



KEEP THE WILD

WILD

YETI[®]

2024 ESG REPORT

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LETTER FROM OUR CEO



YETI CEO
MATT REINTJES

YETI's commitment to keeping the wild, wild and integrating the three pillars of our ESG strategy remains at the forefront of our brand and business priorities. In our fourth annual ESG report, we detail how we drove progress in 2023 across our People, Product, and Places and further engrained our sustainability work into the YETI culture.

Our people are core to our success and in 2023, we focused on providing an employee experience that supports our team members professionally and personally. We launched a global in-house learning and development program and expanded benefits to support employees' physical, mental, and financial health. We have applied data-driven processes to our applicant pipeline and employee experience to ensure YETI remains a place where all employees can thrive. Our efforts

were recognized when YETI was selected as one of Glassdoor's Best Places to Work in 2024.

We remain committed to minimizing the environmental impact of our products. I'm proud to report that our Scopes 1 and 2 emissions have decreased 62% since our 2020 baseline and through ongoing meaningful work across our supply and industry partners, we will continue to find innovative solutions to drive Scope 3 emissions reduction. We also received external verification of our greenhouse gas emissions data this year, a testament to the validity of our data.

Our circularity programs, YETI RESCUES and Rambler Buy Back, provide an opportunity to further extend the life of our durable gear. Since its launch in January 2023, nearly half of RESCUES customers have been new YETI

online shoppers, proving that circularity can target new audiences.

Through our Places strategy, YETI donated more than \$2 million in product and financial donations to support non-profit organizations that share our goal of keeping the places we love thriving and accessible for generations to come. We also continued to expand our group of Ambassadors and show that the wild is for everyone.

As we enter the fifth year of our ESG strategy, I am proud of what we've accomplished and our commitment to transparently share our progress. The opportunity ahead for YETI is extraordinary and our ESG strategy remains a key part of our growth.

A handwritten signature in white ink that reads "Matt".



OUR APPROACH

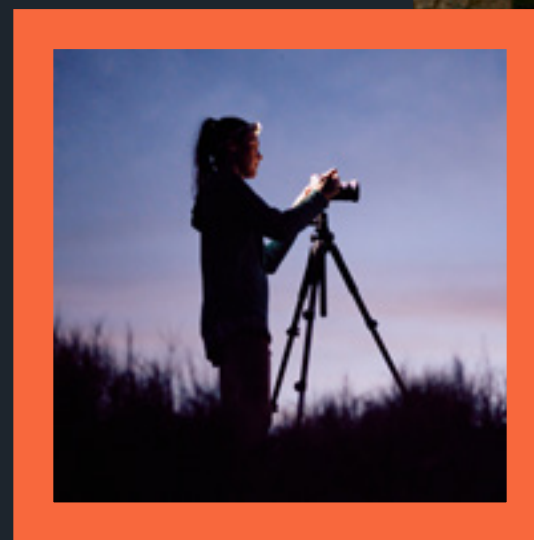
SECTION 01

ABOUT YETI

YETI Holdings, Inc. (YETI) is a global designer, retailer, and distributor of innovative, durable outdoor products. As of December 30, 2023, the end of our fiscal year, we were powered by over 1,000 full-time and part-time employees across eight countries.

We are headquartered in Austin, Texas, and offer products throughout the world through a diverse omni-channel strategy, composed of wholesale and direct-to-consumer channels. In 2023, we leased office and building space in the United States, Canada, China, Australia, and the Netherlands. Our primary distribution centers are leased and managed by third-party logistics providers and, as of December 30, 2023, were located in the United States, Australia, Canada, the United Kingdom, New Zealand, and the Netherlands. We lease and operate 22 retail stores across the United States and Canada as of publication.

We partner with manufacturers around the world. As of December 30, 2023, many of our core products were manufactured in China, Malaysia, Mexico, the Philippines, Poland, Taiwan, Thailand, and Vietnam. We do not own or operate any manufacturing facilities. See 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.



GOVERNANCE

Our Board of Directors (Board) has the highest level of oversight of YETI's environmental, social, and governance (ESG) strategy. The Board receives updates on our ESG strategy annually. Specific ESG topics are addressed by different committees of our Board. Our Chief Executive Officer is responsible for reviewing and approving YETI's overall ESG strategy.

YETI's ESG team is composed of subject matter leaders embedded within the organization. The cross-functional team is responsible for defining the strategy, planning, communication, education, prioritization, and reporting around all ESG matters. With direct reporting lines to senior leadership, the ESG team comprises the Sustainability Lead (reporting to the Senior Vice President of Supply Chain and Operations), the Organizational Development Lead (reporting to the Chief Human Resources Officer), and the Reporting and Disclosure Lead (reporting to the Vice President of Compliance).

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

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



ETHICS & COMPLIANCE

Our Vice President (VP) of Compliance oversees our global compliance program and provides annual compliance updates to our Board and quarterly updates to the Audit Committee of the Board. Our Ethics & Compliance team is responsible for facilitating compliance across the business and establishing a culture of integrity and compliance.

To ensure everyone at YETI is aware of our expectations, all employees and our Board are required to complete annual training on our Code of Business Conduct. The Ethics & Compliance team develops mandatory quarterly trainings to further reinforce different compliance topics. Every employee receives the Integrity Message of the Month publication, which analyzes and brings awareness to different real-life scenarios.

The VP of Compliance also leads YETI's internal compliance programs, including chairing the Compliance Leadership Council (CLC). The CLC brings together cross-functional leaders from Ethics & Compliance, ESG, Talent, Privacy, Product Safety & Compliance, Supply Chain, IT Compliance, and Internal Audit. The CLC's role is to promote compliance and integrity within YETI through discussion and communication, reinforce and maintain compliance work, and ensure effective mechanisms are in place to mitigate risk areas. As YETI evolves, the CLC will continue to look for opportunities to further enhance our overall compliance program.

We provide access to grievance mechanisms in all countries where YETI operates. Should employees, vendors, or the public need to report any concerns of violations of laws, regulations, or YETI policies, they can do so anonymously through our third-party hotline via web or phone. We have a no-retaliation policy for anyone who comes forward with concerns or participates in an investigation.

ABOUT THIS REPORT



This report was published in September 2024. Unless otherwise stated, the data presented in this report covers our most recently completed fiscal year that began on January 1, 2023, and ended on December 30, 2023—referred to as 2023 throughout the report.¹ Where noted, certain 2024 programs, initiatives, and progress are included.

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. This report does not reflect Mystery Ranch or Butter Pat.

This report captures annual performance and progress toward our public, company-wide ESG goals. The information in this report, our ESG strategy, and our goals build on a 2020 materiality analysis that explored ESG topics facing YETI and our stakeholders. The ESG team engages with internal and external stakeholders, consults the latest science-based data, and assesses current and emerging trends to continuously evaluate our key topics. This report also spotlights individuals, organizations, and programmatic efforts that reflect YETI's values and drive progress on ESG topics.

We have prepared this report in alignment with our industry's Sustainable Accounting Standards Board (SASB) standards. This report is also informed by the Taskforce for Climate-related Financial Disclosure (TCFD) and the Global Reporting Initiative (GRI) Standards.

¹ Previous fiscal years are also noted as 2020, 2021, or 2022 unless otherwise indicated.

We obtained limited assurance over our greenhouse gas emissions from a third-party verifier, Apex Companies, LLC.

This report includes discussion of YETI's progress against diversity, equity, and inclusion (DE&I) goals, including goals related to the racial, ethnic, and gender diversity of YETI's employees. Nothing about our approach to DE&I, including the strategies and programs mentioned within, is designed to exclude anyone from consideration of employment at YETI, consistent with the principles of Equal Employment Opportunity and Title VII of the Civil Rights Act of 1964. YETI never uses any quotas in making hiring, promotion, or retention decisions. YETI bases its decisions solely on the qualifications of the individual for an opportunity with our organization.

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

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

OUR GOALS & PROGRESS

The following tables summarize progress toward our People, Product, and Places goals and commitments. Additional information and examples of our progress may be found throughout this report. We are committed to regularly communicating our impact and ESG strategy in a transparent and standardized manner.

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

● GOAL ACHIEVED

GOAL	PROGRESS
● Maintain gender pay equity across all levels annually	We maintained our commitment to pay equity in 2023. We recorded no disparate impact in compensation for all U.S.-based employees in the same job family based on gender, race and ethnicity, and age.
Increase gender diversity at leadership levels by 2030	Gender diversity at leadership levels (employees that hold the title of Director or above) decreased from our October 2020 baseline of 41% to 30% as of December 2023. We will continue our robust sourcing strategies and retention initiatives.
Increase racial and ethnic diversity at all levels by 2030	The racial and ethnic diversity of our U.S.-based employees at leadership levels and below the Director level has increased to 17% and 35%, respectively, compared to our 2020 baselines of 14% and 32%.
Increase the gender diversity of Ambassadors by 2030 Increase the racial and ethnic diversity of Ambassadors by 2030 Increase international Ambassadors by 2030	25% of YETI Ambassadors were female, compared to 23% in 2022. 15% identified as a race or ethnicity other than white, compared to 13% in 2022. 25% were international, compared to 21% in 2022.
100% of YETI's sourcing will come from Tier 1 and 2 suppliers who meet our responsible sourcing expectations by 2025	Our Supplier Code of Conduct is embedded within all supplier agreements to ensure suppliers agree to and uphold our responsible sourcing expectations. We offer translated versions in nine languages. Annual updates are distributed to all Tier 1 suppliers and posted on YETI.com . See the Impact Through the Supply Chain section for more.
100% of Tier 1 and 2 suppliers will have worker wellbeing or fair wage programs in place by 2030	We completed a comprehensive market assessment in 2023 to understand best practices for calculating living wage and inform our role in promoting living wage within our supply chain.

PRODUCT

YETI is expanding on our commitment to high-performing, durable, and built for the wild products through a continued focus on material impact, longevity, and waste reduction.

● GOAL ACHIEVED

GOAL	OUR PROGRESS
● Reduce our Scope 1 & 2 emissions 50% by 2030 compared to a 2020 baseline ¹	As of 2023, we have reduced our absolute Scope 1 & 2 emissions 62% from a 2020 baseline.
Reduce our Scope 3 emissions 27% by 2030 compared to a 2020 baseline ¹	We have made progress in several Scope 3 categories, but our aggregate absolute Scope 3 emissions have increased due to improved measurement methodologies and data collection practices. In YETI's case, these increases were also the result of planned organic business growth. See the Carbon Footprint section for more.
● Source 100% renewable electricity in our U.S. operations by 2022 ²	Through our 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	In 2023, certified recycled materials made up approximately 1% (by weight) of our purchased materials. Read more in the Preferred Materials section.
100% of YETI packaging will be recyclable or reusable by 2025	In 2023, 90% of our packaging was recyclable (by weight). See the Preferred Packaging section for more.
Increase post-consumer recycled (PCR) and Forest Stewardship Council (FSC)-certified content in our packaging by 2025	55% of our packaging (by weight) was PCR content and 14% of fiber packaging (by weight) was FSC-certified content.
Eliminate PVC from the entirety of our supply chain by 2025	We are on track to stop production of products with PVC by 2025. Read more about our phase-outs in the Safer Chemistry section.
● Eliminate perfluorinated chemicals (PFOS & PFOA) from all products by 2022	Our products remain free of intentionally added long-chain PFAS chemicals (including PFOA, PFOS, PFOA salts, and PFOA-related substances).
● Eliminate bisphenols (BPS & BPF) from food contact surfaces by 2022	Since 2022, all food contact surfaces of YETI products remain free of bisphenols as a result of our continued monitoring and testing program.
● Launch a circular consumer strategy by 2025	We launched YETI RESCUES in January 2023 and Rambler Buy Back in April 2023. Read more in the Circularity section.
● Increase coverage of YETI circularity programs	As of 2023, 39% of products are eligible for YETI circularity programs. ³
Achieve zero waste to landfill across our value chain by 2030	In 2023, 69% of waste across U.S. and Canada distribution centers, global offices, and innovation centers was diverted from landfill. 41% of waste was recycled or composted, and 28% was sent to waste to energy facilities. Read more in the Zero Waste section.

¹ Our Scope 1 and 2 target aligns with limiting global temperature increases to 1.5°C. Our Scope 3 target aims to limit emissions to well below 2°C above pre-industrial levels.

² Our original target ended in 2022 but we remain committed to sourcing 100% renewable energy. We changed this goal language to clarify that this goal applies to our U.S. operations. YETI does not own any facilities as of publication.

³ We define eligibility as being in scope of either YETI RESCUES or Rambler Buy Back. In 2022, we calculated this metric as the percentage of sales eligible for circularity programs. Moving forward, this percentage is the units within scope of YETI RESCUES or Rambler Buy Back out of total YETI units.

We believe this is a better measure of circularity eligibility in our product portfolio.

PLACES

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

● GOAL ACHIEVED

GOAL

OUR PROGRESS

- Directly support land, water, and wildlife restoration actions
YETI donated \$2.3 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 employees to share their stories and restore the wild. See our [Places](#) section for more about our 2023 initiatives.
- Support organizations to bring diversity into the wild
We believe the wild is for everyone. We partner with organizations such as Big City Mountaineers, Black Outside, The Venture Out Project, and Thrive Outside to increase access and representation. Learn more about our partnerships on our [Partners](#) page.
- Inspire our consumers to engage in local restoration actions
We host river clean ups in Austin, the site of our headquarters, and facilitate other volunteer opportunities for employees. We also encourage retail locations to organize in their local communities. We encourage all full-time YETI employees to give back to their community by providing eight hours of paid volunteer time annually.

YETI | LAKE TRAVIS CLEANUP





PEOPLE

SECTION 02



YETI LEADERSHIP SUMMIT SERIES

Our three separate learning paths are designed to meet learners where they are and enable their success at YETI.

ASPIRATIONAL

Experiential learning sessions for employees who aspire to deepen their impact at YETI.

FOUNDATIONAL

A comprehensive series where people managers develop and apply high-impact leadership skills and competencies.

INSPIRATIONAL

Advanced curriculum designed to help senior leaders build highly effective, industry-leading teams.

ENGAGING & SUPPORTING OUR EMPLOYEES

As YETI continues to grow, we have the opportunity to design an inspiring employee experience that is globally consistent and locally relevant. In 2023, we focused on adapting key learning, wellness, and safety programs to meet employees where they are and ensure they are ready to scale with the company's growth. We're happy to report that our efforts in 2023 were recognized when YETI was selected as one of the Best Places to Work in 2024 by Glassdoor.

We formalized our global Learning & Development program in 2023 to continue supporting the growth of our team members. The cornerstone of our program is the Leadership Summit Series, which provides three learning paths customized to meet the unique learning needs of our employees. Since its launch in July 2023, the Leadership Summit Series' virtual, in-person, and on-demand modules have provided critical insights and learning opportunities on key topics like Emotional Intelligence, Communicating with Impact, and Strategic Focus. In a voluntary survey, Leadership Summit Series participants indicated an average 92% satisfaction score for all topics. To round out our learning and development offerings, we continue to provide six-month coaching programs through Better Up, external learning opportunities through the Texas Conference for Women and AFROTECH Conference, and voluntary training on best practices in our Inclusive Hiring Playbook.

In addition to providing team members with the support they need to thrive professionally, we focus on providing comprehensive benefits and wellness programs to ensure they are resilient in the face of challenges outside the office too. Full-time employees have access to expanded paid military, caregiver, and bereavement leave. We have expanded access to several new mental health benefits to employees and their families, including no-cost mental health coaching and therapy sessions. We are proud to complement these robust benefits with a wellness program that includes ongoing financial advising, fitness classes, and community volunteering opportunities.

Finally, we continue to prioritize the safety of employees across our operations. We had no recordable safety incidents across our U.S. operations in 2023 and are proud to report a 93% completion rate of safety training for relevant employees in the U.S.

BEST PLACES TO WORK
2024 'GLASSDOOR'

EMPLOYEE RESOURCE GROUPS

In 2023, our Employee Resource Groups (ERGs) continued to be a source of inspiration and community, and a living representation of YETI Core Values including “No One Succeeds Alone.” Through their engagements, events, and strategic conversations, we have helped YETI attract qualified talent from all backgrounds and remain a place where all employees can thrive. Examples of our activities in 2023 include:



ASIAN & PACIFIC ISLANDER ERG

To highlight incredible on-screen representation of Asian and Pacific Islander (API) actors, our API ERG hosted a movie screening and discussion on how family dynamics, female empowerment, and bias can affect work/life balance.



WOMEN'S ERG

In addition to hosting regular educational sessions throughout the year and organizing volunteer opportunities in the Austin community, our Women's ERG continued to host 6-month rotational learning cohorts that enable peer-to-peer learning on mentorship, leadership skills, public speaking, and work/life balance.



UNYDOS ERG

UNYDOS, our ERG for Latina/é/o/x team members and their allies, worked across teams at YETI to highlight the value of Spanish-speaking consumers and helped launch YETI's first [Spanish-language website](#).



BLACK & AFRICAN AMERICAN ERG

Our Black and African American ERG hosted several educational sessions for employees with YETI Ambassadors who are committed to diversifying their respective outdoor pursuits.



PRIDE+ ERG

Our PRIDE+ ERG hosted an impactful “lunch and learn” on representation in the outdoors and how to recognize, celebrate, and encourage LGBTQ+ participation in pursuits such as hiking and ice climbing.



VETERANS ERG

Recognizing the unique obstacles faced by veterans and active-duty military transitioning to civilian life, our Veterans ERG engaged our senior leadership team and Talent Acquisition team to discuss biases and misconceptions that affect servicemen and women from landing civilian jobs.

IMPACT THROUGH THE SUPPLY CHAIN

YETI is committed to protecting and improving the fundamental human rights and working conditions of all members of our supply chain. Our Supplier Code of Conduct (SCoC) and Human Rights Policy guide our responsible sourcing strategy. Our SCoC is based on International Labor Organization conventions and Fair Labor Association (FLA) standards, and all suppliers and vendors are required to uphold our responsible sourcing expectations. These expectations are introduced at the onset of a relationship with YETI and reinforced throughout the onboarding process. All YETI departments engaging with our suppliers are responsible for embedding our responsible sourcing values and ethics into supplier onboarding and throughout the business relationship. Desktop reviews and self-assessment questionnaires inform pre-qualification and business risk assessments.

YETI continues to build on our audit program established in 2020, which includes semi-announced on-site audits conducted by FLA-approved third-party firms. All suppliers are required to maintain a Sedex membership to standardize supply chain assessments and allow YETI, suppliers, and auditors to efficiently collaborate.

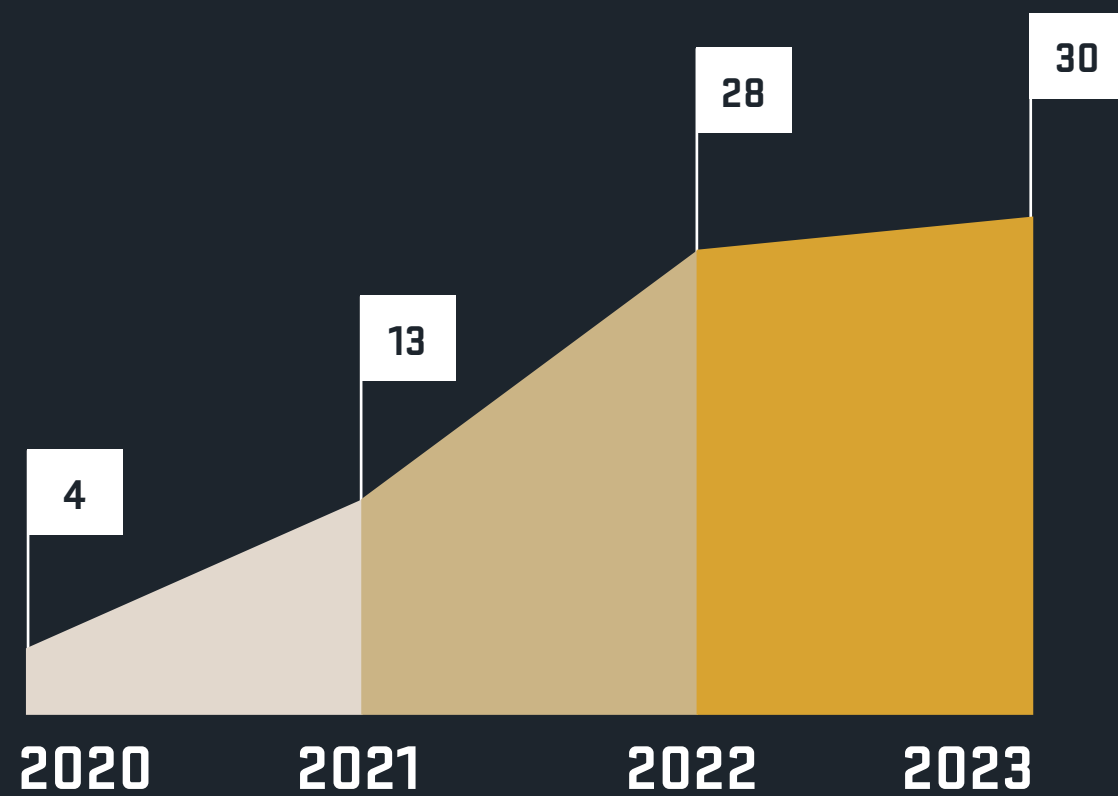
Standardization and improved efficiency within our social compliance program remains a focus for our team. In 2023, we aligned YETI's social compliance audits to the Sedex Members Ethical Trade Audits (SMETA) four-pillar audit framework,

in which audits cover labor, health and safety, environmental assessment, and business ethics. We had no instances of zero tolerance findings in 2023, a testament to the depth and breadth of our supplier relationships. A further breakdown of audit performance can be found in the [Appendix](#).

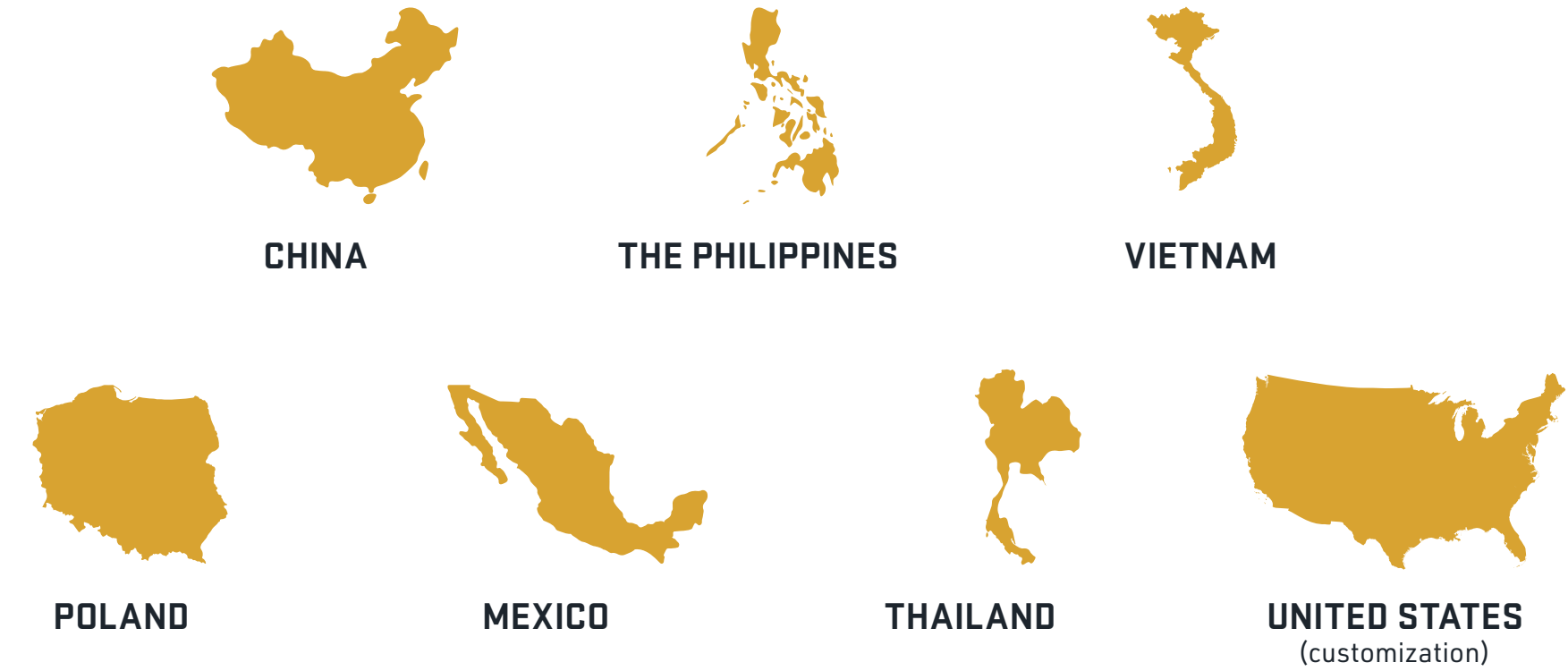
We use audit reports and corrective action plans to measure and score overall performance against our SCoC. In the beginning of 2024, we rolled out a new supplier grading mechanism to further drive and reward continuous improvement year over year, consistency in performance, and collaboration between YETI and suppliers.

The YETI [Supplier Code of Conduct](#), [Human Rights Policy](#), and [Tier 1 Factory Disclosure List](#) are available on [YETI.com](#).

TOTAL AUDITS NUMBER OF FACTORIES



CORE PRODUCT MANUFACTURING



CORRECTIVE ACTION PLANS

18%
priority findings

93%
closure rate

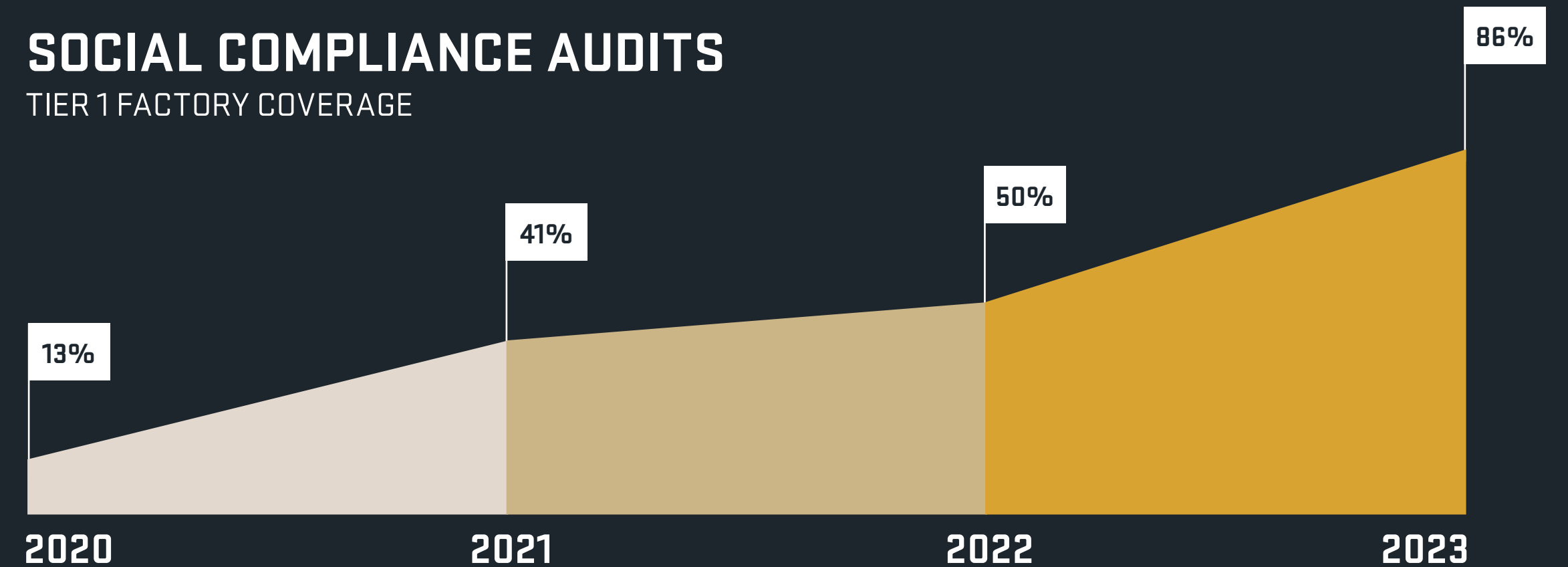
Priority findings is defined as the sum of zero tolerance and critical findings. Closure rate extends through March 31, 2024, to incorporate progress made against Q4 2023 audits.

RESPONSIBLE SOURCING: 2023 PROGRESS SPOTLIGHT

- The frequency and severity of extreme weather events increasing around the world introduce new disruptions and risks to global supply chains. In 2023, following a local natural disaster, we conducted structural, fire, and electrical audits at five Philippines factories. The responsible sourcing team, audit firm, and suppliers continue to work collaboratively to mitigate identified risks and ensure continued safety. We have leveraged the results of these audits to inform a risk-based approach to conducting structural audits across our supply chain.
- In 2023, YETI's sourcing team brought additional visibility to Tier 2 suppliers, a critical enabler for our responsible sourcing program. We will continue to expand our traceability efforts, digging deeper into our Tier 2 suppliers and beyond throughout 2024.
- YETI's analytics team built a responsible sourcing Tableau dashboard, introducing real-time reporting capabilities to stakeholders and leadership. The new platform and enhanced visualizations allow the team to identify key macro and regional trends while automating the quarterly sourcing scorecard metrics.
- All workers deserve fair compensation for their work, and we have a shared responsibility to positively improve the lives of workers in our supply chain. In 2023, we completed a comprehensive market assessment to help inform our 2030 commitment to establishing a worker wellbeing or fair wage program. Our goal is to align those insights with priority opportunity areas in our audit program, and directly engage with our factories to help identify and deliver a meaningful program.

SOCIAL COMPLIANCE AUDITS

TIER 1 FACTORY COVERAGE





PRODUCT

SECTION 03

OUR CARBON FOOTPRINT



Since 2020, we have reported against our climate goals and commitments in our annual ESG report. In 2023, we submitted our first climate change questionnaire to the Carbon Disclosure Project (CDP). We will continue to transparently share our climate progress and challenges with the intent to surface challenges that require industry- and society-wide change.

In 2023, we deepened our partnership with Watershed, a leading climate platform, to measure our emissions and model reduction pathways across our value chain. The platform has allowed us to examine our footprint at a more granular level and gain more actionable insights through interactive data visualizations.

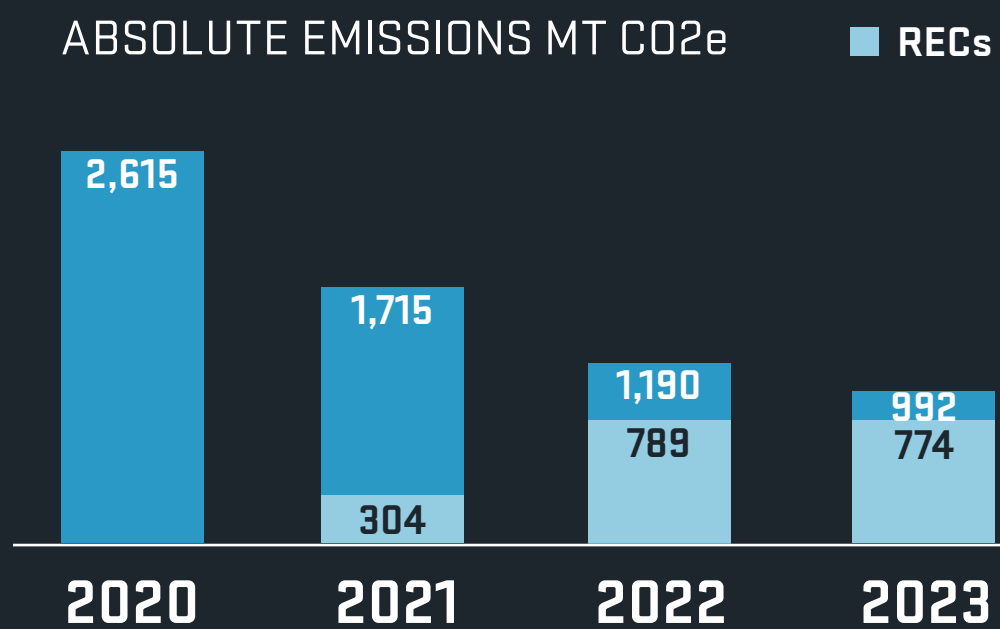
SCOPE 1 & 2

Our Scope 1 and 2 greenhouse gas (GHG) emissions have decreased 62% since 2020 due to shifts in our operational footprint, higher quality data, consistent and improved methodology, and adoption of green energy utility programs. Our Austin headquarters participates in the Austin Energy GreenChoice program, a voluntary renewable energy program to support clean Texas wind power.

We continue to support Fire Island Wind on Fire Island, Alaska, by purchasing clean, renewable wind energy equivalent to the annual amount of our U.S. and Canada purchased electricity. We closed the gap on our remaining Scope 2 electricity usage by purchasing verified renewable energy credits (RECs) in Australia and China.

TOTAL SCOPE 1 & 2

ABSOLUTE EMISSIONS MT CO₂e



SCOPE 3

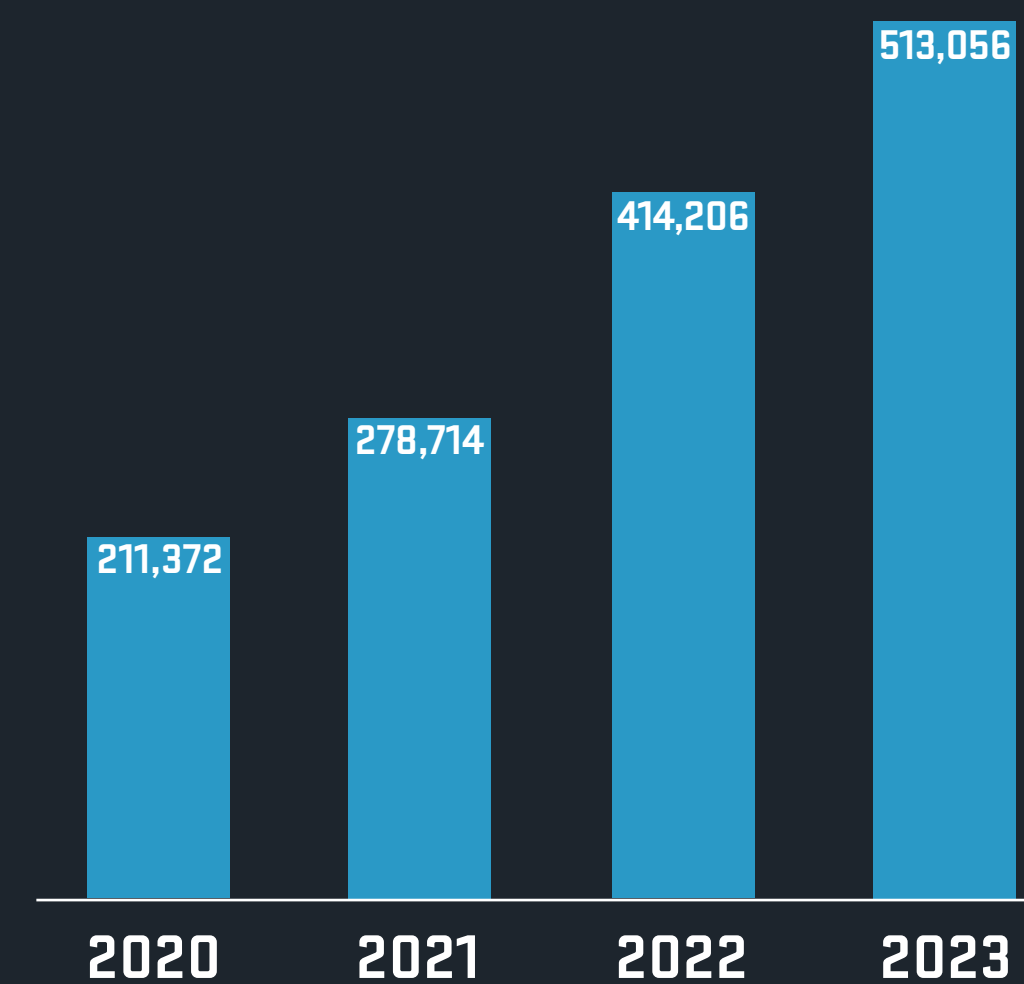
Over 92% of our emissions occur in our supply chain. Scope 3 is the biggest challenge in reducing emissions; however, it also represents our biggest area for opportunity, influence, and innovation. To reduce emissions, we need to work closely with our suppliers and service providers to drive energy efficiency; transition to renewable, clean sources of energy; and identify and implement low-impact materials in our products.

From accelerating decarbonization to upholding our commitments, achieving meaningful progress in addressing the climate crisis will

require action, investment, and collaboration with partners in our supply chain and industry. As a founding member of the Outdoor Industry Association (OIA) Climate Action Corps and a member of the Sustainability Advisory Council, we are committed to driving collaboration within the outdoor industry. We also recognize the broader need for policy reform, infrastructure advances, and technological innovations to mitigate climate change and address its impacts.

TOTAL SCOPE 3

ABSOLUTE EMISSIONS MT CO₂e

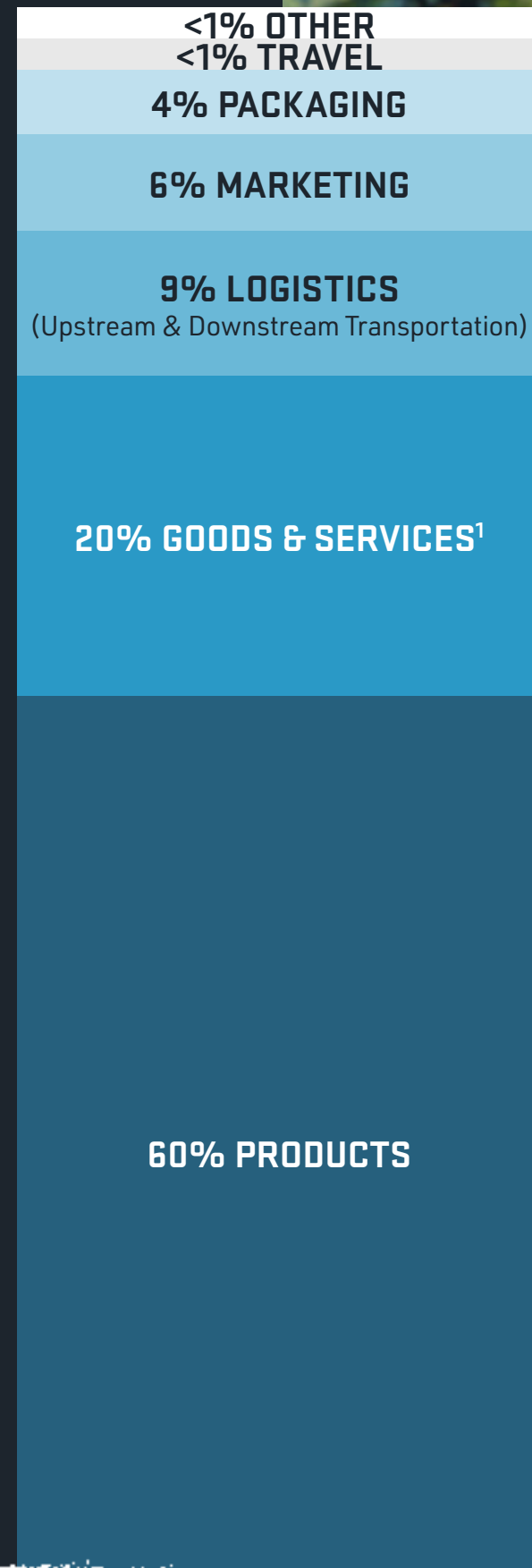


SUPPLIER ENGAGEMENT

In 2023, we participated in the Drinkware Decarbonization CoLab, a first-of-its-kind effort to reduce carbon emissions across shared drinkware supply chains. Facilitated by OIA, brands joined forces to help industry suppliers measure their Scope 1 and 2 emissions and develop science-aligned reduction targets and associated roadmaps. Our top two drinkware factories actively engaged in the process and, as a result, committed to 2030 reduction targets. In 2024, we aim to replicate the CoLab process with additional strategic suppliers.

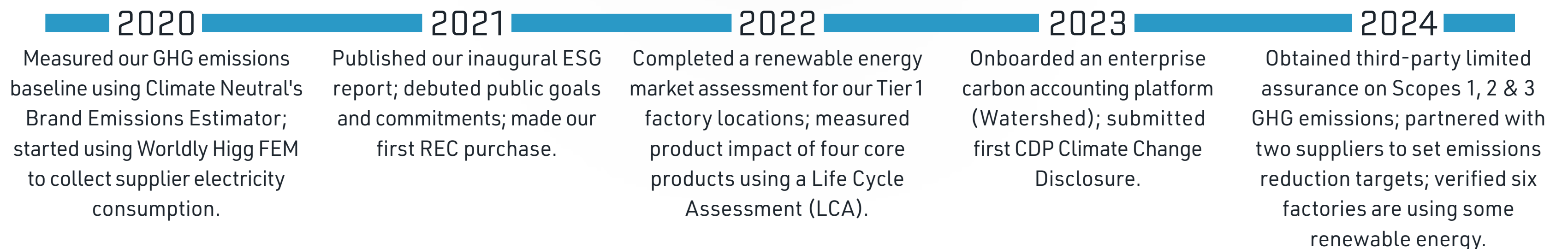
Each year, we raise the bar for supplier self-reporting requirements and in 2023, 100% of solicited factories (36 sites) either responded to Worldly's Higg Facility Environmental Module (FEM) assessment or self-reported electricity and energy data. The Higg FEM is a standardized, industry-wide sustainability measurement tool for manufacturing factories to share data with their partners. We also introduced a new requirement to report on clean energy usage allocated to YETI production. In 2023, 17% of sites reported using some clean energy, equaling over 3% of total Tier 1 electricity usage.

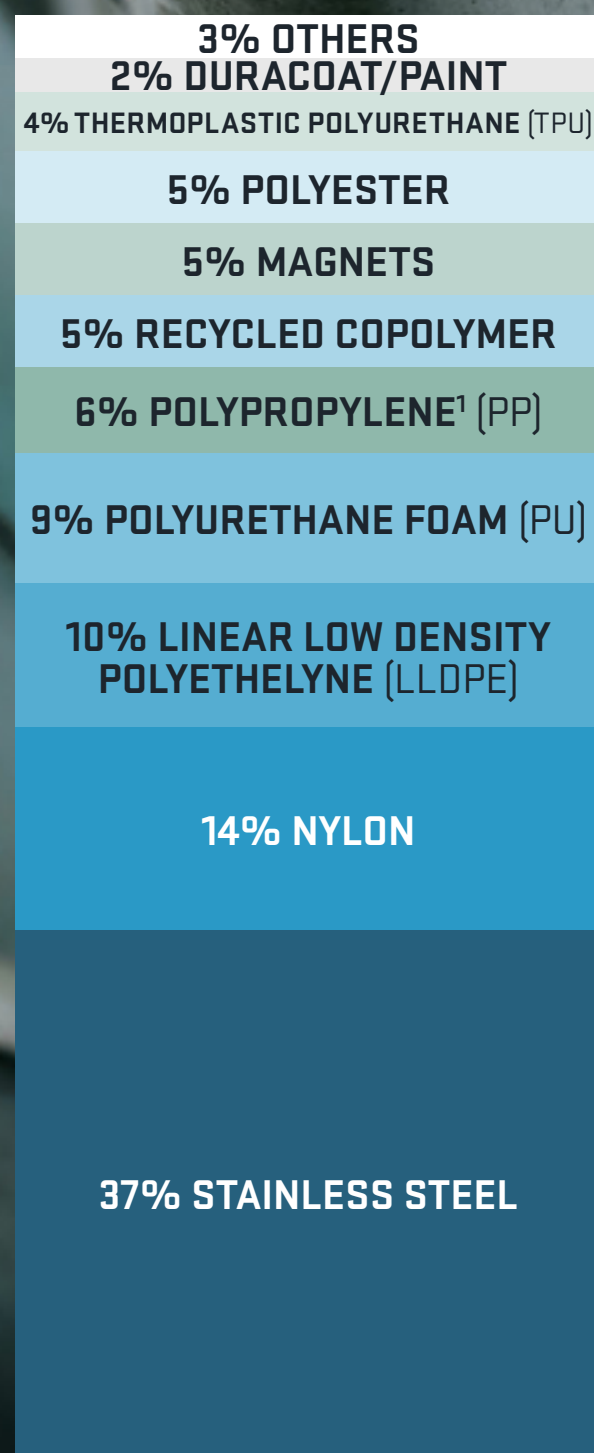
2023 SCOPE 3 EMISSIONS BY CATEGORY



¹ Warehousing, tooling, professional services, and operating expenses.

OUR CLIMATE JOURNEY





% OF RAW MATERIAL IMPACT BY MT CO2e



YONDER BPA-FREE 50% RECYCLED PLASTIC

2023 PROGRESS SPOTLIGHT

- In 2022, we stopped producing the faux aluminum cans that came with all Colsters. In 2023, we completed the transition across all channels, saving an entire soda-can’s worth of aluminum per unit.
- This year, in pursuit of reducing waste, weight, and material usage, we focused on wall thickness across our portfolio. From hard coolers to drinkware, teams identified where we could remove unnecessary material. And while proposed changes do not impact product durability or performance and are unnoticeable to the consumer, they add up to impactful material savings.

PREFERRED MATERIALS

Built for the Wild products are made to last, which we believe is the only way to ensure our products maintain their highest value and maximum use for as long as possible.

Our first step is purposeful design: ensuring all material usage is necessary. YETI’s engineering and design teams take pride in thoughtfully selecting material choices and, more importantly, material quantities. While we like to say our products are over-engineered, they are also built simple. Raw material selection, placement, thickness, and dimensions are carefully scrutinized to minimize impact and maximize value for the end consumer. Our Lean and Value Add Engineering (VAVE) teams obsess over the details and execute enhancements to our legacy products already in market.

In 2023, we continued expanding our product assortment, growing our soft cooler, barware, and coffee offerings. While the diversity of our portfolio increased, over 60% of our material impact and opportunity remain consolidated around four key materials: stainless steel, nylon, linear low-density polyethylene, and polyurethane foam.

YETI follows the Textile Exchange definition for preferred materials, which includes materials that are recycled, renewable, responsibly sourced, or manufactured with low-resource processes. We quantify impact to inform material

tradeoffs using tools such as Worldly’s Higg Materials Sustainability Index, Textile Exchange’s Preferred Fiber and Materials Matrix, and Global Fiber Impact Explorer, as well as emissions factors pulled from databases such as the EPA and Ecoinvent.

In 2023, certified recycled materials made up approximately 1% of our total portfolio by weight. These substitutions allow us to maintain YETI performance, durability, and quality while reducing the pressure and dependency on fossil fuels. Challenges to scale material substitutions include supply chain constraints, cost premiums, traceability, and the technical development of low-impact alternatives continue. These are challenges we intend to address with our own initiatives and through industry collaboration. Some areas where we have successfully introduced preferred materials are:

- Recycled copolymer (10-50%): Yonder bottle, drinkware lids and accessories, and hard cooler baskets
- Recycled polyester: short and long sleeve t-shirts
- Recycled fishing nets (NetPlus Bureo): hat brims

¹ In 2022, we erroneously reported polypropylene contributing 34% and stainless steel 9%. Corrections are reflected in the 2023 data.

PREFERRED PACKAGING

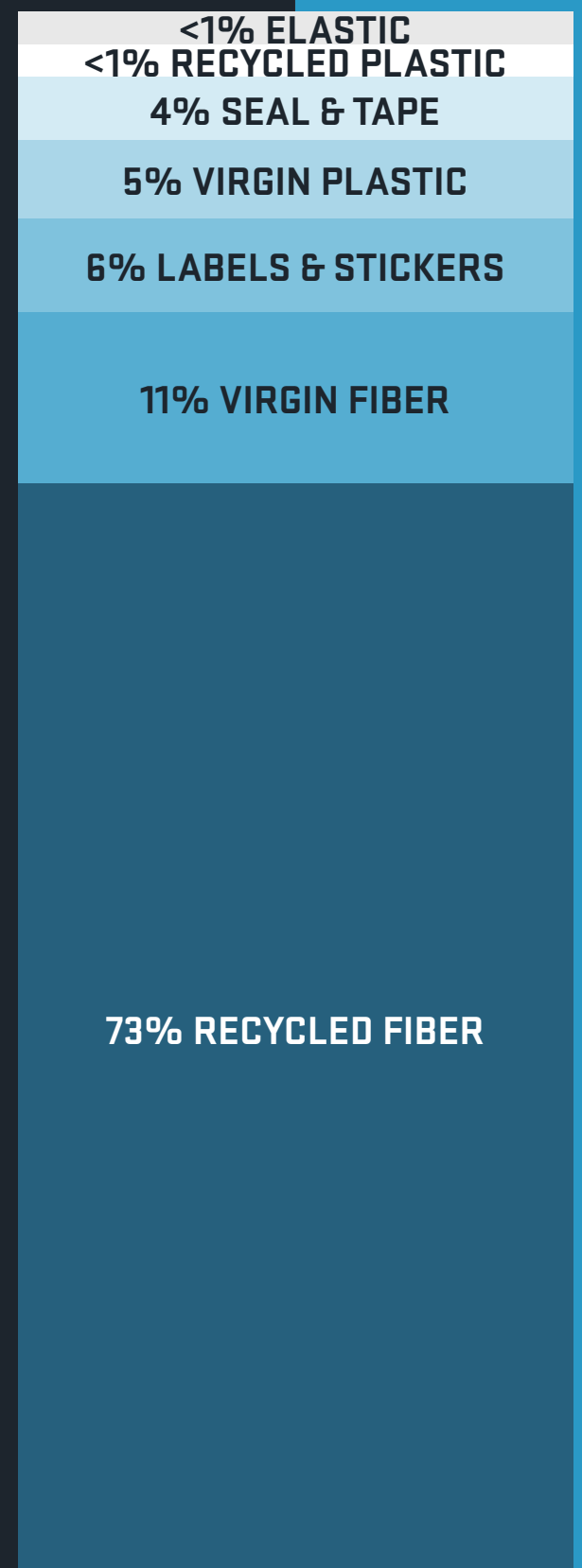
While packaging exists first and foremost to deliver an undamaged product, it also plays a critical role in introducing our brand and communicating key product features and instructions. Because of this, a healthy tension exists between a superior unboxing experience and a minimal environmental impact.

Our preferred packaging strategy seeks to use materials efficiently and creatively while considering that the packaging is almost always taken off the product by the consumer and immediately discarded. We first prioritize mindful packaging choices, using only necessary materials. From there, we look to source recycled materials and ensure those materials can be returned to the recycling market. Widely available recycling infrastructure is a challenge at large and a consideration when assessing material options.

With fiber-based packaging being the most widely recyclable packaging material, responsible sourcing of fiber is an essential element of our preferred packaging strategy. To start, we look to sources certified to or endorsed by the Forest Stewardship Council (FSC), which sets the environmental, social, and economic standards for responsible forest stewardship. In 2023, 14% of our fiber packaging was FSC-certified.

Each year, our packaging engineering team conducts an audit of our entire packaging portfolio. This comprehensive view helps us measure progress toward our preferred packaging goals and provides key insights and opportunities. We aim to continuously drive improvement and efficiencies across our extended operations and retailers.

PACKAGING MATERIALS BY WEIGHT



2023 PROGRESS SPOTLIGHT

RECYCLABLE MAILERS

This year, we kicked off an effort to introduce recyclable paper envelopes for qualifying online orders, allowing us to right-size packaging for smaller products and accessories. Not only does transitioning from boxes to envelopes reduce material usage, but it also optimizes loading and saves on shipping fees. This switch began across our U.S. e-commerce channel in 2023 and will roll out globally in 2024.

POLYBAG REDUCTION

We have yet to find a suitable polybag alternative that protects from scratches and scuffs, accommodates conveyors, and meets our wholesale partners' requirements. Until then, we are looking for creative ways to minimize our polybag usage. We were able to use paper wraps instead of polybags for our Yonder bottles. Across the remaining drinkware line, we are transitioning to a thinner polybag that we found performed just as well.

MOLDED PULP

Molded pulp is a paper material that offers a premium design aesthetic, premium product protection, and is 100% recyclable. We started using molded pulp for products kitted with others or when offered in gift boxing, such as the YETI Cocktail Shaker and Ice Scoop.

2023 PREFERRED MATERIALS BY WEIGHT

14% FSC*-CERTIFIED <small>*Fiber packaging</small>	55% PCR CONTENT	90% RECYCLABLE
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MOLDED PULP INSERT

PHASE-OUTS AT YETI

We are proud to state that we have addressed the intentional use of the following chemicals of concern:

PHASED OUT OF OUR SUPPLY CHAIN

LONG-CHAIN PFAS
and its derivatives

BISPHENOLS
and its derivatives¹

ON TRACK TO PHASE OUT OF PRODUCTION THIS YEAR

SHORT-CHAIN PFAS
and its derivatives

PVC²

SAFER CHEMISTRY

We are committed to identifying and phasing out chemicals of concern that we encounter in our supply chain. YETI's Product Safety & Compliance (PS&C) team is embedded in the product development process, allowing them to work with cross-functional partners to incorporate safer chemistry into our products and help YETI address environmental and human health challenges. The consumer goods industry is continuously learning about the full impact of chemicals used in products. Our PS&C team proactively evaluates chemical hazards in our supply chain and executes risk assessments to make sound and scientifically backed decisions, prioritizing the safety of our customers, employees, and the environment by:

- Using the principles of green chemistry.
- Making informed chemical and material selection decisions by using the latest scientific and analytical data on the materials, components, and processes used to make YETI Products.
- Working with accredited third-party laboratories and leveraging global regulatory and authoritative resources to guide our approach to product development.

Through our public disclosures, we aim to provide the transparency needed for all stakeholders to understand our approach and commitment to safer chemistry.

When we learn about chemicals of concern, we work to phase them out, often on a more aggressive timeline or a broader scope than regulatory or legislative requirements. See our progress toward phase-outs to the left.

All suppliers are required to adhere to our Restricted Substances List (RSL), which is updated annually and available at [YETI.com/rsl](https://yeti.com/rsl). Multilingual training on the RSL is provided annually along with ad hoc topical trainings. We leverage external tools and consultation, such as Compliance & Risk's C2P platform and Chemwatch, to monitor the regulatory landscape and to stay up to date on the latest tools and industry standards.

¹ From food contact surfaces.

² Excludes promotional stickers, window decals, and select international accessories.

CIRCULARITY

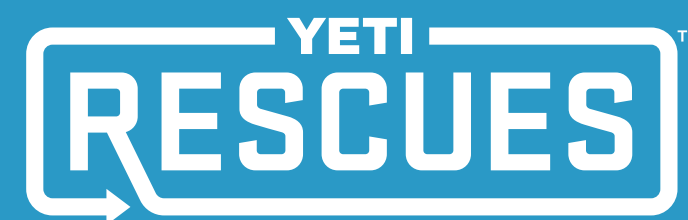
Keeping the wild, wild requires not only making products that last but also giving existing products new life. Our YETI RESCUES program, currently offered in the U.S., sells fully functional gear at three condition tiers and price points. Products offered on YETI RESCUES are quality-checked, cleaned, and refurbished to extend product life while reducing carbon emissions and waste. We launched RESCUES in January 2023 with a small assortment of hard and soft coolers. The program has grown to include select gear and bags and additional colorways, with more expansion opportunities to come in 2024.

We have learned through RESCUES that consumers are eager to engage in circular business models but want confidence that the same YETI quality and durability remain. Program insights tell us that as many as 50% of RESCUES customers are new YETI online shoppers, proving that recommerce can be a gateway for new brand engagement.

Our drinkware trade-in program, Rambler Buy Back, is now woven into our retail launch plan so access to the recycling program continues to grow alongside our retail footprint. Rambler Buy Back allows customers to trade in eligible YETI drinkware in exchange for a discount that can be used toward a qualifying in-store purchase. Collected drinkware vessels are then recycled through an established network of recyclers. From April to December 2023, we saw over 2,100 units recycled through the program.

In 2023, we rolled out a new internal donation program that pulls from product inventory with damaged or missing packaging but is otherwise fully functional. Instead of reworking or scrapping, we reallocate that product for donations, minimizing waste and putting high-quality gear in the hands of deserving folks.

Not everything can be resold or donated. One of our biggest circularity challenges is finding recyclers or downcyclers that are able to convert mixed-material products not eligible for resale or donation. Some examples are foamed linear low-density polyethylene coolers, wheeled luggage, and our Magslider lids. While we integrate design for circularity principles into our products, we are looking to leverage emerging recycling technologies to help us make progress.



RAMBLER™ BUY BACK

2023 HIGHLIGHTS

14,000+
UNITS IN CIRCULARITY PROGRAMS

39%
OF PRODUCTS ARE COVERED BY YETI CIRCULARITY PROGRAMS

25%
U.S. RETURNS ELIGIBLE FOR RESALE

2.4 MT CO₂e
AVOIDED BY EXTENDING THE LIFE OF RESCUES PRODUCTS

120 TONS
OF MATERIAL DIVERTED FROM END-OF-LIFE DISPOSAL

ZERO WASTE

In 2023, 41% of reported operational waste was recycled or composted. When combined with waste sent to waste-to-energy facilities,¹ we diverted 69% of waste from landfill.

We define zero waste as consistently reusing, recycling, or composting over 90% of waste materials each year.² And while we continue working hard to increase our recycling, composting, and reuse rates, hard-to-recycle waste streams are sent to waste-to-energy facilities. Achieving zero waste will require innovation and collaboration with partners to safely make the best use of our resources.

Today, our global operations waste data covers U.S. and Canada third-party logistics centers (3PLs), Amazon's third-party managed return center, and YETI global offices and innovation centers. We are working to improve primary waste data, moving away from estimate-based calculations while expanding coverage to include European and Australian 3PLs along with retail stores.

We are also committed to leaving no waste in the communities where we build our products. Critical to achieving this is deepening our engagement with key partners: our suppliers and local waste solution providers. We have already learned that a lack of local infrastructure, access to recycling technologies, and the lower value of recyclable material are challenges we must approach collaboratively.

One example of how we reuse packaging as much as possible is our approach to corrugate packaging, which makes up a large portion of waste in our distribution centers. Although it is recyclable, we instead choose to reuse master packs—the outer cartons full of multiple individual products like drinkware vessels—when fulfilling retail or wholesale orders. However, there are tradeoffs that our teams carefully consider. To reuse the cardboard, it must be thicker and stiffer, meaning we reverse the environmental benefits if the box is not actually reused.

YETI headquarters continues to recycle and compost. In 2023, over 16 tons of food waste and cutlery were composted. While bins are clearly labeled, waste segregation continues to be an area of focus in our office. The YETI drinkware loaner program available at our headquarters is a popular and visible way to reinforce our commitment to eliminating single-use plastic drinkware. We are proud that our drinkware helps reduce single-use plastics and minimize waste.

We work with a third-party partner to repurpose and recycle hardware to divert waste from landfill and reduce toxic electronic waste. In 2023, we were able to divert over 1,000 pounds of e-waste through our donations.



WASTE DIVERSION
2023

867 TONS
TOTAL WASTE

600 TONS
TOTAL DIVERTED
FROM LANDFILL

41%
RECYCLE/COMPOST

28%
WASTE TO ENERGY

31%
LANDFILL

*YETI RESCUES products are not included in this data as they were not processed as waste.

1 Waste to energy is a process by which non-recyclable waste is burned and converted to heat, electricity, or fuel.
2 Our zero waste definition is from UL 2799A, the Standard for Environmental Claim Validation Procedure (ECVP) for Zero Waste Classification.

PLACES

SECTION 04

RESTORING THE WILD

YETI, at our core, is driven by an unwavering commitment to the wild. We recognize our role as responsible stewards of the outdoors, and we recognize that no one succeeds alone. Our partnerships allow YETI to accomplish greater, longer-lasting change.

We partner with organizations, Ambassadors, and individuals working to preserve and restore the natural world, educate the next generation, and make outdoor recreation more accessible. In 2023, we provided over \$2 million in financial and product donations to organizations helping keep the wild healthy for generations to come. Read on for examples of how these partnerships are bringing about change from the bottom-up and top-down.

- YETI teamed up with World Surf League's **One Ocean Foundation** to support their work in Hawaii, from beach clean-ups to partnering with local organizations focused on restoration. In 2023, One Ocean worked with the Kōkua Hawai'i Foundation to support their work restoring native wetlands to protect biodiversity and providing environmental education in Hawaii.
- We worked with the **Yaak Valley Forest Council**, whose various conservation and restoration programs help preserve a biologically diverse, climate-resilient area in Montana.

- YETI calls Austin, Texas, home, and we take pride in our efforts to support local restoration efforts. In 2023, YETI employees helped clean **Lady Bird Lake** and **Shoal Creek** during Earth Month and partnered with the Colorado River Alliance and Travis County on the annual **Lake Travis Clean Up**.

When the places we love are impacted by natural disasters or other crises, we're proud to support those on the frontlines. We joined Hawaii Community Fund, Maui United Way, Maui Food Bank, and Maui Rapid Response in their response to the devastating 2023 Hawaii wildfires and sent 120 coolers to support food relief to those in need on the ground. YETI is proud to work with these organizations and support their missions to unlock access and connection to the wild for our customers and communities. Additional partners may be found on the [Partners](#) page of our website.



POLICY AS AN AVENUE FOR CHANGE

We work with Access Fund, an organization that advances conservation and preservation of climbing environments around the country by collaborating with lawmakers and landowners. Similarly, our longstanding partnership with the James Beard Foundation works to help the Chef Bootcamp for Policy and Change give chefs the tools to create long-lasting impact in the culinary world. In addition to intensive training on sustainable agriculture, the bootcamps train chefs to work with policymakers to bring about change in their communities nationwide.

ENGAGING A NEW GENERATION OF WILD ADVOCATES

We believe we have a role to play in building up the next generation of advocates. Organizations we partner with instill a passion for the outdoors, teach youth and under-represented groups new skills, and emphasize how to adventure while protecting the environment. Ensuring the next generation are responsible stewards is essential to preserving the wild for generations to come. More of our partnerships and stories can be found in the appendix of this report and at [YETI.com/stories](https://yeti.com/stories).

In 2023, YETI worked with the Bob Marshall Foundation, an organization built around its volunteer projects that build up the next generation of conservation leaders while restoring the natural ecosystem in Montana's Bob Marshall Wilderness Complex. For over 25 years, the Foundation has restored, maintained, and opened over 5,000 miles of trail while teaching volunteers active stewardship.

We supported the Outdoor Foundation's Thrive Outside initiative with \$50,000 to help fund grants designed to advance accessibility to the outdoors. The grants are awarded to partners across the U.S. who develop community-led efforts to create meaningful outdoor experiences for youth, adults, families, and underserved communities.



REMOVING BARRIERS TO THE WILD

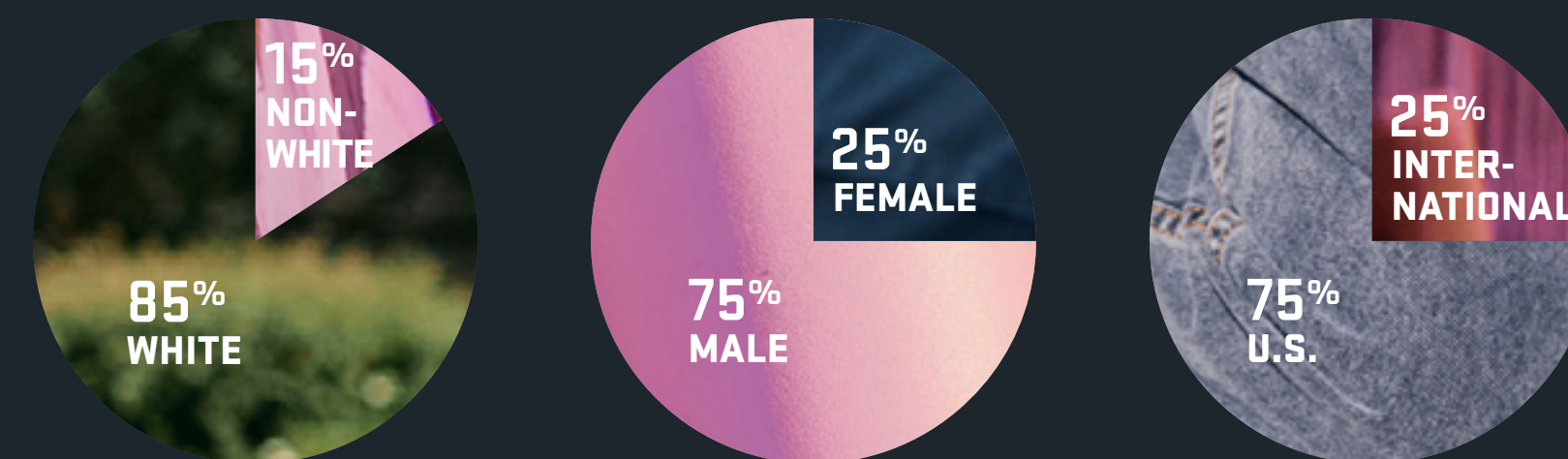
A key pillar of our Places strategy is protecting the places we love while advancing accessibility. To that end, YETI seeks to partner with those focused on removing barriers and facilitating participation in outdoor recreation among groups who have historically lacked access.

In 2023, YETI supported organizations providing the resources and education for underrepresented youth. The Venture Out Project leads outdoor adventures for the LGBTQ+ community. Big City Mountaineers works to address systematic barriers and increase access to the wild by leading outdoor and backcountry trips for those who may not otherwise have had the opportunity to experience outdoor adventure.

We also continued our support for the Bill Pickett Invitational Rodeo (BPIR). BPIR elevates Black cowboys and cowgirls and increases representation in the sport. YETI Ambassador Jess Kimura hosted the first Uninvited Invitational in 2023 to break down gender disparity in snowboarding and cultivate community among girls, women, and non-binary snowboarders.

Comprised of world-class hunters, fishers, surfers, pitmasters, and outdoor adventurers, YETI Ambassadors embody the YETI brand and are leaders in their pursuit and their community. We believe that every community belongs in the wild.

2023 YETI AMBASSADOR DIVERSITY





APPENDIX

SECTION 05

GLOSSARY

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.

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 employees who identify as female or non-binary compared to employees who identify as male, expressed as a percentage of total employee headcount.

Green Chemistry: Green chemistry is the design of chemical products and processes that reduce or eliminate the use or generation of hazardous substances. Green chemistry applies across the life cycle of a chemical product, including its design, manufacture, use, and ultimate disposal.

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. (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.

Racial and Ethnic Diversity: A measure of employees who identify as a race or ethnicity other than white compared to employees who identify as white, expressed as a percentage of total U.S. employee headcount.

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

- [YETI Code of Business Conduct](#)
- [YETI Human Rights Policy](#)
- [YETI Restricted Substances List](#)

- [YETI Supplier Code of Conduct](#)
- [YETI Factory Disclosure List](#)
- [YETI Modern Slavery Statement](#)

ESG DATA TABLE

The data presented in this ESG Data Table covers our most recently completed fiscal year that began on January 1, 2023, and ended on December 30, 2023, referred to simply as "2023" in the table, unless otherwise stated. For comparison purposes, we include data from the prior year, fiscal year 2022 (January 2, 2022, to December 31, 2022), and our baseline year, fiscal year 2020 (December 29, 2019, to January 2, 2021).

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

METRIC	2020	2022	2023
ENERGY, EMISSIONS, AND CLIMATE ACTION			
Energy consumption within the organization (kWh) ¹	5,117,008	4,596,000	4,804,000
Non-renewable energy sources (kWh)		2,098,934	2,075,000
Renewable energy sources (kWh)		2,497,066	2,729,000
Energy consumption outside of the organization (kWh)	86,601,093	30,843,000	44,325,000
Non-renewable energy sources (kWh)		30,843,000	42,764,000
Renewable energy sources (kWh)		0	1,561,000
Scope 1—Direct GHG emissions (mtCO ₂ e)	573	401	218
Scope 2—Energy indirect GHG emissions (mtCO ₂ e)	2,042	789	774
Scope 3—Other indirect GHG emissions (mtCO ₂ e) ²	211,372	414,206	513,056
WASTE³			
Diversion of Waste from Landfills (tons)	149	554	600
Rate of Diversion of Waste from Landfills (%) ⁴	99%	84%	41%

¹ Reported energy consumption includes purchased or acquired electricity.

² In 2022, our Scope 3 measurement expanded to include a number of additional categories and primary data sources. Please see [Pages 17-18](#) of this report for more specifics on updated methodology and scope.

³ In 2020 and 2021, we reported waste metrics in U.S. Distribution facilities. In 2022 and 2023, we are reporting waste metrics inclusive of North American operations (U.S. and Canada). We are continuing to work on improving primary waste data and to move away from estimate-based calculations.

⁴ As of 2023, in alignment with best practices, the diversion rate is calculated as the percentage of total waste generation that is either recycled or composted. We no longer include waste-to-energy in our diversion calculation.

METRIC	2020	2022	2023
FAIR AND SAFE LABOR PRACTICES—SUPPLY CHAIN			
Supplier facilities audited against YETI Responsible Sourcing expectations	4	28	30
Instances of Non-Compliance—Total (#)	50	353	420
By Severity			
Zero Tolerance Findings (%)	0%	2%	0%
Critical Findings (%)	2%	8%	18%
Other Non-Priority (%)	98%	90%	82%
By Issue			
Labor (#)	9	82	98
Environment (#)	3	16	31
Health, Safety, & Hygiene (#)	26	213	239
Management Systems & Ethical Conduct (#)	9	40	52
Other (#)	3	2	0
Corrective Action Plan Closure Rate (%) ¹	88%	93%	93%
FAIR AND SAFE LABOR PRACTICES—DIRECT OPERATIONS			
Workers covered by an occupational health and safety management system (%) ²		100%	100%
Total number of hours worked at YETI owned and operated facilities in the U.S. (#)		1,182,757	1,188,401
Number of recordable work-related injuries (per 200,000 hours)		0.34	0

¹ 2023 reporting window: January 1, 2023–March 31, 2024. In 2020 and 2021, we reported CAP Closure Rate as % of total Findings. For 2022 and 2023, we report CAP Closure Rate as a % of Priority (ZTF+Critical) Findings.

² Reflective of U.S. employees in our offices, stores, and warehouses.

METRIC	2020	2022	2023
HUMAN CAPITAL MANAGEMENT			
Full-time and Part-time Employees	686	922	1051
U.S.-based Employees	92%	90%	88%
Non-U.S.-based Employees	8%	10%	12%
Employees that identify as non-male–Total	44%	49%	46%
Employees that identify as male–Total	56%	51%	54%
Employees that identify as non-male–Director+	41%	32%	30%
Employees that identify as male–Director+	59%	68%	70%
Employees that identify as non-male–Below Director	45%	50%	48%
Employees that identify as male–Below Director	55%	50%	52%
Employees that identify as white–Total	69%	69%	67%
Employees that identify as non-white–Total	31%	31%	33%
Employees that identify as white–Director+	86%	79%	83%
Employees that identify as non-white–Director+	14%	21%	17%
Employees that identify as white–Below Director	68%	68%	65%
Employees that identify as non-white–Below Director	32%	32%	35%
% of Employees covered by collective bargaining agreements	0%	0%	0%
Ratio of basic salary and remuneration of women to men	In 2023, we completed our bi-annual disparate impact assessment. We recorded no disparate impact in compensation for all U.S.-based employees in the same job family based on gender, race and ethnicity, and age.		
Board of Directors–Total number of Directors ¹		7	8
Directors that identify as non-male		43%	38%
Directors that identify as male		57%	62%
Directors that identify as white		86%	100%
Directors that identify as non-white		14%	0%

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

METRIC	2020	2022	2023
RESPONSIBLE BUSINESS PRACTICES			
Political contributions	\$0	\$0	\$0
Financial assistance received from government	2020 Annual Report on Form 10-K. See pages 69-70 for details on research and development tax credits.	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.
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 ¹	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.		

¹ 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 that began on January 1, 2023, and ended on December 30, 2023, referred to simply as “2023” in the index, unless otherwise stated.

ACTIVITY METRICS

CG-TS-000.A	Annual Production	49,015,716 finished goods and accessories in 2023.
CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	We do not own or operate any manufacturing facilities. As of December 30, 2023, our products were manufactured in China, Malaysia, Mexico, the Philippines, Poland, Taiwan, Thailand, and Vietnam, and we have 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	In January 2023, YETI notified the U.S. Consumer Product Safety Commission (CPSC) of potential safety concern regarding the magnet-lined closures of our Hopper M30 Soft Cooler, Hopper M20 Soft Backpack Cooler, and SideKick Dry gear case and initiated a global stop sale. The safety of our customers and the quality of our products are non-negotiable and in February 2023, we proposed a voluntary recall of the affected products to the CPSC and other relevant global regulatory authorities. In conjunction with the stop sale, we notified our wholesale customers to return the affected products. In March 2023, we announced separate, voluntary recalls of the affected products in collaboration with the CPSC and began processing claims and returns. YETI coordinated the responsible destruction of these products in line with our sustainability and zero waste to landfill goals. In 2023, we introduced the redesigned and improved versions of the affected products, which we believe adequately addresses the potential safety concerns shared with the CPSC. The voluntary actions by YETI impacted approximately 1.9 million affected products. For more information about the recall, see our Form 10-K.
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 , 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 2023, 30 supplier facilities were audited against our Responsible Sourcing guidelines.
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 2023, ¹ we found 420 instances of non-compliance. 18% were critical findings and 82% were other findings; YETI had no zero tolerance findings. Our corrective action plan closure rate was 93% for priority non-conformances.

¹ 2023 reporting window: January 1, 2023-March 31, 2024.

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 30, 2023, as such filings may be amended, supplemented or superseded from time to time by other reports YETI files with the SEC.

As a result, the actual conduct of our activities, including the development, implementation, or continuation of any program, policy, or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary.

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

We use the standards and guidelines of the Global Reporting Initiative, Sustainability Accounting Standards Board industry-specific standards (and the Task Force on Climate-related Financial Disclosures) to inform our sustainability and ESG disclosures. Some of our ESG disclosures are included in our Annual Report to Stockholders covering YETI’s fiscal year ended December 30, 2023 (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.



GHG VERIFICATION

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 opinion 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
- Global

TYPES OF GHGs: CO₂, N₂O, CH₄, HFCs

GHG EMISSIONS STATEMENT:

- SCOPE 1: 218 metric tons of CO₂ equivalent
- SCOPE 2 (Location-Based): 1,245 metric tons of CO₂ equivalent
- SCOPE 2 (Market-Based): 774 metric tons of CO₂ equivalent
- SCOPE 3:
 - CATEGORY 1 Purchased Goods and Services: 420,491 metric tons of CO₂ equivalent
 - CATEGORY 2 Capital Goods: 15,649 metric tons of CO₂ equivalent

- CATEGORY 3 Fuel and energy-related activities (location-based): 466 metric tons of CO₂ equivalent
- CATEGORY 3 Fuel and energy-related activities (market-based): 364 metric tons of CO₂ equivalent
- CATEGORY 4 Upstream transportation and distribution: 42,557 metric tons of CO₂ equivalent
- CATEGORY 5 Waste generated in operations: 92 metric tons of CO₂ equivalent
- CATEGORY 6 Business Travel: 2,271 metric tons of CO₂ equivalent
- CATEGORY 7 Employee commuting: 1,545 metric tons of CO₂ equivalent
- CATEGORY 9 Downstream transportation and distribution: 10,329 metric tons of CO₂ equivalent
- CATEGORY 11 Use of Sold Products: 1,589 metric tons of CO₂ equivalent
- CATEGORY 12 End-of-Life treatment of sold products: 18,067 metric tons of CO₂ equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions assertion were in most cases historical in nature and in some cases were estimated.

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

GLOBAL WARMING POTENTIAL (GWP) AND EMISSION FACTOR DATA SETS INCLUDED IN THE VERIFICATION:

- USEPA eGRID, 2023
- USEPA Emission Factor Hub, 2023
- Green-E Residual Mix, 2023
- IEA, 2023
- Scope 3 emission factors from Watershed platform
- IPCC GWP: AR-5

PERIOD COVERED BY GHG EMISSIONS AND ENERGY DATA VERIFICATION:

- Fiscal Year 2023: January 1, 2023 to December 30, 2023

GHG REPORTING PROTOCOLS AGAINST WHICH VERIFICATION WAS CONDUCTED:

- World Resources Institute (WRI)/World Business

Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard, Revised Edition (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard

- WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard

GHG VERIFICATION PROTOCOLS USED TO CONDUCT THE VERIFICATION:

- 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 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;
- 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 verification process and procedures conducted to a limited assurance level of the GHG emissions statement shown above, Apex found no evidence that the GHG emissions statement:

- is not materially correct and is not a fair representation of the GHG emissions 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 Greenhouse Gas 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 Senior Project Manager
Apex Companies, LLC
Cincinnati, Ohio

DAVID REILLY
Technical Reviewer
ESG Principal Consultant
Apex Companies, LLC
Santa Ana, California

April 18, 2024

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 by you 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

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