

OUR GOALS & OUR PROGRESS

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

- KEY
- GOAL ACHIEVED
 - ◐ MAKING PROGRESS
 - BUILDING THE ROADMAP

| PEOPLE YETI aims to create positive social impact for the people in our workforce, supply chain, and communities. | |
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| GOAL | OUR PROGRESS |
| ● Maintain gender pay equity across all levels annually | We maintained our commitment to pay equity across all levels in 2022. We recorded no disparate impact in compensation for all YETIzens. |
| ◐ Achieve gender parity at leadership levels by 2025 | Gender diversity at leadership levels (YETIzens that hold the title of Director or above) decreased from our October 2020 baseline of 41% to 32% in December 2022. We will continue to implement our DE&I strategy to attract and retain diverse talent and achieve our goal. |
| ◐ Increase racial and ethnic diversity at all levels by 2030 | Racial and ethnic diversity at leadership levels increased from our October 2020 baseline of 14% to 21% in December 2022. Racial and ethnic diversity below the Director level remained constant at 32% from our October 2020 baseline through December 2022. |
| ◐ Increase female Ambassadors to 30% by 2030 | In 2022, our Ambassadors were 23% female (compared to 19% in 2021); 13% identified as a race or ethnicity other than white (compared to 11% in 2021); and 21% were international (compared to 14% in 2021). |
| ◐ Increase Ambassador racial and ethnic diversity to 15% by 2030 | |
| ◐ Increase international Ambassadors to 25% by 2030 | |
| ◐ 100% of YETI's sourcing will come from Tier 1 and 2 suppliers who meet our Responsible Sourcing expectations by 2025 | In 2022, on-site audits covered 50% of our Tier 1 footprint, up 9% from 2021, and 100% of Tier 1 suppliers re-committed to our updated Supplier Code of Conduct. |
| ○ 100% of tier 1 and 2 suppliers will have worker wellbeing or fair wage programs in place by 2030 | 100% of Tier 1 and 2 suppliers will have worker wellbeing or fair wage programs in place by 2030. |

PRODUCT

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

● GOAL ACHIEVED

● MAKING PROGRESS

○ BUILDING THE ROADMAP

| GOAL | OUR PROGRESS |
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| ● Reduce our Scope 1 and 2 emissions by 50% and our Scope 3 emissions by 27% by 2030 compared to a FY20 baseline | Compared to FY20, our Scope 1 decreased 30%, Scope 2 decreased 61%, and Scope 3 increased by 96%. ¹ In 2022, we formally committed to set near-term company-wide emission reductions in line with climate science with the SBTi. Through that process, and our diligence to gather more granular and accurate emissions data, we will reevaluate and confirm our baseline and 2030 goals. |
| ● Source 100% renewable electricity in our U.S. owned and operated facilities by 2022 | Through the participation in Austin Energy’s GreenChoice program, 100% of our Austin headquarters electricity usage came from renewable sources and we are purchasing high-quality verified, renewable energy certificates (RECs) for the remaining electricity usage in our globally owned and operated facilities. |
| ● Increase use of preferred materials year over year ² | We maintained 100% post-consumer recycled NetPlus® in hat brims, transitioned all polyester in short and long sleeve shirts to recycled polyester, and maintained use of recycled content in our plastic drinkware accessories and hard cooler baskets. We introduced recycled content in the Yonder™ bottle. |
| ● 100% of YETI packaging will be recyclable or reusable by 2025 ³ | In 2022, 95% of our packaging was recyclable (by weight), a decrease of 2% from 2021. |
| ● Increase post-consumer recycled (PCR) and Forest Stewardship Council-certified content in our packaging by 2025 | We increased the total usage of post-consumer recycled (PCR) content by 49% from 2021 and maintained 1% of all packaging (by weight) as FSC-certified content. |
| ● Eliminate perfluorinated chemicals (PFOS and PFOA) from all products by 2022 | All of our products remain free of intentionally added long-chain PFAS chemicals (including PFOA, PFOS, PFOA salts, and PFOA-related substances). |
| ● Eliminate bisphenols (BPS and BPF) from food contact surfaces by 2022 | Our food contact surfaces remain free of bisphenols. |
| ● Eliminate PVC from the entirety of our supply chain by 2025 | We are on track to remove PVC from our supply chain by 2025. |
| ● Launch a circular consumer strategy by 2025 | We launched YETI RESCUES™ in January 2023 and Rambler™ Buy Back in April 2023. Read more in our Circularity section. |
| ● Increase coverage of YETI circularity programs ⁴ | Our circularity program covers over 70% of our product portfolio. |
| ● Achieve zero waste to landfill across our value chain by 2030 ⁵ | Our 2022 landfill diversion rate was 84%. We diverted 554 tons of waste across our U.S. and Canada operations and Austin headquarters. |

1 Our 2022 Scope 3 measurement included a number of additional data elements. See the [Our Carbon Footprint](#) section for more details.

2 We expanded the scope of this goal from YETI bags and apparel to cover our entire portfolio and chose to measure this goal by year over year progress to allow us to track incremental progress and overall preferred material mix.

3 We decided to remove compostable packaging as it is not a preferred method based on current infrastructure capabilities.

4 Measuring the circular program coverage inherently measures the circular design of our products and the end-of-life offerings. When paired with our low impact design goals, we feel this goal is a better proxy of circularity.

5 In line with industry best practices, we will be removing incineration data moving forward. In 2022, we added our Austin headquarters in addition to expanded primary data coverage.

PLACES

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

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