# DUR GOALS **BRDGRESS**

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.

<ul> <li>Maintain gender pay equity across all levels annually race and ethnicity, and age.</li> <li>Increase gender diversity at leadership levels by 2030</li> <li>Gender diversity at leadership levels by 2030</li> </ul>		
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Micrease gender diversity at leadership levels by 2030We will continue our robust sourcing straIncrease racial and ethnic diversity at all levels by 2030The racial and ethnic diversity of our U.S. baselines of 14% and 32%.Increase the gender diversity of Ambassadors by 203025% of YETI Ambassadors were female, or 15% identified as a race or ethnicity othe 25% were international, compared to 21%100% of YETI's sourcing will come from Tier 1 and 2 suppliers who meet our responsible sourcing expectations by 2025Our Supplier Code of Conduct is embedded in nine languages. Annual updates are dis100% of Tier 1 and 2 suppliers will have worker wellbeing orWe completed a comprehensive market as	Maintain gender pay equity across all levels annually	We maintained our commitment to pay eq race and ethnicity, and age.
Increase factat and ethnic diversity at all tevels by 2030       baselines of 14% and 32%.         Increase the gender diversity of Ambassadors by 2030       25% of YETI Ambassadors were female, c         Increase the racial and ethnic diversity of Ambassadors by 2030       25% of YETI Ambassadors were female, c         Increase the racial and ethnic diversity of Ambassadors by 2030       25% of YETI Ambassadors were female, c         Increase international Ambassadors by 2030       25% were international, compared to 21%         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 in nine languages. Annual updates are dis         100% of Tier 1 and 2 suppliers will have worker wellbeing or       We completed a comprehensive market at the provide the supplices of the suppliers will have worker wellbeing or	Increase gender diversity at leadership levels by 2030	Gender diversity at leadership levels (em We will continue our robust sourcing stra
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who meet our responsible sourcing expectations by 2025 in nine languages. Annual updates are dis 100% of Tier 1 and 2 suppliers will have worker wellbeing or We completed a comprehensive market as	Increase the racial and ethnic diversity of Ambassadors by 2030	15% identified as a race or ethnicity othe
100% of Tier 1 and 2 suppliers will have worker wellbeing or We completed a comprehensive market a 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	

GOAL ACHIEVED

quity in 2023. We recorded no disparate impact in compensation for all U.S. based employees in the same job family based on gender,

nployees that hold the title of Director or above) decreased from our October 2020 baseline of 41% to 30% as of December 2023. ategies and retention initiatives.

S-based employees at leadership levels and below the Director level has increased to 17% and 35%, respectively, compared to our 2020

compared to 23% in 2022. er than white, compared to 13% in 2022. % in 2022.

ed within all supplier agreements to ensure suppliers agree to and uphold our responsible sourcing expectations. We offer translated versions stributed to all Tier 1 suppliers and posted on YETI.com. See the Impact Through the Supply Chain section for more.

assessment in 2023 to understand best practices for calculating living wage and inform our role in promoting living wage within our



## 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	OUR PROGRESS
Reduce our Scope 1 & 2 emissions 50% by 2030 compared to a 2020 baseline <sup>1</sup>	As of 2023, we have reduced our absolu
Reduce our Scope 3 emissions 27% by 2030 compared to a 2020 baseline <sup>1</sup>	We have made progress in several Scop collection practices. In YETI's case, thes
Source 100% renewable electricity in our U.S. operations by 2022 <sup>2</sup>	Through our participation in Austin Ener high-quality, verified renewable energy
Increase use of preferred materials year over year	In 2023, certified recycled materials ma
100% of YETI packaging will be recyclable or reusable by 2025	In 2023, 90% of our packaging was recy
Increase post-consumer recycled (PCR) and Forest Stewardship Council (FSC)-certified content in our packaging by 2025	55% of our packaging (by weight) was P
Eliminate PVC from the entirety of our supply chain by 2025	We are on track to stop production of pr
<ul> <li>Eliminate perfluorinated chemicals (PFOS &amp; PFOA) from all products by 2022</li> </ul>	Our products remain free of intentionall
Eliminate bisphenols (BPS & BPF) from food contact surfaces by 2022	Since 2022, all food contact surfaces of
Launch a circular consumer strategy by 2025	We launched YETI RESCUES in January 2
Increase coverage of YETI circularity programs	As of 2023, 39% of products are eligible
Achieve zero waste to landfill across our value chain by 2030	In 2023, 69% of waste across U.S. and ( and 28% was sent to waste to energy fa

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.

circularity eligibility in our product portfolio.

**GOAL ACHIEVED** 

lute Scope 1 & 2 emissions 62% from a 2020 baseline.

ope 3 categories, but our aggregate absolute Scope 3 emissions have increased due to improved measurement methodologies and data ese increases were also the result of planned organic business growth. See the Carbon Footprint section for more.

ergy's GreenChoice program, 100% of our Austin headquarters electricity usage came from renewable sources and we are purchasing y certificates (RECs) for the remaining electricity usage in our globally owned and operated facilities.

hade up approximately 1% (by weight) of our purchased materials. Read more in the Preferred Materials section.

cyclable (by weight). See the Preferred Packaging section for more.

PCR content and 14% of fiber packaging (by weight) was FSC-certified content.

products with PVC by 2025. Read more about our phase-outs in the Safer Chemistry section.

y added long-chain PFAS chemicals (including PFOA, PFOS, PFOA salts, and PFOA-related substances).

of YETI products remain free of bisphenols as a result of our continued monitoring and testing program.

2023 and Rambler Buy Back in April 2023. Read more in the Circularity section.

le for YETI circularity programs.<sup>3</sup>

I Canada distribution centers, global offices, and innovation centers was diverted from landfill. 41% of waste was recycled or composted, acilities. Read more in the Zero Waste section.

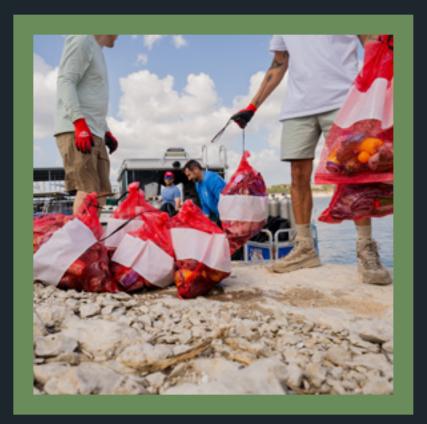
<sup>3</sup> We define eligibility as being in scope of either YETI RESCUES or Rambler Buy Back. In 2022, we calculated this metric as the percentage of sales eligible for circularity programs. Moving forward, this percentage is the units within scope of YETI RESCUES or Rambler Buy Back. In 2022, we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

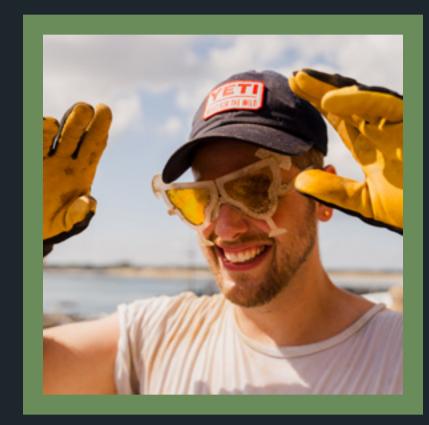


### **PLACES** YETI believes the more time we spend outside, the more we understand our responsibility to protect the places we love. YETI supports our partners and communities in restoration actions that will regenerate our planet and wild spaces.

GOAL	OUR PROGRESS
Directly support land, water, and wildlife restoration actions	YETI donated \$2.3 million to support or
Co-host gatherings and expand storytelling platforms for Ambassadors and Community Partners to promote restoration actions	We created multiple opportunities throu Places section for more about our 2023
Support organizations to bring diversity into the wild	We believe the wild is for everyone. We p representation. Learn more about our pa
Inspire our consumers to engage in local restoration actions	We host river clean ups in Austin, the site communities. We encourage all full-time

#### YETI | LAKE TRAVIS CLEANUP









organizations and individuals working to preserve the wild.

bughout the year for our Ambassadors, Community Partners, customers, and employees to share their stories and restore the wild. See our 3 initiatives.

partner with organizations such as Big City Mountaineers, Black Outside, The Venture Out Project, and Thrive Outside to increase access and artnerships on our <u>Partners</u> page.

ite of our headquarters, and facilitate other volunteer opportunities for employees. We also encourage retail locations to organize in their local ne YETI employees to give back to their community by providing eight hours of paid volunteer time annually.

