



KEEP THE WILD WILD

2025 SUSTAINABILITY REPORT

YETI[®]

TABLE OF CONTENTS

3 LETTER FROM OUR CEO

4 APPROACH

- 5 About YETI
- 6 About this Report
- 7 Governance & Compliance

8 SUSTAINABILITY

9 People	16 Safer Chemistry
10 Employees Outdoors	17 Preferred Packaging
11 Responsible Sourcing	18 Circularity
12 Core Manufacturing	19 Operational Waste
13 Product	20 Partnerships in Action
14 Supplier Engagement	21 Places
15 Preferred Materials	22 Partnerships for the Wild

23 APPENDIX

- 24 Data Tables
- 27 SASB Index
- 28 Glossary
- 28 YETI Policies & Resources
- 29 Forward-Looking Statements
- 30 GHG Verification Statement



2025 SUSTAINABILITY REPORT

LETTER FROM OUR CEO



YETI CEO **MATT REINTJES**

“

**THE DURABILITY OF YETI PRODUCTS
REMAINS OUR FIRST LINE OF DEFENSE
AGAINST WASTE, AND OUR CIRCULARITY
PROGRAMS FURTHER SUPPORT OUR
SUSTAINABILITY ETHOS.**

”

At YETI, our unwavering commitment to keeping the wild, wild is a core expression of who we are as a brand and business. In this Sustainability Report, we examine our progress in 2024 in strengthening our commitment to the people who are at the heart of everything we do, the products that we bring to life, and the places where we experience the wild.

Our employees are the driving force behind our mission, and in 2024 we created meaningful programs and experiences to support their professional growth and promote their connection to an active, outdoor lifestyle. This includes expanded leadership programming and learning tools, local volunteering opportunities, reimbursement for annual National Parks Passes and an additional five weeks of paid leave at their 10th anniversary to unplug, recharge and reconnect.

The durability of YETI products remains our first line of defense against waste, and our circularity programs further support our sustainability ethos. In 2024, our YETI Rescues, Rambler Buy Back and Bags Warranty Repair programs helped to divert thousands of products from landfills and extend the life of our gear. We will continue to prioritize superior product design and durability to enable

greater opportunities for circularity and longevity. In 2024, through strong supplier partnerships and engagement, we collaborated directly with factory leadership to co-develop solutions to improve worker experience and to build a more resilient supply chain. Through this strong engagement, we also grew the adoption of clean energy across manufacturing and supply chain partners.

We are aware of our shared responsibility to act as responsible stewards of the places we love, and, in alignment with our core values, we know that no one succeeds alone in this endeavor. In 2024, we collaborated with a wide range of organizations and partners on waste reduction, conservation efforts, and amplifying sustainability initiatives and awareness. These combined efforts remain integral to maximizing our sustainability impact.

I'm incredibly proud of the accomplishments we made in 2024. We have nothing but opportunity ahead of us and will strive to ensure that keeping the wild, wild remains a key part of our mission and growth.

Matt

APPROACH

APPROACH

SUSTAINABILITY

APPENDIX





ABOUT YETI®

YETI Holdings, Inc. (YETI) is a global designer, retailer, and distributor of innovative, durable outdoor products. As of December 28, 2024, the end of our 2024 fiscal year, we were powered by over 1,000 full-time and part-time employees across 10 countries.

We are headquartered in Austin, Texas, and offer products throughout the world through a diverse omnichannel strategy, consisting of wholesale and direct-to-consumer channels. In 2024, we leased office and building space in the United States, Australia, Canada, China, Germany, and the Netherlands. Our primary distribution centers are leased and managed by third-party logistics providers and, as of fiscal year-end, were

located in the United States, Australia, Canada, the United Kingdom, New Zealand, Vietnam, and the Netherlands. As of the end of the fiscal year, we leased and operated 24 retail stores across the United States and Canada.

We partner with manufacturers around the world. At fiscal year-end, many of our core products were manufactured in China, the Philippines, Vietnam, Taiwan, Poland, Mexico, Thailand, Malaysia, and the United States. We do not own or operate any manufacturing facilities. Refer to our [YETI Factory Disclosure List](#) for a complete list of our Tier 1 suppliers. Additional details about YETI's business may be found on our [Investor Relations](#) page.

ABOUT THIS REPORT

This report was published in September 2025. Unless otherwise noted, the data presented reflects our most recently completed fiscal year, December 31, 2023–December 28, 2024, which is referred to as “2024” throughout this report.¹

During the first quarter of 2024, YETI acquired Mystery Ranch, Ltd., a designer and manufacturer of durable load-bearing backpacks, bags, and pack accessories, and Butter Pat Industries, LLC, a designer and manufacturer of cast iron cookware. Applicable data from these acquisitions has been incorporated into this report, unless otherwise indicated.

This report captures annual performance and progress toward company-wide sustainability goals. The information presented builds on a 2020 materiality analysis that examined sustainability topics relevant to YETI and its stakeholders. The sustainability team reviews internal and external inputs, science-based data, and current trends to assess relevant topics on an ongoing basis.

This report was prepared in alignment with the Sustainable Accounting Standards Board (SASB) standards for our industry. It is also informed by the Task Force on Climate-related Financial Disclosures (TCFD) and Global Reporting Initiative (GRI) Standards. Limited assurance over greenhouse gas emissions was obtained from Apex Companies, LLC, an independent third-party verifier.

Solely for convenience, certain trademark and service marks referred to in this report appear without the ® or ™ symbols. These references are not intended to indicate in any way that YETI will not assert its rights to these trademarks and service marks to the fullest extent under applicable law.

A glossary of relevant terms used throughout the report is available in the [Appendix](#). For questions related to this report, stakeholders may contact us via [email](#).

¹ Previous fiscal years are referred to as 2020, 2021, 2022, or 2023 unless otherwise indicated.





GOVERNANCE & COMPLIANCE

Our Board of Directors (Board) has the highest level of oversight of YETI's environmental, social, and governance strategy. They receive relevant updates annually, with specific topics being presented quarterly at the committee level. Our Chief Executive Officer (CEO) is responsible for reviewing and approving YETI's overarching strategy.

In support of our Board and CEO, functional leaders across the organization set the strategy and prioritization of environmental, social, and governance objectives. Having subject matter experts leading from within the business helps deepen integration and accountability across the broader organization. The Organizational Development Lead, reporting to the Chief Human Resources Officer, manages the People pillar of our program, while the Sustainability Lead reports to the Senior Vice President of Supply Chain and Operations and oversees YETI's environmental sustainability and responsible sourcing programs. Reporting and disclosure are led from within the Legal organization, with the Compliance Lead reporting to the Senior Vice President, Chief Legal Officer, and Secretary.

The cross-functional team convenes regularly to ensure alignment and to drive planning, commu-

nication, education, and reporting on all applicable topics.

We leverage YETI's enterprise risk framework to identify, aggregate, and evaluate risks across the enterprise, including environmental, social, and governance topics. This framework is integrated into the annual enterprise risk management process, carried out by the Internal Audit team in collaboration with senior leadership and the Board.

To ensure that all employees are aware of the governance expectations outlined in our Code of Business Conduct, annual training is required. This is supplemented by our *Integrity Message of the Month* publication. When employees or vendors have concerns regarding violations of laws, regulations, or YETI policies, we provide access to grievance mechanisms in all countries where YETI operates. Concerns may be submitted anonymously through a third-party hotline available via web or phone, and YETI maintains a strict no-retaliation policy for anyone who raises a concern.

Additional information about our Board and corporate governance may be found on our [Investor Relations](#) page.

SUSTAINABILITY



PEOPLE

OUR EMPLOYEES ARE AT THE HEART OF EVERYTHING WE DO

Our approach to engaging YETI employees begins well before their first day. Our talent acquisition and sourcing strategy is designed to attract highly skilled talent that will support YETI's growth and build brand affinity. We have developed strategic sourcing partnerships with organizations including the University of Texas, Code2College, and the Texas Conference for Women to help bring top talent to YETI. As we continue to grow, we look forward to building additional partnerships that bring unique talent to our offices around the world.

We strive to integrate new employees into the fabric of YETI from the start. In 2024, we enhanced our orientation and onboarding programs to include experiences and information related to YETI's innovation process, brand and product history, retail experience, and career development opportunities.

A key driver of every employee's experience at YETI is a meaningful relationship with their manager. To support this, we continue to

expand training and development opportunities for both managers and employees, including:

- Expanding Leadership Summit Series content with sessions on "Responding to Change" and "Building High Trust Teams"
- Launching self-paced digital learning tools for employees to explore new skills and career paths
- Piloting a Career Climbing Program within our Supply Chain & Operations team, providing cross-functional exposure and career exploration opportunities

Finally, to complement our focus on growth and development, we regularly offer peer-nominated awards during company-wide meetings, and our annual Trailblazers program celebrates employees across the globe who exemplify YETI's Core Values. In addition, our "Anytime Feedback" platform supports a culture of real-time recognition for a job well done.



EMPLOYEES OUTDOORS

At YETI, we don't just talk the talk of an outdoor brand—we create opportunities for employees to stay connected to the outdoors and their communities through meaningful programs and experiences, including:



National Park Pass

U.S. employees are reimbursed annually for the cost of a National Park Pass, encouraging time outdoors in the forests, mountains, and waterways of the United States.

Fresh Air Leave

Employees celebrating their 10-year anniversary receive five additional weeks of paid leave to unplug and reflect on their accomplishments. Upon returning, they bring renewed perspective and energy to their work and teams.

Local Volunteering Opportunities

Each quarter, YETI organizes volunteer opportunities with local partners such as the Austin Parks Foundation, the Audubon Society, and the Central Texas Food Bank. We also encourage all full-time YETI employees to give back to their community by providing eight hours of paid volunteer time annually.

RESPONSIBLE SOURCING

PARTNERING TOWARDS A MORE RESILIENT SUPPLY CHAIN

Although risks such as human rights violations and environmental degradation exist within every company's supply chain, we remain focused on addressing these challenges through responsible sourcing and sustainable supply chain management practices.

The YETI Supplier Code of Conduct (SCOC) outlines our minimum expectations for labor rights, working conditions, health and safety, environmental protection, and business integrity. We remain committed to supply chain transparency and regularly publish our [Supplier Code of Conduct](#), [Human Rights Policy](#), [Modern Slavery Statement](#), and [Factory Disclosure List](#) on [YETI.com](#).

Third-party audits continue to be a core pillar of our program, conducted regularly and informed by risk assessments, geographic focus, and past performance. Findings are documented in corrective action plans (CAPs), with results shared across internal teams and relevant stakeholders to inform sourcing decisions. The [Appendix](#) breaks down 2024 audit data further.

Recognizing that audits alone are not sufficient, we prioritize long-term, scalable improvements through direct engagement with factory teams. Rather than relying solely on punitive measures, we collaborate with factory leadership to identify root causes and co-develop solutions for improved health and safety. This partnership-based approach strengthens compliance, builds trust, and enables suppliers to build more resilient, responsible operations over time.

We also leverage industry best-practice data-sharing platforms, such as the Supplier Ethical Data Exchange (Sedex²), and participate in multi-stakeholder groups including the American Apparel and Footwear Association (AAFA) and the Fair Labor Association (FLA). As part of our growing Customization and Licensing programs, we report to retailer- and licensee-specific platforms such as the Sustainable Manufacturing Assessment Questionnaire (SMAQ) and the Collegiate Licensing Company (CLC).

² Sedex is a supply chain sustainability management platform used to assess social and environmental risks, share information, and drive improvement in global supply chains.

In response to more frequent extreme weather events, we expanded our program in 2023 to include structural site assessments. Partnering with a third-party provider, we conducted in-depth structural, fire, and electrical audits at select facilities—going beyond the scope of Sedex Members Ethical Trade Audits (SMETA). These findings informed a new risk classification process used across factories and as a result, in 2024 we audited two additional sites in China and Vietnam. This proactive investment helps ensure our products are made in environments that remain safe for workers.



CORE MANUFACTURING COUNTRIES

EXPLORE OUR COMPLETE [FACTORY DISCLOSURE LIST](#)



CHINA



THE PHILIPPINES



VIETNAM



INDONESIA



MALAYSIA



MEXICO



THAILAND



UNITED STATES



5%
ENVIRONMENT
7%
MANAGEMENT & ETHICS

27%
LABOR

61%
HEALTH, SAFETY,
& HYGIENE

AUDIT FINDINGS
BY CATEGORY

TOTAL AUDITS

TOTAL SUPPLIER CODE OF CONDUCT AUDITS³



³ Includes full annual, periodic, and follow-up audits.



CORRECTIVE ACTION PLANS

18%
PRIORITY FINDINGS⁴

95%
CLOSURE RATE⁵

⁴ "Priority findings" is defined as the sum of zero tolerance and critical findings.

⁵ Closure rate reflects data collected through June 30, 2025.

PRODUCT

GOAL:
Scope 1 & 2:
-50% by 2030⁷

**PROGRESS
MADE**

GOAL:
Source 100%
renewable
energy yearly⁸

ACHIEVED

GOAL:
Scope 3:
-27% by 2030⁷

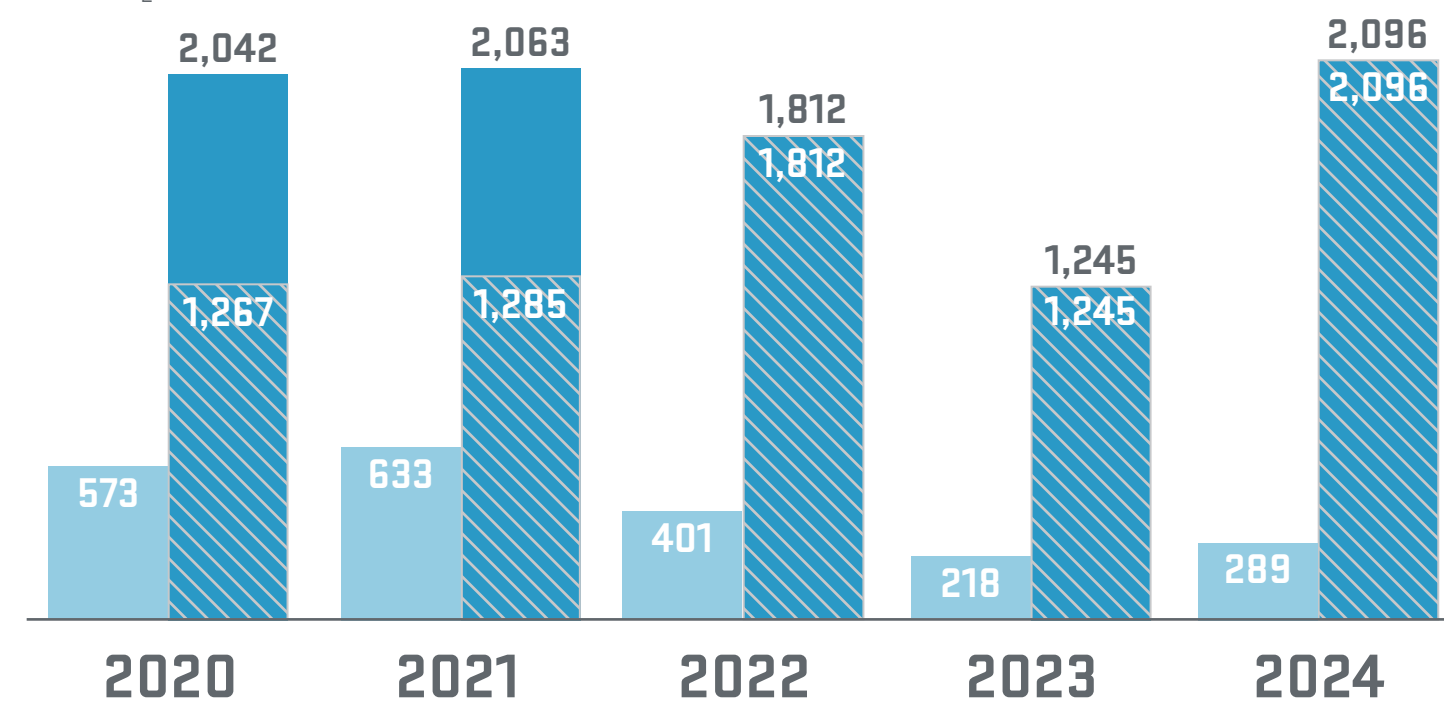
**PROGRESS
MADE**

At YETI, durability is our first line of defense against waste—and the foundation of our product sustainability approach. We design gear built to last in the wild, reducing replacements and extending product life. But durability alone isn't enough. Across product lines and operations, we are increasing the use of preferred materials, expanding renewable energy, reducing operational waste, and improving product circularity. As our brand reaches more people and places, we remain focused on building not just more—but better.

TOTAL SCOPE 1 & 2

ABSOLUTE EMISSIONS
MT CO₂e

■ SCOPE 1
■ SCOPE 2 location-based
■ REC/EACs⁶



SCOPE 1 & 2

In 2024, Scope 1 emissions increased by 32% and Scope 2 location-based emissions increased by 68% compared to fiscal year 2023, largely due to increased fleet vehicle use, three new offices, and six new retail stores. We are proud to continue sourcing 100% renewable electricity in the amount equivalent to our U.S. operational footprint—and have expanded this commitment to cover global operations.

⁶ Renewable Energy Coverage (REC) may be achieved through direct purchases from a utility (Direct REC) or through Energy Attribute Certificates (EACs), which verify electricity from renewable sources. REC/EAC coverage is shown for 2022-2024, with third-party verification beginning in 2024.

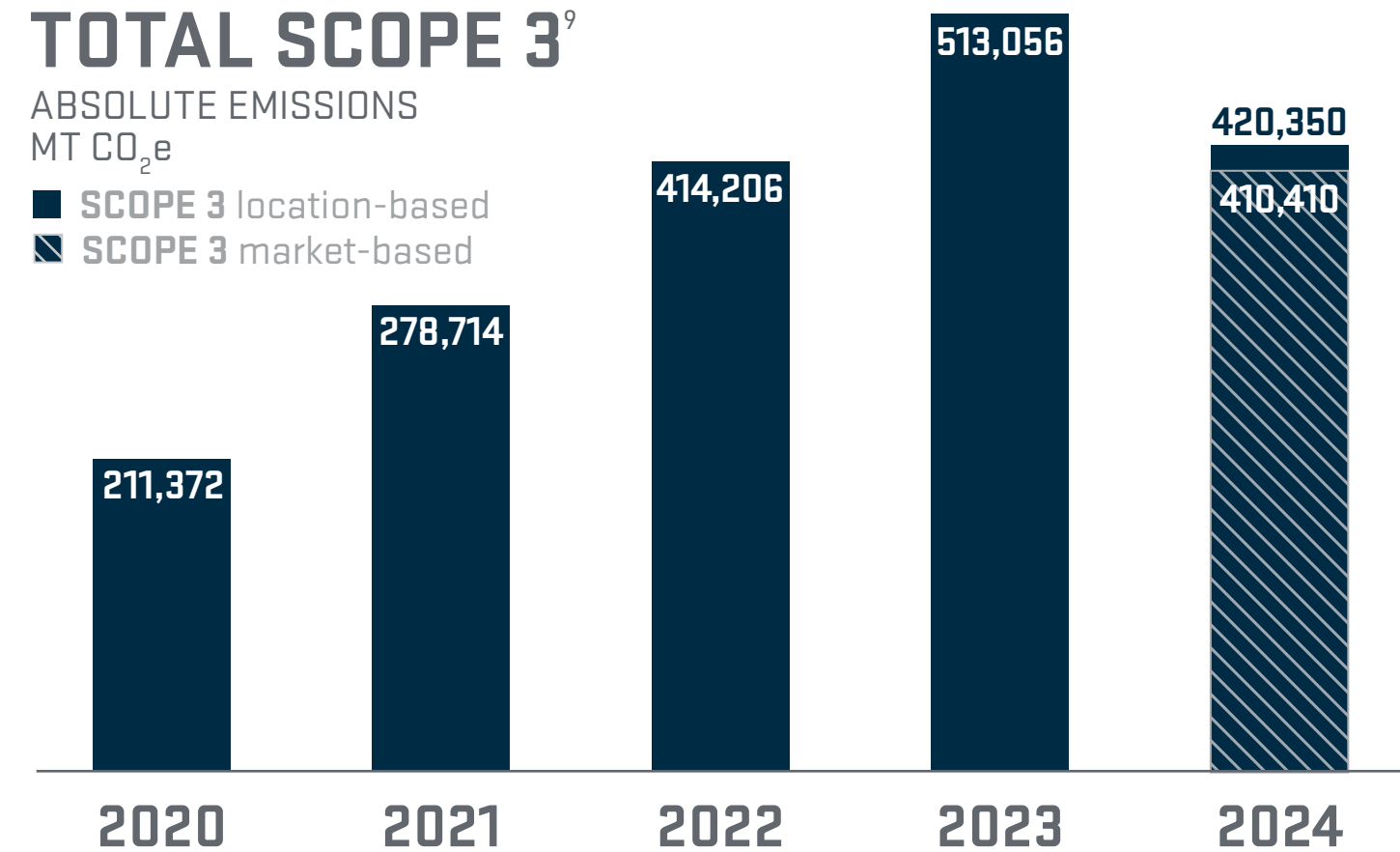
⁷ Targets based on 2020 fiscal year baseline.

⁸ Goal reflects owned and operated facilities only.

TOTAL SCOPE 3⁹

ABSOLUTE EMISSIONS
MT CO₂e

■ SCOPE 3 location-based
■ SCOPE 3 market-based



SCOPE 3

In 2024, our Scope 3 emissions decreased by 18%, driven largely by updates to the CEDA¹⁰ emissions factor database, aligning with the median 15% corporate carbon footprint decrease. This reflects progress in global carbon accounting methodology and decarbonization efforts. YETI's actions also contributed to the decrease by increasing the use of clean power at factories, reducing airfreight miles, and expanding the use of lower-emissive materials. For a detailed breakdown, see the [Appendix Data Table](#).

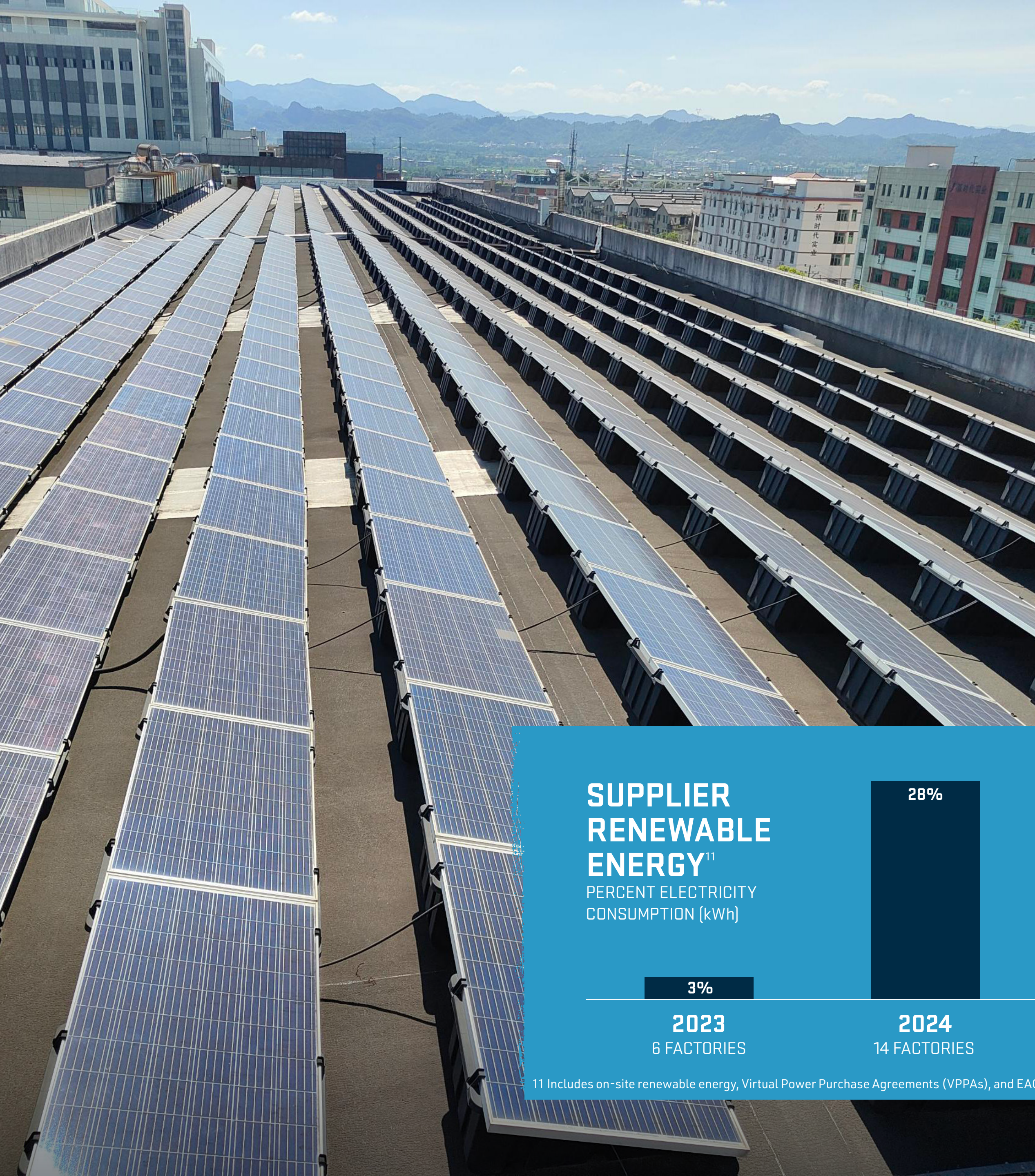
⁹ Scope 3 emissions include GHG Protocol Categories 1-7 and 11-12.

¹⁰ CEDA, the Comprehensive Environmental Data Archive, contains ~60,000 emissions factors from 400 industries across 148 countries and regions, covering 95% of the world's GDP.



ALASKA'S WIND, FUELING YETI'S IMPACT

Since 2021, YETI has purchased EACs to match its global Scope 2 electricity consumption (MWh), with the majority sourced from Alaska's Fire Island Wind Project, located 3.5 miles off Anchorage's west coast—a state rich with people and places particularly special to many YETI family and friends. In operation since 2012, the project delivers renewable, emissions-free energy with the capacity to power more than 7,000 homes in Southcentral Alaska. Fire Island Wind represents the region's first utility-scale, independently owned wind farm—helping redefine the future of energy in Cook Inlet and beyond, and serving as a key step toward energy diversification. The project eliminates up to 500 million cubic feet of natural gas consumption annually, and its long-term power purchase agreement with Chugach Electric Association helps protect against energy price volatility in the region.



SUPPLIER ENGAGEMENT

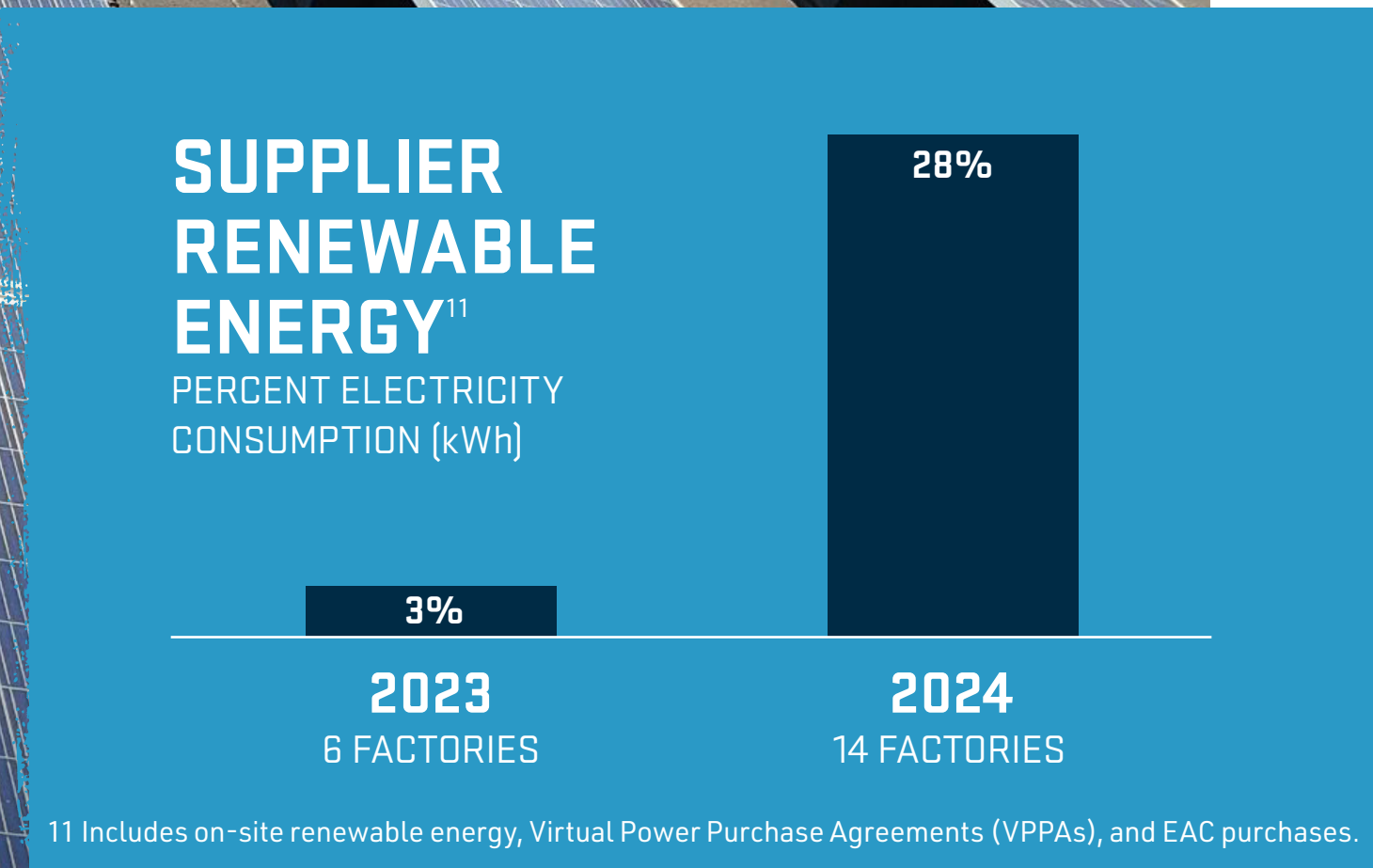
In 2024, manufacturing our finished products represented approximately 83% of YETI’s total carbon footprint. As we do not own manufacturing facilities, we rely on trusted supplier partnerships—many of whom produce for multiple brands. Reducing Scope 3 emissions requires strong collaboration across this network.

To deepen that engagement, we expanded access to emissions-related training and resources, developed tools and templates for carbon reporting, and introduced monthly emissions reporting expectations for high-impact suppliers. These efforts are designed to build supplier capabilities, increase transparency, and surface actionable opportunities for emissions reduction at the factory level.

One area of notable progress has been the shift toward renewable electricity. Through continued dialogue and shared tools, we’ve seen growing adoption of clean energy across manufacturing sites—driven by both direct investment and market-based procurement. While access and infrastructure remain challenges in some regions, we’re building on this momentum to expand engagement across YETI’s supply base.

In early 2025, YETI invited a small group of strategic suppliers in China and Vietnam to participate in the Clean Energy Procurement Academy (CEPA)—a world class virtual training initiative co-founded by leading global brands. CEPA equips participants with the knowledge and tools to navigate renewable electricity purchasing in key manufacturing countries. Eight YETI suppliers were invited to join the Academy, underscoring a shared commitment to advancing renewable energy adoption.

We also recognize energy efficiency as a critical piece of the emissions reduction equation—especially when paired with renewable electricity. While we have yet to fully quantify the impact of automation and equipment upgrades at factories and distribution centers, we know these improvements can meaningfully reduce energy use over time. In the coming year, we aim to more fully assess, integrate, and accelerate energy efficiency initiatives into our supplier engagement strategy.



¹¹ Includes on-site renewable energy, Virtual Power Purchase Agreements (VPPAs), and EAC purchases.

PREFERRED MATERIALS



GOAL:
Increase use
of preferred
materials yearly
ACHIEVED

How we choose materials plays a critical role in shaping our environmental performance. We remain committed to increasing the use of preferred materials across our product lines and packaging while maintaining the durability and performance our customers expect. The most responsible products are those that are reusable, reliable, and built to withstand the wild.

In 2024, we prioritized the qualification and integration of recycled, recyclable, and responsibly sourced materials across key product lines—introducing the use of recycled stainless steel and expanding our use of recycled plastic. We continue to source NetPlus® material from Bureo® for hat brims and recycled polyester on select apparel, which we plan to increase in the coming seasons.



RECYCLED PLASTIC IN ACTION

In 2024, YETI increased its use of recycled plastic by 111% over the prior year—a significant step toward our material sustainability goals. Through our partnership with Eastman, we integrated Tritan™ Renew—made with 50% certified recycled content¹²—into even more of our product lineup, including the Yonder® bottle, drinkware lids and accessories, hard cooler baskets, and food storage containers. Tritan Renew delivers the same durability and performance YETI demands, while significantly reducing our reliance on virgin plastic.

Tritan Renew is made using Eastman's molecular recycling technology, which breaks down hard-to-recycle plastics—such as colored and opaque bottles, strapping, and carpet—into their original chemical building blocks. These are then used to create new, high-performance materials with the same strength and clarity as virgin plastic, but with a lower environmental impact. Unlike traditional mechanical recycling, this process allows plastics to be recycled repeatedly without compromising quality, enabling a truly circular solution for materials that might otherwise end up in landfills, incinerators, or the environment.

This collaboration demonstrates how innovation and partnership can accelerate sustainability progress. In 2024 alone, YETI's use of Tritan Renew has diverted more than 2,300 metric tons of plastic waste—the equivalent of approximately 117 million single-use half-liter bottles—from landfills and the environment. Stacked side by side, that's the same as:

3.5
COMBINED THRU-HIKES OF
THE PACIFIC CREST AND
APPALACHIAN TRAILS

1,500
ROUND-TRIPS TO THE SUMMIT
OF MT. EVEREST

1.3x
THE DISTANCE BETWEEN THE
NORTH AND SOUTH POLES

¹² Recycled content certified by ISCC under the mass balance allocation method.

SAFER CHEMISTRY

GOAL:
Eliminate PVC,
BPA/BPS, & PFAS
ACHIEVED

YETI's Safer Chemistry program is a cornerstone of our commitment to human and environmental health. At the heart of this initiative is our elevated Restricted Substances List (RSL), which not only limits currently regulated chemicals but also anticipates future regulatory trends. This forward-looking approach enables smarter material selection and supports our transition to safer alternatives—well ahead of mandates.

Informed by global regulations, third-party certifications, and emerging science, our RSL is reviewed annually to reflect evolving expectations. In 2024, we expanded our efforts by mapping Tier 1 and Tier 2 suppliers against the RSL—driving improvements in chemical disclosure, supplier training, and targeted testing.

Our Product Safety & Compliance (PS&C) team leads this work in close collaboration with cross-functional teams and supply chain partners. Together, we embed best practices in chemical management throughout the product development lifecycle.

To further strengthen consumer confidence and ensure accountability, we initiated RSL audits and enhanced our testing protocols. Spot audits, informed by material-level risk assessments, allow us to validate supplier compliance and accelerate phase-out decisions for hazardous substances. This proactive strategy helps us monitor our impact and continuously improve product safety—for our customers, our factory teams, and the planet.



PRIORITY PHASE-OUT CHEMICALS

FISCAL YEAR 2024

- BISPHENOLS** & DERIVATIVES (BPA, BPS) → COMPLETE/MAINTAINING
- PER- & POLYFLUOROALKYL SUBSTANCES** (PFAS) → COMPLETE/MAINTAINING
- POLYVINYL CHLORIDE** (PVC) → COMPLETE/MAINTAINING

PREFERRED PACKAGING

GOAL:
Increase preferred packaging yearly
ACHIEVED

PREFERRED PACKAGING MATERIALS BY WEIGHT¹³



We bring the same intensity to packaging as we do to product design—focusing on durability, performance, and environmental responsibility. Our packaging strategy prioritizes recyclability, the use of recycled content, and Forest Stewardship Council™ (FSC) Certified fibers. As our product portfolio evolves, we remain guided by early wins—like packaging heavy coolers in recyclable corrugate and a single polybag.

Protecting products across a global supply chain introduces complexity, especially when transitioning to more sustainable alternatives. Our teams work closely with suppliers to identify, test, and validate new materials—challenging our own status quo and unlocking new creative solutions.

¹³ Repackaging materials (mailers, boxes, dunnage) for direct-to-consumer and customization orders are excluded, with hopes to include them in future reporting.

While tradeoffs remain around availability, cost, protective performance, and retailer-specific requirements, we are committed to advancing smarter, more sustainable packaging across the business.

Looking ahead, we are focusing on areas where the most repackaging occurs—our distribution and customization centers. We’re exploring opportunities to improve efficiency and reduce waste in eCommerce, wholesale, corporate gifting, and customization fulfillment. From right-sizing shipping materials to sourcing better protective options, we see strong potential to streamline operations and further reduce waste.

¹⁴ Fiber-based packaging.
¹⁵ PCR stands for Post-Consumer Recycled.



<1% OTHER (tin, elastic, etc.)
<1% RECYCLED PLASTIC

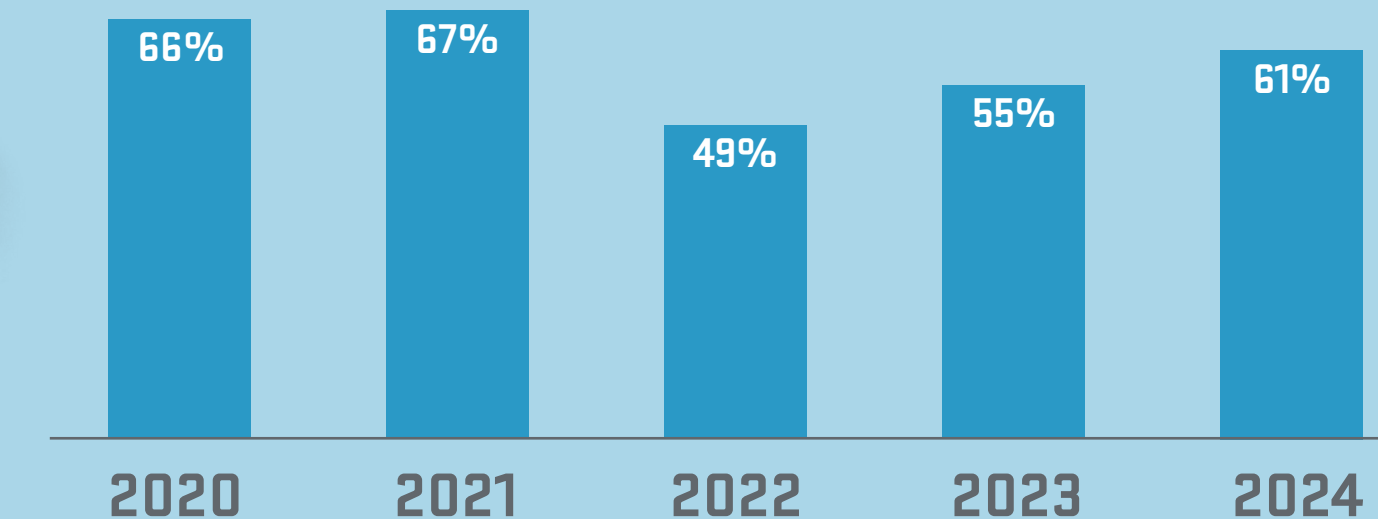
9% NON-RECYCLED PLASTIC

11% NON-RECYCLED FIBER

79% RECYCLED FIBER

PACKAGING MATERIALS BY WEIGHT (MT)

RECYCLED CONTENT¹⁶ BY YEAR



¹⁶ Includes post-consumer recycled content.

CIRCULARITY

We take pride in designing products engineered for generations of use—not single-use. As we advance our circularity strategy, we build on a foundation of durability while exploring scalable solutions for repair, resale, and material recovery. We also recognize the role of product design in enabling circularity and continue to pursue opportunities to integrate disassembly, modularity, and recyclability—supporting more diverse end-of-life solutions for complex systems.

GOAL:
Expand circularity
programs yearly
ACHIEVED



The YETI RESCUES program reflects the same values we build into every product—durability, utility, and respect for the wild. Rather than letting slightly imperfect or returned gear go to waste, RESCUES gives these products a second chance at adventure while generating incremental revenue for the business.

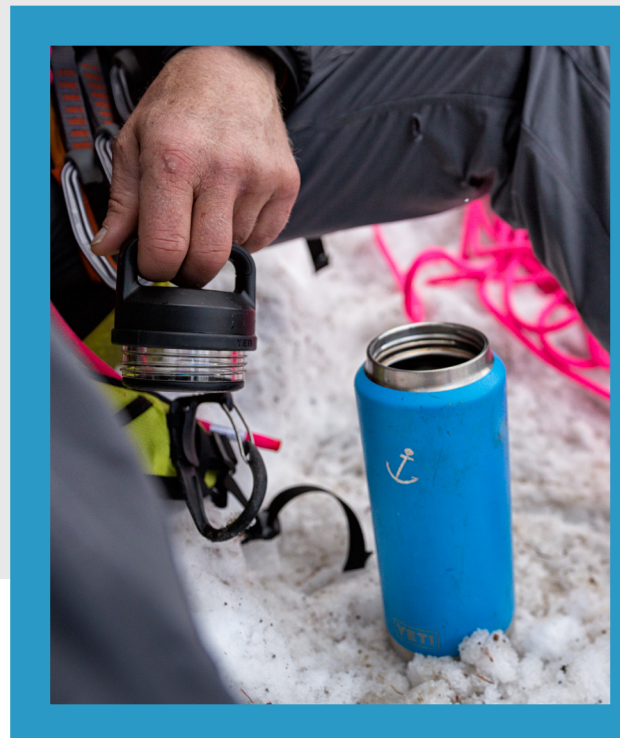
Launched in January 2023, the U.S.-based program offers gear in a range of conditions and price points, with each product thoroughly inspected to meet YETI's quality standards. In 2024, RESCUES expanded to include hard and soft coolers, bags, luggage, cargo, camp chairs, and more—covering nearly 50% of our product portfolio.

Engagement has been strong, with 51% of RESCUES customers new to YETI's online ecosystem—reinforcing that recommerce remains a powerful entry point for brand engagement while reducing emissions and avoiding waste. In 2024, the program helped avoid more than 2 metric tons of CO₂e emissions and kept over 15,000 products in use. Looking ahead, we're energized by the momentum and confident in the program's continued expansion and impact.

RAMBLER BUY BACK

At YETI-owned stores, the Rambler Buy Back program rewards customers for returning eligible stainless steel YETI products in exchange for a discount on a qualifying in-store purchase. Returned units are responsibly recycled through a U.S.-based network of recycling partners, extending the lifecycle of materials that are not widely accepted at curbside and supporting our commitment to product stewardship—ultimately strengthening our circular ecosystem.

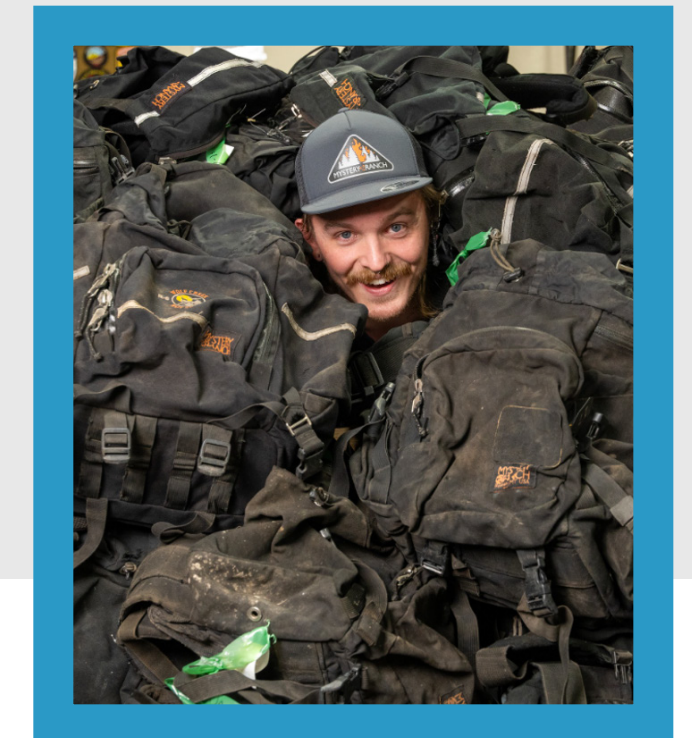
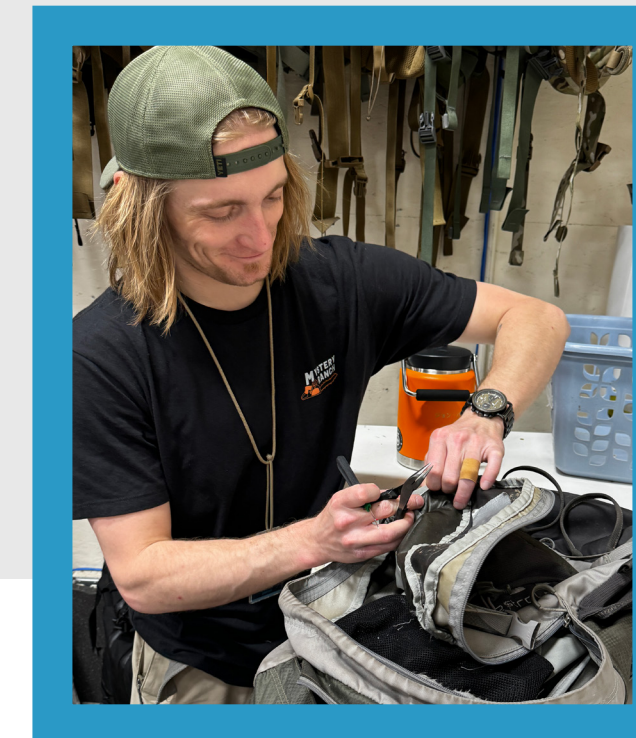
As our retail footprint grew in 2024, so did engagement in the program, with over 3,500 units recycled.



WARRANTY REPAIR

Our Bozeman operation continues to run a robust Mystery Ranch warranty repair program, providing practical pack repairs using in-house expertise and surplus materials. In 2024, the team repaired more than 2,600 personal bags and 200 fire packs.

In June 2024, the first-ever Repair Rendezvous was hosted, where seasoned repair experts restored over 50 packs—regardless of brand. Using scrap and discontinued materials, the team extended the life of each item. The event's success inspired a 2025 pilot to collect feedback and gauge broader interest in YETI repair services.



OPERATIONAL WASTE

GOAL:
Reduce operational
waste yearly
ACHIEVED

We continue to expand our circularity initiatives and recognize untapped opportunities to reduce waste through more impactful, value-driven practices. For this section, we define waste as materials and goods deemed ineligible for repair, resale, or donation—including damaged product, returns not in scope for our YETI RESCUES program, and operational and office waste. Through YETI RESCUES, we diverted 106 tons of product away from landfills.¹⁷

As of 2024, our global waste data covers third-party logistics centers (3PLs) in the U.S., Canada, and Europe, Amazon’s third-party managed return center, and YETI global offices and innovation centers. Each year, we work to strengthen our waste measurement and management across operations. Our Australia and New Zealand distribution centers remain a data gap, which we plan to address and fully incorporate in 2025.

¹⁷ Based on average product weights across categories.

MEASURE & MINIMIZE

HEADQUARTERS WASTE AUDIT



In 2024, with the help of employee volunteers and our local waste management partner, we conducted a comprehensive waste audit at our Austin headquarters, Lantana, to better understand our waste streams and identify actionable opportunities for reduction and diversion. Volunteers sorted through one week’s worth of campus waste—classifying, weighing, and identifying opportunities for improvement.

The findings helped validate previously estimated data and confirmed a significant gap in employee knowledge of waste streams and collection bins. As a result, we implemented clearer sorting systems and expanded employee education to support more waste-conscious habits across campus.

Another key outcome was the launch of a consolidated Lantana Waste Dashboard, which provides monthly volume data and enhances transparency and accountability. The dashboard is powered by trucks equipped with onboard scales that measure waste volumes upon pickup. Through the onsite audit and monthly tracking, we learned that the diversion rate at our Lantana headquarters was actually 31%-33% lower than previous estimates based on industry averages. In 2025, we aim to double this rate through continued improvements in sorting, signage, and training.

PARTNERSHIPS IN ACTION

COLLABORATING FOR IMPACT

Partnerships are a powerful way YETI puts our commitment to reducing single-use plastics into action. We teamed up with long-standing allies and new partners to design reusable solutions and experiences that replaced disposables—through hydration stations, event-specific drinkware, and onsite education. These activations meet people where they are and make sustainability an integrated part of the moment. In 2024, our work with organizations focused on waste reduction, conservation, and environmental advocacy played a vital role in reducing environmental impact at sporting events—and helped drive behavior change far beyond a single experience.



RBC Canadian Open

YETI's partnership with Golf Canada and the RBC Canadian Open supports hydration fill stations at Canada's only professional golf tournament. Two co-branded hydration stations—featuring golf imagery and YETI's For Every Single-Use campaign visuals—enabled golf patrons to help divert over 70,000 500 mL single-use plastic bottles in 2024. The initiative brings practical solutions and sustainability messaging directly to the course.

World Surf League

YETI's partnership with the World Surf League (WSL) and its One Ocean global initiative advances WSL's commitment to integrating sustainability into global operations and events, while amplifying YETI's keep the wild, wild efforts. Through financial contributions and event-based local impact projects, the collaboration supports more than 10 grantees and local partners annually—fueling initiatives that have educated over 35,000 youth, removed 100 tons of plastic from waterways, and restored vital aquatic and coastal habitats. By showcasing reusability at WSL events, the partnership has influenced fan behavior and created widespread awareness of ocean conservation and individual actions that reduce reliance on single-use plastics.

Austin FC

Since Austin FC's debut at Q2 Stadium in 2021, YETI has been a driving force behind the club's sustainability efforts. As front-of-kit sponsor, YETI introduced hydration stations and reusable drinkware in premium suites, helping eliminate more than 50,000 single-use plastic bottles each season. The bring-your-own-vessel program, launched in 2022, further empowers fans to reduce waste, contributing to Q2 Stadium becoming the first soccer-specific venue to earn TRUE Gold certification for zero waste—a major milestone in sports sustainability. Together, Austin FC and YETI also launched *Evergreen*, a platform that amplifies sustainability initiatives and inspires fans to protect Austin's green spaces—essential to the city's vibrancy and quality of life.

PLACES

At our core, YETI is driven by an unwavering commitment to the wild. We recognize our role as responsible stewards of the outdoors—and that no one succeeds alone. Our partnerships enable us to drive greater, longer-lasting impact.



PARTNERSHIPS FOR THE WILD

SUPPORTING NONPROFITS

We collaborate with organizations, YETI Ambassadors, and individuals who work to preserve and restore natural places, educate the next generation, and expand access to outdoor recreation. Here are a few of the nonprofits we support:



OCEARCH

OCEARCH is a global nonprofit dedicated to shark research, ocean conservation, and marine science education. Their expeditions collect data on sharks and other marine species, helping to advance understanding and protect the health of our oceans.

Captains For Clean Water

Captains for Clean Water is a grassroots nonprofit based in South Florida that works to restore and protect water resources. Their efforts focus on advancing science-based solutions through education and awareness.

Ducks Unlimited

Ducks Unlimited (DU) is a nonprofit focused on conserving wetlands and associated habitats for waterfowl, other wildlife, and people. DU leads projects that conserve, restore, and manage these vital ecosystems.



Photo: DonaldMJones.com

APPENDIX



DATA TABLES

The data presented covers our most recently completed fiscal year, from December 31, 2023, to December 28, 2024, and is referred to as “2024” throughout the table unless otherwise noted. For comparison, we also include data from prior fiscal years: 2022 (January 2–December 31, 2022), 2023 (January 1–December 30, 2023), and our baseline year, 2020 (December 29, 2019–January 2, 2021). Data for 2021 is not included in this table and can be found in the [2024 Report](#). For questions regarding this report or the data presented, stakeholders may contact us via [email](#).

METRIC	2020	2022	2023	2024
ENERGY, EMISSIONS, AND CLIMATE ACTION				
Energy consumption within the organization (kWh) ¹⁸	5,117,008	4,596,000	4,804,000	6,065,000
Non-renewable energy sources (kWh)		2,098,934	2,075,000	0
Renewable energy sources (kWh)		2,497,066	2,729,000	6,065,000
Energy consumption outside of the organization (kWh)	86,601,093	30,843,000	44,325,000	63,507,000
Non-renewable energy sources (kWh)		30,843,000	42,764,000	46,667,000
Renewable energy sources (kWh)		0	1,561,000	16,840,000
Scope 1–direct GHG emissions (MT CO ₂ e)	573	401	218	289
Scope 2–energy indirect GHG emissions (MT CO ₂ e) (location)	2,042	1,812	1,245	2,096
Scope 2–energy indirect GHG emissions (MT CO ₂ e) (market)	2,042	789	774	0
Scope 3–other indirect GHG emissions (MT CO ₂ e) ¹⁹ (location)	211,372	414,206	513,056	420,350
Scope 3–other indirect GHG emissions (MT CO ₂ e) ¹⁹ (market)				410,410
WASTE²⁰				
Diversion of waste from landfills (tons)	149	554	600	680
Rate of diversion of waste from landfills—including incineration (%) ²¹	99%	84%	69%	72%
Rate of diversion of waste from landfills—excluding incineration (%) ²¹		33%	41%	33%

¹⁸ Reported energy consumption includes purchased or acquired electricity.

¹⁹ In 2022, our Scope 3 measurement expanded to include additional categories and primary data sources. See the [2023 Report](#) for details. In 2024, our Scope 3 accounting verification expanded to include both market-based and location-based emissions.

²⁰ In 2020 and 2021, waste metrics included only U.S. distribution facilities. Canadian operations were added in 2022 and 2023, and European operations in 2024.

²¹ Beginning in 2023, in alignment with best practices, the diversion rate is calculated as the percentage of total waste generation that is either recycled or composted. Waste-to-energy is no longer included in this calculation.

METRIC	2020	2022	2023	2024
FAIR AND SAFE LABOR PRACTICES—SUPPLY CHAIN				
Number of social compliance audits performed	4	28	30	36
Instances of non-compliance—total (#)	50	353	420	214
By severity				
Zero tolerance findings (%)	0%	2%	0%	<1%
Critical findings (%)	2%	8%	18%	17%
Other non-priority (%)	98%	90%	82%	82%
By issue				
Labor(#)	9	82	98	57
Environment (#)	3	16	31	11
Health, safety, & hygiene (#)	26	213	239	130
Management systems & ethical conduct (#)	9	40	52	16
Other (#)	3	2	0	0
Corrective Action Plan closure rate (%) ²²	88%	93%	93%	95%
FAIR AND SAFE LABOR PRACTICES—DIRECT OPERATIONS				
Workers covered by an occupational health and safety management system (%) ²³		100%	100%	100%
Total number of hours worked at YETI owned and operated facilities in the U.S. (#)		1,182,757	1,188,401	1,559,234
Number of recordable work-related injuries (per 200,000 hours)		0.34	0	1.411

²² In 2024, the Corrective Action Plan (CAP) Closure Rate is measured through June 30, 2025, to account for CAPs initiated in Q4 2024. In 2020 and 2021, the CAP Closure Rate was reported as a percentage of total findings. For 2022 and 2023, it reflects the closure percentage only for priority findings (zero tolerance and critical).
²³ Data reflects U.S.-based employees across offices, stores, and warehouses.

METRIC	2020	2022	2023	2024
HUMAN CAPITAL MANAGEMENT				
Full-time and part-time employees	686	922	1,051	1,340
U.S.-based employees	92%	90%	88%	88%
Non-U.S.-based employees	8%	10%	12%	12%
Board of Directors—total number of directors		7	8	8
RESPONSIBLE BUSINESS PRACTICES				
Political contributions	\$0	\$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.	2022 Annual Report on Form 10-K. See pages 70-71 for details on research and development tax credits.	2023 Annual Report on Form 10-K. See pages 71-72 for details on research and development tax credits.	2024 Annual Report on Form 10-K. See pages 74-75 for details on research and development tax credits.
Incidents of non-compliance concerning product and service information and labeling	No instances of non-compliance concerning product and services marketing or labeling.			
Substantiated complaints concerning breaches of customer privacy and losses of customer data	No instances of customer privacy violations.			
Non-compliance with laws and regulations ²⁴	No instances of non-compliance with laws or regulations in the social or economic area.			
Confirmed incidents of corruption and actions taken	No instances of corruption.			
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No instances of anti-competitive behavior, anti-trust, or monopolistic practices.			

²⁴ We consolidated our non-compliance claim to align with updated GRI standards.

SASB INDEX

(SUSTAINABILITY ACCOUNTING STANDARDS BOARD)

The data presented in this SASB Index covers our most recently completed fiscal year: December 31, 2023–December 28, 2024. This period is referred to as “2024” throughout the index unless otherwise noted.

ACTIVITY METRICS		
CG-TS-000.A	Annual production	53,396,353 finished goods and accessories in 2024.
CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	We do not own or operate any manufacturing facilities. As of December 28, 2024, many of our core products are manufactured in China, the Philippines, Vietnam, Taiwan, Poland, Mexico, Thailand, and Malaysia. In addition, we have other key third-party manufacturing partners in Mexico and Italy.
CHEMICAL & SAFETY HAZARDS OF PRODUCTS		
CG-TS-250a.1	Number of (1) recalls and (2) total units recalled	0;0 ²⁵
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	0
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 .
LABOR CONDITIONS IN THE SUPPLY CHAINS		
CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct	In 2024, we conducted 36 social compliance audits across 30 partner factories.
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	In 2024, ²⁶ we found 214 instances of non-compliance. 18% were critical findings and 82% were other findings; YETI had one zero tolerance finding. Our Corrective Action Plan closure rate was 95%.

²⁵ In 2023, YETI initiated voluntary recalls and global stop sales affecting approximately 1.9 million units of the Hopper M30 Soft Cooler, Hopper M20 Soft Backpack Cooler, and SideKick Dry gear case. However, in 2024, YETI had no recalls issued worldwide with no units recalled.

²⁶ Corrective Action Plan (CAP) Closure Rate is calculated through June 30, 2025, to account for CAPs initiated in Q4 2024.

GLOSSARY

Bisphenols: Group of substances, including 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.

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.

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.

Preferred Materials: Materials that result in improved environmental and/or social sustainability outcomes and impacts compared to conventional production. *Definition adapted from Textile Exchange.*

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.

Recyclable: See Federal Trade Commission Guides for the use of environmental marketing claims 260.12.

Recycled Content: See Federal Trade Commission Guides for the use of environmental marketing claims 260.13.

Scope 1 Emissions: Direct emissions from owned and operated facilities.

Scope 2 Emissions: Indirect emissions from the generation of purchased energy.

Scope 3 Emissions: All indirect upstream and downstream emissions that are not included in Scope 2 that occur across our value chain.

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.

YETI POLICIES & RESOURCES

Our policies are designed to guide employees in performing their jobs with integrity and serve as the foundation for our Responsible Sourcing and Vendor Compliance Programs. All policies are available on our website.

[YETI Code of Business Conduct](#)

[YETI Factory Disclosure List](#)

[YETI Human Rights Policy](#)

[YETI Modern Slavery Statement](#)

[YETI Restricted Substances List](#)

[YETI Supplier Code of Conduct](#)



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 28, 2024 and subsequent Quarterly Reports on Form 10-Q, 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. Many of the foregoing risks and uncertainties may be exacerbated by the global business and economic environment.

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 disclosures. Some of our sustainability disclosures are included in our SEC filings, 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 SEC rules. The inclusion of sustainability 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.

While we strive to collect reliable and comprehensive data, there are inherent uncertainties in providing sustainability data given the novelty of collecting and verifying such data from disparate sources, geographies, and over various timeframes. Some of the data provided herein may be estimated or reliant on estimated information, which is inherently imprecise. These uncertainties and estimations are further complicated as methodologies, reporting frameworks, and stakeholder expectations continue to evolve. In addition, information from entities or assets we acquire, or from new third-party vendors we engage, may be incomplete or change upon further review as such entities or assets are fully integrated into our business or such third parties are onboarded.



GHG VERIFICATION STATEMENT

VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

TO: The Stakeholders of YETI Coolers, LLC

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by YETI Coolers, LLC (YETI) for the period stated below. This verification declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of YETI. YETI is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

BOUNDARIES OF THE REPORTING COMPANY GHG EMISSIONS COVERED BY THE VERIFICATION:

- Operational Control
- Worldwide

TYPES OF GHGs: CO₂, N₂O, CH₄, HFCs

GHG EMISSIONS STATEMENT:

- SCOPE 1: 289 metric tons of CO₂e equivalent
- SCOPE 2 (Location-Based): 2,096 metric tons of CO₂e equivalent
- SCOPE 2 (Market-Based): 0 metric tons of CO₂e equivalent
- SCOPE 3:
 - Purchased Goods & Services (Location-Based): 351,149 metric tons of CO₂e equivalent
 - Purchased Goods & Services (Market-Based): 341,289 metric tons of CO₂e equivalent
 - Capital Goods: 13,038 metric tons of CO₂e equivalent
 - Fuel- and Energy-Related Activities (Location-Based): 551 metric tons of CO₂e equivalent
 - Fuel- and Energy-Related Activities (Market-Based): 471 metric tons of CO₂e equivalent
 - Upstream Transportation and Distribution: 30,615 metric tons of CO₂e equivalent
 - Waste Generated in Operations: 147 metric tons of CO₂e equivalent
 - Business Travel: 2,320 metric tons of CO₂e equivalent
 - Employee Commuting: 2,304 metric tons of CO₂e equivalent
 - Use of Sold Products: 1,038 metric tons of CO₂e equivalent
 - End-of-Life Treatment of Sold Products: 19,188 metric tons of CO₂e equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were historical in nature, but in some cases estimated.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

GLOBAL WARMING POTENTIAL (GWP) AND EMISSION FACTOR DATA SETS:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- Environment Canada, National Inventory Report 1990–2022: Greenhouse Gas Sources and Sinks in Canada, Annex 13–Electricity in Canada: Summary and Intensity Tables, May 2, 2024
- Comprehensive Environmental Data Archive (CEDA), version 7
- Australian National Greenhouse Accounts Factors, 2024
- ecolnvent Version 3.9.1 and 3.10.1
- Scope 3 methodologies and emission factors in the Watershed platform

PERIOD COVERED BY GHG EMISSIONS VERIFICATION:

- December 31, 2023 to December 28, 2024

CRITERIA AGAINST WHICH VERIFICATION WAS CONDUCTED:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD GHG Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

REFERENCE STANDARD:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases—Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

LEVEL OF ASSURANCE AND QUALIFICATIONS:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG EMISSIONS VERIFICATION METHODOLOGY:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of YETI and their consultant;
- Review of documentary evidence produced by YETI and their consultant;
- Review of YETI data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by YETI to determine GHG emissions.

VERIFICATION OPINION:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD GHG Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that YETI has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

STATEMENT OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with YETI, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

ATTESTATION



JESSICA JACOBS
Lead Verifier
ESG Program Manager
Apex Companies, LLC
Cincinnati, Ohio



TREVOR DONAGHU
Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

June 24, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to YETI Coolers, LLC and is solely for the benefit of YETI Coolers, LLC in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.



YETI HOLDINGS, INC.

YETI.com

7601 Southwest Parkway

Austin, TX 78735

2025 YETI Holdings, Inc.
All Rights Reserved.