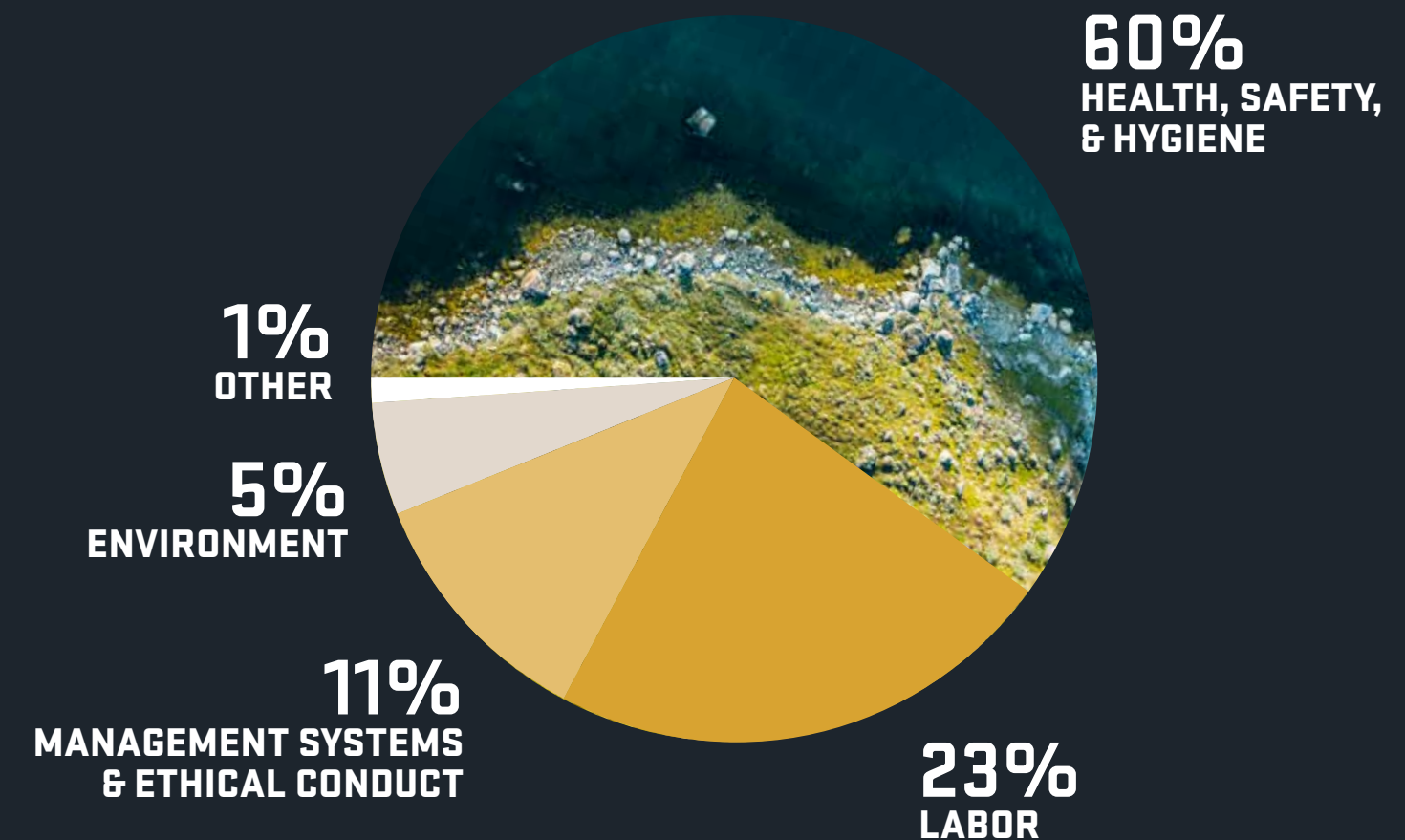
28 TOTAL AUDITS across 12 countries

- Priority non-conformances: 10% (↑4% from 2021)
 - 100% zero tolerance findings closure rate²
 - 93% critical closure rate²
- Other non-conformances: 90% (↓4% from 2021)

TIER 1 SOCIAL COMPLIANCE AUDIT COVERAGE




NON-COMPLIANCE BY ISSUE



¹ For this report and the Responsible Sourcing goals herein, we define “Tier 1” as any supplier from which YETI purchases finished, sellable goods. A full list of our Tier 1 suppliers’ factories is available here: [YETI Factory Disclosure](#). Definitions for additional key terms can be found in the [Appendix](#) of this report.

² At the time of publication.

A man in winter gear, including a beanie and goggles, is shown in profile, holding a white YETI insulated cup. The cup has the YETI logo on it. He is standing in a snowy mountain landscape, looking out over a vast, snow-covered valley. The background is a bright, hazy sky. The overall scene is outdoors and suggests a rugged, outdoor environment.

“We believe that what is good for the planet is synonymous with what is good for business, and we look for sustainable solutions that are cost-competitive, financially positive, or directly beneficial to our customers. At YETI, we are fortunate to have a solid foundation of product that is built for the wild—durable and long-lasting.”

Hannah Mara, VP, Product Management

PRODUCT

OUR CARBON FOOTPRINT

YETI's unwavering commitment to the wild means we remain determined, now more than ever, to tackle the impacts of climate change. To keep the wild, wild, science has stated that global warming needs to be kept well below 1.5°C. Our responsibility, reflected in our annual footprint, encompasses the entire life cycle of our products—including the sourcing of raw materials, manufacturing, shipping, and end-of-life processing. We use the results of our annual carbon accounting to inform our 2030 Climate Strategy, which drives our Scope 1, 2, and 3 emissions reduction goals.

We began emissions reporting in 2020 and have continued every year since. Our first emissions inventory was estimated following the Greenhouse Gas (GHG) Protocol using Climate Neutral's Brand Emissions Estimator. From that baseline, we set and published our emissions reduction goals in line with the Paris Agreement's 1.5°C warming pathway.

We hold ourselves to high accountability standards and believe that data accuracy and integrity is paramount. In December of 2022, we formally committed to set near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Through the SBTi process, and our diligence to gather more granular and accurate emissions data, we will reevaluate and confirm our baseline and 2030 goals.

This year, we partnered with Watershed, an enterprise climate platform, to develop our 2022 carbon emissions footprint. Watershed follows the GHG Protocol and uses proprietary emissions factors to produce comprehensive measurements covering Scopes 1, 2, and 3. All Watershed methodologies and emission factors undergo updates and third-party review twice annually. In addition, customer footprints are subjected to an internal peer-review process prior to publication to ensure quality and accuracy.

Through this year's data collection efforts we were able to gather a larger amount of supplier and vendor primary data, providing a more precise understanding of total emissions. Because of this, we were able to shift away from a spend-based approach for over 78% of our footprint. Specifically, our Scope 3 measurement—and therefore our emissions—grew to include:

- Emissions from YETI's operations (operating expenses, cost of goods sold) (Scope 3.1)
- Emissions from production and end-of-life of packaging (Scope 3.1 and 3.12)
- Transport of materials from Tier 2 to Tier 1 facilities (Scope 3.1)
- Waste generated in operations (material waste during product manufacturing) (Scope 3.5)
- Emissions from use of sold products for apparel and the Lowlands blanket (Scope 3.11)

2030 GOALS

27%
SCOPE 3
REDUCTION

50%
SCOPE 2
REDUCTION

50%
SCOPE 1
REDUCTION

AGAINST A FY2020 BASELINE

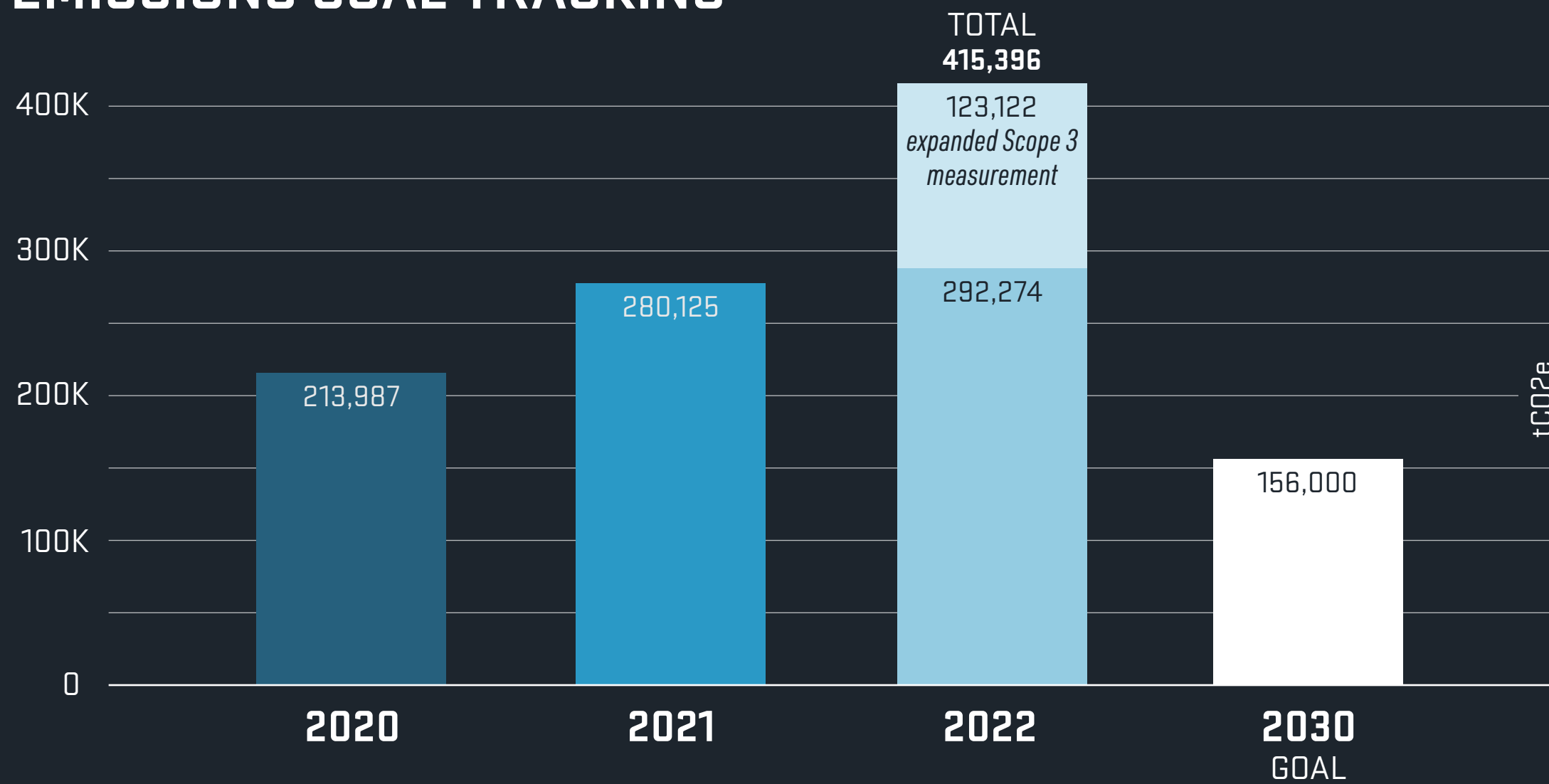


From 2021 to 2022, our Scope 1 direct emissions decreased by 37%, our Scope 2 direct emissions increased by 1%, and our Scope 3 indirect emissions increased by 48%.

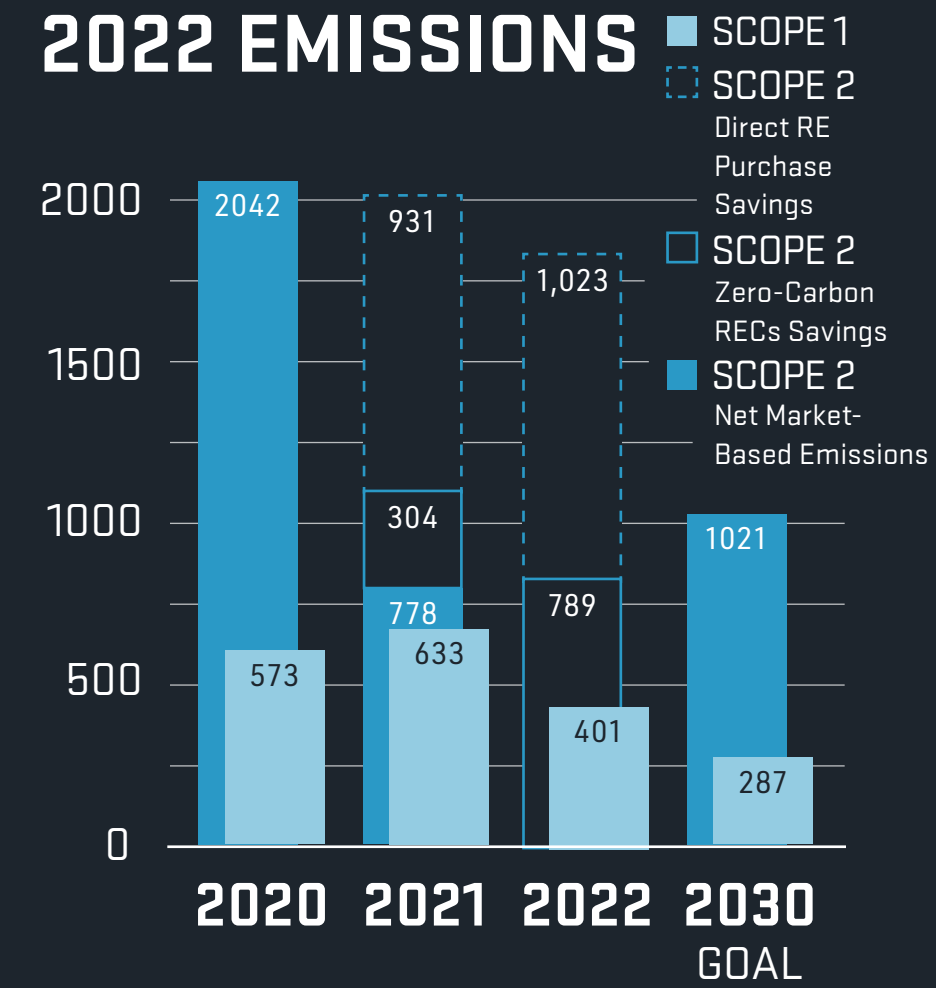
Through our continued participation in Austin Energy's GreenChoice program, 100% of our Austin headquarters' electricity usage came from renewable sources, avoiding 1,023 metric tons of CO₂e. We are purchasing high-quality, verified, renewable energy certificates (RECs) for the remaining 789 tons of CO₂e Scope 2 emissions.



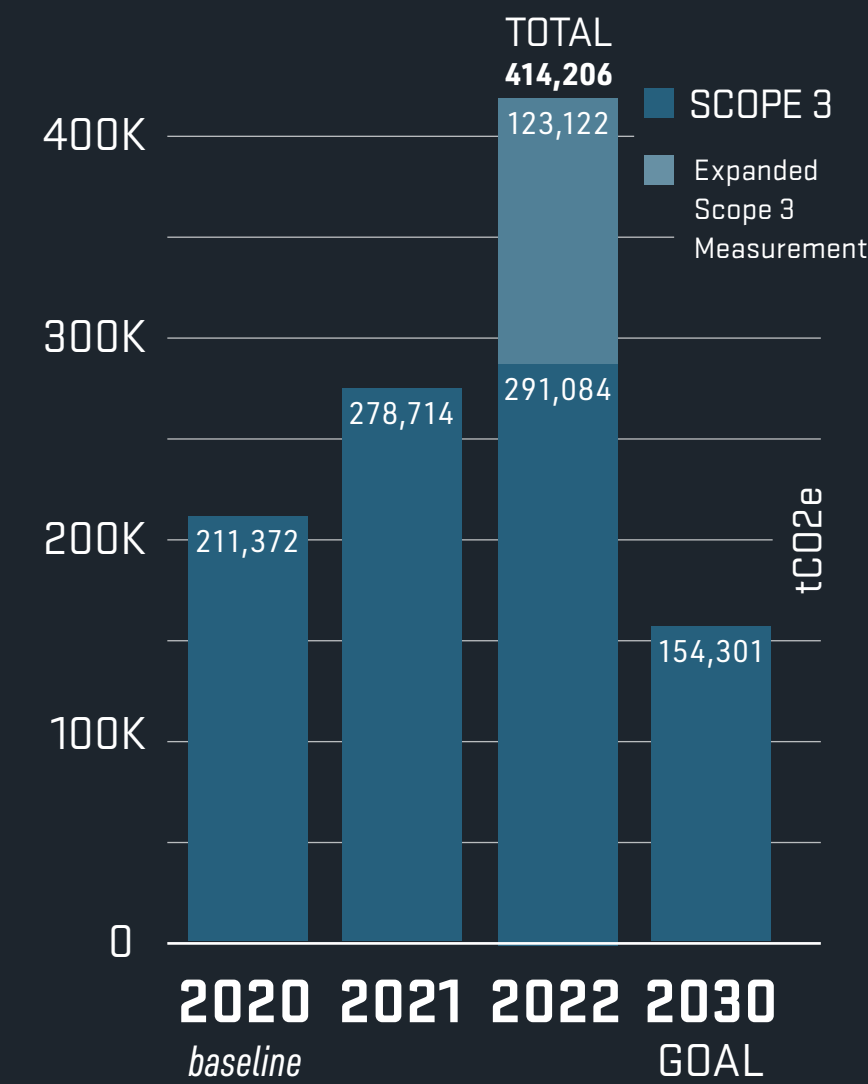
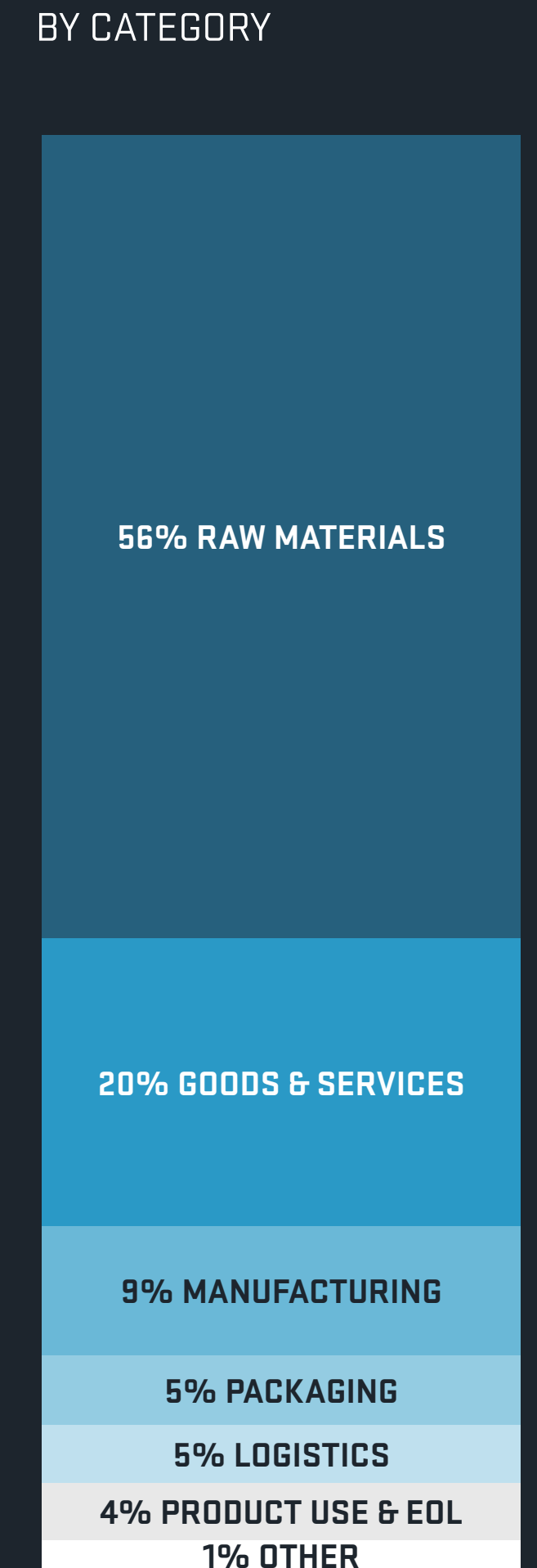
EMISSIONS GOAL TRACKING



2022 EMISSIONS



2022 SCOPE 3 EMISSIONS BY CATEGORY





LOW IMPACT DESIGN

“YETI’s ESG goals are woven into every product with a focus on transparent sustainability without sacrificing quality. Durable and user-friendly designs reduce replacements. Thoughtful touches, discovered after purchase, ensure products are loved and long-lasting, built for the wild.”

Paulie Dery, Chief Marketing Officer

In 2022, we worked to further embed the voice of sustainability into our product design and development process by incorporating sustainability into the early stages of product design. We know that frontloading probing questions, trade-offs, and sustainability considerations puts us in a better position to execute, especially when up against tight new product development (NPD) cycles. As an output of our cross-functional 2022 Circular Design workshops, we released an internal Circular Design Playbook to integrate sustainable design methodology and principles into our engineers and designers’ day-to-day work.

Early this year we rolled out a standardized sustainability template within our gate reviews, helping teams identify, measure, and track lower-impact opportunities through the development process. The template serves as a tool for discussing trade-offs and safely challenging conventional thinking.

In addition to new product development, opportunities to improve process, lean-up our manufacturing practices, and refine legacy products are surfaced through the sustaining project review board.

KEY 2022 PROGRESS

- Transitioned to a lower impact, on-site, polishing practice for our drinkware, which improves the wastewater quality, reduces the amount of toxic chemicals released during production, and minimizes how far drinkware travels during manufacturing.
- Optimized the design and construction of our Rambler® drinkware, using fewer materials and contributing to our dematerialization efforts.
- Enhanced automation in partnerships with drinkware suppliers, improving material utilization and resource efficiency.
- Localized sourcing of hard cooler packaging, specifically water-activated tape, to cut transregional transport time and impact.

PREFERRED MATERIALS

Extraction and production of raw materials account for 56% of our overall GHG emissions, making them an important lever to reducing impact. Preferred material considerations include assessing impact across climate and energy; circularity potential; biodiversity, land, and soil; and workers and communities. We consider both feedstock and chemistry, utilizing tools such as the Higg MSI (Materials Sustainability Index) to measure holistic impact. We evaluate alternatives against rigorous performance and durability test parameters, simulating how we expect, and in some cases even don't expect, our customers to adventure.

Our soft goods material development team works collaboratively with material suppliers and finished goods manufacturers to develop, test, and validate lower impact fibers and yarns, materials, and processes. Leveraging the Textile Exchange resources, we developed guidelines that support the transition to preferred raw materials and drive fossil fuel independence, starting from recycled and/or solution dyed synthetics; to organic, reclaimed, and fully traceable natural fibers; and ultimately to regenerative and truly circular technologies. We adhere to industry standard certifications (such as GRS, ISCC Plus, GOTS) and favor Bluesign certified materials, which works upstream to eliminate potentially harmful substances before production begins.

On the hard goods side, we are working to balance finding affordable, available, preferred alternatives that maintain material benefits and

meeting our quality and performance expectations. We have found, through durability and strength testing, that introducing too much recycled content can inhibit performance of these critical materials. Despite the challenges, we are making progress and remain committed to the innovation required to identify scalable low-impact alternatives. In 2022, we purchased over 3.6 thousand tons of recycled content plastic, transforming waste into durable and safe BPA-free material to use in our products.

Supply chain constraints, cost premiums, and raw material availability continue to be very real roadblocks to acceleration. Additionally, preferred materials require heightened due diligence to ensure accuracy and proper chain of custody.

KEY 2022 PROGRESS

- Continued sourcing 100% post-consumer recycled NetPlus® material for our hat brims.
- Transitioned all polyester in our short and long sleeve t-shirts from virgin to recycled polyester.
- Maintained use of recycled content in our drinkware accessories and hard cooler baskets, with over 80% of plastic use in those product categories containing 10-50% recycled content.
- Launched Yonder™, our plastic bottle, with 50% recycled content in the bottle.
- Continued research and development work to initiate the transition to preferred materials across our soft goods roadmap is in process.



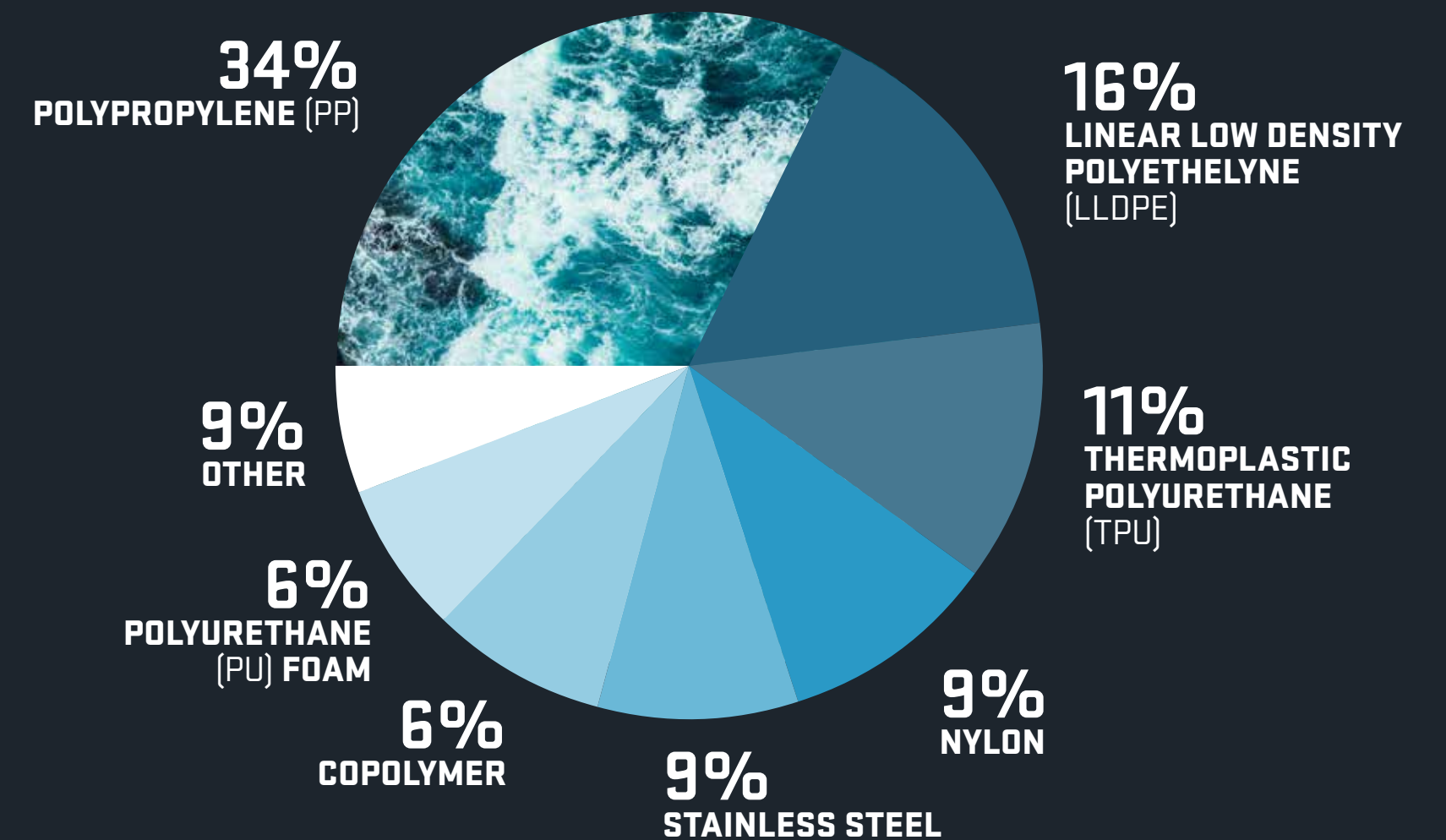
▲ Operator wrapping a Rambler® 36 oz. bottle.



▲ Yonder™ in the wild, featuring 50% recycled content in the bottle.

TOP RAW MATERIAL CONTRIBUTORS

% TONS CO₂e



PREFERRED PACKAGING

In 2022, our packaging accounted for approximately 5% of our corporate climate footprint, and while our packaging use continued to grow with portfolio expansion, we increased our total usage of post-consumer recycled content by 49%. Our preferred packaging goals seek to ensure we have well-designed, lower-impact alternatives that consider the entire life cycle—recycled, renewable, responsibly sourced materials that can feed established material recovery and recycling streams. We strive to create a more accessible and inspiring unboxing experience.

The YETI packaging team partners closely with our brand and creative teams, alongside product management. In line with our preferred materials strategy, we look for alternative packaging materials and designs that retain the benefits of virgin materials without the environmental impact.

While the primary role of packaging is to protect the product in transit, we think it has more to offer. Our teams are constantly looking for creative ways

to use functional packaging components to deliver product features and stories.

Across omni-channel and DTC, we continue working to minimize our packaging footprint, while optimizing for the diverse set of primary and secondary packaging needs. In 2022, plastics accounted for only 4% of our packaging.

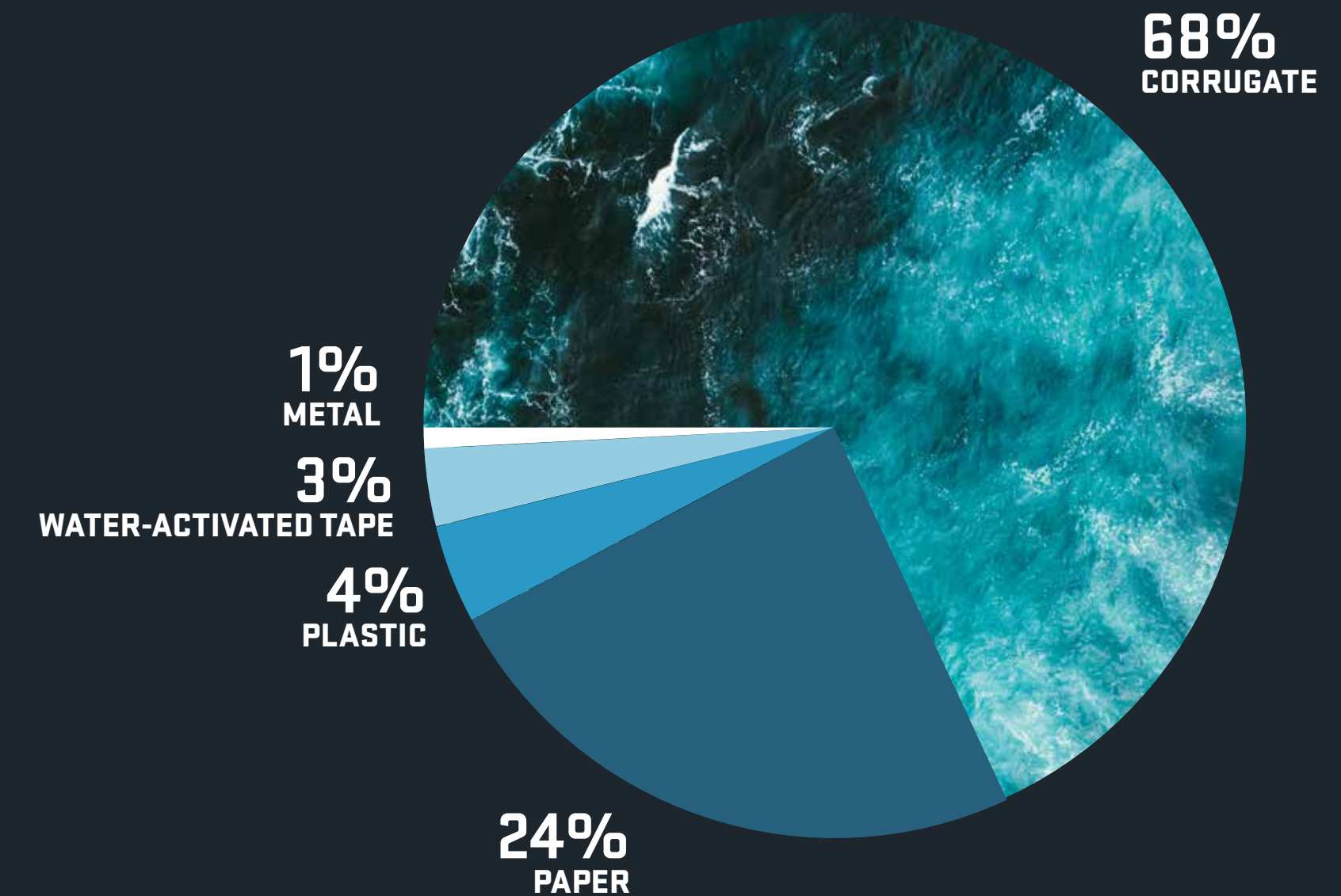
Our retail bags are a minimum of 85% post-consumer recycled content, Forest Stewardship Council (FSC)-certified, and recyclable.

KEY 2022 PROGRESS

- Stopped producing faux cans in our Colster products, avoiding 60 grams of tin packaging per Colster, a projected material savings of over 200 tons per year.
- Transitioned 100% of drinkware wraps to FSC-certified paper.
- Replaced low-density polyethylene (LDPE) polybags with paper wraps for drinkware DTC orders.

PACKAGING MATERIALS

BY WEIGHT



PREFERRED MATERIALS

BY WEIGHT

66% PCR
2020

67%¹ PCR
2021

49% PCR
2022

1% FSC *total*
2020, 2021, 2022

¹ In 2021, we reported 83% PCR. Additional reviews since have indicated that 67% PCR is the correct total for 2021.



SAFER CHEMISTRY

No matter where our products are enjoyed, we remain committed to safety and quality standards that protect our customer and the environment. We take a proactive role in managing our chemical footprint, recognizing that the chemistry of the materials we use avoids hazardous substances and supports circularity, enabling material reuse for years to come.

All YETI raw material, component, and finished good suppliers must meet the requirements detailed in our Restricted Substance List (RSL). This is reinforced by suppliers' adoption of and adherence to the Supplier Code of Conduct. Suppliers are expected to implement or maintain management processes to comply with the RSL, and to communicate the same to internal teams and business partners.

The RSL, guided by The AFIRM Group, is updated annually and available at [YETI.com/rsl](https://yeti.com/rsl). Multilingual Safer Chemistry training is provided alongside the annual publication along with ad-hoc topical trainings. We leverage external tools and consultation such as Chemical Watch's Expert Diagnostic Tool and Compliance & Risks C2P platform to stay up to date on the changing regulatory landscape.

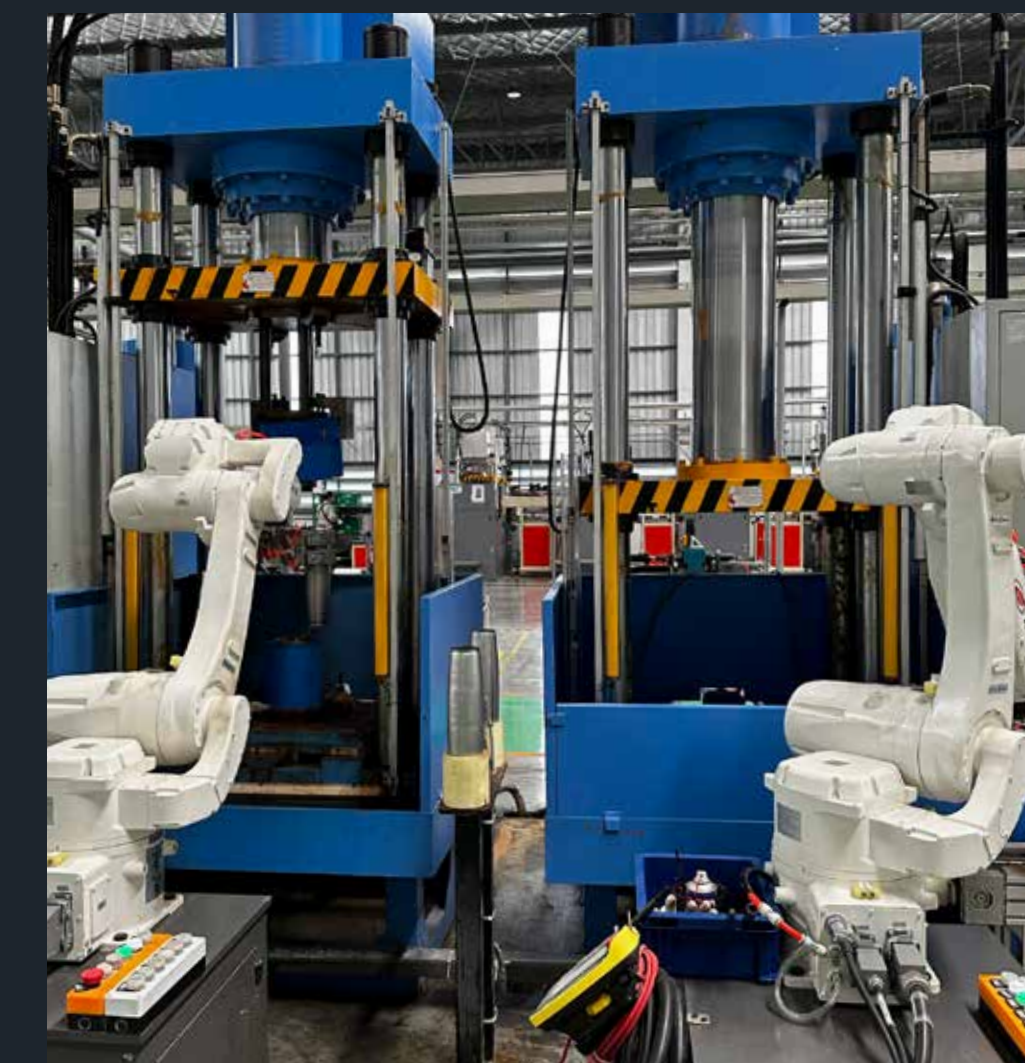
Our Product Safety & Compliance team is fully embedded into the product development process, overseeing integration of and compliance to our safer chemistry strategy in collaboration with key cross-functional partners. The team ensures compliance through the Production Part

Approval Process (PPAP) in addition to annual third-party finished good testing of our entire portfolio. Beyond compliance, our teams are challenged to explore alternative, better chemistries that support sustainable, low impact innovation.

We remain BPA-, BPF-, and BPS-free in food contact surfaces and free of intentionally added long-chain PFAS chemicals in all products, including PFOA, PFOS, PFOA salts, and PFOA-related substances.

KEY 2022 PROGRESS

- Eliminate PVC from the entirety of our supply chain by 2025: on-track
- Phase out of intentionally added short-chained PFAS: on-track



▲ Hydro foaming machines at our manufacturer in Thailand.

YETI RESCUES™



RESCUE

We sort through gear that's barely used or lightly bruised.



RENEW

We get this gear prepped for a second life.



RELEASE

We release this gear to a new home.

CIRCULARITY

“We are committed to bringing circularity to YETI in ways that meet our consumers where they are; YETI RESCUES™ and Rambler™ Buy Back are two such examples. We continue to explore innovative ways to positively impact the environment and business, bringing the learnings back to our growth strategy.” **Faiz Ahmad**, Chief Commercial Officer

As part of our goal to launch a circular consumer strategy by 2025, we look for opportunities to raise the bar on product longevity: business models that keep products in circulation at their highest value, for as long as possible. The adventures our products go on may take them to a point of no return and in those situations, we seek to provide YETI owners with robust replacement part offerings, recommerce programs, and recycling initiatives.

Throughout the development process, our products are tested against strict durability and performance standards, simulating customers use—and misuse. And while our products are built to last, anything can happen in the wild. YETI products are designed for reparability, and we provide customers with convenient access to replacement parts and repair instructions. In 2022, our Customer Experience Group fulfilled over 10,600 requests from MagSliders to Zipper Pulls, making products ready for the wild again.

In January of 2023 we introduced YETI RESCUES™ in the U.S. market, our first recommerce program and an important step forward. Customers can navigate to the RESCUES™ program site, hosted by our

partner, Arrive Outdoors, where they'll find select discounted product across three condition tiers: good-as-new; tried and true; and field-tested. All product is inspected, cleaned, and 100% functional—great gear ready for another go and a testament to the quality, durability, and longevity of our products.

In line with our multi-pronged approach, in April of 2023 we launched Rambler™ Buy Back across all 14 retail locations. This program allows customers to trade in eligible YETI drinkware in exchange for a discount that can be used towards a qualifying in-store purchase. Collected drinkware vessels are then recycled through an established network of regional recycling partners.

The YETI RESCUES™ program and our Rambler™ Buy Back are key components of our circular economy strategy that together provide select segments of our consumer base opportunities to engage in circular models. Combined, the two programs cover over 70% of our product portfolio. We believe a diverse approach to circularity complements our diverse product portfolio and we will continue to expand both product coverage and access to new circular business models.



ZERO WASTE

Keeping the wild, wild means leaving no trace. This principle motivates our comprehensive approach to waste reduction and landfill diversion across our operations. Sending zero waste to landfill starts with identifying key sources of waste and working directly with waste management vendors to identify responsible disposition pathways, particularly for those hard to recover and recycle materials.

Historically we have reported on landfill diversion, a number that included waste to energy. Moving forward, and in line with the industry best practice for zero waste to landfill, we will differentiate between waste to energy, recycling, and other diversion methods.

We collaborate closely with our third-party warehousing and fulfillment partners to keep material out of landfills; LDPE polybags, cardboard, steel, and aluminum are collected and recycled. In 2022, our North American distribution centers collectively recycled over 57 tons of material.

Through customization and distribution center inbound quality control checks we occasionally identify surface blemishes that don't meet our strict cosmetic standards. We use these fully functional units to fulfill donations that align with our ESG initiatives. In 2022, the customization team alone donated over 5,000 pieces of drinkware and over 200 soft goods to deserving organizations.

Our Austin, Texas, headquarters offers compost and recycling receptacles throughout the campus and the coffee shop, The Bull, offers YETI Loaner drinkware for visitors, minimizing single-use products. On-site YETIzens were offered subsidized, healthy provisions sourced from restaurant partners that offer a range of packaging options and, in 2022, over 30% of delivered meals arrived in compostable packaging. Across all waste streams, our Austin headquarters composted over 21 tons and recycled over 135 tons.

The YETI brand is brought to life within our 14 retail locations. YETI Outfitters (retail associates) are encouraged to raise opportunities to improve process and the consumer experience through waste reduction efforts. In July of 2022, the Chicago retail store spearheaded a grassroots plastic recycling pilot where they collect and recycle plastic in partnership with a local recycling center. Since the program launched, the team has diverted over 300 pounds of plastic. Zero waste initiatives will continue to be a priority as additional stores come online.

In 2023, we will dig deeper into opportunities at both our Vancouver and Austin Innovation Centers, publish a disposition playbook to guide internal teams, and further pursue waste reduction initiatives across global distribution.



^ YETIzens at the Charleston, South Carolina store accept Ramblers® as part of Rambler™ Buy Back program.

WASTE DIVERSION

149 TONS
DIVERSION 2020


61%
WASTE TO ENERGY
2022*

155 TONS
DIVERSION 2021

39%
RECYCLED/COMPOST
2022*

554 TONS
DIVERSION 2022*

*In 2022, we added our Austin headquarters to our tracking. In line with industry best practices, we began measuring waste to energy and recycling/composting in 2022.

A woman in camouflage gear is sitting on a rocky streambed. She is holding a clear YETI water bottle. The stream flows over the rocks, creating white water. The background shows a rocky hillside with sparse vegetation under a cloudy sky.

We believe YETI has a role to play in ensuring
the wild is healthy, thriving, and inclusive
for generations to come.

PLACES

“Our Places strategy is centered on access and habitat, two drivers behind a sustainable and approachable wild. YETI’s efforts are global, impacting a diverse set of communities around the world, unified through the protection of the places we love. Joining forces through partnership enables a wider reach—allowing more people, from more backgrounds and passions, to thrive in wild spaces.”

Joe Koehly, Senior Director, Community Marketing

RESTORING THE WILD

At the heart of our community is a passion and commitment to pursuits in the wild. To ensure the health and well-being of our natural resources we remain steadfast in our stewardship and dedication to the natural world.

Through partnerships, sponsorship, and product donations valued at \$1.3 million in 2022, we empowered leaders in the outdoor space, community groups, and our consumers to support conservation and restoration initiatives, build community resilience, and promote responsible recreation around the world. Some examples of our commitment in action include:

- YETI joined **Captains for Clean Water (CFCW)** and other anglers to protect Florida’s estuaries against local legislation that would threaten restoration and conservation efforts. CFCW’s education and awareness campaign resulted in over 43,000 petition signatures and more than 150,000 emails and 1,400 calls to legislators to speak out against the bill.
- We worked with the **West Coast Triple Plank’s** 3-day event to raise money for Redd Fish Restoration Society’s work to conserve wild fish through habitat restoration, research, monitoring, and stewardship.
- Closer to home in Texas, we worked to help the **Great Springs Project** conserve land and build trails from Austin to San Antonio.

- YETI is an official partner of the **James Beard Foundation’s Sustainability and Advocacy Programs**. The Programs’ Chef Bootcamps for Policy and Change and the biannual Chef Action Summit provide prominent chefs with the resources and training needed to affect change on pressing food-system issues like regenerative agriculture and sustainable fisheries, and advocate for healthier and more equitable food systems.
- **Ducks Unlimited (DU)** is a leader in wetland and waterfowl conservation. To celebrate more than a decade of partnership, YETI worked with DU to create and publish *YETI Presents: Ducks*. 555 books were donated directly to DU and all proceeds from the sales of those books benefit DU’s ongoing projects across North America.

We support our communities through good times and bad. In the aftermath of Hurricane Ian in September of 2022, we teamed up with CFCW and World Central Kitchen in Florida to provide 150 coolers to the local population filled with food, ice, water, and other necessary supplies while infrastructure was being repaired. YETI also provided men’s, women’s, and children’s clothing distributed through CFCW to fishing guides and their families impacted by the hurricane.

> Drinkware donated at YETI-sponsored community events throughout 2022 has the power to displace over 1.1 million single use bottles year after year.¹

¹ Calculation based on Pacific Institute’s assessment of annual average per capita bottled water consumption in 20 countries with the highest bottled water sales: 123 liters or 246 bottles per person per year.

ENGAGING A NEW GENERATION OF WILD ADVOCATES

We believe the wild is for everyone. Including as many educated and engaged advocates is a key part of ensuring the long-term health of the places we value. To that end, we partner with organizations and YETI Ambassadors who focus on helping the next generation learn new skills and cultivate a sense of belonging in and responsibility to the wild. This is a small sampling of our partnerships and stories. See more at [YETI.com/stories](https://yeti.com/stories).

We work with organizations that introduce young people to the wild, especially those that may not have access to outdoor recreation or are historically underrepresented. We worked with SheJumps Snowpack Scholarship to provide affordable opportunities for individuals who identify as Black, Indigenous, or a woman of color to gain experience in snow sports and avalanche safety. We partnered with Tofino Adventure Camp's 5-day camp in Vancouver to further their mission to provide inner-city youth the chance to connect

with our natural world. The Keala Foundation works to provide Hawaiian youth the opportunity to grow up in a healthy environment in a state where substance abuse and suicide are among the highest rates in the nation. YETI partnered with the Ultimate Hawaiian Trail Run, the largest fundraiser for the Keala Foundation.



SISTER SUMMIT

Hosted by Ambassador Hedvig Wessel
Co-founded by YETI Ambassador Hedvig Wessel, Sisters Summit's mission is to bring together the top female athletes in skiing and snowboarding to inspire and grow the female snow sports community. YETI sponsored Sister Summit's 2022 event in Revelstoke, Canada, that hosted over 20 of the top female athletes.



Photo by Wade Fellin

SHE JUMPS RIVER SCHOOL

Taught by Ambassador Hilary Hutcheson
SheJumps hosts events across the U.S. to help women and girls become self-sufficient in the outdoors. YETI Ambassador Hilary Hutcheson hosted the 2022 SheJumps River school for beginner to intermediate freshwater anglers to learn and build on fly fishing skills in a safe, supportive and encouraging environment.



MEWATER FOUNDATION YUKATAT SURF CAMP

Taught by Ambassador Keith Malloy
MeWater Foundation, run by surfers and mental health professionals, seeks to address trauma and stress in young people from backgrounds of poverty and violence through surfing and the outdoors. In 2022, Ambassador Keith Malloy traveled with MeWater to Yukatat, Alaska, to provide a camp for the Tlingit community, an indigenous population native to the Pacific Northwest Coast.

REMOVING BARRIERS TO THE WILD

We recognize that many groups, including those who identify as a race or ethnicity other than white and the LGBTQ+ community, are underrepresented in outdoor pursuits. We seek to remove barriers to the wild by partnering with organizations and individuals who share our commitment to increasing representation, fostering inclusion, and providing access to the education and resources needed to participate in outdoor recreation.

In 2022, we worked with Minority Outdoor Alliance Fest, a two-day event that encourages diverse groups of people to engage with the outdoors, and Rebelle Rally, the first women's off-road navigation rally raid in the U.S. We were proud to support Project Onyx's mission to provide Black and Brown youth with an equitable chance at living healthy lifestyles through Onyx's Empowered Youth Program.

On May 12, 2022, several members of **Full Circle Everest**, the first all-Black expedition team to attempt Mt. Everest, stood upon the highest mountain on the planet. Led by outdoorsman Phillip Henderson, the Full Circle Everest Team represents the tenacity and strength of these climbers and highlighted the barriers that continue to exist for Black communities in accessing the outdoors. Full Circle Everest will inspire the next generation of outdoor enthusiasts, educators, leaders, and mountaineers of color. YETI was proud to support this historic expedition through financial and product donation.

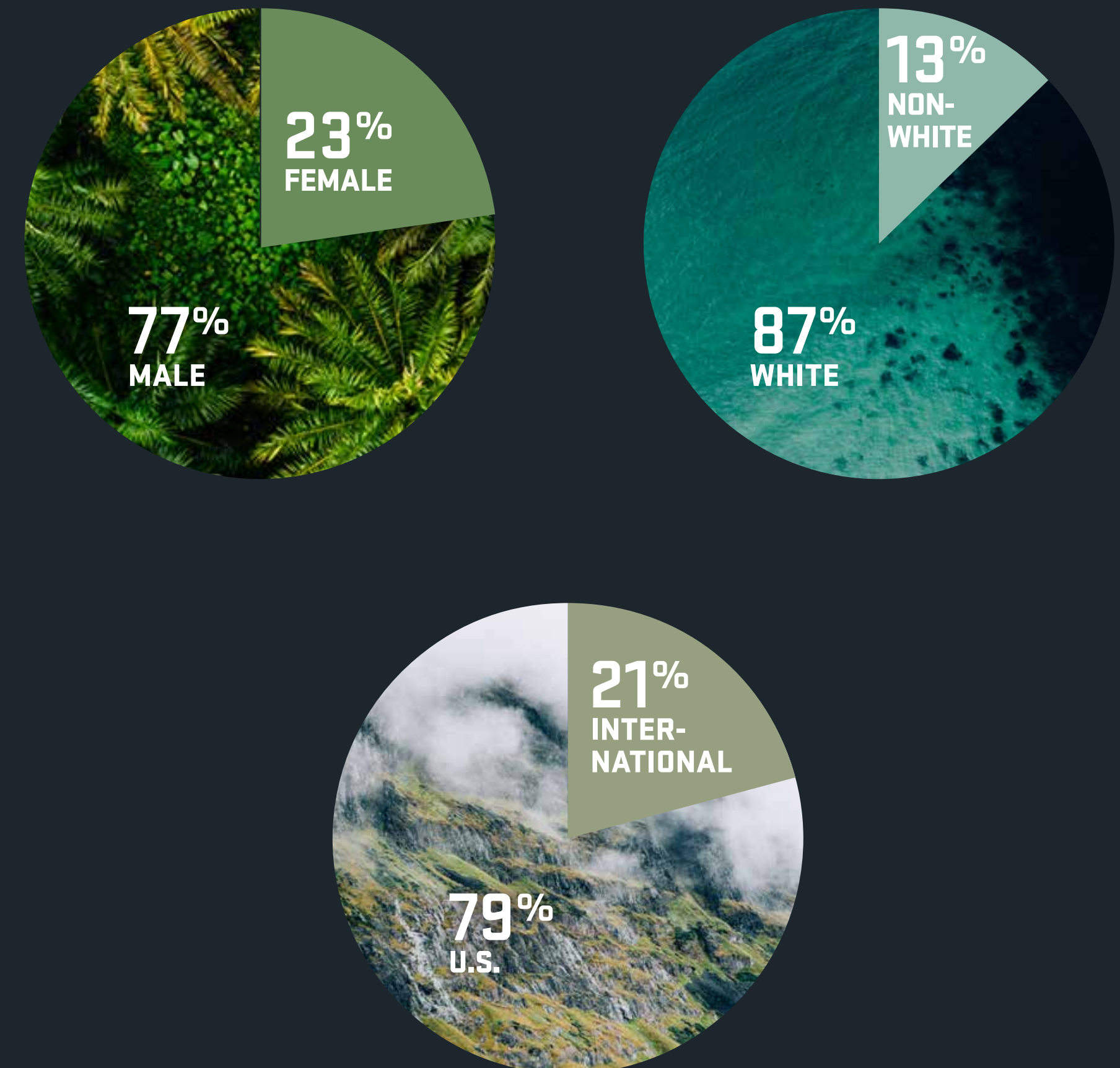
Through Skate Like a Girl's **Wheels of Fortune** and the **All In Ice Fest**, YETI supported platforms

that increase access to skateboarding and ice climbing for BIPOC, LGBTQ+, and Adaptive individuals. **Wheels of Fortune** is the longest running global gathering of women and trans skaters. The event seeks to create an inclusive community by promoting confidence, leadership, and social justice through skateboarding. **All In Ice Fest** provides clinics and access to gear so climbers from the BIPOC, LGBTQ+, and Adaptive communities can develop and advance their confidence and skills in the alpine environment.

Supporting partners working to increase access to outdoor pursuits for historically marginalized groups is part of our broader commitment to diversity, equity, and inclusion. Increasing representation of diverse communities in the wild is just the first step. Ensuring those communities have meaningful access to the wild and the resources to support their journey will continue to be a focus for YETI.

YETI Ambassadors are leaders who embrace the challenges of the wild and help build a sense of community with their peers and newcomers in their fields. By increasing the gender and racial and ethnic diversity of our Ambassadors, we can help break down the perception that the wild belongs to only one group. By 2030 we aim to increase our female Ambassadors to 30%, our Ambassadors' racial and ethnic diversity to 15%, and our international Ambassadors to 25%. The diversity of our Ambassadors at the end of 2022 is displayed in the charts to the right.

2022 YETI AMBASSADOR DIVERSITY





APPENDIX

YETI POLICIES & RESOURCES

Our policies are in place to guide our employees to perform their jobs with integrity. These policies serve as a foundation for our responsible sourcing approach and Vendor Compliance Program. These policies may also be found on our website.

[YETI Code of Business Conduct](#)

[YETI Human Rights Policy](#)

[YETI Restricted Substances List](#)

[YETI Supplier Code of Conduct](#)

[YETI Factory Disclosure List](#)

GLOSSARY OF KEY ESG TERMS

Bisphenols: Group of substances, include Bisphenol A (BPA), Bisphenol F (BPF), and Bisphenol S (BPS) that can leach out of plastic consumer products and into the bodies of humans and animals.

Community Partner: An organization with a formal or informal relationship with YETI designed to mutually support the YETI brand and the community partner's mission through engagement, sponsorship, events, product donation, or other means.

Forest Stewardship Council (FSC)-Certified: Certification that ensures that products or packaging come from responsibly managed forests that provide environmental, social, and economic benefits. See FSC's Principles and Criteria for additional information.

Gender Diversity: A measure of YETIzens who identify as male compared to YETIzens who identify as non-male, expressed as a percentage.

Greenhouse Gas (GHG) Emissions: Gases that trap heat in the atmosphere, as defined by the U.S. Environmental Protection Agency, including carbon dioxide, methane, nitrous oxide, and other fluorinated gases.

LGBTQ+: Inclusive acronym to capture the diversity of YETIzens who identify as lesbian, gay, bisexual, transgender, queer, or another sexual orientation or gender expression.

People of Color: Inclusive term to capture the diversity of YETIzens and community members that identify as a race or ethnicity other than white. The acronym BIPOC (Black, Indigenous, and People of Color) is sometimes

used to center Black and Indigenous communities within the larger category of People of Color.

Preferred Materials: Material used in YETI products that have a smaller environmental impact (measured as reduced GHG emissions, energy consumed, or water used during material production) when compared to the same quantity of a material conventionally used in similar consumer goods.

PFAS: Per- and Polyfluoroalkyl substances. Sometimes referred to as PFCs in other documents. PFOA and PFOS are the most common PFAS chemicals. These chemicals can be used during finishing processes to create a water repellent surface. Some U.S. states, as well as countries around the world, have banned per- and polyfluoroalkyl substances because they do not break down easily and persist in human bodies and the environment.

PVC: Polyvinyl chloride. A substance that can cause adverse human health risks and negative environmental impacts through manufacturing and product use.

PCR: Post-consumer recycled content

Racial and Ethnic Diversity: A measure of YETIzens who identify as white compared to YETIzens who identify as a race or ethnicity other than white, expressed as a percentage.

Recyclable: See the Federal Trade Commission Guides For The Use Of Environmental Marketing Claims § 260.12 Recyclable Claims.

Reusable: See the Federal Trade Commission Guides For The Use Of Environmental Marketing Claims § 260.12 Recyclable Claims.

Scope 1 Emissions: Direct emissions from sources that are owned or controlled by YETI, including on-site fossil fuel combustion and fleet fuel consumption, as defined by the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 2 Emissions: Indirect emissions from sources that are owned or controlled by the YETI, including emissions that result from the generation of electricity, heat, or steam purchased by YETI from a utility provider, as defined by the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 3 Emissions: Emissions from sources not owned or directly controlled by YETI but related to YETI's activities, including emissions associated with contracted solid waste disposal and the manufacturing, transportation, and distribution of YETI products, as defined by the GHG Protocol Corporate Accounting and Reporting Standard.

Tier 1 Supplier: A supplier from which YETI purchases or warehouses finished, sellable goods or services.

Tier 2 Supplier: A supplier from which a Tier 1 supplier purchases components or raw materials to produce finished goods.

YETI Ambassador: YETI Ambassadors are not YETI employees, but external representatives of the YETI brand selected for their connection to the wild. These are leaders in their respective pursuits—such as hunting, fishing, surfing, culinary, and more—who are often featured in YETI marketing materials.

YETIzen(s): Colloquial term for employees at YETI.

ESG DATA TABLE

The data presented in this ESG Data Table covers our most recently completed fiscal year that began on January 2, 2022, and ended on December 31, 2022, referred to simply as “2022” in the table, unless otherwise stated. We include data from fiscal year 2021 (January 3, 2021, to January 1, 2022) and fiscal year 2020 (December 29, 2019, to January 2, 2021), for comparison purposes.

For any questions on our ESG Data or this report, stakeholders may contact us at esg@yeti.com.

METRIC	2020	2021	2022
ENERGY, EMISSIONS, AND CLIMATE ACTION			
Energy consumption within the organization (kWh)	5,117,008	5,264,152	4,596,000
Non-renewable energy sources (kWh)		2,006,057	2,098,934
Renewable energy sources (kWh)		3,258,095	2,497,066
Energy consumption outside of the organization (kWh)	86,601,093	78,448,700	30,843,000
Non-renewable energy sources (kWh)		77,549,986	30,843,000
Renewable energy sources (kWh)		898,714	0
Scope 1-Direct GHG emissions (mtCO ₂ e)	573	633	401
Scope 2-Energy indirect GHG emissions (mtCO ₂ e)	2,042	778	789
Scope 3-Other indirect GHG emissions (mtCO ₂ e) ¹	211,372	278,714	415,396
WASTE²			
Diversion of Waste from Landfills (Distribution Centers)(lbs.)	149	155	554
Rate of Diversion of Waste from Landfills (Distribution Centers)	99%	97%	84%

¹ In 2022 our Scope 3 measurement expanded to include a number of additional categories and primary data sources. Please see Pages 18-19 of this report for more specifics on updated methodology and scope.

² In 2020 and 2021 we reported Waste metrics in US Distribution facilities. In 2022 and moving forward we report Waste metrics on North America operations.

METRIC	2020	2021	2022
FAIR AND SAFE LABOR PRACTICES—SUPPLY CHAIN			
Supplier facilities audited against YETI Responsible Sourcing expectations	4	13	28
Noncompliances—Total (#)	50	255	353
By Severity			
Zero Tolerance Findings (%)	0%	<1%	2%
Critical Findings (%)	2%	5%	8%
Other Non-Priority (%)	98%	95%	90%
By Issue			
Labor (#)	9	57	82
Environment (#)	3	16	16
Health, Safety, & Hygiene (#)	26	147	213
Management Systems & Ethical Conduct (#)	9	31	40
Other (#)	3	4	2
Corrective Action Plan Closure Rate (%) ¹	88%	78%	93%
FAIR AND SAFE LABOR PRACTICES—DIRECT OPERATIONS			
Workers covered by an occupational health and safety management system (%)		100%	100%
Total number of hours worked at YETI owned and operated facilities in the U.S. (#)		1,063,304	1,182,757
Number of recordable work-related injuries (per 200,000 hours)		1.32	0.34

¹ In 2020 and 2021 we reported CAP Closure Rate as % of total Findings. For 2022 and moving forward, we report CAP Closure Rate as a % of Priority (ZTF+Critical) Findings.

METRIC	2020	2021	2022
HUMAN CAPITAL MANAGEMENT			
Full-time and Part-time Employees	686	823	922
U.S.-based Employees	92%	91%	90%
Non-U.S.-based Employees	8%	9%	10%
Employees that identify as non-male–Total	44%	47%	49%
Employees that identify as male–Total	56%	53%	51%
Employees that identify as non-male–Director+	41%	43%	32%
Employees that identify as male–Director+	59%	57%	68%
Employees that identify as non-male–Below Director	45%	47%	50%
Employees that identify as male–Below Director	55%	53%	50%
Employees that identify as white–Total	69%	69%	69%
Employees that identify as non-white–Total	31%	31%	31%
Employees that identify as white–Director+	86%	84%	79%
Employees that identify as non-white–Director+	14%	16%	21%
Employees that identify as white–Below Director	68%	68%	68%
Employees that identify as non-white–Below Director	32%	32%	32%
% of Employees covered by collective bargaining agreements	0%	0%	0%
Ratio of basic salary and remuneration of women to men	In 2022, we maintained our commitment to pay equity at all levels by completing our bi-annual disparate impact assessment (DIA) process.		
Board of Directors–Total number of Directors ¹		8	7
Directors that identify as non-male		37.5%	42.9%
Directors that identify as male		62.5%	57.1%
Directors that identify as white		87.5%	85.7%
Directors that identify as non-white		12.5%	14.3%

¹ We began formally tracking diversity statistics for our Board of Directors in 2021.

METRIC	2020	2021	2022
RESPONSIBLE BUSINESS PRACTICES			
Political contributions	\$0	\$0	\$0
Financial assistance received from government	2020 Annual Report on Form 10-K. See pages 69-70 for details on research and development tax credits.	2021 Annual Report on Form 10-K. See pages 67-68 for details on research and development tax credits.	2022 Annual Report on Form 10-K. See pages 70-71 for details on research and development tax credits.
Non-compliance with environmental laws and regulations	No significant fines or non-monetary sanctions in 2020, 2021, or 2022.		
Incidents of non-compliance concerning product and service information and labeling	No instances of non-compliance concerning product and services marketing or labeling in 2020, 2021, or 2022.		
Substantiated complaints concerning breaches of customer privacy and losses of customer data	No instances of customer privacy violations in 2020, 2021, or 2022.		
Non-compliance with laws and regulations in the social and economic area	No instances of non-compliance with laws or regulations in the social or economic area in 2020, 2021, or 2022.		
Confirmed incidents of corruption and actions taken	No instances of corruption in 2020, 2021, or 2022.		
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No instances of anti-competitive behavior, anti-trust, or monopolistic practices in 2020, 2021, or 2022.		

SASB INDEX (SUSTAINABILITY ACCOUNTING STANDARDS BOARD)

The data presented in this SASB Index covers our most recently completed fiscal year that began on January 2, 2022, and ended on December 31, 2022, referred to simply as “2022” in the index, unless otherwise stated.

ACTIVITY METRICS

CG-TS-000.A	Annual Production	45,589,396 finished goods and accessories in 2022.
CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	Though we do not own or operate any manufacturing facilities, we partner with manufacturers around the world. As of December 31, 2022, our products were manufactured in the United States, China, Malaysia, Mexico, the Philippines, Poland, Taiwan, Thailand, and Vietnam. For a complete list of our manufacturing suppliers, please consult our YETI Factory Disclosure List .

CHEMICAL & SAFETY HAZARDS OF PRODUCTS

CG-TS-250a.1	Number of (1) recalls and (2) total units recalled	YETI voluntarily recalled the Hopper [®] M20 Soft Backpack Cooler, the Hopper [®] M30 Soft Cooler and the SideKick Dry [®] Gear Case starting in March of 2023, after learning the magnet-lined closures of these products can fail and result in detached magnets, posing a potential ingestion hazard. While we are not aware of any injuries related to these products (as of the time of the recall), the safety of our customers and the quality of our products are non-negotiable. Customers in possession of these products were asked to immediately stop using them and return them for a full refund or replacement product. YETI coordinated the responsible destruction of these products in line with our sustainability and zero waste to landfill goals.
CG-TS-250a.2	Number of Letters of Advice (LOA) received	0
CG-TS-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	YETI has had no monetary losses as a result of civil actions, regulatory proceedings, or criminal actions associated with product safety issues.
CG-TS-250a.4	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See our Restricted Substances List , pages 24, 28-31, and 68.

LABOR CONDITIONS IN THE SUPPLY CHAINS

CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct	In 2022, 28 supplier facilities were audited. The audits of suppliers' facilities represent 88% of our suppliers, by location, and over 90% of spend for the production of finished goods and accessories for YETI in 2022.
CG-TS-430a.2	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Through audits conducted in 2022, we found 353 instances of non-compliance through 28 on-site audits. Of the instances of non-compliance, 2% were zero-tolerance findings, 8% were critical, and 90% were other findings. Through corrective action plans (CAPs) and partnership, 100% of zero tolerance findings were closed and 93% of critical findings were closed at the time of this report. 90% of all findings (priority and other) were closed at the time of this report.

MEMBERSHIP & PARTNERSHIPS

YETI is proud to work with these organizations and support their missions to unlock access and connection to the wild for our consumers and communities. Additional partners may be found on the [Partners](#) page of our website.

Access Fund	Harte Research Institute for Gulf of Mexico Studies	Protect Our Winters
Alpine Club of Canada	Health Alliance for Austin Musicians	Protect Our Winters Canada
American Alpine Club	Heroes and Horses	QDMA
American Mountain Guide Association	High Fives Foundation	Rocky Mountain Elk Foundation
American Rivers	Hop Culture	Rocky Mountain Goat Alliance
Andy Roddick Foundation	Hunters of Color	Royal Canadian Legion
B4BC	Indifly	Saumon Québec
Backcountry Hunters and Anglers	International Game Fish Association	Save Bristol Bay
Big City Mountaineers	James Beard Foundation	SheJumps/SheFishes
Big Wave Risk Assessment Group	Keala Foundation	Skate Like a Girl
Bill Pickett Invitational Rodeo	Keep the Tennessee River Beautiful	Southern Smoke Foundation
The Billfish Foundation	Leave No Trace	The Sportsmen's Alliance
Billion Oyster Project	LEE Initiative	Stewards of the Wild—Texas Parks and Wildlife Foundation
Black Outside	Les Dames d'Escoffier International	Support + Feed
Bonefish & Tarpon Trust	Looking Out Foundation	Texas Wildlife Association
Boone and Crockett Club	MAD Academy	Theodore Roosevelt Conservation Partnership
Bring Music Home	Maple Leaf Sports & Entertainment Foundation	Thrive Outside
Brown Folks Fishing	Memphis Rocks	Total Archery Challenge
California Watersports Collective	Mending Waters	Trout Unlimited
California Waterfowl	MeWater Foundation	US Sailing
Cancer and Pisces	Minority Outdoor Alliance	USA Climbing
Captains For Clean Water	National Cattlemen's Beef Association	Western Sports Foundation
Casting for Recovery	National Independent Venue Association	Wild Sheep Foundation
Coastal Conservation Association	National Wild Turkey Foundation	Wild Spirit Wild Places
Code2College	Noble Clay	Winter Wildlands Alliance
Colorado River Alliance	OCEARCH	World Central Kitchen
Conservation Alliance	Operation BBQ Relief	
Conservation International	Outdoor Alliance	
Coombs Foundation	Pacific Salmon Foundation	
Cowtown S.K.A.T.E. Foundation	Perfect Game Cares	
Delta Waterfowl	Pheasants Forever	
Ducks Unlimited	Pope & Young	
Environmental Traveling Companions		
Festival Western		
Folds of Honor		





FORWARD-LOOKING STATEMENTS

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current fact included in this report are forward-looking statements. Forward-looking statements include statements containing words such as “anticipate,” “assume,” “believe,” “can,” “have,” “contemplate,” “continue,” “could,” “design,” “due,” “estimate,” “expect,” “forecast,” “goal,” “intend,” “likely,” “may,” “might,” “objective,” “plan,” “predict,” “project,” “potential,” “seek,” “should,” “target,” “will,” “would,” and other words and terms of similar meaning in connection with any discussion of the timing or nature of future performance or other events. For example, all statements made relating to future goals, commitments, programs, and initiatives as well as business performance and strategies are forward-looking statements. All forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those that are expected and, therefore, you should not unduly rely on such statements. The risks and uncertainties that could cause actual results to differ materially from those expressed or implied by these forward-looking statements include but are not limited to the risks and uncertainties contained in our filings with the United States Securities and Exchange Commission (the SEC), including our Annual Report on Form 10-K for the year ended December 31, 2022 and the Quarterly Report on Form 10-Q for the three months ended April 1, 2023, as such filings may be amended, supplemented or superseded from time to time by other reports YETI files with the SEC.

As a result, the actual conduct of our activities, including the development, implementation, or continuation of any program, policy, or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this report continue to evolve, and the forward-looking statements contained in this report

are made based upon detailed assumptions and reflect management’s current expectations and beliefs. While YETI believes that these assumptions underlying the forward-looking statements are reasonable, YETI cautions that it is very difficult to predict the impact of known factors, and it is impossible for YETI to anticipate all factors that could affect actual results. The forward-looking statements included here are made only as of the date hereof. YETI undertakes no obligation to publicly update or revise any forward-looking statement as a result of new information, future events, or otherwise, except as required by law.

We use the standards and guidelines of the Global Reporting Initiative, Sustainability Accounting Standards Board industry-specific standards (and the Task Force on Climate-related Financial Disclosures) to inform our sustainability and ESG disclosures. Some of our ESG disclosures are included in our Annual Report to Stockholders covering YETI’s fiscal year ended December 31, 2022 (our Annual Report), our proxy statement, and this report. The “materiality” thresholds in those standards and guidelines may differ from the concept of “materiality” for purposes of the federal securities laws and disclosures required by the SEC rules in our Annual Report. The inclusion of sustainability and ESG disclosures in this report and in our filings with the SEC does not necessarily mean or imply that we consider them to be material for purposes of the federal securities laws or the SEC’s rules and regulations governing such disclosure.



YETI®

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