

An aerial photograph of a rugged coastline. The water is a vibrant turquoise color, contrasting with the brown, rocky terrain of the shore. A small white boat is visible in the lower right quadrant of the water. The background features jagged, brown mountains under a clear sky. The text 'KEEP THE WILD WILD' is overlaid on the left side of the image.

KEEP THE WILD WILD

2021 ESG REPORT

YETI[®]



TABLE OF CONTENTS

LETTER FROM OUR CEO	3	Innovative Materials & Packaging	20
ABOUT YETI	4	Designing with Lower Impact Materials	20
OUR APPROACH	7	Preferred Packaging	20
Governance	8	Safer Chemistry	21
Ethics & Compliance	9	Building Circular Systems	22
Our Strategic Priorities	9	Sending Zero Waste to Landfill	22
OUR ASPIRATIONS	10	PLACES	23
Our Goals & Commitments	12	Restore the WILD	24
PEOPLE	13	Engage a New Generation of WILD Advocates	25
Engaging & Supporting Our YETIzens	14	APPENDIX	26
Diversity, Equity, & Inclusion (DE&I)	15	About this Report	27
Removing Barriers to the WILD	16	GRI Index	27
Impact Through the Supply Chain	16	SASB Index	33
PRODUCT	18	Memberships & Associations	34
Responding to Climate Change	19	Community Partners	34
Measure to Manage	19	Forward-Looking Statements	35
Managing Our Carbon Footprint	19		
Engaging Our Supply Chain	20		



LETTER FROM OUR CEO

I am proud to publish our inaugural report on our commitment to Environmental, Social, and Governance (ESG).

When YETI was founded in 2006, we had a humble mission: Build the cooler we would use every day. Fifteen years later, YETI continues to drive product and brand innovation with the support of a growing base of passionate customers. Throughout our evolution, we have never strayed from our core values that keep us grounded and inspired to push the limits every day.

Our brand is built on the relationships we've made, the unparalleled products we create, and the places we've supported and helped to protect. As a result, our ESG strategy will come to life through three key pillars:

People: Core to our culture and our brand is establishing and fostering positive social change across the entire YETI ecosystem. We will continue to work toward greater racial and ethnic diversity and gender equality in our workplace, improve the holistic well-being of our people, and invest in pursuits and experiences to engage more diverse communities.

Product: Innovation is at the heart of YETI, and we will ensure the design process and packaging development are thoughtfully considered to drive minimal environmental impact across the entire lifecycle.

Places: Restoring the WILD through new and existing partnerships and communities, investing in climate and nature-positive projects, and engaging and empowering the next generation of outdoor enthusiasts is our focus.

We will continue to preserve the outdoors and support inclusivity and equity so that we all will share the joys of the WILD well into the future. We will **Keep the wild WILD.**

ABOUT YETI



YETI

CORE VALUES

1. BE AUTHENTIC AND INNOVATIVE WITH OUR BRAND AND PRODUCTS
2. CONTINUALLY STRIVE FOR IMPROVEMENT
3. PRIORITIZE ACTIVITIES THAT HAVE THE BIGGEST IMPACT
4. BE RESPONSIVE AND GO THE EXTRA MILE
5. ACT WITH A SENSE OF URGENCY
6. NO ONE SUCCEEDS ALONE





ABOUT YETI

Headquartered in Austin, Texas, YETI Holdings, Inc. (YETI) is a global designer, retailer, and distributor of innovative, durable outdoor products. From coolers and drinkware to bags and apparel, our products are built to meet the unique and varying needs of diverse outdoor pursuits, from the remote wilderness to the beach, and anywhere else life takes you. We are relentless in our pursuit of building superior products for people to enjoy life outdoors and beyond.

We offer products throughout the world through a diverse omni-channel strategy, composed of wholesale and direct-to-consumer channels. We operate offices in the United States, Canada, China, the Netherlands, and Australia. As of November 2021, we have distribution partners in Tennessee, Utah, Australia, Canada, New Zealand, and the Netherlands.

Though we do not own or operate any manufacturing facilities, we partner with manufacturers and distributors around the world. Many of our products are manufactured in the United States, the Philippines, Vietnam, Taiwan, Poland, China, Thailand, Mexico, and Malaysia.

Additional details about YETI's business may be found on YETI's [Investor Relations](#) page.

2020 HIGHLIGHTS

15

Years providing durable, versatile, high-performing, quality products

700+

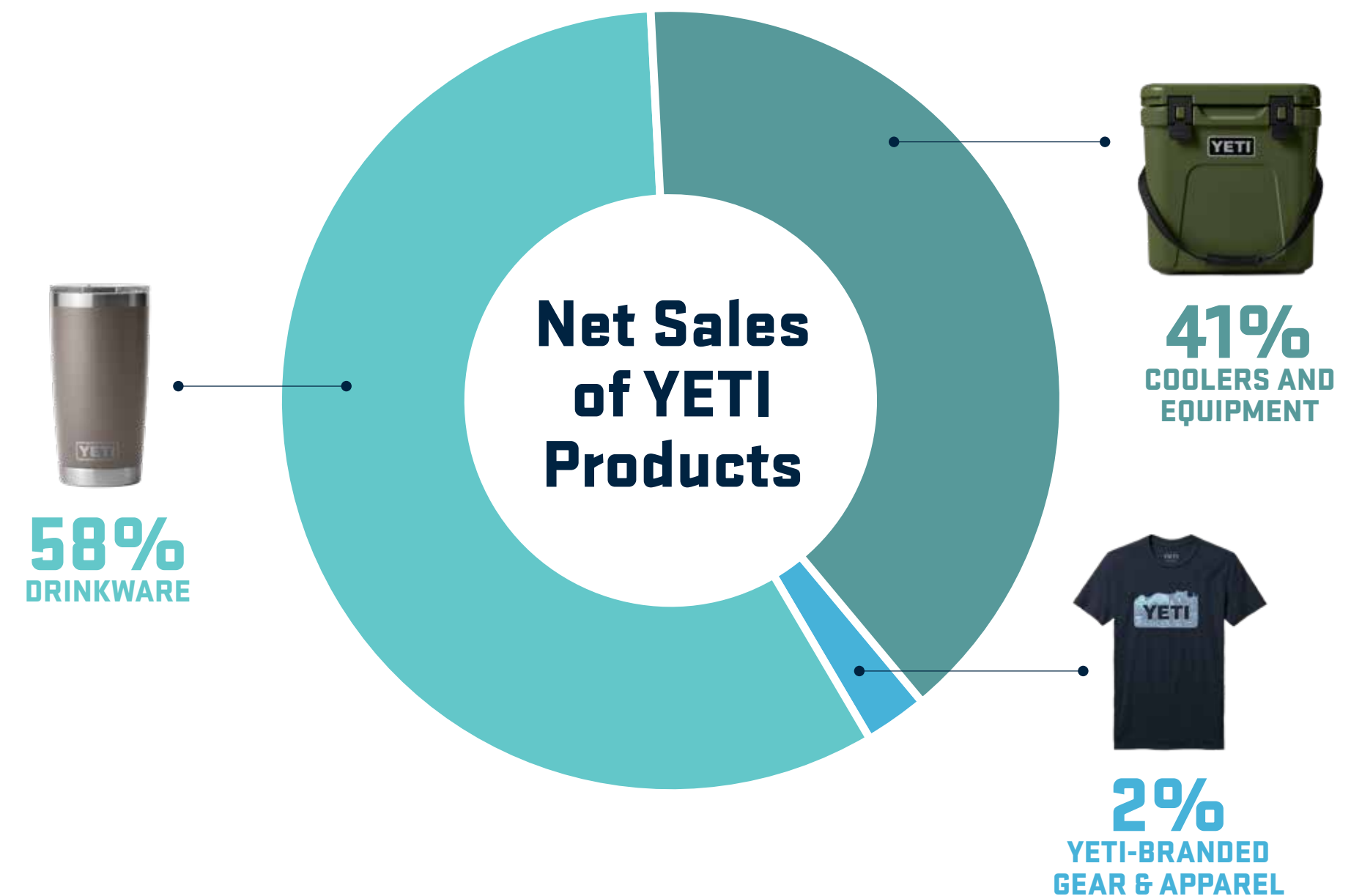
Full-time employees across 8 countries

approx
\$1.1B

In net sales

53%

Direct-to-consumer sales



For more information, please see our [Form 10-K](#) for the fiscal year ending January 2, 2021.



OUR APPROACH



YETI



OUR APPROACH

Governance

As we developed our ESG strategy, commitments, and supporting policies over the last year, our senior leadership team has kept our Board of Directors, who oversee our ESG strategy, apprised of key developments.

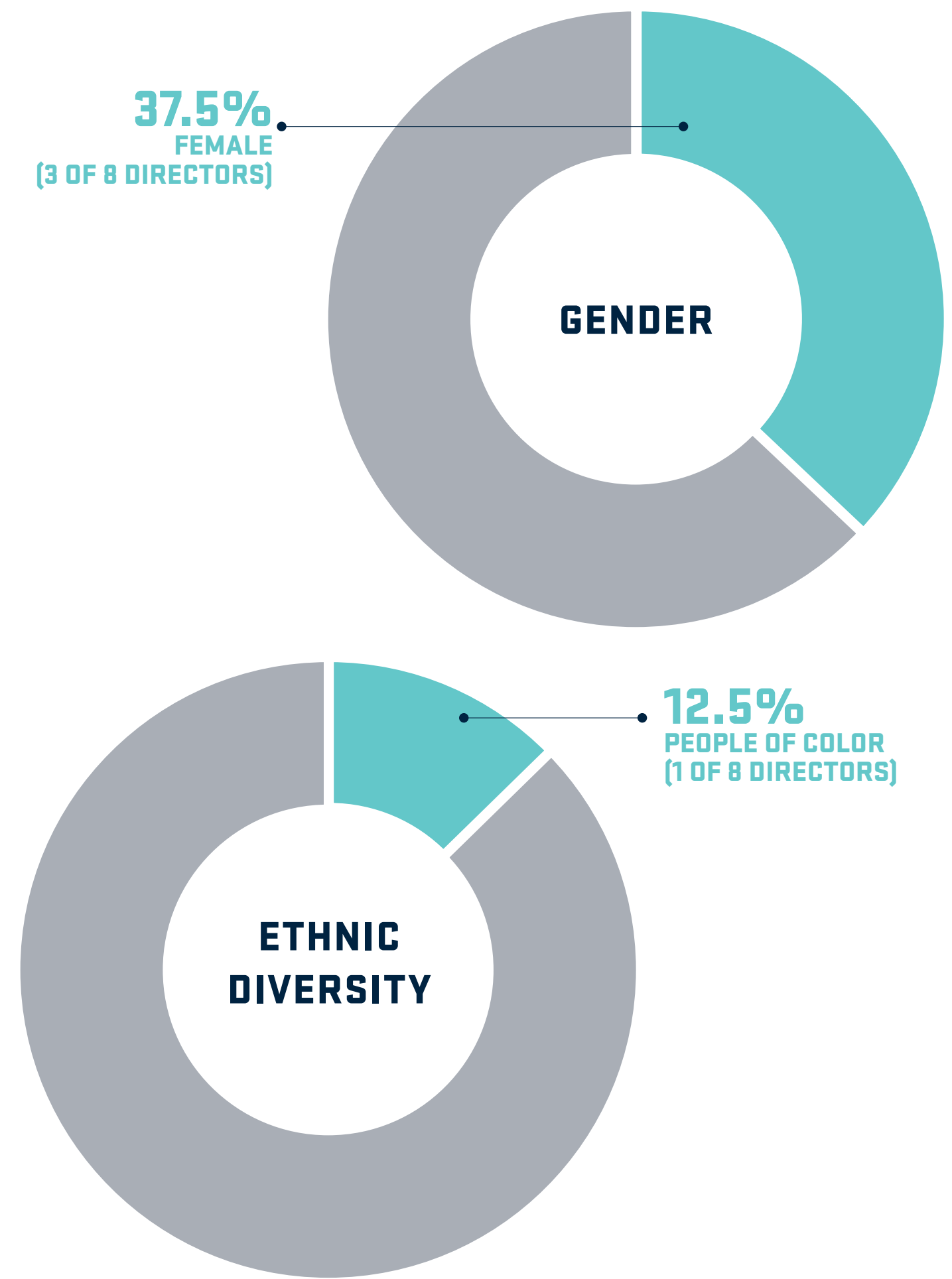
As with all our employees, cultivating a diverse board is critical to YETI's success. Our Nominating and Governance Committee is committed to the recruitment of highly qualified women and people of color as well as candidates with diverse backgrounds, experiences, and skills for director roles. In line with that commitment, we currently have three women on our board, one of whom is also a woman of color. As of November 2021, our board is composed of 37.5% women and 12.5% people of color.

At the executive level, our Chief Executive Officer reviews and approves YETI's overall ESG strategy, with key insight and support from all members of our senior leadership team. We have established an enterprise risk framework for identifying, aggregating, and evaluating risk across the enterprise, including ESG topics. To keep senior leadership focused on the most material ESG topics, the risk framework is integrated with our annual planning, audit scoping, and control evaluation management process, performed by our Internal Audit team.

YETI's Vice President of ESG is responsible for setting the enterprise ESG strategy, managing ESG topics, driving multi-year goals, periodically reporting to the board, and establishing cross-functional working groups, including YETI's internal Diversity, Equity, & Inclusion Council (DE&I Council).

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

BOARD SNAPSHOT





Ethics & Compliance

We are dedicated to maintaining the highest ethical standards throughout our business and operations. Our Chief Compliance Officer oversees our global compliance program under the leadership of our General Counsel. We provide annual compliance updates to our Board of Directors and give quarterly updates to the Audit Committee. All new YETIzens (employees) are required to acknowledge they have read and understand our Code of Business Conduct, and all YETIzens and directors are required to participate in annual training on our Code of Business Conduct and related policies.

We provide our YETIzens with an anonymous, third-party hotline (via phone and web) to report any concerns or violations of our Code of Business Conduct. Our Ethics & Compliance team provides regular training and updates to YETIzens on how to use the hotline, what constitutes a violation of our Code of Business Conduct, and our prohibition on retaliation against anyone who reports concerns.

Our Strategic Priorities

In 2020, we carried out our first materiality analysis and explored ESG topics facing YETI and our communities at large. In addition to researching current and emerging ESG macro trends, we surveyed YETIzens and led a series of internal engagements to understand how teams across the company are managing ESG topics and the extent to which each topic presents both opportunities and risks to YETI. Overall, we completed more than 50 internal engagements with YETIzens at all levels and dedicated interviews with our senior leadership team.

These discussions generated a list of ESG topics that are both widespread within the outdoor industry and unique to YETI. We considered a variety of ESG-related risks (such as disrupting operations, loss of social license to operate, regulatory/legal risks, and failing to meet consumer expectations) and opportunities (access to new markets, brand differentiation, consumer loyalty, and operational savings) when assessing both the likelihood and severity of impact on YETI.

To gain a finer understanding of expectations for action and transparency, we sought additional insight from external stakeholders. Through interviews and surveys, we engaged non-governmental organization (NGO) and community partners, investors, wholesale partners, and consumers. This feedback helped to inform our ESG priorities and level of ambition:

- Protecting WILD spaces from the effects of climate change through direct action and advocacy
- Increasing expectations for sustainable products and packaging, including preferred materials and chemical management
- Continuing to foster an inclusive, diverse, and engaged workforce
- Addressing the lack of representation in and access to the outdoors for diverse communities
- Demonstrating a high degree of transparency and accountability throughout our supply chain

Our assessment identified the top 12 ESG topics to guide our strategy. Given their interconnectivity, they should be viewed holistically.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> • Circular Design • Chemical Responsibility • Climate Action • Product & Packaging Materials • Waste 	<ul style="list-style-type: none"> • Diversity, Equity, & Inclusion (Workplace & Community) • Fair & Safe Factory Labor Practices • Human Capital Management • Human Rights • Product Quality & Safety 	<ul style="list-style-type: none"> • Responsible Business Practices • Responsible Sourcing



OUR ASPIRATIONS



OUR ASPIRATIONS

YETI believes that the best of human nature lives in nature.

That's why we make durable, high-quality products that allow us to spend more time in the WILD to enjoy all it has to offer.

YETI believes that to continue to learn from and enjoy the WILD, we must sustain the places that we gain so much from. Much like the skills required to tie a fly or shoot a bow are passed down to us from prior generations, the wilderness we pass on to future generations requires the same level of pride and focus.

Our responsibility at YETI is to build exceptional products and run our business in a way that unlocks access and opportunity to experience the great outdoors. More people experiencing the wonder of the WILD undoubtedly will shape a better humanity and hopefully a greater commitment to its preservation. The WILD belongs to everyone and no one at the same time. We all play a role in ensuring the WILD is healthy, thriving, and inclusive for generations to come.

YETI is built for the WILD. It's ingrained in us to **Keep the wild WILD.**

OUR GOALS & COMMITMENTS

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

PEOPLE

FOSTER HUMAN CONNECTION

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

Diversity, Equity, & Inclusion

- Maintain gender pay equity across all levels
- Achieve gender parity at leadership levels by 2025
- Increase racial and ethnic diversity at all levels by 2030*

Removing Barriers to the WILD

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

Impact Through the Supply Chain

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

*For our U.S. workforce only.

**Our Scope 3 emissions reduction target is inclusive of emissions related to purchased goods and services and upstream transportation and distribution.

PRODUCT

INNOVATE THOUGHTFUL PRODUCTS

YETI is expanding on our commitment to high-performing, durable, and built for the WILD products by separating our growth from our products' environmental impact.

Our Carbon Footprint

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

Designing with Lower Impact Materials

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

Preferred Packaging

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

Safer Chemistry

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

Building Circular Systems

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

Sending Zero Waste to Landfill

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

PLACES

RESTORE THE WILD

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.

Restore the WILD

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

Engage a New Generation of WILD Advocates

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

PEOPLE



YETI



Our People Goals

DIVERSITY, EQUITY, & INCLUSION

- Maintain gender pay equity across all levels
- Achieve gender parity at leadership levels by 2025
- Increase racial and ethnic diversity at all levels by 2030*

REMOVING BARRIERS TO THE WILD

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

IMPACT THROUGH THE SUPPLY CHAIN

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

*For our U.S. workforce only.

PEOPLE

Our brand's lifeblood is our people, from the talented and passionate YETIzens who ideate, design, market, and sell incredible YETI products to those who source, manufacture, and transport them.

Engaging & Supporting Our YETIzens

We strive to provide opportunities for YETIzens to grow, recognize each other's hard work, and give back to the communities that support us. Annual and quarterly surveys allow us to stay connected and follow through with our commitment to listening and supporting our YETIzens. Some examples of that commitment in action include:

- Leveraging the 3E Model of Development (Experience, Exploration, and Education) to encourage YETIzens to derive 70% of their professional development from hands-on experience and cross-functional opportunities, 20% from exploration through shadowing or mentoring, and 10% from educational training sessions and resources.
- Delivering monthly training for all YETIzens on a range of topics, including dedicated sessions for YETIzens who manage people. In 2020, we delivered over 160 hours of live training for our global teams.
- Recognizing YETIzens through our quarterly peer-to-peer Battlefield Award and our annual peer-nominated Trailblazer Award, presented to YETIzens who embody our core values. Since the Trailblazer Award was launched in 2019, we have recognized more than one-third of all YETIzens.
- Giving YETIzens up to 4 hours of paid time off to vote, as part of our participation in Time to Vote, and offering YETIzens the opportunity to dedicate one full day of work to volunteering for an organization of their choice. In 2022, we plan to establish a formal YETIzen volunteer and community engagement program.

“ One of the many things I enjoy about YETI is that, as a senior leadership team, we are committed to showing up and listening to our YETIzens. The time we spend actively listening to our YETIzens about their ideas, what is inspiring them, and how they are feeling makes us stronger leaders and a stronger company. ”

Hollie Castro, Senior Vice President, Talent and ESG, YETI

OUR ONGOING RESPONSE TO COVID-19

While the COVID-19 pandemic continues to pose challenges to many parts of YETI's operations, protecting and supporting our YETIzens has been and will remain one of our top priorities.

We have put in rigorous safety and wellness protocols designed to protect the health and well-being of our employees. Our Talent team continues to monitor the latest guidance on COVID-19, prioritizing the health and safety of YETIzens and their families.

We also have provided several benefits designed to protect the physical and mental health of our YETIzens. In 2020, we provided all full-time YETIzens two additional paid days off for well-being and a \$1,000 wellness stipend to spend as they see fit. In 2021, with the availability of COVID-19 vaccines, we offered 4 hours of additional paid time off for YETIzens to attend or recover from a vaccination appointment.



Women in technical careers have historically been underrepresented, so in 2021 YETI's Talent team prioritized developing more gender diverse candidate slates for internships with several technical teams at YETI, such as Technology, Product Management, and Operations. At the end of the internship hiring process, five of the six open internships were offered to talented early in career women pursuing technical careers in functions that will be critical to the success of any company.

Diversity, Equity, & Inclusion (DE&I)

We believe an equitable, inclusive, and culturally diverse environment is imperative to not just our long-term growth but to the outdoors as a whole. To hold ourselves accountable and help us achieve our DE&I goals, we set a holistic strategy spanning four interrelated elements for racial, ethnic, and gender diversity across all direct operations.

- **Learn:** Foster an inclusive culture through listening, open dialogue, awareness, and education.
- **Create:** Enable forums and create safe spaces, including our DE&I Council and Employee Affinity Groups (EAGs), to amplify diverse perspectives and experiences.
- **Integrate:** Build our talent pipeline, external engagement efforts, and mentoring systems to ensure diverse representation.
- **Grow:** Expand and deepen our Ambassador program and community partnerships to increase representation and access to the outdoors and continue our heritage of diversifying our brand storytelling.

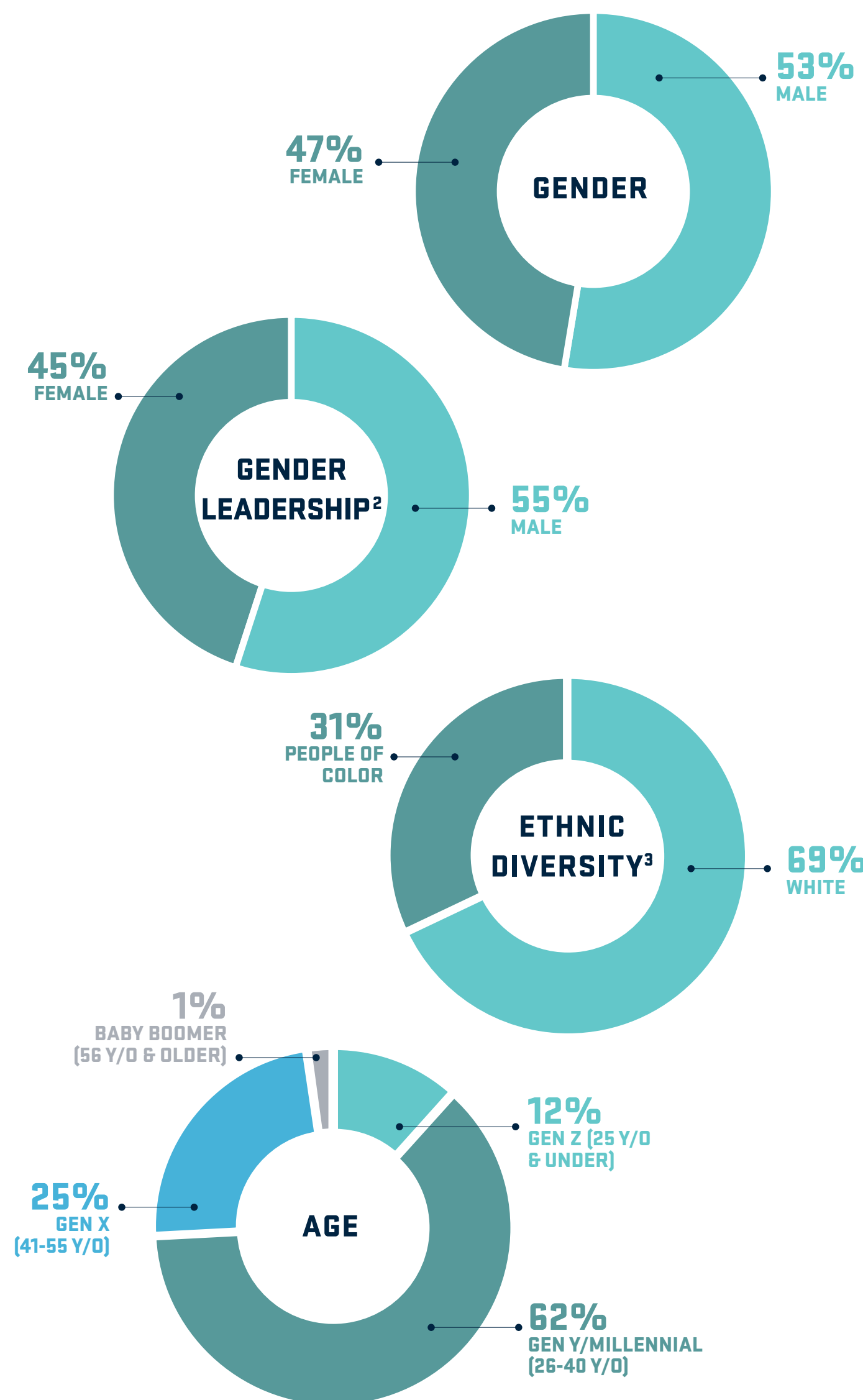
Over the last several years, we have made considerable progress regarding gender diversity at YETI. As of October 2021, the total percentage of female employees in our global workforce increased to 47% compared to 44% in 2020. Overall, there was an increase in women in leadership roles, which rose from 41% in 2020 to 45% in 2021. Our representation has consistently increased since we began tracking metrics in 2019.

Our strategy and goals are supported by YETI's DE&I Council. Formed in 2020, the DE&I Council is composed of YETIzens who represent different demographics, backgrounds, and teams and provide perspective and counsel on DE&I topics for YETI. In addition to the Council, we launched six EAGs in 2020. Each with a leadership champion to elevate ideas and concerns, these employee-led groups serve as a resource for YETIzens and contribute to a diverse and inclusive workplace.

One example of our strategy in action is YETI's participation in the CEO Action for Diversity & Inclusion pledge, one of the largest CEO-driven business commitments advancing diversity, equity, and inclusion in the workplace. As signatories since 2020, we have achieved the following:

- Hosted five events led by our EAGs to foster communication and education on the importance of diversity and inclusion both inside and outside of YETI in 2021. More than 40% of YETIzens are members of one or more EAGs, and monthly EAG events draw an average of 20% of our YETIzens.
- Offered a 6-week course on unconscious bias, with each topic session reaching an average of 100+ YETIzens and 100% participation in the series by our senior leadership team.
- Engaged Camber Outdoors on ways to navigate evolving DE&I expectations of companies and how to implement DE&I leading practices at YETI.
- Shared our DE&I strategy during our August 2021 quarterly board meeting as part of our overall ESG strategy.
- Updated our corporate holidays to include annual recognition of Dr. Martin Luther King, Jr. Day.
- Hosted an information session to discuss the origins of Equal Pay Day and YETI's approach to pay equity.

YETIZENS AT A GLANCE¹



¹"YETIzens at a Glance" refers to data for full-time and part-time YETIzens as of October 2021.

²"Gender Leadership" refers to the percentage of male- and female-identified YETIzens in director and above level roles as of October 2021.

³"Ethnic Diversity" refers to the racial and ethnic diversity of U.S.-based YETIzens only as of October 2021.

We currently support several organizations working to diversify the fishing community and share the benefits of connecting to the WILD, including:

Brown Folks Fishing (BFF) is a community-based organization that is by and for Black, Indigenous, and People of Color (BIPOC) anglers. BFF cultivates community for BIPOC anglers through storytelling, grassroots organizing, and events. In 2020 and 2021, we contributed gear to aid the growth of these grassroots events and education programs.

The Fly Program, a YETI partner since 2019, provides men with early and post-clinical intervention opportunities that support mental health and healing through fly fishing in the Snowy Mountains of New South Wales, Australia. Our sponsorship enables participants to access unique experiences in the WILD without additional financial burdens during challenging times.

Indifly serves indigenous communities by helping to develop sustainable local economies while empowering indigenous people to conserve natural resources. We have worked with Indifly over the last seven years and recently became more involved with a project on the Wind River Range in Western Wyoming. We're focused on telling the story of the Shoshone tribe and Indifly's work to bring sustainable livelihoods to this community.

SheFishes (part of SheJumps) increases the participation of women and girls in outdoor activities to foster confidence, leadership, and connection to nature and community. In 2021, we provided gear and funded scholarships for women of color to participate in a fly-fishing camp hosted by YETI fishing ambassador, Hilary Hutcheson.

In 2020, we began working with Code2College, an Austin-based organization working to increase the number of minority and low-income high school students who enter and excel in STEM undergraduate majors and careers. Our YETIzens spent more than 100 volunteer hours mentoring, delivering professional skills workshops, and teaching technical courses. YETI also supports Vision 2024, an initiative to place 200 Black and Latina women into STEM roles by the year 2024.

Offering a competitive salary and benefits package is key to retaining our talented YETIzens, and we attract and reward our employees with competitive benefits, including market-competitive compensation; healthcare; 401 (k) program; paid time off; bonding leave; and health, wellness, and financial planning programs. To ensure pay equity among YETIzens in similar positions regardless of race and gender, we regularly review our compensation practices.

We also recognize that families come in many forms, so we offer bonding leave at 100% of base pay for fathers, same-sex partners, domestic partners, adoptive parents, and secondary caregivers in addition to maternity leave for birth mothers.

Removing Barriers to the WILD

The power of YETI products is their ability to bring together people from all walks of life, whether huddled around a campfire in our Trailhead Camp Chair after fishing a river or sharing beers in our Colster Can Insulators at the tailgate. This power allows us to share the incredible stories of people who are redefining what it means to live a life pursuing the WILD.

YETI's Community Marketing team leads the charge to engage Ambassadors who represent the best in their fields – everything from fishing, hunting, ranch, and rodeo to surfing, skiing, snowboarding, climbing, and culinary. By elevating the stories and passions of experts pursuing the WILD in different ways, our Ambassadors help build a sense of community.

However, many outdoor pursuits have historically been out of reach for some, and that is why we set goals for continuing to diversify our Ambassador communities and supporting organizations that remove real and perceived barriers to the WILD and foster representation for every community.

Most recently, members of our Asian & Pacific Islander EAG partnered with Ambassadors Jimmy Chin, Hilary Hutcheson, Justin Lee, Oliver Ngy, and Kimi Werner for our Asian American & Pacific Islander Heritage Month Ambassador panel where YETIzens learned firsthand the importance of recognizing and celebrating the community's representation in and contribution to the outdoors.

However, we cannot remove barriers to the WILD alone, so we partner with organizations that help us expand our **Keep the wild WILD** strategy.

During Black History Month, YETI offered limited-edition tumblers featuring the artwork of Black artists at our retail stores. We donated all proceeds of these sales to our partners at Black Outside, Inc., an organization dedicated to reconnecting Black/African American youth to the outdoors. YETI also has been a sponsor of the Bill Pickett Invitational Rodeo (BPIR), an event highlighting Black/African American cowboys and cowgirls, since 2019. In 2021, BPIR made history when it became the first all-Black rodeo televised nationally, expanding the organization's ability to inspire future cowboys and cowgirls across the country.

We are proud to work with several other organizations whose mission is to unlock the WILD to diverse communities, including Big City Mountaineers, Les Dames d'Escoffier International, MeWater Foundation, and many more. An additional list of our Community Partners may be found in the Appendix.

In 2022, we will implement specific marketing and design guidelines to inform how we approach the creative elements of YETI products, including diverse representation in marketing materials, inclusive color patterns, product copy, and photography.

Impact Through the Supply Chain

YETI refuses to compromise on delivering the highest quality products to our consumers. A responsible supply chain is the foundation of this promise. We rely on thousands of third-party workers around the world to source and manufacture products that meet our performance, quality, and sustainability standards. We are committed to managing our global supply chain ethically and with respect for the rights and dignity of the people who make our products.

Because of the structure and geographic diversity of our supply chain, we are exposed to certain environmental and social risks that may affect our reputation and our ability to do business. To mitigate those risks, we have developed several resources, policies, and tools that guide our Operations team's interaction with YETI suppliers, including our Supplier Code of Conduct (Supplier Code), Responsible Sourcing Guide, and Permitted Sourcing Countries Risk Matrix. Our Supplier Code outlines expectations for third-party suppliers and is based on the International Labor Organization (ILO) conventions and Fair Labor Association (FLA) standards.

As we navigate the complexities of expanding our global supply chain to meet the demands of our growing consumer base, the growth of our production footprint must not outpace our respect for labor and human rights.

YETI's Supplier Code is part of all service or supply agreements. Potential new suppliers may be audited by YETI or an independent third-party agency on governance and operational procedures. We monitor compliance through supplier audits and self-assessment questionnaires, as outlined in our Responsible Sourcing Guide.

We currently audit our tier 1 suppliers and continue to leverage critical resources from organizations like the FLA to gain visibility deeper into our supply chain. YETI will prioritize continuous learning and improvement to minimize audit fatigue at both tier 1 and tier 2 suppliers.

COVID-19 travel restrictions in 2020 and 2021 affected our audit schedule and on-site presence at our suppliers' facilities. Our team monitored the rapidly evolving situation closely, shared resources

and prevention procedures, tracked case numbers globally, issued prevention guidelines and emergency protocols, and maintained regular communication and reporting.

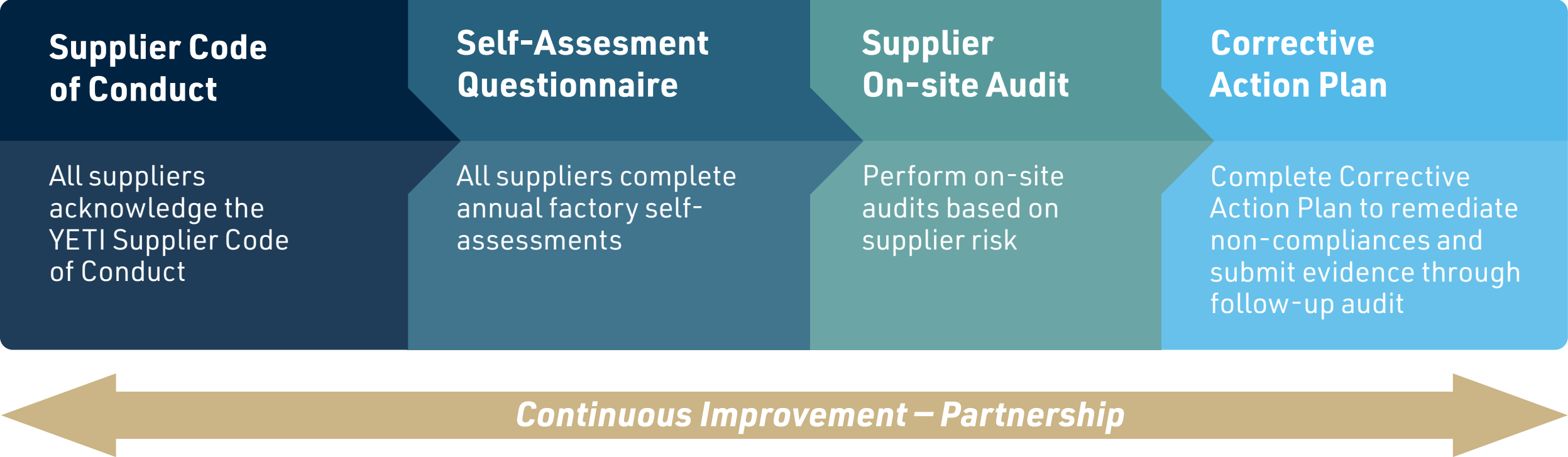
In 2020, we audited four new tier 1 suppliers. Through the audit process, we identified several issues of noncompliance with our Supplier Code and implemented Corrective Action Plans (CAPs) with those suppliers. At the time of publication, we have closed 89% of those CAPs.

Exploring opportunities to improve the well-being of workers in our supply chain supplements our Supplier Code. Ensuring our suppliers have an engaged and resilient workforce ultimately benefits YETI by reducing production disruptions. To that end, we are engaging our top suppliers to understand what enrichment, health, and financial literacy programming they offer to workers. With that data in hand, we will work with key suppliers to implement programs that match the needs of workers in our supply chain.



RESPONSIBLE SOURCING

Our Responsible Sourcing Program is designed to monitor consistent application of social and environmental policies, procedures, and practices to the sourcing, procurement, and supplier management activities at YETI.



In 2020 and 2021, we continued to support our consumers and communities in the following ways:

- \$1 million in product donated to healthcare industry workers and 3,500 pieces of drinkware donated to 23 breweries affected by the COVID-19 pandemic in 2020
- Contributed over \$1 million to community organizations and foundations working on conservation and representation in the WILD
- \$335,000 raised for live music industry workers through our partnership with Crew Nation – a charitable organization created to support the touring and venue crews impacted by COVID-19 – through the One for the Roadies campaign in 2020 and 2021
- Donated a portion of proceeds from sales of seasonal YETI products to Boarding for Breast Cancer and Casting for Recovery – two organizations that advocate for breast cancer prevention and recovery through celebrating life outdoors – every year in celebration of Breast Cancer Awareness Month since 2016

PRODUCT



YETI

Our Product Goals

OUR CARBON FOOTPRINT

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

DESIGNING WITH LOWER IMPACT MATERIALS

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

PREFERRED PACKAGING

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

SAFER CHEMISTRY

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

BUILDING CIRCULAR SYSTEMS

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

SENDING ZERO WASTE TO LANDFILL

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

*Our Scope 3 emissions reduction target is inclusive of emissions related to purchased goods and services and upstream transportation and distribution.

PRODUCT

YETI has an unwavering commitment to the outdoors and recreation, from fishing the Gulf Coast to scaling the American Rockies or visiting the park down the street. We are relentless in our pursuit of building superior products for people to enjoy life outdoors and beyond and defend against climate change.

Our value chain flows from product design to manufacturing to the ways our products are used to enhance our consumers' pursuits of the WILD. At each step, we aim to address our environmental impact.

Responding to Climate Change

We consulted the Science-based Target Initiative (SBTi) methodology to set our greenhouse gas (GHG) emissions goals. While not formally approved as of the publication of this report, we believe that SBTi will accept our calculations and ambitions as in line with the 1.5° pathway called for by the Paris Agreement. We aim to submit our targets for formal approval in 2022.

Measure to Manage

We leveraged the Greenhouse Gas Protocol methodology and the EPA Greenhouse Gas Equivalencies Calculator to understand YETI's GHG footprint and set a baseline for consistent reporting. Our Scope 1 emissions include fugitive emissions and mobile and stationary combustion emissions associated with our Austin retail, office, and

product customization facilities. YETI's Scope 2 emissions include electricity purchased for our Austin facilities and our domestic and international retail and office locations.

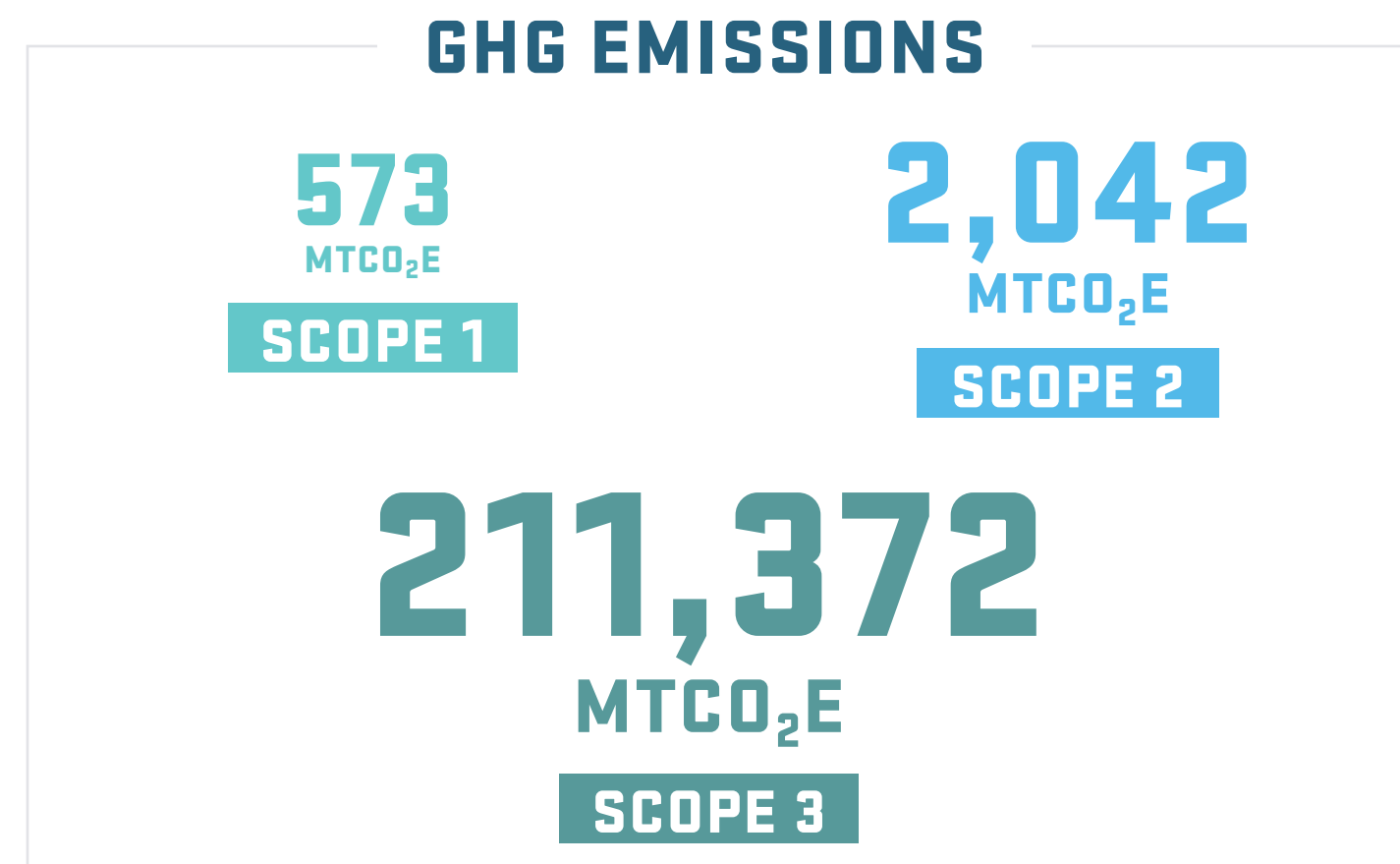
We also used EPA's regional eGRID to understand the typical energy mix and calculate the GHG emissions associated with electricity consumption across our domestic and international facilities.

We took a multipronged approach to calculate our Scope 3 emissions. Using a combination of physical inventory and monetary data, we leveraged Climate Neutral's Brand Emissions Estimator (BEE) to estimate emissions from all applicable Scope 3 categories. We then utilized the Higg Facility Environmental Module (HiggFEM) to refine fuel- and energy-related emissions data for our suppliers. Finally, we conducted a product carbon footprint assessment of four key products from our portfolio – our Rambler 20oz Tumbler (drinkware), our Hopper M30 Soft Cooler, our Tundra 45 Hard Cooler, and our Crossroads 22 Backpack – to validate the estimates of Scope 3 emissions provided by the BEE. The combination of these sources allowed us to collect and refine emissions data associated with each Scope 3 category.

Managing Our Carbon Footprint

We secured a contract with Austin Energy's GreenChoice program to manage Scope 2 emissions at our Austin facilities. Austin Energy purchases the equivalent amount of energy YETI uses from renewable energy sources instead of natural gas or coal-fired plants, effectively adding renewable energy production to our local grid.

We also purchased renewable energy credits (RECs) for YETI facilities without ready access to renewable energy. Through our partnership with Bonneville Environmental Foundation (BEF), we purchased "stacked" RECs that secure the environmental benefits of renewable energy production for YETI and support Tribal Renewable Energy Projects such as the Blackfeet Community Solar Project in Browning, Montana. The installation of a virtually net-metered community solar system on the Blackfoot Reservation will eliminate nearly 124 tons of carbon dioxide equivalent (CO₂e) gases – equivalent to the CO₂e emissions from burning nearly 125,000 pounds of coal – and save the community nearly \$18,000 in energy costs annually.



As we make progress toward our climate goals, we will use carbon offsets and nature-based climate solutions as needed to complement our GHG emissions reductions efforts. We are actively working to understand how to address fugitive emissions and mobile and stationary combustion emissions – such as those from the propane used during our customization process.



“ With poverty rates on the Blackfeet Reservation double the Montana statewide average, creating long-term assets and access to renewable energy for the reservation is critical. Companies that contribute to multi-benefit energy initiatives like our Tribal Renewable Energy Fund recognize that solutions to climate change, supporting indigenous communities, and creating economic impact are all interdependent. ”

Raphaella Hsu-Flanders, BEF Renewables Program Manager

Engaging Our Supply Chain

As with many consumer goods companies, our most significant opportunity to impact climate change is within our supply chain, including transportation and manufacturing-related emissions.

Using HiggFEM data, we are investigating emissions hotspots in our manufacturing value chain. Next, we will deliver guidance and expectations to help our suppliers reduce emissions and energy use by converting to renewable energy where available and adopting energy-efficient techniques. We aim to work with our suppliers in establishing their own GHG and energy reduction goals as well.

Tackling climate change requires multi-stakeholder initiatives and partnerships. As a founding member of the Outdoor Industry Association’s Climate Action Corps, we are working with a diverse group of more than 100 companies to achieve a climate positive outdoor industry by 2030. Part of this work includes pooling resources and leveraging our collective supplier relationships toward more significant impact.

Innovative Materials & Packaging

YETI products are designed for the WILD and built to withstand the harshest of conditions. However, even the best-designed products have an environmental impact. That is why we spent the last year understanding the unique properties of our materials and processes, how our consumers interact with our products, and what happens at the end of a product’s useful life.

In addition to setting climate goals for our operations and supply chain, product-focused targets will challenge our YETIzens to reduce the environmental footprint of our products without compromising durability by designing for lower impact, sourcing preferred packaging, and using safer chemistry.

Designing with Lower Impact Materials

To achieve sustainable outputs, we must start with our inputs. Our Product and Research & Development teams are advancing a preferred materials scorecard that starts with performance and identifies recycled, organic, and regenerative materials and those with the lowest carbon and water impacts. Aided by resources like

the Material Sustainability Index (MSI) from Higg Co., we plan to initially integrate preferred materials into our bags and apparel lines. Teams are also researching new materials that are not yet commercially viable. All these contributions put us on the path to achieving our target of producing 100% of new bags and apparel with preferred materials by 2025.

Our Bags and Apparel team already has made progress integrating preferred materials into our products. With the launch of the Spring 2021 collection, all YETI hats with a hard brim include Bureo® NetPlus® material instead of virgin plastic. To make this 100% traceable and 100% post-consumer recycled material, Bureo® works with fisheries and local communities in South America to collect, clean, sort, and recycle discarded fishing nets that may otherwise enter waste streams and harm local ecosystems. By using this innovative material in our hats, we can simultaneously support recycling in sourcing communities, prevent waste from harming local fisheries, and reduce our products’ carbon footprint without sacrificing durability. Since launching hats with NetPlus® materials, we have helped divert 17,700 pounds of fishing net waste and achieved an estimated 50% reduction in the carbon footprint of our hat brim plastic compared to using virgin plastic.

We also will leverage industry-led partnerships focused on identifying solutions to the feedstock, processing infrastructure, and performance challenges associated with currently available recycled and regenerative materials.

Preferred Packaging

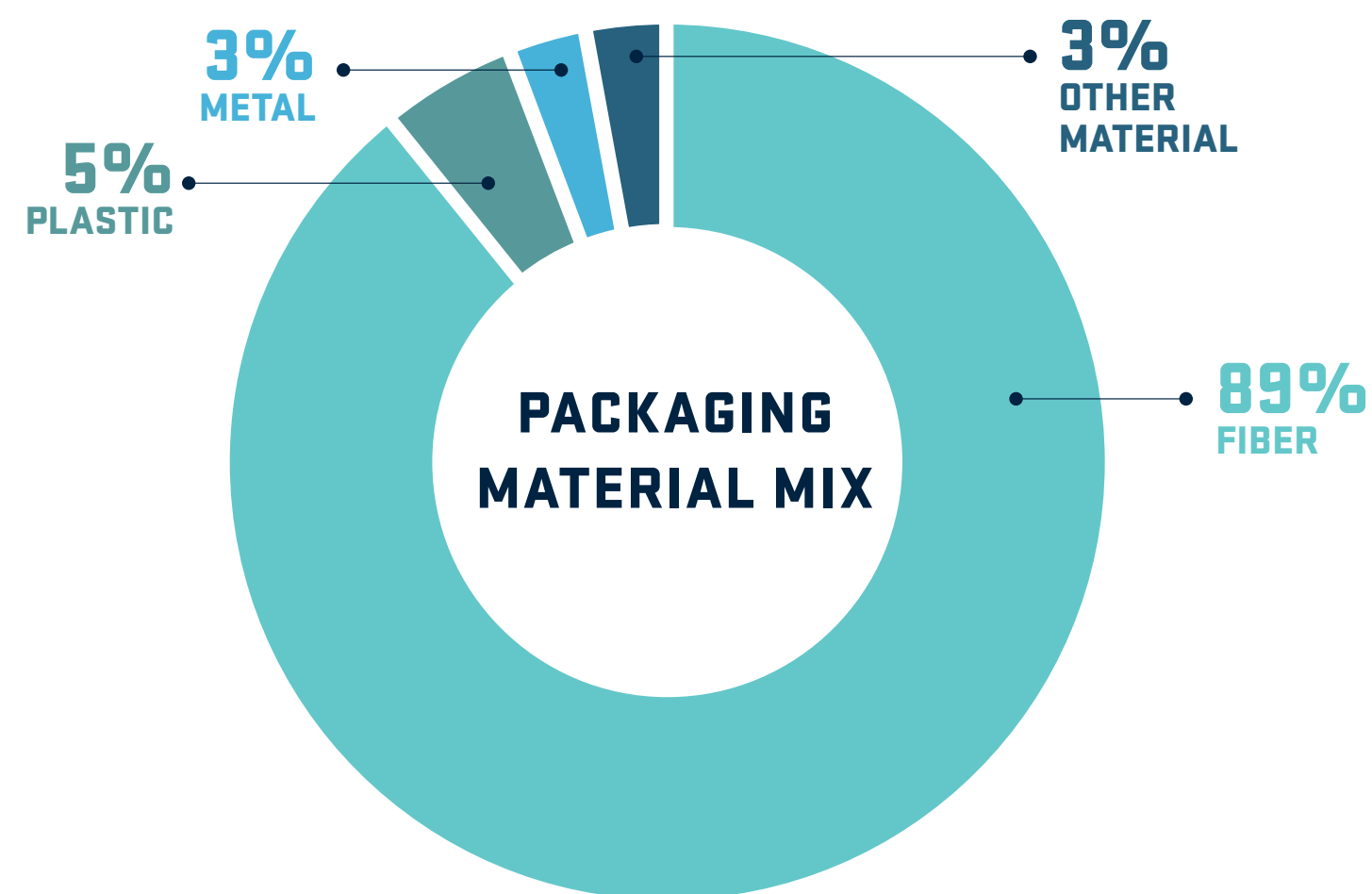
We use packaging to educate consumers on everything from how our products are built to how to care for them. Our packaging engineers are now embracing the challenge of eliminating unnecessary packaging and replacing virgin paper and plastics with more sustainable options.

To isolate the packaging components with the largest environmental impact, we analyzed the GHG emissions and end-of-life options for all packaging used throughout our product distribution and sales channels. The majority of our packaging by weight (89%) consists of fiber-based packaging, including corrugated boxes used to get



In 2020, YETI became the presenting sponsor of the sustainability efforts of Austin FC, Major League Soccer's newest club. Through the partnership with our hometown's first and only major league sports team, we have supported the launch of several recycling, composting, and water refill practices at Austin FC's stadium, including YETI water refill stations to help reduce single-use plastics. *Verde! Listos!*

our products from manufacturing sites to our consumers. Plastics contribute 5% to our packaging footprint (including poly bags) and metals contribute 3% (mostly the faux can used in our Colsters.)



Currently, 97% of our packaging by weight is recyclable due to fiber-based boxes being the majority of our packaging. In addition, 73% of that fiber-based packaging is derived from post-consumer recycled materials, which accounts for 66% of our total packaging footprint by weight. Looking ahead, we aim to increase the use of post-consumer recycled and Forest Stewardship Council-certified (FSC) content in our packaging by 2025. The remaining packaging represents the best opportunity to eliminate waste associated with our products and reduce emissions.

Prior to understanding our packaging footprint, our Packaging team was working to eliminate materials and enhance consumer experiences. Since 2018, our preferred packaging initiatives have eliminated 146 tons of plastic and 209 tons of paper from our products.

One persistent challenge for consumer goods companies is relying on plastic poly bags for product shipping. Poly bags are a visible reminder of a product's environmental impact and are subject to advanced regulations on plastic waste in global markets. In addition

to incorporating recycled content and phasing out poly bags where possible, we will be participating in industry initiatives and exploring material alternatives to reduce our plastic footprint.

Safer Chemistry

No matter where our products are used, we are committed to safety and quality standards that protect our consumers and the environment. This commitment drove us to launch our Restricted Substances List (RSL) and an accompanying supplier training and engagement portal in 2021.

Designed to ensure compliance with leading chemical regulations in markets where our products are sold, YETI's RSL is guided by the AFIRM RSL and includes regulated substances such as flame retardants, which are associated with various health impacts along with regional requirements. Regionalized requirements include but are not limited to California Proposition 65, EU REACH Substances of Very High Concern (SVHC), US State Chemicals of High Concern to Children (CHCC), and those put forward by the California Air Resources Board and the Montreal Protocol. Since launching our RSL supplier training, we have engaged all current finished goods suppliers on the scope and importance of adhering to YETI's RSL.

Our suppliers must certify that all raw materials, components, and finished goods manufactured for YETI meet or exceed the standards in our RSL and any additional legal requirements not listed within the RSL.

Our teams are in the process of identifying suitable alternatives to PVC, and we will soon begin validating those alternative materials to ensure they meet YETI's product quality standards. We've identified materials and products that utilize or are impacted by the use of PFOS and PFOA and are working with suppliers to identify alternative finishing processes. We have already eliminated BPA from all products that come in contact with food, and we are on track to eliminate the remaining priority bisphenols, BPS and BPF, by 2022.



In 2016, YETI became an official partner of the Kick Plastic Guide & Outfitter Program along with Costa Del Mar and WorldCast Anglers to reduce and eliminate single-use plastic water bottles from outfitting trips and camps.

We are also an official member of the Plastic Impact Alliance, a group of over 400 active lifestyle brands committed to making our industry more sustainable, one bottle, one cup at a time.

Since 2018, YETI has been providing “hydration stations” at various events in the U.S. and internationally. Attendees can use the stations to conveniently refill their reusable drinkware, effectively eliminating the need for single-use plastic water bottles. In total, our hydration stations have helped save an estimated 287,000 16oz plastic water bottles from being used at events. As YETI and our partners are able to safely host more events in 2022 and beyond, we look forward to providing this more sustainable option to our event attendees.

Building Circular Systems

Designing for longevity and versatility can reduce the environmental impact of a product over its lifetime, which is why we build durable products that are meant to stand up to whatever our consumers put them through. However, we will not stop there.

We are challenging our design and engineering teams to develop innovative ways to meet consumers’ needs while reducing the environmental impact of our products. We are exploring the ways circularity and product life extensions – from product repair to re-commerce to rental – can help us grow our business while decoupling our environmental impact.

Aligned with best practices outlined by the Ellen MacArthur Foundation, YETI will leverage external resources and relationships to position our teams for success and develop “Design for Circularity” guidelines that focus on going beyond product durability and versatility. These design principles will inform how we consider ways to reduce our products’ footprint, seek out preferred materials, and avoid sending products to landfill. By training our teams to integrate the concepts of repairability, reusability, and recyclability, we can work to enhance the lifespan and reduce the environmental impact of our products from the very beginning.

We already have a promising start with one form of circularity: modular design. Thanks to the design of our hard coolers, we can offer replacement components for our consumers to easily swap in when needed. Not only does this extend the lifetime of our products, it also avoids the emissions related to producing and shipping an entirely new product. In 2020 alone, our Customer Experience team sent over 3,000 hard cooler replacement parts for our consumers to easily swap in and get back into the WILD.

To understand our consumers’ preferences and support for circular systems, YETI’s Consumer Insights team surveyed over 3,500 North American consumers, including 1,000 YETI product owners, on concepts such as product take-back, repair, and re-commerce. We plan to incorporate these insights into the development, marketing, and execution of our future circular programs so that they drive both consumer engagement and emissions and waste reduction.

Sending Zero Waste to Landfill

YETI was founded to create a better cooler, one that could survive outdoor adventures better than the flimsy coolers on the market, which often ended up in the trash after one trip. More than 15 years later, we are still focused on reducing waste across our products and operations.

We plan to work with our warehouses and third-party logistics providers to divert all returned YETI products that cannot be resold from landfill through donation, recycling, and waste to energy processes. In 2020, we diverted 298,000 pounds of material from landfill and another 157,000 pounds of material through July 2021. Efforts like these have allowed us to begin making progress toward our goal of achieving zero waste to landfill across our entire value chain by 2030.

A 2022 waste audit will help us understand our areas of greatest impact and work toward our 2030 goal. With audit results in hand, we will enhance our excess inventory management system and waste hierarchy principles to dispose of waste safely and efficiently in a way that avoids landfill. We will roll out this system across our direct operations, retail stores, and suppliers. We remain committed to designing durable products and launching additional circular programs to keep waste out of landfill.

PLACES



YETI



PLACES

Everyone deserves to explore and experience a healthy and thriving WILD. That is why the third pillar of our strategy focuses on restoration, community activation, and expanding access to the WILD so future generations can continue to enjoy outdoor pursuits the way we do today.

Restore the WILD

Many of our Ambassadors and Community Partners are on the front lines of climate change, witnessing firsthand its impact on wildlife, natural resources, communities, and the outdoor recreation economy. YETI's own work in reducing our greenhouse gas emissions is only part of the equation as we know conservation and nature-based initiatives offer important solutions to ensuring we all can enjoy a thriving WILD for generations to come. We are committed to elevating stories and actions that convey the importance of conserving and restoring natural spaces, community resiliency, and responsible recreation as we collectively work with our partners to address shifting climate conditions.

One of our longest and most important partnerships is with Captains For Clean Water, a leader in advocating for the protection of critical aquatic ecosystems around the United States. YETI is proud to support an organization dedicated to protecting the WILD by uniting outdoor enthusiasts and conservationists from all backgrounds and empowering them to make meaningful change. As part of a recent campaign to restore America's Everglades, YETI joined dozens of outdoor industry brands in calling for the Army Corp of Engineers to revise its water management plans for Lake Okeechobee and South Florida to provide desperately needed relief to the estuaries and Everglades. By lending our voice and support to Captains For Clean Water, we help amplify the sense of urgency for protecting and restoring the WILD.

Throughout 2021, we developed new and leveraged existing partnerships to highlight the intersection of climate change and outdoor pursuits, including:

- Working with Conservation International to create a zero-waste and carbon-balanced snowboarding event, the YETI Natural Selection at Jackson Hole, which integrated environmental education and advocacy efforts.
- Sponsoring Keep the Tennessee River Beautiful in its efforts to remove 125,000 pounds of trash from the Tennessee River in 2021.
- Supporting the Wild Sheep Foundation in raising \$75,000 from the sale of 250 special edition copies of our Wild Sheep Book.
- Our ongoing partnership with Ducks Unlimited aids in the protection of a critical wintering habitat for a massive percentage of North America's migrating waterfowl species from the pressure of environmental degradation and climate change. A portion of our annual sponsorship is designated for Ducks Unlimited's Gulf Coast Initiative, aimed at protecting waterfowl habitats in YETI's own backyard.
- Donating annually to Delta Waterfowl, with a portion of those funds dedicated to educating university wildlife biology students on the importance of waterfowl conservation through hunting trips. These students will become major policy decision-makers for state and federal wildlife bureaucracies and will be equipped to make decisions in the best interest of waterfowl hunters.
- Serving as the official cooler, drinkware, and cargo provider of the Rocky Mountain Elk Foundation and donating annually for land access improvements, introduction of new elk herds to native grounds, fence removal projects, and much more.
- Contributing annually to the Rocky Mountain Goat Alliance to help offset costs for mountain goat surveys with state wildlife agencies and goat relocation efforts in their native ranges. This helps state agencies allocate the proper amount of hunting permits for the following year.

Our Places Goals

RESTORE THE WILD

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

ENGAGE A NEW GENERATION OF WILD ADVOCATES

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



Engage a New Generation of WILD Advocates

YETI products inspire people to get outside and explore the WILD. And the more people have the opportunity to explore the transformative power of the outdoors, the more inspired they are to take care of it. That is why we are focused on creating access and inclusive experiences to help shape outdoor stewards of the future.

In support of these goals, we have expanded our work with Thrive Outside, the Outdoor Industry Association initiative that provides children and families with experiences in the outdoors. We donated products to Skate Like a Girl, a nonprofit empowering young women and transgender people to become strong, confident leaders who promote and implement equity through skateboarding.

In 2020, we also committed to supporting the Billion Oyster Project, a New York City-based organization that provides educational and enrichment programs for students who otherwise may not have access to environmental programs. Through their partnership with over 100 local schools, Billion Oyster Project's hands-on STEM education programs train kids to solve local environmental challenges. Through this early exposure to STEM education, YETI and our partners aim to create lifelong advocates for the WILD.

“ Our mission at Captains For Clean Water is to restore and protect aquatic ecosystems for the use and enjoyment of all. The private sector can play such an important role, and outdoor brands have the loudest voice. YETI is leading the charge to ensure these wild places are healthy and pristine for future generations. We have to act now if we want to prevent the collapse of these precious natural resources. ”

Captain Daniel Andrews, Executive Director, Captains For Clean Water

APPENDIX



ABOUT THIS REPORT

The data presented in this report covers our most recently completed fiscal year – December 29, 2019 to January 2, 2021 – unless otherwise stated. We plan to report annually on progress against current, revised, and future goals.

To prepare this report, we engaged a range of subject matter experts across the company, including key individuals from Ethics & Compliance, Facilities, Legal, Operations, Product Management, Research & Development, Retail Operations, and Talent. Our senior leadership team, including our Chief Executive Officer, contributed to, reviewed, and approved the report content.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. We also reported to industry requirements set forth by the Sustainability Accounting Standards Board (SASB). Indices for both frameworks are included in the following pages. We also incorporated recommendations from the Taskforce for Climate-related Financial Disclosure into the structure and content of this report.

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

GRI CONTENT INDEX

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
GRI 102: GENERAL DISCLOSURES		
102-1	Name of the organization	YETI Holdings, Inc. ("YETI")
102-2	Activities, brands, products, and services	About YETI
102-3	Location of headquarters	Austin, Texas
102-4	Location of operations	About YETI
102-5	Ownership and legal form	2020 Annual Report on Form 10-K, pages 27-28
102-6	Markets served	About YETI
102-7	Scale of the organization	About YETI
102-8	Information on employees and other workers	As of October 2021, YETI has 792 full-time and part-time employees, 53% of whom identify as male and 47% as female. Of all our YETIzens, 96% of YETIzens reside within the United States and 4% are based outside the United States.
102-9	Supply chain	2020 Annual Report on Form 10-K, page 3
102-10	Significant changes to the organization and its supply chain	2020 Annual Report on Form 10-K, page 3
102-11	Precautionary principle or approach	We do not currently disclose this information.
102-12	External initiatives	Memberships & Associations
102-13	Membership of associations	Memberships & Associations
102-14	Statement from senior decision-maker	Letter from Our CEO
102-15	Key impacts, risks, and opportunities	Our Approach to ESG Our Strategic Priorities
102-16	Values, principles, standards, and norms of behavior	Letter from Our CEO
102-17	Mechanisms for advice and concerns about ethics	Engaging & Supporting Our YETIzens
102-18	Governance structure	Governance
102-19	Delegating authority	Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Our Approach to ESG Our Strategic Priorities
102-22	Composition of the highest governance body and its committees	2021 Proxy Statement, pages 4-18

102-23	Chair of the highest governance body	2021 Proxy Statement, pages 4-18
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement, pages 4-18
102-25	Conflicts of interest	2021 Proxy Statement, pages 19, 74-75 Code of Business Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance
102-28	Evaluating the highest governance body's performance	2021 Proxy Statement, pages 23
102-29	Identifying and managing economic, environmental, and social impacts	Governance
102-31	Review of economic, environmental, and social topics	2021 Proxy Statement, pages 23
102-32	Highest governance body's role in sustainability reporting	Governance
102-33	Communicating critical concerns	Governance
102-35	Remuneration policies	2021 Proxy Statement, pages 24-27, 29, 35-56
102-36	Process for determining remuneration	2021 Proxy Statement, pages 24-27, 29, 35-56
102-38	Annual total compensation ratio	2021 Proxy Statement, pages 65-66
102-40	List of stakeholder groups	Our Strategic Priorities
102-41	Collective bargaining agreements	No YETI employees are currently covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Our Strategic Priorities
102-43	Approach to stakeholder engagement	Our Strategic Priorities Engaging & Supporting Our YETIzens
102-44	Key topics and concerns raised	Our Strategic Priorities
102-45	Entities included in the consolidated financial statements	2020 Annual Report on Form 10-K, page Exhibit 21.1
102-46	Defining report content and topic boundaries	Our Strategic Priorities Appendix - Forward-Looking Statements
102-47	List of material topics	Our Strategic Priorities
102-48	Restatements of information	Not applicable. This is YETI's first year publishing an ESG Report.
102-49	Changes in reporting	Not applicable. This is YETI's first year publishing an ESG Report.
102-50	Reporting period	About This Report
102-51	Date of most recent report	Not applicable. This is YETI's first year publishing an ESG Report.
102-52	Reporting cycle	About This Report
102-53	Contact point for questions regarding the report	esg@yeti.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	This table serves as the GRI Content Index for our 2021 ESG report.
102-56	External assurance	None
GRI 201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	2020 Annual Report on Form 10-K, page 46
201-2	Financial implications and other risks and opportunities due to climate change	Our Strategic Priorities
201-3	Defined benefit plan obligations and other retirement plans	2020 Annual Report on Form 10-K, page 63
201-4	Financial assistance received from government	2020 Annual Report on Form 10-K. See pages 69-70 for details on research and development tax credits.

GRI 202: MARKET PRESENCE		
202-2	Proportion of senior management hired from the local community	All members of our senior leadership team are residents of the United States, where 96% of our employees also reside. YETI has one additional senior leader responsible for the growth of our European Union segment who is a legal resident of the Netherlands.
GRI 203: INDIRECT ECONOMIC IMPACTS		
203-2	Significant indirect economic impacts	Removing Barriers to the WILD Restore the WILD Engage a New Generation of WILD Advocates
GRI 204: PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	We do not currently track the proportion of our spend on local suppliers.
GRI 205: ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	All our operations are assessed for anti-corruption and anti-bribery risks, as outlined in our Code of Business Conduct.
205-2	Communication and training about anti-corruption policies and procedures	Ethics & Compliance
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption to report.
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No incidents of anti-competitive behavior, anti-trust, or monopolistic practices to report.
GRI 301: MATERIALS		
103	Management Approach	Innovative Materials & Packaging
301-1	Materials used by weight or volume	We are currently calculating this information through ongoing analysis of our LCA results.
301-2	Recycled input material used	We are currently calculating this information through ongoing analysis of our LCA results.
GRI 302: ENERGY		
103	Management Approach	Measure to Manage
302-1	Energy consumption within the organization	5,117,008 kWh
302-2	Energy consumption outside of the organization	86,601,093 kWh. We used data from the Higg Facility Environmental Module and the Climate Neutral Brand Emissions Estimator to estimate the energy consumption for our finished goods suppliers.
302-3	Energy intensity	We do not currently calculate energy intensity for our organization.
302-4	Reduction of energy consumption	As we begin to implement energy efficiency and energy savings strategies, we plan to report relevant data in the future.
GRI 303: WATER AND EFFLUENCE		
303-1	Interactions with water as a shared resource	We plan to incorporate water use and water risk into our evolving environmental management strategy for our direct operations. Our Supplier Code of Conduct directs all YETI suppliers to comply with all national and local laws applicable to water use and wastewater discharge.
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	
303-4	Water discharge	
303-5	Water consumption	
GRI 304: BIODIVERSITY		
103	Management Approach	Restore the WILD
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	We plan to incorporate biodiversity risk and impacts into our evolving environmental management strategy for our direct operations.
304-2	Significant impacts of activities, products, and services on biodiversity	Restore the WILD
304-3	Habitats protected or restored	Restore the WILD
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We plan to incorporate biodiversity risk and impacts into our evolving environmental management strategy for our direct operations.

GRI 305: EMISSIONS		
103	Management Approach	Measure to Manage
305-1	Direct (Scope 1) GHG Emissions	Measure to Manage
305-2	Energy indirect (Scope 2) GHG Emissions	Measure to Manage
305-3	Other indirect (Scope 3) GHG emissions	Measure to Manage
305-4	GHG emissions intensity	We do not currently calculate emissions intensity for our organization.
305-5	Reduction of GHG emissions	As we begin to implement GHG emissions reduction strategies in our own operations and our extended supply chain, we plan to report relevant data in the future.
GRI 306: WASTE		
306-1	Waste generation and significant waste-related impacts	Sending Zero Waste to Landfill
306-2	Management of significant waste-related impacts	Sending Zero Waste to Landfill Building Circular Systems
306-4	Waste diverted from disposal	Sending Zero Waste to Landfill
GRI 307: ENVIRONMENTAL COMPLIANCE		
103	Management Approach	Measure to Manage
307-1	Non-compliance with environmental laws and regulations	No significant fines or non-monetary sanctions to report.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
103	Management Approach	Engaging Our Supply Chain
308-1	New suppliers that were screened using environmental criteria	Our Supplier Code of Conduct outlines our expectations for environmental compliance for all YETI suppliers.
GRI 401: EMPLOYMENT		
103	Management Approach	Engaging & Supporting Our YETIzens
401-1	New employee hires and employee turnover	As of October 2021, YETI has 792 full-time and part-time employees, 53% of whom identify as male and 47% as female. Of all our YETIzens, 96% are based in the United States and 4% are based outside the United States.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Engaging & Supporting Our YETIzens
401-3	Parental Leave	Engaging & Supporting Our YETIzens
GRI 402: LABOR/MANAGEMENT RELATIONS		
103	Management Approach	Engaging & Supporting Our YETIzens
402-1	Minimum notice periods regarding operational changes	Due to the nature and structure of our business, the notice period provided to our employees varies by team and department. We are aware of and respect local laws and regulations regarding notice period provided to our employees.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103	Management Approach	Ethics & Compliance Engaging & Supporting Our YETIzens Impact Through the Supply Chain
403-1	Occupational health and safety management system	Ethics & Compliance Engaging & Supporting Our YETIzens Impact Through the Supply Chain
403-2	Hazard identification, risk assessment, and incident investigation	YETI's Injury and Illness Prevention Program manual ("the Manual") guides our approach to protecting the health and well-being of all YETI employees. The Manual was designed to meet workplace safety requirements outlined by the Occupational Safety & Health Administration (OSHA) and the State of Texas' regulations, including workplace inspections, safety training, safe working practices, employee health services, and hazard communications. Our Supplier Code of Conduct outlines health and safety expectations for our suppliers as well. Part of our supplier audit program requires suppliers to show evidence of relevant health and safety policies and training for their employees.
403-5	Worker training on occupational health and safety	We provide all employees with appropriate health and safety training. Managers are responsible for ensuring that employees and guests under their supervision receive this training so they are fully informed about possible occupational health hazards and know how to work safely. Training includes our health and safety orientation for new employees and any additional training specific to the nature of hazards on the job. Employees must complete this training before they can work unsupervised. All new employees must attend the new employee orientation within the first month of employment.

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	YETI's Injury and Illness Prevention Program manual ("the Manual") guides our approach to protecting the health and well-being of all YETI employees. The Manual was designed to meet workplace safety requirements outlined by the Occupational Safety & Health Administration (OSHA) and the state of Texas' regulations, including: workplace inspections, safety training, safe working practices, employee health services, and hazard communications. Our Supplier Code of Conduct outlines health and safety expectations for our suppliers as well. Part of our supplier audit program requires suppliers to show evidence of relevant health and safety policies and training for their employees.
GRI 404: TRAINING AND EDUCATION		
103	Management Approach	Engaging & Supporting Our YETIzens
404-2	Programs for upgrading employee skills and transition assistance programs	Engaging & Supporting Our YETIzens
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
103	Management Approach	Diversity, Equity, & Inclusion (DE&I)
405-1	Diversity of governance bodies and employees	Governance Diversity, Equity, & Inclusion (DE&I)
405-2	Ratio of basic salary and remuneration of women to men	We conduct a pay equity analysis two times a year, ahead of the compensation planning processes. Our analysis identifies possible disparities in pay between employees doing similar jobs at a similar level, with particular focus on any adverse impacts on protected groups. For additional details, please refer to the Diversity, Equity, & Inclusion (DE&I) section of this report.
GRI 406: NON-DISCRIMINATION		
103	Management Approach	Diversity, Equity, & Inclusion (DE&I)
406-1	Incidents of discrimination and corrective actions taken	We investigate all claims of discrimination and harassment brought forward by our employees. For additional detail on how our employees can access our ethics hotline to report an instance of discrimination or harassment, please refer to the Ethics & Compliance section of this report.
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
103	Management Approach	Impact Through the Supply Chain
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Responsible Sourcing Guide and Permitted Sourcing Countries Risk Matrix inform our engagement strategy with suppliers, including how we monitor for risks to workers' right to freedom of association and collective bargaining. For more information, see the Impact Through the Supply Chain section of our report.
GRI 408: CHILD LABOR		
103	Management Approach	Impact Through the Supply Chain
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Responsible Sourcing Guide and Permitted Sourcing Countries Risk Matrix inform our engagement strategy with suppliers, including how we monitor for risks of child labor in our supply chain. For more information, see the Impact Through the Supply Chain section of our report.
GRI 409: FORCED OR COMPULSORY LABOR		
103	Management Approach	Impact Through the Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Responsible Sourcing Guide and Permitted Sourcing Countries Risk Matrix inform our engagement strategy with suppliers, including how we monitor for risks of forced or compulsory labor in our supply chain. For more information, see the Impact Through the Supply Chain section of our report.
GRI 412: HUMAN RIGHTS ASSESSMENT		
103	Management Approach	Impact Through the Supply Chain
412-1	Operations that have been subject to human rights reviews or impact assessments	We have not conducted human rights reviews or impact assessments of our operations. For more information on how we oversee human rights-related risks in our supply chain, see the Impact Through the Supply Chain section of our report.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Impact Through the Supply Chain
GRI 413: LOCAL COMMUNITIES		
103	Management Approach	Removing Barriers to the WILD Restore the WILD Engage a New Generation of WILD Advocates

413-1	Operations with local community engagement, impact assessments, and development programs	Removing Barriers to the WILD Restore the WILD Engage a New Generation of WILD Advocates
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
103	Management Approach	Impact Through the Supply Chain
414-1	New suppliers that were screened using social criteria	Impact Through the Supply Chain
GRI 416: PUBLIC POLICY		
415-1	Political contributions	We did not directly or indirectly make any political contributions during the reporting period.
GRI 416: CUSTOMER HEALTH AND SAFETY		
103	Management Approach	Safer Chemistry
416-1	Assessment of the health and safety impacts of product and service categories	Safer Chemistry Restricted Substances List
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	See indicator CG-TS-250a.1 in SASB table.
GRI 417: MARKETING AND LABELING		
103	Management Approach	Our Product Safety & Compliance team oversees YETI's process for ensuring that all YETI products and services comply with the applicable laws and regulations.
417-2	Incidents of non-compliance concerning product and service information and labeling	We did not have any instances of non-compliance concerning product and services marketing or labeling in the reporting year.
GRI 418: CUSTOMER PRIVACY		
103	Management Approach	Privacy Policy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents of customer privacy violations to report.
GRI 419: SOCIOECONOMIC COMPLIANCE		
419-1	Non-compliance with laws and regulations in the social and economic area	No incidents of non-compliance with laws or regulations in the social or economic area to report.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB provides a collection of industry-specific standards to help measure and communicate performance on ESG topics. We have included the following Index based on the SASB sector that most closely aligns with our business: Consumer Goods - Toys & Sporting Goods.

All data presented here is for the fiscal year ended January 2, 2021 unless otherwise noted. Inclusion of information in this Index should not be construed as a characterization of the materiality or financial impact of that information.

SASB INDEX

ACTIVITY METRICS

CG-TS-000.A	Annual Production	28,387,938 completed units
CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	YETI does not own or operate any manufacturing facilities. Many of our products are manufactured in the United States, the Philippines, Vietnam, Taiwan, Poland, China, Thailand, Mexico, and Malaysia.

CHEMICAL & SAFETY HAZARDS OF PRODUCTS

CG-TS-250a.1	Number of (1) recalls and (2) total units recalled	YETI issued one (1) voluntary recall of our YETI Rambler® 20 oz Travel Mugs with Stronghold Lid due to a defective component that posed injury and burn hazards to consumers. A total of 241,500 units were recalled and of those 14,506 units were sold to consumers. As of September 2021, we achieved a 95% recovery rate of recalled products sold to consumers. We redesigned the Stronghold Lid to remove the potential hazard.
CG-TS-250a.2	Number of Letters of Advice (LOA) received	0
CG-TS-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	YETI has had no monetary losses as a result of civil actions, regulatory proceedings, or criminal actions associated with product safety issues.
CG-TS-250a.4	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See YETI's Restricted Substances List

LABOR CONDITIONS IN THE SUPPLY CHAINS

CG-TS-430a.1.	Number of facilities audited to a social responsibility code of conduct.	During the reporting year (December 29, 2019 to January 2, 2021), YETI sent self-assessment questionnaires (SAQs) to our top 25 suppliers by spend. All suppliers who received a SAQ completed it, and YETI met with and reviewed the results with all 25 suppliers. In addition, YETI conducted audits for four new tier 1 suppliers during the reporting year.
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 2020, we audited four new tier 1 suppliers. Through the audit process, we identified several issues of noncompliance with our Supplier Code of Conduct and implemented Corrective Action Plans (CAPs) with those suppliers. At the time of publication, we have closed 89% of those CAPs.

MEMBERSHIPS & ASSOCIATIONS

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

ORGANIZATION	AREA OF FOCUS	RELATIONSHIP
Business for Social Responsibility	Global nonprofit business network dedicated to sustainability	Through our membership, we participate in the Clean Cargo Working Group
CEO Action for Diversity & Inclusion	Largest CEO-driven business coalition to advance diversity and inclusion in the workplace	CEO Signatory Member
Fair Labor Association	Collaborative effort of universities, civil society organizations, and companies dedicated to protecting workers' rights around the world	Category B Licensee
GreenBiz Executive Network	Peer-to-peer learning forum for sustainability executives	Member
Outdoor Industry Association	Membership organization for the outdoor industry	Founding signatory of Climate Action Corps (CAC) and member of the Sustainability Advisory Council
Plastic Impact Alliance	Organization of over 400 outdoor brands committed to ending single-use plastic in their businesses	Member
Sustainable Brands	Membership community of brand leaders focused on environmental and social challenges to drive innovation, business, and brand value	Member
Sustainable Packaging Coalition	Leading voice on sustainable packaging with a membership across the packaging value chain	Member
Textile Exchange	Global nonprofit focused on the preferred fiber and materials industry	Member
The Conservation Alliance	Coalition of outdoor industry companies that disburses its collective annual membership dues to grassroots environmental organizations	Member
Theodore Roosevelt Conservation Partner	Organization devoted to guaranteeing all Americans quality places to hunt and fish	Corporate Council Member

COMMUNITY PARTNERS

YETI is proud to work with these organizations and support their mission to unlock access and connection to the WILD for our consumers and communities. Additional partners may be found on the Our Partners page of our website.

American Rivers	James Beard Foundation
Austin Music Foundation	Keep the Tennessee River Beautiful
B4BC	LEE Initiative
Backcountry Hunters and Anglers	Les Dames d'Escoffier International
Big City Mountaineers	Looking Out Foundation
Bill Pickett Invitational Rodeo	MeWater Foundation
The Billfish Foundation	MusiCares
Billion Oyster Project	NIVA
Black Outside	NWTF
Bonefish & Tarpon Trust	Operation BBQ Relief
Boone and Crockett Club	Outdoor Alliance
Bring Music Home	Perfect Game Cares
Brown Folks Fishing	Pope & Young
Captains For Clean Water	Preservation Hall
Casting for Recovery	QDMA
Coastal Conservation Association	Rocky Mountain Elk Foundation
Code2College	Rocky Mountain Goat Alliance
Conservation International	SheJumps/SheFishes
Ducks Unlimited	Skate Like a Girl
Family Reunion	Southern Smoke Foundation
Folds of Honor	Support + Feed
Give A Note Foundation	Texas Wildlife Association
Good Work Austin	Thrive Outside
HAAM	Total Archery Challenge
Heroes and Horses	Western Sports Foundation
Hop Culture	Wild Sheep Foundation
Indifly	World Central Kitchen
International Game Fish Association	



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 January 2, 2021 and the Quarterly Report on Form 10-Q for the three months ended October 2, 2021, as such filings may be amended, supplemented or superseded from time to time by other reports YETI files with the SEC.

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

We use the standards and guidelines of the Global Reporting Initiative, Sustainability Accounting Standards Board industry-specific standards (and the Task Force on Climate-related Financial Disclosures) to inform our sustainability and ESG disclosures. Some of our ESG disclosures are included in our Annual Report to Stockholders covering YETI’s fiscal year ended January 2, 2021 (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.



YETI[®]

YETI HOLDINGS, INC.

YETI.com

7601 Southwest Parkway

Austin, TX 78735

©2021 YETI Holdings, INC. All Rights Reserved.