

KEEP THE WILD WILD

2022 ESG REPORT

YETI®





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LETTER FROM OUR CEO



On behalf of YETI, I am honored to publish our 2022 ESG Report, which furthers our commitment to preserve the outdoors, support inclusivity and equity and “**Keep the wild WILD.**” This year, we have built on our promise to support the People, Product, and Places at the heart of YETI, while ensuring we are a more resilient company in the face of ongoing global challenges.

Through the continuation of our ESG work, we deepened the connection between our core business operations and our ESG goals. We built stronger relationships with our suppliers to better understand the scope of our supply chain’s environmental impact. We also worked across the company to elevate our commitment to diversity, equity, and inclusion, and reinforced our connection to communities and organizations that help us preserve and increase access to the WILD.

YETI’s People, Product and Places strategy has already yielded positive results for our employees, our customers, our partners, and our communities. For example, in Product we removed BPA, BPS and BPF from all food contact surfaces. In Places, we donated our time, product and dollars to our community organizations, relief efforts and partnerships. And in People, we continued our history of pay equity for employees across all levels regardless of gender, race, ethnicity or age.

As we continue to expand our global reach and deliver innovative products, we remain focused on embedding ESG priorities throughout YETI. I want to thank our YETIzens, our suppliers, and our customers for their steadfast dedication, passion and creativity as we continue to make a positive impact. I am proud of the work we have done and know this is just the beginning.

Matt





ABOUT YETI



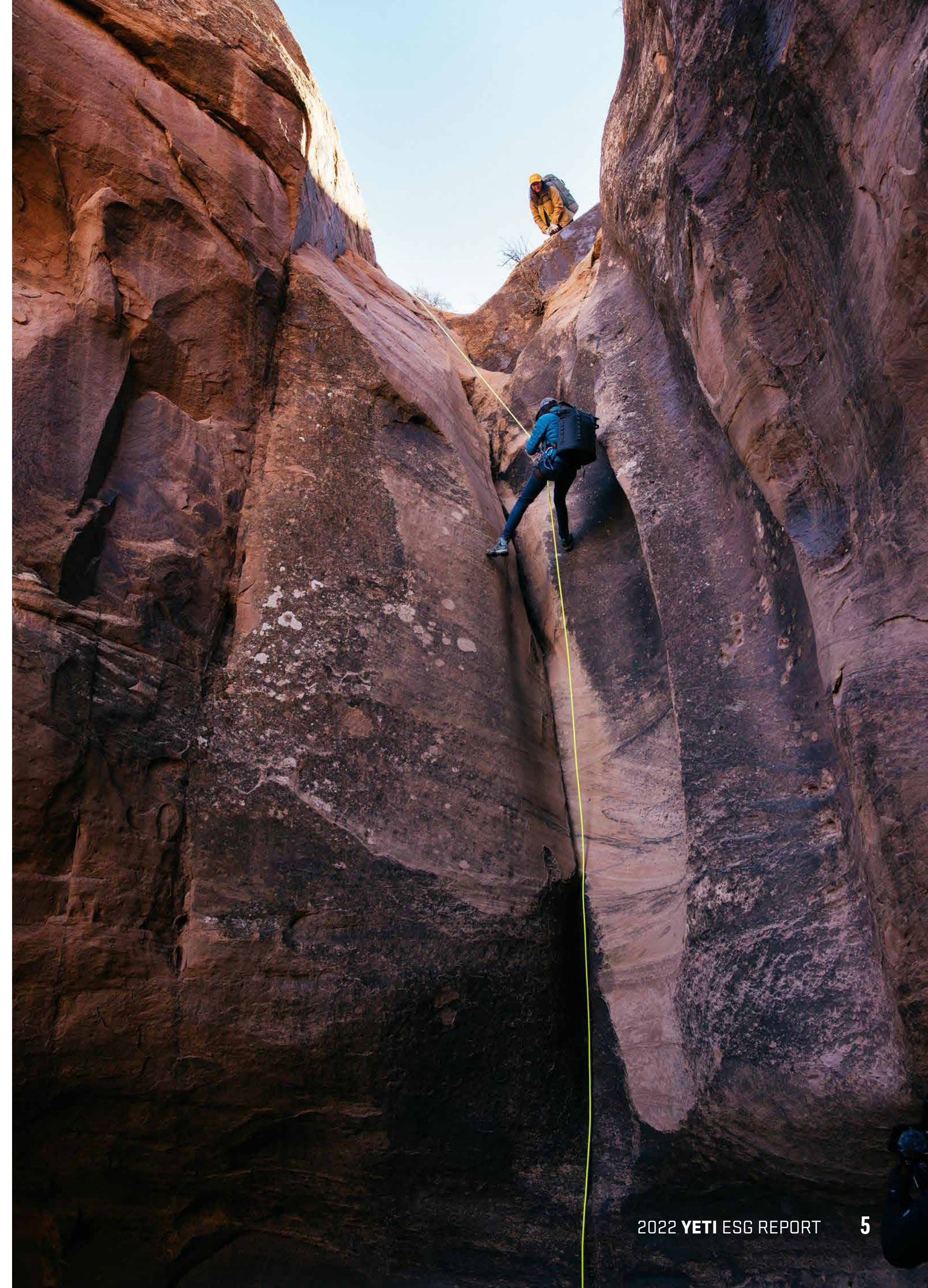


ABOUT YETI

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 800 full-time employees, whom we refer to as YETIzens, across seven countries.

We offer products throughout the world through a diverse omni-channel strategy, composed of wholesale and direct-to-consumer channels. We lease office and building space in the United States, Australia, Canada, China, and the Netherlands. Our primary distribution centers are leased and managed by third-party logistics providers and, as of January 1, 2022, were located in the United States, Australia, Canada, the Netherlands, New Zealand, and the United Kingdom. In addition, we lease and operate nine retail stores across the United States.

Though we do not own or operate any manufacturing facilities, we partner with manufacturers around the world. As of November 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. Additional details about YETI's business may be found on our [Investor Relations](#) page.



ABOUT THIS REPORT

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

This report was published in November 2022. The data presented in this report covers our most recently completed fiscal year that began on January 3, 2021, and ended on January 1, 2022, referred to simply as 2021 throughout the report, unless otherwise stated. Certain 2022 data is included in this report to provide more up-to-date information for context and evidence of progress.

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,



ENVIRONMENTAL

- Circular Design
- Safer Chemistry
- Climate Action
- Product & Packaging Materials
- Waste

SOCIAL

- Engaging & Supporting Our YETIzens (Human Capital Management)
- Diversity, Equity, & Inclusion (Workplace & Community)
- Impact Through the Supply Chain (Fair and Safe Labor Practices, Human Rights)
- Product Quality & Safety

GOVERNANCE

- Responsible Business Practices
- Responsible Sourcing



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 organization (NGO) and community partners, investors, wholesale partners, and consumers). **A list of the identified material topics is included above** and additional details on our materiality analysis process may be found in the ESG Data Table accompanying this report.

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 APPROACH



2022
ESG REPORT



YETI

GOVERNANCE

Our Board of Directors (Board) is responsible for the oversight of our ESG strategy. Specific material ESG topics are addressed by different committees of our Board. The Board receives updates on our ESG strategy at least annually.

Our Chief Executive Officer reviews and approves YETI's overall ESG strategy and progress milestones.

We leverage YETI's enterprise risk framework to identify, aggregate, and evaluate risks across the enterprise, including ESG 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.

Our ESG team is responsible for evaluating ESG topics and driving day-to-day management and progress against our ESG goals as well as contributing to the enterprise risk process.

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

ETHICS & COMPLIANCE

Our Chief Compliance Officer oversees our global compliance program under the leadership of our General Counsel and provides annual compliance updates to our Board and quarterly updates to the Audit Committee of the Board. Consistent with our commitment to ethical standards and behavior, we require mandatory completion of quarterly compliance training for all YETIzens. We also require annual Code of Business Conduct training for our Board of Directors.

We regularly review YETI policies, procedures and guidelines to reflect our understanding of risks related to ethical conduct, ESG topics and compliance with applicable laws and regulations.

Finally, we provide access to a third-party hotline (via phone and web) 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. Our Ethics & Compliance team provides periodic trainings and updates to YETIzens on the use of the hotline, what constitutes violations of our Code of Business Conduct, and our no-retaliation policy with respect of anyone who comes forward with concerns or participates in an investigation.



OUR GOALS

Our strategy centers on three interconnected areas, each with a set of specific goals and programs for addressing our most impactful environmental and social issues. We will drive progress across our **Keep the wild WILD** strategy through a set of supporting goals and targets.

PLACES

RESTORE THE WILD

- Directly support land, water, and wildlife restoration actions
- Co-host gatherings and expand storytelling platforms for Ambassadors and Community Partners to promote restoration actions

ENGAGE A NEW GENERATION OF WILD ADVOCATES

- Support organizations to bring diversity into the WILD
- Inspire our consumers to engage in local restoration actions

1 For our U.S. workforce only. Compared to an October 2020 baseline.
2 Compared to a FY21 baseline.
3 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 rodeo, surfing, climbing, culinary and more—that are often featured in YETI marketing materials.

PEOPLE

DIVERSITY, EQUITY, & INCLUSION

- Maintain gender pay equity across all levels
- Achieve gender parity at leadership levels by 2025
- Increase racial and ethnic diversity at all levels by 2030¹

REMOVING BARRIERS TO THE WILD²

- Increase female Ambassadors³ to 30% by 2030
- Increase Ambassador racial and ethnic diversity to 15% by 2030
- Increase non-U.S. Ambassadors to 25% by 2030

IMPACT THROUGH THE SUPPLY CHAIN

- 100% of YETI's sourcing will come from Tier 1 and 2 suppliers who meet our Responsible Sourcing expectations by 2025
- 100% of tier 1 and 2 suppliers will have worker wellbeing or fair wage programs in place by 2030

PRODUCT

OUR CARBON FOOTPRINT

- Reduce our Scope 1 and 2 emissions by 50% and our Scope 3 emissions by 27% by 2030 compared to a FY20 baseline
- Source 100% renewable electricity in our U.S. owned and operated facilities by 2022

DESIGNING WITH LOWER IMPACT MATERIALS

- 100% of new YETI bags and apparel will use preferred materials by 2025

PREFERRED PACKAGING

- 100% of YETI packaging will be recyclable, reusable, or compostable by 2025
- Increase post-consumer recycled and Forest Stewardship Council-certified content in our packaging by 2025

SAFER CHEMISTRY

- Eliminate perfluorinated chemicals (PFOS and PFOA) from all products by 2022
- Eliminate bisphenols (BPS and BPF) from food contact surfaces by 2022
- Eliminate PVC from the entirety of our supply chain by 2025

BUILDING CIRCULAR SYSTEMS

- 100% of new YETI products and packaging will incorporate circular design principles by 2025
- Launch a circular consumer strategy by 2025

SENDING ZERO WASTE TO LANDFILL

- Achieve zero waste to landfill across our value chain by 2030





PEOPLE



ENGAGING & SUPPORTING OUR YETIZENS

Our annual Engagement Survey is a key tool for capturing feedback from YETIzens and developing the resources they need to succeed. In our 2021 annual survey, we found that 73% of respondents believe they have opportunities to develop skills relevant to their interests at YETI, and 75% of respondents believe they have access to the learning and development tools they need to do their jobs well. In response, we are working to understand how we can both broaden the learning opportunities available to YETIzens and make them more accessible and relevant. In 2021, we provided over 2,800 cumulative live learning and development hours to our YETIzens globally.

Building strong relationships between YETIzens and their managers is key to achieving our people goals. We encourage quarterly “Loop” conversations for all YETIzens and their managers. Our 2021 survey revealed that 90% of respondents have consistently high-quality growth and development conversations through the “Loop” process.

YETI is committed to rewarding our talented YETIzens with competitive pay and benefits. In addition to our pay equity efforts across YETI, we are working to make sure the benefits we offer match the needs of YETIzens. Some of the additional benefits we provided to U.S.-based YETIzens include:

- Expanding our daycare benefits to cover children as young as 6 weeks.
- Enhancing our paid bonding leave policy from 2 weeks to 4 weeks for nonbirthing parents (in addition to offering 12 weeks of paid parental leave for birthing parents).
- Providing vaccination drives at our Austin headquarters for YETIzens, as well as their friends and families.
- Providing expanded musculoskeletal, maternal care, and blood pressure management benefits as part of our employee health plans.

YETIzens celebrating Pride Month at our Austin, Texas headquarters.
▼



Photo Credit: Cholie Chrome Photography



▲ YETIzens volunteering on Earth Day to clean up Lady Bird Lake in Austin, Texas.

DIVERSITY, EQUITY, & INCLUSION (DE&I)

At YETI, we believe a diverse, equitable, and inclusive culture drives innovation and success. Guided by our Core Values and our participation in the CEO Action for Diversity & Inclusion, we developed a global strategy structured around four important concepts: Learn, Create, Integrate & Grow.

Even with a growing number of YETIzens joining our team since we began tracking DE&I metrics in 2020, we have maintained our commitment to increase gender and racial and ethnic diversity across our business. Through 2021, we increased the gender diversity (female and non-binary YETIzens) and racial and ethnic diversity (non-white YETIzens) of our leaders by 2%, compared to our 2020 baseline. Racial and ethnic diversity below the Director level remained consistent at 32% through 2021.

LEARN: To understand what additional resources and training on DE&I topics YETIzens need, we solicit input through our annual Engagement Survey as well as our DE&I Council. Feedback from these two sources helps us evolve our learning and development curriculum.

CREATE: Our Employee Affinity Groups are led by YETIzens from across the company who are passionate and committed to DE&I topics. They bring YETIzens together to build awareness, provide resources, share ideas, and foster a culture of inclusion and belonging that reflects the world around us. In 2021, our EAGs led over a dozen events and celebrations for YETIzens to learn about topics within and outside of YETI. We also provide opportunities to become inclusive leaders by encouraging YETIzens to participate in Camber Outdoors’ Professional Mentoring Program.

INTEGRATE: Through a cross-organizational effort, we are building key resources to help all recruiters and hiring managers at YETI to integrate equity and inclusion into every part of the hiring process, from crafting job descriptions through applicant review and employment offers.

GROW: Beyond our commitments at YETI, we strive to demonstrate our DE&I values in the communities we support. That is why we are developing guidelines for embedding diversity and representation into YETI marketing materials, campaigns, and product development. These guidelines will cover issues that we know are important to YETI’s outdoor communities—including increasing representation of gender and racially and ethnically diverse communities in the WILD and addressing cultural appropriation. We plan to finalize and release these guidelines in 2023. These efforts will complement our ongoing work to increase gender and racial and ethnic diversity of our external Ambassadors program and amplify diverse voices in our communities. (See *Removing Barriers to the WILD.*)



DE&I BY THE NUMBERS¹

	OCTOBER 2020	DECEMBER 2021
GENDER DIVERSITY DIRECTOR+ ² (GLOBAL)	41%	43% ▲ 2%
RACIAL & ETHNIC DIVERSITY DIRECTOR+ (U.S.)	14%	16% ▲ 2%
RACIAL & ETHNIC DIVERSITY BELOW DIRECTOR ³ (U.S.)	32%	32%

▲ ▼ % CHANGE SINCE FY20 BASELINE

¹Diversity, equity, and inclusion numbers are inclusive of all full time YETIzens in our offices, retail locations, the YETI Innovation Center, and our Austin warehouse.

²DIRECTOR+ refers to YETIzens that hold the title of Director or above.

³BELOW DIRECTOR refers to the category of YETIzens that hold positions up to but not inclusive of positions with the title of Director.

OUR EMPLOYEE AFFINITY GROUPS

Employee Affinity Groups play a critical role at YETI, not just as part of our DE&I commitment, but as a resource for all YETIzens to find a sense of community and strength among their peers. Led by YETIzens and supported by a leadership champion, our EAGs bring to life what it means to foster inclusivity, build equity, and engage our communities.

“EAGs at YETI give us a sense of community and belonging within the company. I’m proud of the work UNYDOS has done to create an inclusive environment at YETI. We get to celebrate our amazing heritage and at the same time educate our colleagues about the challenges our community still faces today.”

MARIA A.
UNYDOS CO-CHAIR



BLACK & AFRICAN AMERICAN

This EAG creates space for Black and African American YETIzens and their allies to support and learn from each other. Under its leadership, this group has educated YETIzens on the value of representation inside and outside of YETI, the importance of recognizing Black history, and how to practice self-care in the face of stress and adversity.



WOMEN This network brings together our female and female-identified YETIzens through professional development, volunteer, networking and mutual support opportunities. Through their partnership with Dress for Success, the Women's EAG spearheaded a collection drive to donate more than 500 articles of professional clothing for women entering or re-entering the workforce.



ASIAN & PACIFIC ISLANDER (API)

This community brings together YETIzens who identify with one of the many cultures associated with the Asian continent and Pacific Islands. The API EAG has led discussions on the “model minority” myth, highlighted the contribution of API leaders in film and media, and discussed their love of their cultures’ cuisines.



VETERANS This EAG provides an opportunity for YETIzens who have served or are currently serving in the armed forces to connect with each other and veterans-affiliated organizations. Recently, YETI veterans partnered with a local equine therapy ranch dedicated to the healing of veterans, their families, and the “second-chance” horses that live there.



UNYDOS A play on the Spanish and Portuguese word for united, this EAG represents the togetherness of the Latin/a/e/o/x and Hispanic communities at YETI. UNYDOS has hosted several educational and engaging events, including introspective identity panels, sharing of immigration stories, as well as an informal Spanish Conversation coffee hour.



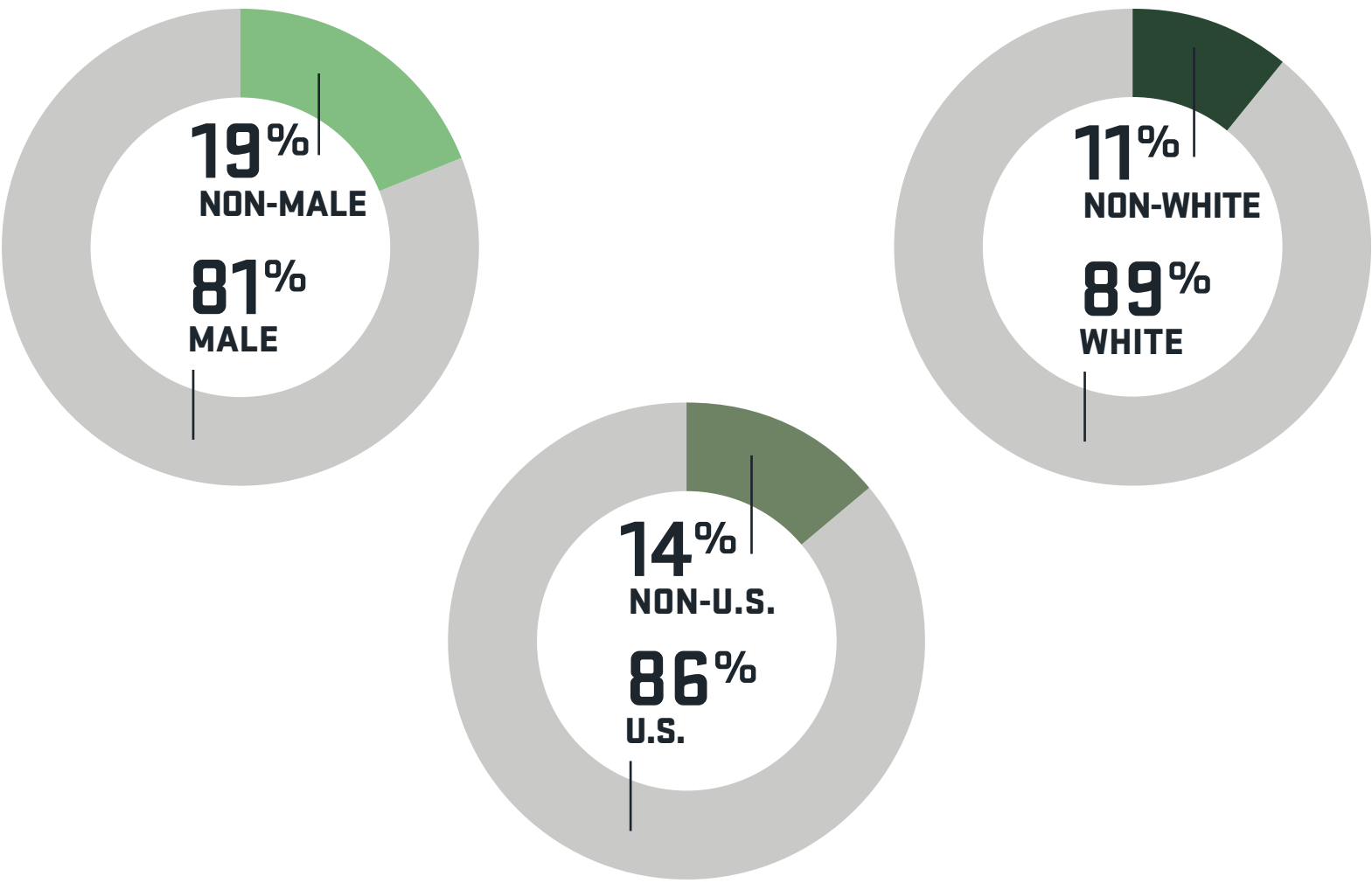
PRIDE+ This resource group unites members of the LGBTQ+ community at YETI to promote visibility, allyship, and advocacy. The EAG has helped foster community by hosting several educational forums on topics such as code-switching, LGBTQ+ people in the media, discrimination in the workplace and more.

REMOVING BARRIERS TO THE WILD

Reports from our partners at the Outdoor Foundation show that women and people of color are still underrepresented in outdoor pursuits and recreation. YETI remains committed to addressing this disparity and inequity in representation and access by leveraging our Ambassadors and providing direct community support.

YETI Ambassadors are the pinnacle of what it means to embrace the WILD. These leaders and pioneers, identified by YETI for their achievements, seize 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 non-U.S. Ambassadors to 25%. The diversity of our Ambassadors at the end of 2021 is displayed in the charts below.

2021 YETI AMBASSADOR DIVERSITY



▲ **SHAD MAYFIELD** of New Mexico is just the third Black person to win a Professional Rodeo Cowboys Association world championship. A YETI Ambassador since 2020, Shad hopes his success inspires other future Black cowboys to pursue their passion.

“Rodeo is more than a sport to me. It is my life. Being a black cowboy is something that I am immensely proud of, and I do not take this opportunity for granted. I want people to know that no matter where you come from or the color of your skin, you can be a part of the sport of rodeo. I see the future of this sport being immensely more diverse and I will do my part to make sure it continues to grow for the better.”

KHRISTOPHER “KHRIS” JOHNSON joined YETI as an Ambassador in 2022. As Head Brewer/Co-Founder of Green Bench Brewing Co. in St. Petersburg, Florida, Khris focuses on the quality and inclusivity of his beer for his community. Through his work with the nonprofits Beer Kulture and the Michael James Jackson Foundation for Brewing & Distilling, he is fostering the next generation of Black, Indigenous, and people of color brewers.

“My passions are people and beer. As a YETI Ambassador, I am committed to creating meaningful experiences that involve both, whether that’s in a beer garden, on a beach, or on the water. Cheers!”



▲ A YETI culinary Ambassador since 2022, **JO BARRETT** represents a growing number of chefs whose focus extends beyond the kitchen and includes the health of the food systems and environments around them. Jo’s mission is to celebrate local and sustainable producers, develop zero waste restaurant practices, and champion responsible stewardship of Australia’s growing regions and waterways.

“Food production is having some of the most damaging effects on our planet and its climate. If our food system is causing the problem, it also means the food system can be a solution.”



IMPACT THROUGH THE SUPPLY CHAIN

We rely on thousands of people across our supply chain to manufacture our products. To ensure that we are honoring our commitment to safe and ethical conditions for these workers, we established a Responsible Sourcing strategy in 2021 focused on supplier expectations, compliance, and worker wellbeing. We have made progress in building our supplier management capabilities, improving our audit and scorecard criteria, and directly engaging with suppliers on critical environmental and social and labor issues.

We expect all suppliers to uphold strict responsible supply chain and labor practices, as outlined in our Supplier Code of Conduct. This year we updated our Supplier Code of Conduct to align with industry best practices and codified our commitment to human rights with the release of our [Human Rights Policy](#). Published in July 2022, our Human Rights Policy outlines our commitment to supplier due diligence (in alignment with the UN Guiding Principles on Business and Human Rights) and articulates expectations for any supplier doing business on behalf of YETI. As part of our commitment to transparency, we publish a list of our Tier 1 suppliers¹ on YETI.com, updated two times a year.

To facilitate better, consistent assessments of suppliers, we refined processes within our Responsible Sourcing strategy. We monitor sourcing risk by region and supplier through our membership with Sedex, an industry-leading platform designed to help companies manage and improve working conditions in global supply chains. We have implemented supplier pre-qualifying assessment scorecards and supplier performance scorecards, both of which include specific Responsible Sourcing metrics. Our pre-qualifying assessment examines potential suppliers for risk and creates a performance improvement plan as a condition of doing business with YETI.

Similarly, our supplier performance scorecards allow teams across YETI to track current suppliers' performance against Responsible Sourcing metrics on a quarterly basis.

While COVID-19 travel restrictions in 2021 limited our ability to audit some suppliers, we have since been able to resume regular audits with many suppliers. In 2021, thirteen Tier 1 supplier facilities were audited against our Responsible Sourcing expectations. Of the thirteen audits, eight were audits of existing suppliers and five were audits to ensure new suppliers met YETI expectations prior to any production. The eight existing suppliers that were audited in 2021 represent 62% of our spend with suppliers that produce finished goods and accessories for YETI.

Of the instances of non-compliance identified during audits of new and existing suppliers, less than 1% were zero-tolerance findings, 5% were critical non-compliances, 51% were major non-compliances, and 44% were minor non-compliances. For all instances of non-compliance, we issue corrective action plans (CAPs) for our suppliers, designed to remediate the non-compliance and promote continuous learning. By the end of 2021, we collaborated with our suppliers to close 78% of outstanding corrective action plans (CAPs), including all CAPs addressing zero-tolerance findings and critical findings.

Finally, we continue to work with our industry and NGO partners to identify ways to support workers through wellbeing and living wage programs. We plan to use audit and worker interview data to identify the areas where we can have the greatest impact in a way that fits the needs of workers at each facility.

Workers at supplier facilities building YETI's durable, built for the WILD products.



¹ For this report and the Responsible Sourcing goals herein, we define "Tier 1 supplier" 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.



PRODUCT



MANAGING OUR CARBON FOOTPRINT

Our greenhouse gas emissions (GHG) reduction goals represent our ambition and commitment to reduce our contribution to climate change. We plan to submit our target for review and approval by the Science Based Target Initiative (SBTi) in December 2022.

Guided by the results of our annual GHG inventory process¹, we are driving progress on the most significant portions of our GHG footprint: Scope 3. These emissions represent 99% of our total emissions and include emissions associated with product materials, third-party manufacturing, and waste management.

At the same time we are implementing our climate strategy, YETI continues to grow rapidly. Due to this growth, our Scope 3 emissions increased by 32% from 2020 to 2021.

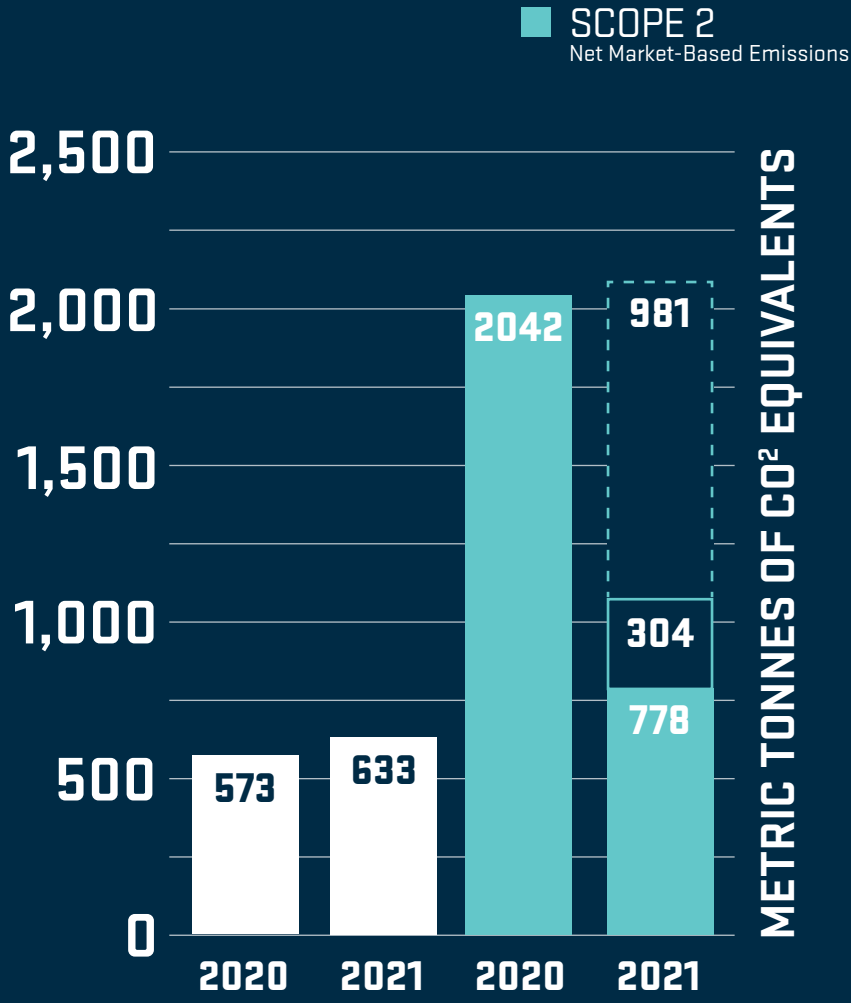
To bend our emissions trajectory back toward our 27% reduction goal, we are working with the Outdoor Industry Association Climate Action Corps and several of our peers to conduct energy and emissions audits of two drinkware manufacturing facilities in China. Through this collaboration, we can expedite the assessment process, deepen supplier relationships, and accelerate our suppliers' own climate action strategies. We anticipate integrating insights from these audits when engaging with other facilities in our supply chain in the future.

We also are collaborating with advisor South Pole to map renewable energy opportunities for our suppliers in the U.S. and internationally. We plan to integrate solutions with suppliers in 2023.

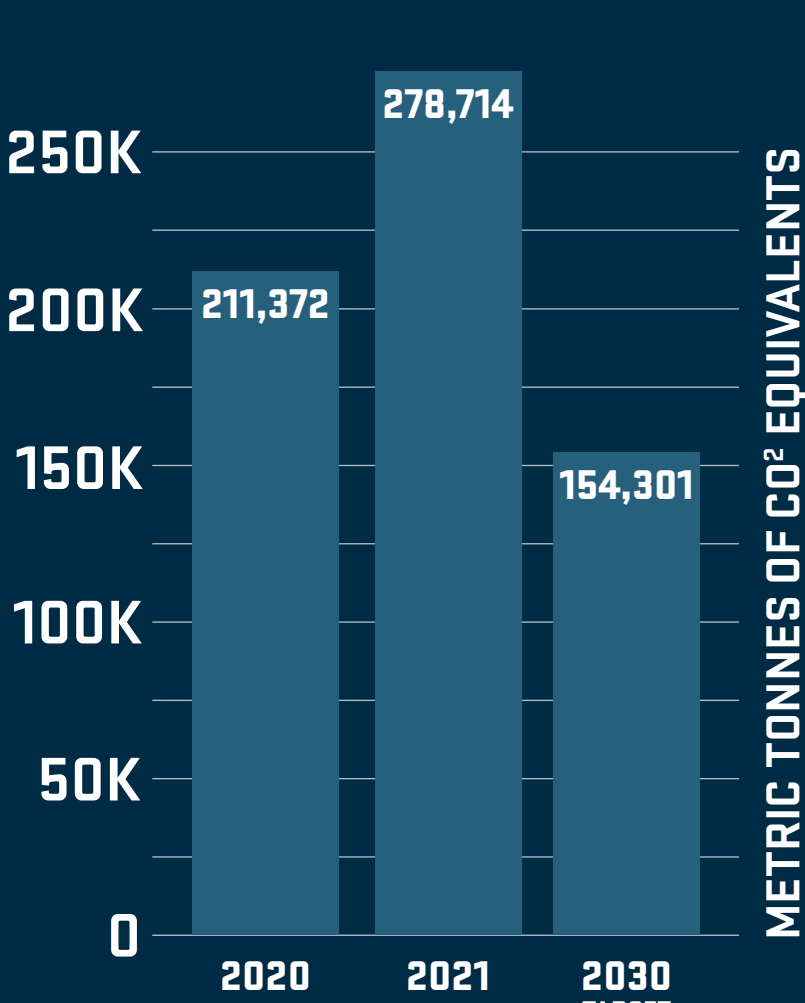
We continue to make progress toward our goal of reducing total Scope 1 and Scope 2 emissions by 50% and procuring 100% renewable electricity for our U.S. facilities. Through our participation in Austin Energy's GreenChoice program, 68% of electricity used at our U.S. facilities in 2021 came from renewable sources. When combined with renewable energy credits (RECs) purchased for all non-Austin facilities (in the U.S. and internationally), we reduced our net Scope 2 emissions by 62% in 2021 compared to our 2020 baseline. We continue to leverage our purchase of RECs to create additional positive impact beyond renewable energy generation and use. Through our partnership with Bonneville Environment Foundation (BEF), part of our purchase of RECs goes to the installation of solar photo voltaics at microfarms within the Colville Reservation in Washington.

Finally, due to our increased production and customization in 2021 and an increase in the usage of our fleet vehicles, our Scope 1 emissions increased by 10%. While Scope 1 emissions represent less than 1% of our total GHG emissions, we will continue to explore process efficiencies and technology innovations that can reduce our Scope 1 emissions in the future.

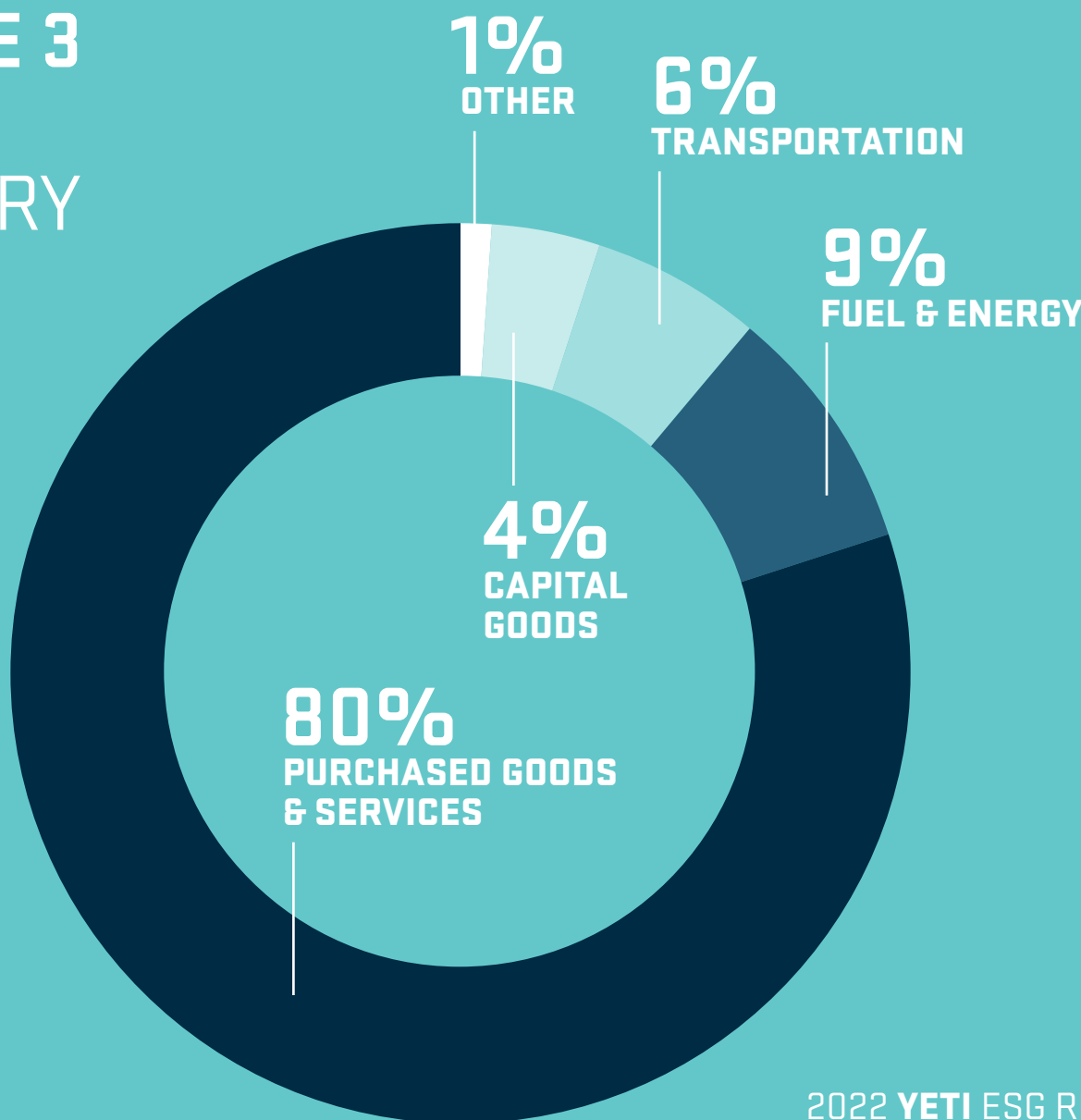
SCOPE 1 & 2 EMISSIONS



SCOPE 3 EMISSIONS



2021 SCOPE 3 EMISSIONS BY CATEGORY



¹ Details on our GHG inventory process can be found in the ESG Data Table included in the Appendix of this report.



PRODUCT

DESIGNING WITH LOWER IMPACT MATERIALS

In addition to engaging suppliers on energy efficiency and renewable energy options, we are evaluating innovative materials for YETI products that will reduce our overall environmental impact.

We consulted resources from industry organizations such as the Sustainable Apparel Coalition, Textile Exchange, Ellen MacArthur Foundation, and the Global Fashion Agenda to understand the energy, emissions, water, waste, and circularity profile of both natural and manufactured materials. With this information, we have created a preferred material scorecard to guide material development and selection alongside our suppliers. The scorecard helps YETI recognize and prioritize specific certifications for high-use materials such as cotton and elastane in our apparel.

In addition to our continued use of 100% traceable, 100% post-consumer recycled NetPlus® material for our YETI hats with hard brims, all polyester in our short and long sleeve t-shirts was converted from virgin to recycled polyester for our Fall 2022 apparel collection. Textile Exchange estimates that each kilogram of virgin polyester displaced by mechanically recycled polyester represents a reduction in GHG emissions by more than 70%.

We will continue to utilize resources like the Higg Materials Sustainability Index (MSI) and Textile Exchange to baseline the environmental impact of existing and new, preferred materials in YETI bags and apparel. We plan to quantify total usage of those preferred materials across YETI products in future reporting years.

SAFER CHEMISTRY

The regulatory landscape continues to push all companies toward safer chemicals and products for consumers. Thus, we continue to raise our standards and practices to ensure YETI complies with the most stringent applicable global legislation along with our voluntary standards. Our [Restricted Substances List \(RSL\)](#) presents the latest information on our approach to safer chemistry and products. We updated our RSL in May 2022 and offered training to chemical suppliers in June 2022. We continue to monitor our suppliers' adherence to and acknowledgment of our RSL.

To ensure we have the necessary processes and controls to support our safer chemistry approach, we leveraged the Expert Diagnostic Tool from Chemical Watch. Our effort to understand the regulatory landscape and improve internal processes has kept us on a path to achieving our broader safer chemistry goals.

- We have removed BPA, BPF, and BPS from food contact surfaces, and we monitor and test to ensure continuous compliance.
- We have removed long-chain PFAS chemicals from all products, including PFOA, PFOA salts, and PFOA-related substances. We are in the process of identifying safe, suitable alternatives for short-chain PFAS chemistries that will meet our high-performance standards where water repellency is required.
- We have established project teams to manage the removal of PVC from certain products. We have identified alternative materials that eliminate PVC from our products while continuing to meet our performance and durability expectations.



PRODUCT

PREFERRED PACKAGING

The regulatory landscape and consumer preference continue to dictate product packaging with a smaller environmental impact. We are prioritizing materials that are defined as recyclable, reusable or compostable and increasing post-consumer recycled (PCR) and Forest Stewardship Council (FSC)-certified materials in our primary and secondary packaging.

Our packaging material mix has remained consistent since we began reporting that information in our 2021 ESG Report: 89% of our packaging is fiber based (including corrugated boxes), 5% plastic, 3% metal, and 3% other materials. We continue to use life-cycle assessment data and methodologies to prioritize packaging materials that represent the biggest opportunities from a business and a sustainability perspective. When assessing end-of-life options for our packaging in 2021, we found that 97% of our packaging by weight is recyclable due to fiber-based boxes being the majority of our packaging.

One challenge within that final 3% is the tape we use to secure products being moved from distribution facilities onto retail locations and consumers. We are currently piloting a paper-based, water-activated tape with some of our third-party logistics providers to replace plastic-based tape that consumers may not be able to recycle based on local infrastructure. We plan to increase the use of this tape at additional facilities across YETI's value chain.

We are continuing to source better inputs for our packaging, including Forest Stewardship Council (FSC) certified paper and post-consumer recycled content. Our use of post-consumer recycled (PCR) content in our packaging remained at 83% by weight through 2021. We are focused on reducing virgin paper packaging that is sourced from regions with a high risk of irresponsible forestry and fiber harvesting. With the launch of FSC-certified paper packaging for our drinkware, we have increased the FSC content in our paper packaging from 4% in 2021 to 25% in 2022, or just over 1% of all packaging.





PRODUCT

BUILDING CIRCULAR SYSTEMS

Designing products to remain in their useful state for as long as possible is a central tenet of the circular economy. By integrating additional principles of circular design and product stewardship, we can build our products in a way that further reduces their environmental impact through their useful lives. Because of our Scope 3 emissions profile, we see our approach to circular design as a direct complement to reducing our value chain emissions.

Having completed a product-level carbon footprint assessment of four products across categories in 2021 (see details included in the ESG Data Table within the Appendix of this report), we joined forces with IDEO to challenge assumptions and explore new possibilities in product design and stewardship. Through a series of workshops, teams across YETI identified high-impact opportunities for supporting our product sustainability goals through design, material innovation and engineering without compromising our products' durability and quality. In 2023, we plan to codify these expectations and build them into the product development process for all new YETI products. We also plan to quantify and report the number of YETI products that integrate circular design principles in future reporting years.

We are also exploring how product resale and other circular consumer engagement models can contribute to our emissions reduction strategy while also delivering the same quality products to our consumers.





PRODUCT

SENDING ZERO WASTE TO LANDFILL

As we continue to implement our zero waste commitment, our teams have begun prioritizing the areas of greatest opportunity across our value chain.

In addition to getting our products to consumers and to our wholesale partners, our distribution centers also manage returned YETI products that do not meet our standards for resale. To avoid products going into landfill, we work with third-party logistics providers to implement alternative, next best use solutions, including product donation, recycling, and waste-to-energy options. In 2021, we diverted 310,300 pounds of material from landfill, with an average monthly landfill diversion rate of 97%, in our distribution centers.

Working with our suppliers represents another opportunity to increase material efficiency and therefore reduce the environmental impact of waste generated from manufacturing. We are conducting a waste audit of three supplier facilities that manufacture YETI drinkware. After analyzing material usage and process- and product-specific scrap rates, we plan to work with suppliers on a roadmap to reduce waste generated at specific stages of the manufacturing process. We continue to expand our data collection process to identify areas for further improvement.

We plan to expand our zero waste strategy into our direct operations, including YETI offices and retail stores in future years.



DISTRIBUTION CENTER WASTE
LANDFILL DIVERSION

	DIVERSION RATE	DIVERSION LBS.
2021	97%	310.3k
2020	99%	298k

PLACES



2022
ESG REPORT



YETI



PLACES

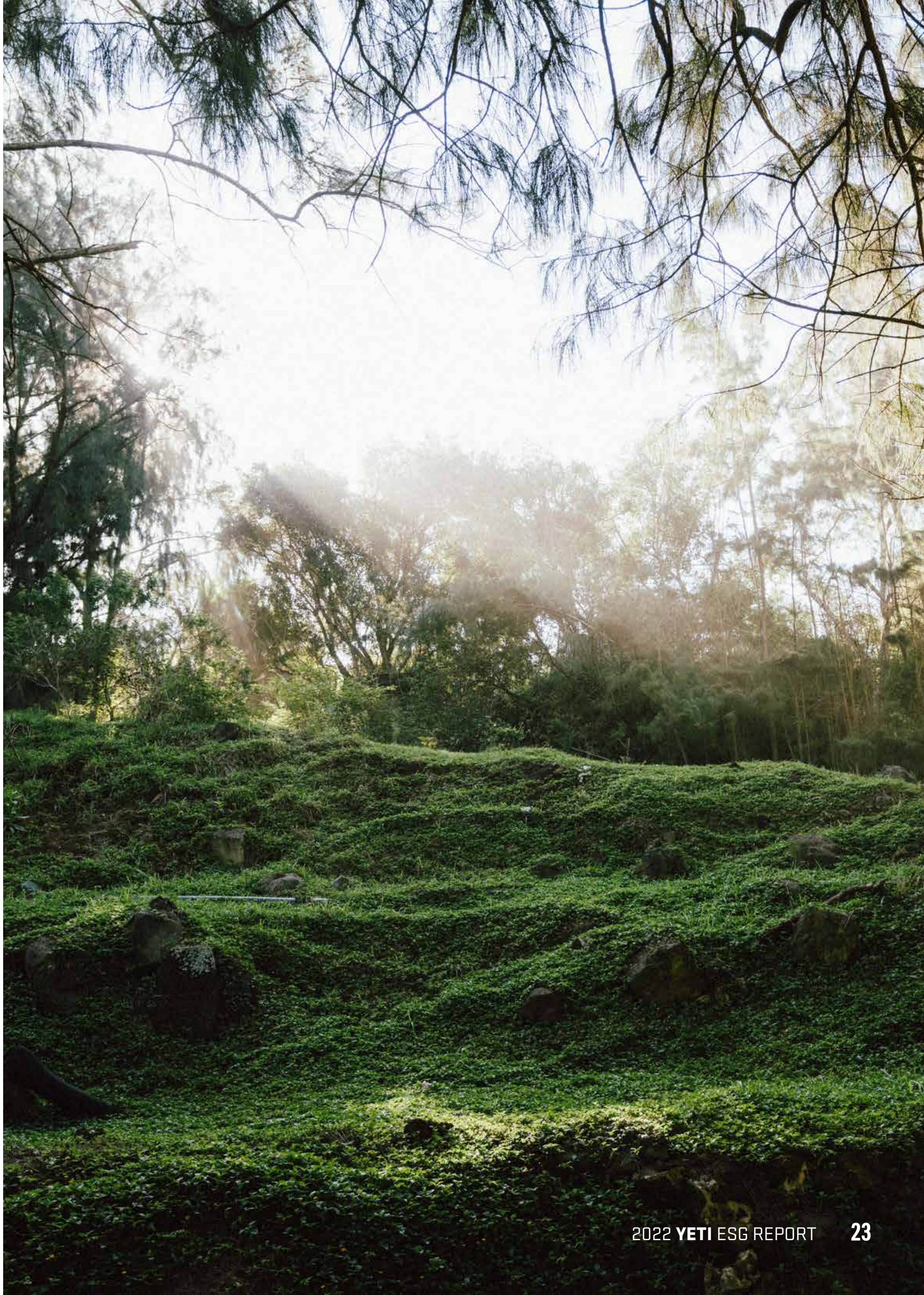
RESTORE THE WILD

With climate change increasing the intensity and frequency of natural disasters and severe weather events, we are more committed than ever to ensure our communities have access to a healthy and thriving WILD for generations to come.

Through partnerships, sponsorship, and product donations valued at \$1.2 million in 2021, we empowered leaders in the outdoor space, community groups, and our consumers to help conserve and restore the WILD around the world. Some examples of our commitment in action include:

- In partnership with the Theodore Roosevelt Conservation Partnership and the outdoor recreation community, we are supporting a blue-ribbon commission to stop and reverse the spread of invasive aquatic species in the U.S. The commission’s findings will be presented to Congress in 2023.
- Our Hydration Stations at YETI-led and partner events in the U.S. help eliminate the need for single-use plastic bottles. Since we began providing hydration stations in 2018, we have eliminated the need for over 340,000 plastic bottles.
- As part of our recognition of Earth Day, we engaged our online audience to guide YETI donations across 10 organizations that share our passion for conserving and restoring the WILD.
- The 2022 YETI Film Tour featured multiple stories about conserving natural places, diversity in the WILD, and YETI Ambassadors. A portion of proceeds from the YETI Film Tour were donated to YETI partners across the United States and Canada focused on restoring the WILD.

We are especially attuned to our communities when they reach out to us not just during the good times but during the bad as well. In the wake of state-wide power outages in Texas due to winter storms in early 2021, we partnered with World Central Kitchen and several other organizations to provide over 1,500 meals to communities across the state. In early 2022, we also partnered with one of our suppliers in Poland to deliver over 1,000 pieces of YETI drinkware to Ukrainian refugees in support of the supplier’s humanitarian efforts.





To provide access to the WILD for all communities, YETI is a proud sponsor of **BROWN FOLKS FISHING**. YETI donated funds and products to support a 4-day fly fishing and river exploration trip for new anglers in the Pacific Northwest.



As a sponsor, YETI covered the cost for **HUNTERS OF COLOR** to send new hunters on a 3-day waterfowl hunting and cooking experience in Arkansas.



PLACES

ENGAGE A NEW GENERATION OF WILD ADVOCATES

We recognize that the long-term health of the WILD depends on a new generation of educated and engaged advocates. Thus, we partner with community organizations focused on engaging youth and underserved communities through exposure and access to the WILD. By experiencing the healing power and the thrill of the WILD, young adults earn a sense of belonging in and responsibility to the WILD that will drive them to careers and pursuits that protect and restore nature.

- YETI is a proud supporter of the Siebel Sailing Program through US Sailing. Through this program, US Sailing increases youth access and diversity at sailing centers around the US. YETI's product donations allow sailors to face the toughest water with reliable gear by their sides.
- We donated YETI coolers and drinkware to Environmental Traveling Companions (ETC) in Northern California. Not only does YETI drinkware help ETC's adventurers stay hydrated during their trips, but hard coolers are positioned in whitewater rafts to provide additional support for rafters with physical disabilities.
- We served as the official sustainability partner of The Rip Curl GromSearch, an annual event to give kids the opportunity to compete against the best surfers in their age bracket. As the sustainability partner, YETI provided water stations for refillable drinkware for attendees and led a beach clean-up to ensure no plastic waste was left on the beach after the event.

Our work supporting youth and communities connects with our commitment to diversity, equity, and inclusion as well. 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 must come next. In 2021, YETI sponsored and donated products to organizations such as Black Outside, Memphis Rocks, and Maple Leaf Sports & Entertainment Foundation to help them fulfill their missions. Through these partnerships, we can learn more about the barriers to accessing the WILD that are both ubiquitous and specific to each community and then tailor our community engagement accordingly.



While **SKATE LIKE A GIRL** is a newer partner to YETI, the organization has been working on a long-standing issue: the lack of an inclusive and safe environment for women, girls, and trans people to practice and excel in recreational and competitive skateboarding. YETI was a main sponsor of their first-ever skating summer camp for adults in August 2021. Through YETI's partnership, Skate Like a Girl was able to bring over 50 skaters to their summer camp and promote confidence, leadership, and social justice through skateboarding.



APPENDIX



YETI POLICIES

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 strategy 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 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.

Compostable: See the Federal Trade Commission [Guides For The Use Of Environmental Marketing Claims](#) § 260.7 Compostable Claims.

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.

IPCC: Intergovernmental Panel on Climate Change

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.

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. 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.

Racial and Ethnic Diversity: A measure of YETIzens who identify as white compared to YETIzens who identify as non-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. Third-party logistic providers are considered Tier 1 Suppliers.

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 3, 2021, and ended on January 1, 2022, referred to simply as “2021” in the table, unless otherwise stated. We include data from our previous fiscal year that began on December 29, 2019 and ended on January 2, 2021, referred to as “2020” in the table, for comparison purposes.

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

METRIC	2020	2021
ENERGY, EMISSIONS, AND CLIMATE ACTION		
Energy consumption within the organization (kWh)	5,117,008	5,264,152
Non-renewable energy sources (kWh)		2,006,057
Renewable energy sources (kWh)		3,258,095
Energy consumption outside of the organization (kWh)	86,601,093	78,448,700
Non-renewable energy sources (kWh)		77,549,986
Renewable energy sources (kWh)		898,714
Scope 1–Direct GHG emissions (mtCO2e)	573	633
Scope 2–Energy indirect GHG emissions (mtCO2e)	2,042	778
Scope 3–Other indirect GHG emissions (mtCO2e)	211,372	278,714
WASTE		
Diversion of Waste from Landfills (Distribution Centers) (lbs.)	298,000	310,300
Rate of Diversion of Waste from Landfills (Distribution Centers)	99%	97%

ENERGY AND EMISSIONS METHODOLOGY

We leverage the Greenhouse Gas Protocol methodology and the EPA Greenhouse Gas Equivalencies Calculator to understand YETI’s GHG footprint for consistent reporting. We use direct supplier data, the Higg Facility Environmental Module, and the Climate Neutral Brand Emissions Estimator to estimate the energy consumption for our finished goods suppliers.

- Scope 1 emissions include fugitive emissions and mobile and stationary combustion emissions associated with our Austin retail, office, and product customization facilities.
- Scope 2 emissions include electricity purchased for our Austin facilities and our U.S. and international retail and office locations. We use EPA’s regional eGRID to understand the typical energy mix and calculate the GHG emissions associated with electricity consumption across our U.S. and international facilities.
- Scope 3 emissions are calculated using Climate Neutral’s Brand Emissions Estimator (BEE). We then utilize the Higg Facility Environmental Module (HiggFEM) to refine fuel- and energy-related emissions data for our suppliers. In 2021, we conducted a product carbon footprint assessment of four key products from our portfolio—our Rambler 20oz Tumbler (drinkware), our Hopper M30 Soft Cooler, our Tundra 45 Hard Cooler, and our Crossroads 22 Backpack—to validate the estimates of Scope 3 emissions provided by the BEE. The combination of these sources allowed us to collect and refine emissions data associated with each Scope 3 category on an annual basis.

ESG DATA TABLE

METRIC	2020	2021
FAIR AND SAFE LABOR PRACTICES—SUPPLY CHAIN		
Supplier facilities audited against YETI Responsible Sourcing expectations	4	13
Noncompliances - Total (#)	50	255
By Severity		
Zero Tolerance Findings (%)	0%	<1%
Critical Findings (%)	2%	5%
Major Findings (%)	52%	51%
Minor Findings (%)	46%	44%
By Issue		
Labor(#)	9	57
Environment (#)	3	16
Health, Safety, & Hygiene (#)	26	147
Management Systems & Ethical Conduct (#)	9	31
Other (#)	3	4
Corrective Action Plan Closure Rate (%) ¹	88%	78%
FAIR AND SAFE LABOR PRACTICES—DIRECT OPERATIONS		
Workers covered by an occupational health and safety management system (%)		100%
Total number of hours worked at YETI owned and operated facilities in the U.S. (#)		1,063,304
Number of recordable work-related injuries (per 200,000 hours)		1.32

FAIR AND SAFE LABOR PRACTICES DATA & METHODOLOGY

Audits of supplier facilities include audits of existing suppliers and new suppliers prior to any production.

YETI leverages resources from Sedex, resources from our audit service provider, and our own Responsible Sourcing expectations to categorize audit findings by severity (zero tolerance, critical, major, or minor) and by issue in order to consistently analyze and report supplier audit data.

As YETI increased the number of supplier facilities audited in 2021 and updated its Responsible Sourcing expectations for suppliers, the number of noncompliances also increased.

1 In our 2021 ESG Report, we stated that 89% of outstanding corrective action plans with suppliers that were audited in 2020 were closed at the time of the reports publication. Upon further review of our data and evidence shared as part of the CAP process, we realized that our CAP closure rate for 2020 was actually 88%.

ESG DATA TABLE

METRIC	OCTOBER 2020	DECEMBER 2021
HUMAN CAPITAL MANAGEMENT		
Full-time and Part-time Employees	686	823
U.S.-based Employees	92%	91%
Non-U.S.-based Employees	8%	9%
Employees that identify as non-male–Total	44%	47%
Employees that identify as male–Total	56%	53%
Employees that identify as non-male–Director+	41%	43%
Employees that identify as male–Director+	59%	57%
Employees that identify as non-male–Below Director	45%	47%
Employees that identify as male–Below Director	55%	53%
Employees that identify as white–Total	69%	69%
Employees that identify as non-white–Total	31%	31%
Employees that identify as white–Director+	86%	84%
Employees that identify as non-white–Director+	14%	16%
Employees that identify as white–Below Director	68%	68%
Employees that identify as non-white–Below Director	32%	32%
% of Employees covered by collective bargaining agreements	0%	0%
Ratio of basic salary and remuneration of women to men	We thoroughly assess the compensation and benefits of our employees at all YETI locations for any disparate impact based on gender, age and race biannually. We recorded no disparate impact in employee compensation for employees in the same job family in 2021.	
Board Directors–Total number of Directors ¹		8
Directors that identify as non-male		37.5%
Directors that identify as male		62.5%
Directors that identify as white		87.5%
Directors that identify as non-white		12.5%

U.S.-BASED EMPLOYEES

In 2022, we updated our methodology for tracking the number and diversity of YETIzens to better align the data between our ESG report and YETI's financial filings. In our 2021 ESG Report, we reported that 96% of our YETIzens resided within the United States and 4% were based outside of the United States. With our updated methodology, we can report that as of October 2021, 91% of YETIzens resided within the United States and 9% resided outside of the United States.

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

ESG DATA TABLE

METRIC	2020	2021
RESPONSIBLE BUSINESS PRACTICES		
Political contributions	\$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.
Non-compliance with environmental laws and regulations	No significant fines or non-monetary sanctions in 2020 or 2021.	
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 or 2021.	
Substantiated complaints concerning breaches of customer privacy and losses of customer data	No instances of customer privacy violations in 2020 or 2021.	
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 or 2021.	
Confirmed incidents of corruption and actions taken	No instances of corruption in 2020 or 2021.	
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No instances of anti-competitive behavior, anti-trust, or monopolistic practices in 2020 or 2021.	

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX (SASB)

The data presented in this SASB Index covers our most recently completed fiscal year that began on January 3, 2021, and ended on January 1, 2022, referred to simply as “2021” in the index, unless otherwise stated.

ACTIVITY METRICS		
CG-TS-000.A	Annual Production	We completed 60,316,466 finished goods and accessories in 2021.
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 November 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	We voluntarily issued an update to the Consumer Product Safety Commission (CPSC) and to our customers who purchased YETI drinkware with our chug cap in 2021. We revised our marketing materials and clarified how customers can safely use our drinkware for hot beverages.
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 2021, thirteen Tier 1 supplier facilities were audited against our Responsible Sourcing expectations. Of the 13 audits, 8 were audits of existing suppliers and 5 were audits to ensure new suppliers meet YETI expectations prior to any production. The audits of existing suppliers represent 62% of our spend for the production of finished goods and accessories for YETI in 2021.
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	During the reporting year, we found 256 instances of non-compliance with our supplier expectations through our audit of 8 existing supplier facilities and 5 new supplier facilities. Of the instances of non-compliance, only 1% were zero-tolerance findings, 5% were critical non-compliances, 51% were major non-compliances, and 43% were minor non-compliances. For all instances of non-compliance, we issue corrective action plans (CAPs) for our suppliers, designed to remediate the non-compliance and promote continuous learning. At the end of the reporting year, we closed 78% of all CAPs, including all CAPs addressing zero-tolerance findings and critical findings.

MEMBERSHIPS

Our memberships and associations help inform and guide our strategy and are the key to our success. Below are some of the organizations we engage with and support.

- Business for Social Responsibility (BSR)

Camber Outdoors

CEO Action for Diversity & Inclusion

Fair Labor Association (FLA)

GreenBiz Executive Network

Outdoor Industry Association – Climate Action Corps
- Plastic Impact Alliance

Sedex

Sustainable Brands

Sustainable Packaging Coalition

Textile Exchange

The Conservation Alliance

Theodore Roosevelt Conservation Partnership



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 Our Partners page of our website.

- American Rivers

Andy Roddick Foundation

B4BC

Backcountry Hunters and Anglers

Big City Mountaineers

Bill Pickett Invitational Rodeo

The Billfish Foundation

Billion Oyster Project

Black Outside

Bonefish & Tarpon Trust

Boone and Crockett Club

Bring Music Home

Brown Folks Fishing

Captains For Clean Water

Casting for Recovery

Coastal Conservation Association

Code2College

Colorado River Alliance

Conservation International

Ducks Unlimited

Environmental Traveling Companions

Family Reunion

Festival Western

Folds of Honor

Good Work Austin
- Health Alliance for Austin Musicians

Harte Research Institute for Gulf of Mexico Studies

Heroes and Horses

Hop Culture

Hunters of Color

Indifly

International Game Fish Association

James Beard Foundation

Keep the Tennessee River Beautiful

LEE Initiative

Les Dames d’Escoffier International

Looking Out Foundation

MAD Academy

Maple Leaf Sports & Entertainment Foundation

Memphis Rocks

Mending Waters

MeWater Foundation

National Cattlemen’s Beef Association

National Independent Venue Association

National Wild Turkey Foundation

Operation BBQ Relief

OCEARCH
- Outdoor Alliance

Pacific Salmon Foundation

Perfect Game Cares

Pope & Young

Preservation Hall

Protect Our Winters

QDMA

Rocky Mountain Elk Foundation

Rocky Mountain Goat Alliance

Royal Canadian Legion

Saumon Québec

Save Bristol Bay

SheJumps/SheFishes

Skate Like a Girl

Southern Smoke Foundation

Support + Feed

Texas Wildlife Association

The Sportsmen’s Alliance

Thrive Outside

Total Archery Challenge

US Sailing

Western Sports Foundation

Wild Sheep Foundation

Wild Spirit Wild Places

FORWARD-LOOKING STATEMENT

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 January 1, 2022 and the Quarterly Report on Form 10-Q for the three months ended October 1, 2022, 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 January 1, 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.



A person with a backpack is standing on a rocky cliff, looking out over the ocean. The scene is dramatic, with waves crashing against the rocks and a hazy sky in the background.

YETI[®]

YETI HOLDINGS, INC.

YETI.com

7601 Southwest Parkway

Austin, TX 78735

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