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The 2021 Global Citizenship & Sustainability Report is prepared according to Global Reporting Initiatives (GRI) Standards Core option. GRI is the most widely recognized framework for sustainability reporting.

GRI Standards

Disclosure Number	Disclosure Title	Response
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GRI 102: GENERAL DISCLOSURES

Organizational profile

102-1	Name of the organization	Yum! Inc. 2021 Form 10-K, Cover Page
102-2	Activities, brands, products, and services	Yum! does not intentionally sell items that are banned in individual markets. 2021 Form 10-K, pg. 3
102-3	Location of headquarters	Louisville, Kentucky 2021 Form 10-K, Cover Page
102-4	Location of operations	As of December 31, 2021, there were 53,424 restaurants in 157 countries and territories, 98% of which were franchised. 2021 Form 10-K, pg. 3
102-5	Ownership and legal form	Publicly traded company 2021 Form 10-K, Cover Page
102-6	Markets served	As of December 31, 2021, there were 53,424 restaurants in 157 countries and territories, 98% of which were franchised. 2021 Form 10-K, pg. 3
102-7	Scale of the organization	Total Number of Employees: 2021 Form 10-K, pg. 7 Total Number of Operations: 2021 Form 10-K, pg. 3 Net Revenues: 2021 Form 10-K, pg. 31 Quality of Products or Services Provided: 2021 Form 10-K, pgs. 3-7
102-8	Information on employees and other workers	Workforce Diversity Report Total Number of Employees: 2021 Form 10-K, pg. 7
102-9	Supply chain	Supplier Engagement & Due Diligence 2021 Form 10-K, pg. 6
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary Principle or approach	Yum! does not have an official policy as it pertains to the precautionary principle, but we do assess risks across our organization. Approach 2021 Form 10-K, pgs. 9-24
102-12	External initiatives	Approach > Stakeholder Engagement
102-13	Membership of associations	Approach > Stakeholder Engagement

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Disclosure Number	Disclosure Title	Response
Strategy		
102-14	Statement from senior decision-maker	Introduction > A Message from David Gibbs
102-15	Key impacts, risks, and opportunities	CDP Climate Change, 2022 Response CDP Water Security, 2022 Response CDP Forests, 2022 Response
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	Global Code of Conduct Supplier Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Global Code of Conduct Supplier Code of Conduct
Governance		
102-18	Governance structure	Approach > Corporate Governance 2022 Proxy Statement, pgs. 7-27
Stakeholder Engagement		
102-40	List of stakeholder groups	Approach > Stakeholder Engagement
102-41	Collective bargaining agreements	As of December 31, 2021, approximately 15% of employees reported to be represented by an independent trade union or covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Approach > Stakeholder Engagement
102-43	Approach to stakeholder engagement	Approach > Stakeholder Engagement
102-44	Key topics and concerns raised	Approach > Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2021 Form 10-K, pg. 3
102-46	Defining report content and topic Boundaries	Approach > Materiality
102-47	List of material topics	Approach > Materiality
102-48	Restatements of information	Yum! has no restatements of information in this reporting cycle.
102-49	Changes in reporting	Approach > Materiality
102-50	Reporting period	About this Report
102-51	Date of most recent report	July 2022
102-52	Reporting cycle	Annual

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Disclosure Number	Disclosure Title	Response
102-53	Contact point for questions regarding the report	Please send comments or questions about this report to citizenship@yum.com.
102-54	Claims of reporting in accordance with the GRI Standards	Approach > Reporting & Disclosure
102-55	GRI content index	2021 GRI Content Index
102-56	External assurance	Our GHG Emissions and Water Withdrawal for the year ending December 31, 2021 has been verified by an independent third-party accountant to be presented in accordance with the WRI/ WBCSD Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition for Scope 1 and 3 and the WRI/WBCSD Greenhouse Gas Protocol Scope 2 Guidance; an amendment to the GHG protocol Corporate Standard and the Water Withdrawal using attestation standards established by the American Institute of Certified Public Accountants (AICPA). View a copy of the report here . We do not currently seek external assurance for our report.

GRI 200: ECONOMIC

GRI 201: Economic Performance

103-1	Explanation of the material topic and its Boundary	2021 Form 10-K
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
201-1	Direct economic value generated and distributed	2021 Form 10-K, pg. 54
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change , 2022 Response CDP Water Security, 2022 Response CDP Forests, 2022 Response Task Force on Climate-related Financial Disclosures (TCFD) report. See the TCFD report here .

GRI 205: Anti-corruption

103-1	Explanation of the material topic and its Boundary	Yum!'s success is built on the integrity and high ethical standards of our employees. Our Global Code of Conduct is the foundation for the way that we conduct ourselves and do business throughout the world. Every year, our board of directors and Yum!'s 2,000 most senior employees must certify in writing that they have read and understand the code and compile a conflicts of interest questionnaire. The code is available online in seven languages. People > Ethics & Human Rights Global Code of Conduct Supplier Code of Conduct
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during 2021.

GRI 206: Anti-competitive Behavior

103-1	Explanation of the material topic and its Boundary	Global Code of Conduct 2021 Form 10-K, pg. 7
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions were taken for anti-competitive behavior, anti-trust or monopoly practices during 2021.

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GRI 300: ENVIRONMENTAL

GRI 301: Materials

103-1	Explanation of the material topic and its Boundary	Yum!'s sustainable sourcing policies seek to encourage the production of sustainable raw materials that support the environment and the communities that supply them. Our company is focused on eliminating deforestation in our global supply chains through key commodities of palm oil, paper, beef and soy, as well as encouraging the more responsible use and production of plastics to benefit the planet.
103-2	The management approach and its components	Approach > Citizenship & Sustainability Goals
103-3	Evaluation of the management approach	Planet > Climate Action > Supply Chain; Sustainable Packaging and Waste Reduction CDP Forests 2021 Response Global Forest Stewardship Policy Palm Oil Policy Paper-based Packaging Sourcing Policy Sustainable Packaging Policy
301-2	Recycled input materials used	As part of our approach to sustainable materials, we encourage the use of recycled sources of material in packaging and servicewares as feasible and as allowed by local regulations. Most of these are either fiber or plastic-based and a directional estimate of used recycled input materials is provided below for each category. We collect this data as part of our annual sustainability survey and will continue to refine our data collection process. Fiber from recycled sources: 35% Plastic resins from recycled sources: 16% Planet > Sustainable Packaging and Waste Reduction

GRI 302: Energy

103-1	Explanation of the material topic and its Boundary	Approach > Citizenship & Sustainability Goals Planet > Climate Action
103-2	The management approach and its components	CDP Climate Change 2022 Response Statement of Greenhouse Gas Emissions and Water Withdrawal
103-3	Evaluation of the management approach	

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302-1 Energy consumption within the organization

	Consumption from Renewable Sources	Consumption from Non-Renewable Sources	Total Consumption
Consumption of Fuel (MWh)	0	171,820	171,820
Consumption of purchased or acquired electricity (MWh)	109,953	164,831	274,784
Consumption of purchased or acquired heat (MWh)	0	146	146
Consumption of purchased or acquired steam (MWh)	0	0	0
Consumption of purchased or acquired cooling (MWh)	0	0	0
Consumption of self-generated non-fuel renewable energy (MWh)	511	0	511
Total energy consumption (MWh)	110,464	336,797	447,261
Total energy consumption (GJ)	397,670	1,212,469	1,610,139
Total percentage of renewable energy vs. non-renewable energy	25%	75%	

Renewable sources include PPA/ RECs, solar installations and estimations from grid renewables. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.

Total energy consumption by country within the organization is as follows:

Country	Consumption of Electricity	Consumption of Fuel	Total Energy Consumption
	MWh	MWh	MWh
Australia	21,327	2,024	23,351
Canada	615	291	906
France	102	20	122
Germany	106	0	106
India	5,972	3,331	9,303
Italy	78	37	115
Netherlands	220	104	324
Russian Federation	21,906	661	22,567
Singapore	246	0	246
South Africa	14,461	910	15,371
Spain	103	48	151
Thailand	78	0	78
United Arab Emirates	233	110	343
United Kingdom	24,901	3,988	28,889
United States	184,819	160,381	345,200
Vietnam	128	61	189

302-2 Energy consumption outside of the organization

Total energy consumption for franchise restaurants is estimated to be 46,925,503 GJ. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.

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Disclosure Number	Disclosure Title	Response
302-3	Energy intensity	Based on the total energy consumed for company-owned and franchise restaurants (including company offices), the energy intensity ratio is 923.5 GJ/restaurant. This includes all types of energy that we use.
302-4	Reduction of energy consumption	The anticipated annual quantity of reductions in energy consumption that will be achieved as a result of conservation and efficiency measures are 1,109,426 GJ. This includes company-owned and franchise restaurants and includes all types of energy that we use. This estimation does not include materialized savings realized from activities contributing to savings from prior years. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.

GRI 303: Water & Effluents

103-1	Explanation of the material topic and its Boundary	Approach > Citizenship & Sustainability Goals Planet > Water
103-2	The management approach and its components	CDP Water Security 2022 Response Statement of Greenhouse Gas Emissions and Water Withdrawal
103-3	Evaluation of the management approach	
303-1	Interactions with water as a shared resource	Planet > Water CDP Water Security 2022 Response
303-2	Management of water discharge-related impacts	CDP Water Security 2022 Response
303-3	Water withdrawal	Total company withdrawals for the reporting year are estimated to be 2,434.77 ML. This includes withdrawals by the Habit Burger for the first time as well as corporate offices. All material withdrawals are from freshwater, third-party systems. Total water withdrawal for company locations located in water-stressed areas, as defined by WRI Aqueduct, is estimated to be 495.6 ML. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Water Security 2022 Response.
303-4	Water discharge	Total company discharges for company locations for the reporting year are estimated to be 2,069.66 ML. Material discharges to third-party water systems are estimated to be 1,217.4 ML and discharges to groundwater are 852.16 ML. Total water discharges for company locations located in water-stressed areas, as defined by WRI Aqueduct, are estimated to be 247.8 ML to third-party water systems and 173.4 ML to groundwater. Groundwater discharges are for irrigation. Discharges are fresh water. We seek to follow all local laws and regulations for frequency of monitoring, should it be required. Restaurants are designed to produce discharges of an acceptable quality for treatment by municipal facilities. Municipalities test discharge according to their regulations. Adherence to local laws is typically controlled by regulatory permits. The organization was not subject to any material penalties relating to wastewater regulations in the reporting year. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Water Security 2022 Response.
303-5	Water consumption	Total company water consumption for the reporting year is estimated to be 365.21 ML. Total consumption for company locations in water-stressed areas, as defined by WRI Aqueduct, is estimated to be 74.3 ML. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Water Security 2022 Response.

GRI 305: Emissions

103-1	Explanation of the material topic and its Boundary	Approach > Citizenship & Sustainability Goals Planet > Climate Action
103-2	The management approach and its components	CDP Climate Change 2022 Response
103-3	Evaluation of the management approach	

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305-1 Direct (Scope 1) GHG emissions

Gross Direct (Scope 1) GHG emissions: 39,012.56 MT CO₂e (location based), CDP Climate Change 2022 Response
 GHG emissions include four of the seven greenhouse gases covered by the Kyoto Protocol – carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), nitrogen trifluoride (NF₃) and sulphur hexafluoride (SF₆) emissions are not included in our reporting, as we do not use coolants that generate these greenhouse gases. Biogenic carbon is not relevant to our Scope 1 GHG emissions. Source emission factors can be viewed in our [Statement of Greenhouse Gas Emissions and Water Withdrawal](#). For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.

Location Based Scope 1 emissions by country are as follows (mtCO₂e):

Country	Scope 1
Australia	894.20
Canada	156.23
France	186.94
Germany	118.66
India	841.88
Italy	50.26
Netherlands	63.72
Russian Federation	682.61
Singapore	104.05
South Africa	1,267.34
Spain	112.74
Thailand	4.78
United Arab Emirates	123.84
United Kingdom	2,424.20
United States	31,866.20
Vietnam	114.91

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305-2	Energy indirect (Scope 2) GHG emissions	<p>Gross Indirect (Scope 2) GHG emissions: 117,621.18 MT CO₂e (location based), CDP Climate Change 2022 Response Gross Indirect (Scope 2) GHG emissions: 112,665.22 MT CO₂e (market based), CDP Climate Change 2022 Response GHG emissions include four of the seven greenhouse gases covered by the Kyoto Protocol – carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). Per the GHG Protocol, biogenic emissions are omitted since grid factors are used. Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawal. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.</p> <p>Scope 2 emissions by country are as follows (mtCO₂e):</p> <table border="1"> <thead> <tr> <th>Country</th> <th>Scope 2 (location based)</th> <th>Scope 2 (market based)</th> </tr> </thead> <tbody> <tr><td>Australia</td><td>14,317.04</td><td>14,317.04</td></tr> <tr><td>Canada</td><td>79.85</td><td>79.85</td></tr> <tr><td>France</td><td>5.50</td><td>5.98</td></tr> <tr><td>Germany</td><td>36.68</td><td>62.37</td></tr> <tr><td>India</td><td>4,336.28</td><td>4,336.28</td></tr> <tr><td>Italy</td><td>22.36</td><td>35.84</td></tr> <tr><td>Netherlands</td><td>81.23</td><td>99.33</td></tr> <tr><td>Russian Federation</td><td>8,227.89</td><td>8,227.89</td></tr> <tr><td>Singapore</td><td>95.12</td><td>95.12</td></tr> <tr><td>South Africa</td><td>13,544.24</td><td>13,544.24</td></tr> <tr><td>Spain</td><td>20.42</td><td>29.37</td></tr> <tr><td>Thailand</td><td>36.27</td><td>36.27</td></tr> <tr><td>United Arab Emirates</td><td>117.89</td><td>117.89</td></tr> <tr><td>United Kingdom</td><td>5,239.19</td><td>7,868.75</td></tr> <tr><td>United States</td><td>71,377.61</td><td>63,725.39</td></tr> <tr><td>Vietnam</td><td>83.61</td><td>83.61</td></tr> </tbody> </table>	Country	Scope 2 (location based)	Scope 2 (market based)	Australia	14,317.04	14,317.04	Canada	79.85	79.85	France	5.50	5.98	Germany	36.68	62.37	India	4,336.28	4,336.28	Italy	22.36	35.84	Netherlands	81.23	99.33	Russian Federation	8,227.89	8,227.89	Singapore	95.12	95.12	South Africa	13,544.24	13,544.24	Spain	20.42	29.37	Thailand	36.27	36.27	United Arab Emirates	117.89	117.89	United Kingdom	5,239.19	7,868.75	United States	71,377.61	63,725.39	Vietnam	83.61	83.61
Country	Scope 2 (location based)	Scope 2 (market based)																																																			
Australia	14,317.04	14,317.04																																																			
Canada	79.85	79.85																																																			
France	5.50	5.98																																																			
Germany	36.68	62.37																																																			
India	4,336.28	4,336.28																																																			
Italy	22.36	35.84																																																			
Netherlands	81.23	99.33																																																			
Russian Federation	8,227.89	8,227.89																																																			
Singapore	95.12	95.12																																																			
South Africa	13,544.24	13,544.24																																																			
Spain	20.42	29.37																																																			
Thailand	36.27	36.27																																																			
United Arab Emirates	117.89	117.89																																																			
United Kingdom	5,239.19	7,868.75																																																			
United States	71,377.61	63,725.39																																																			
Vietnam	83.61	83.61																																																			
305-3	Other indirect (Scope 3) GHG emissions	<p>Other indirect (Scope 3) GHG emissions: 35,035,897.53 MT CO₂e (market based), CDP Climate Change 2022 Response This total is comprised of the applicable category totals as follows:</p> <ul style="list-style-type: none"> • Purchased Goods and Services (Food, Cooking Oil, Plastic Service Wares, Fiber-Based Packaging): 26,605,773.46 MT CO₂e • Franchisees (Buildings Scope 1 and 2, market based): 6,887,461.16 MT CO₂e • Upstream Transportation and Distribution: 218,554.47 MT CO₂e • Waste Generated in Operations: 774,515.56 MT CO₂e • Downstream Transportation and Distribution: 544,413.78 MT CO₂e • End of Life Treatment of Sold Products: 2,456.50 MT CO₂e • Business Travel: 2,422.60 MT CO₂e <p>GHG emissions include four of the seven greenhouse gases covered by the Kyoto Protocol – carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), nitrogen trifluoride (NF₃) and sulphur hexafluoride (SF₆) emissions have been omitted from our reporting, as we do not generate material quantities of these greenhouse gases. Biogenic emissions, included in the totals above, resulting from Waste Generated in Operations and End of Life Treatment, are estimated at 63,688 MT CO₂e. Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawal. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.</p>																																																			

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Disclosure Number	Disclosure Title	Response
305-4	GHG emissions intensity	GHG emissions intensity, metric 1: 0.000070 MT CO2e per unit total company sales for Scope 1 and 2 emissions GHG emissions intensity, metric 2: 132 MT CO2e per restaurant (based on average restaurant count for the reporting year) Scope 1 and 2 emissions, including office support emissions (market based) For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response.
305-5	Reduction of GHG emissions	The anticipated annual quantity of reductions in GHG emissions that will be achieved as a result of conservation and efficiency measures implemented during the reporting year was 976,228 MT CO2e. This includes equity and franchise restaurants and includes all resulting gases. This estimate does not include materialized savings realized from activities contributing to savings from prior years. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2022 Response .
305-6	Emissions of ozone-depleting substances (ODS)	We do not produce ozone depleting substances (ODS). However, we do use refrigeration and air conditioning that contains ODS, and as while the equipment is operating according to manufacturer specifications, small amounts of leakage does occur. We estimate the following: <ul style="list-style-type: none"> • Scope 1 HFC: 4,871.56 MT • Scope 2 HFC: not applicable • Scope 3 HFC (franchise restaurants): 449,443.00 MT Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawal .
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	The release of nitrous oxide and methane are calculated and included in our total MT CO2e calculations. The mass of these gases are estimated to be as follows: <ul style="list-style-type: none"> • Scope 1 CH4: 0.63 MT • Scope 2 CH4: 6.99 MT • Scope 3 CH4: 180.75 MT • Scope 1 N2O: 0.07 MT • Scope 2 N2O: 1.52 MT • Scope 3 N2O: 57.03 MT Perfluorocarbons (PFCs), nitrogen trifluoride (NF3) and sulphur hexafluoride (SF6) emissions is not included in our reporting, as we do not knowingly generate material quantities of these greenhouse gases. Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawal .
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Approach > Citizenship & Sustainability Goals Planet > Sustainable Packaging and Waste Reduction
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
306-1	Waste generation and significant waste-related impacts	Planet > Sustainable Packaging & Waste Reduction
306-2	Management of significant waste-related impacts	Planet > Sustainable Packaging & Waste Reduction

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Disclosure Number	Disclosure Title	Response
306-3	Waste generated	<p>The collection of data regarding waste is challenging, and estimates provided are based on sample data submitted by the Australia, Canada, France, India, Japan, Mexico, Taiwan, Thailand, United Kingdom, and United States business units and extrapolated, on a per-restaurant average basis, to provide a global view. The total weight of nonhazardous waste removed from restaurants, both company-owned and franchised, is an estimated 2,530,710 MT. We do not generate material quantities of hazardous waste. It does not account for products and packaging intended for consumer consumption outside of the restaurants. Although there is variation between brands and geographic localities, our analysis yields the following order of magnitude divisions, based on percentages, of generated waste from within restaurants. Variations in totals are expected year-over-year as refinement of methodology occurs.</p> <ul style="list-style-type: none"> • Organic waste: 1,012,284 MT (40%) • Corrugated cardboard: 379,607 MT (15%) • Paper packaging and other paper: 379,607 MT (15%) • Mixed plastics: 379,607 MT (15%) • Used cooking oil: 253,071 MT (10%) • Other: 126,636 MT (5%) <p>Planet > Sustainable Packaging & Waste Reduction</p>
306-4	Waste diverted from disposal	<p>The collection of data regarding waste diverted from disposal is challenging, and estimates are limited to data samples submitted by the Australia, Canada, France, India, Japan, Mexico, Taiwan, Thailand, United Kingdom, and United States business units. This data has not been extrapolated due to the extreme variation in global diversion infrastructure. The total weight of non-hazardous waste diverted in those markets is estimated to be 284,767 MT with a total diversion rate of about 21%. This does not include diverted waste from other markets, although it is known to occur. We do not generate material quantities of hazardous waste. It does not account for products and packaging intended for consumer consumption outside of the restaurants. The recovery options include the following:</p> <ul style="list-style-type: none"> • Recycling: 254,271 MT • Biofuel and/or animal feed: 31,898 MT • Food donation (in markets listed above): 1,598 MT <p>Planet > Sustainable Packaging & Waste Reduction</p>

GRI 308: Supplier Environmental Assessment

103-1	Explanation of the material topic and its Boundary	Planet > Climate > Supply Chain Yum! Global Forest Stewardship Policy
103-2	The management approach and its components	Yum! Palm Oil Policy
103-3	Evaluation of the management approach	Yum! Paper-based Packaging Sourcing Policy CDP Forests, 2022 Response
308-2	Negative environmental impacts in the supply chain and actions taken	Planet > Forest Stewardship, pg. 36 CDP Forests, 2022 Response

GRI 400: SOCIAL

GRI 401: Employment

103-1	Explanation of the material topic and its Boundary	People, pgs. 15-23 Food > Food Safety, pg. 26
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

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Disclosure Number	Disclosure Title	Response
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Yum! and our franchisees offer restaurant employees a range of medical benefits, childcare discounts, educational scholarships and tuition reimbursement, and gym discounts, as well as training and development opportunities. Our corporate above-restaurant employees benefit from a total rewards package that includes wellness programs, flexible working hours, a generous 401(k) match and more. Most of the employee programs and benefits are applicable in the U.S. Internationally, benefits are tailored by market and role.
GRI 402: Labor/Management Relations		
103-1	Explanation of the material topic and its Boundary	Yum! is committed to maintaining a work environment that respects and supports human rights around the world. Our ethics and compliance program, based on our Global Code of Conduct, demands the highest ethical standards in all of our operations globally. This policy applies to all directors, officers and employees of Yum!, as well as to our international agents, consultants, joint venture partners and any other third-party representatives acting on our behalf. We respect the right of all employees to associate or not to associate with any group, as permitted by applicable laws and regulations. We require compliance with all local labor laws in every market where we operate. We have and will continue to partner with various stakeholders to collect input and help guide our human rights efforts.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	Yum! Human Rights & Labor Policy Global Code of Conduct
402-1	Minimum notice periods regarding operational changes	We require our franchisees to fully comply with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes.
GRI 403: Occupational Health & Safety		
103-1	Explanation of the material topic and its Boundary	It is Yum!'s policy to maintain a professional, safe work environment. Suppliers are also expected to provide their employees with safe and healthy working conditions.
103-2	The management approach and its components	Food > Food Safety Global Code of Conduct , pg. 22
103-3	Evaluation of the management approach	
403-1	Occupational health and safety management system	Food > Food Safety Global Code of Conduct , pg. 22
403-2	Hazard identification, risk assessment, and incident investigation	Food > Food Safety Global Code of Conduct , pg. 22
403-3	Occupational health services	Food > Food Safety Global Code of Conduct , pg. 22
403-4	Worker participation, consultation, and communication on occupational health and safety	Food > Food Safety Global Code of Conduct , pg. 22
403-5	Worker training on occupational health and safety	Food > Food Safety Global Code of Conduct , pg. 22
403-6	Promotion of worker health	People > Employee Wellbeing
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Food > Food Safety Global Code of Conduct , pg. 22
403-8	Workers covered by an occupational health and safety management system	All company restaurants are governed by safety standards and employees undertake training on those standards.

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GRI 404: Training & Education

103-1	Explanation of the material topic and its Boundary	We sustain our winning culture by recruiting the best people and developing their potential. No matter where employees are within our organization or in their careers, continuing development is an important focus. We are proud to help restaurant employees develop skills and capabilities on the job, further their education and build successful careers. In addition to providing corporate employees with robust development plans, programs and learning platforms, we invest in them by providing meaningful roles and challenging opportunities. People > Unlocking Opportunity
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
404-2	Programs for upgrading employee skills and transition assistance programs	People > Unlocking Opportunity

GRI 405: Diversity & Equal Opportunity

103-1	Explanation of the material topic and its Boundary	Citizenship > Corporate Governance > Board Diversity, pg. 9 People > Equity, Inclusion & Belonging, Social Purpose, pgs. 17-20
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

405-1 Diversity of governance bodies and employees

Gender	Percent Female	Percent Male
Board of Directors	42%	58%
Executive	36%	64%
Leadership	42%	48%
Management (Restaurant and Above>Restaurant)	47%	52%
Non>Management (Above Restaurant)	56%	44%
Non>Management (Restaurant)	51%	39%

Sums may be less than 100% due to employee populations not reporting

Age Group	Percent Under 30	Percent 30>50	Percent over 50
Board of Directors	0%	0%	100%
Total Employees	59%	32%	9%
Above Restaurant	15%	67%	17%
Restaurant	66%	27%	7%

Sums may be less than 100% due to employee populations not reporting

405-2	Ratio of basic salary and remuneration of women to men	At Yum!, we are committed to paying our employees fairly and equitably. Our pay practices are grounded in market-competitive and performance-based principles to attract, retain and reward world-class talent. We leverage tools and processes to establish equitable pay decisions, including salary ranges and bonus targets by level, objective performance goals and ratings, and clear guidelines for merit increases, bonuses and long-term incentives tied to performance. In the U.S., where a significant portion of our population resides, we run an annual statistical regression analysis to establish that pay disparities by gender and ethnicity do not exist. Taking into account all job- and performance-related factors used in making pay decisions, the analysis finds we do not have any statistically significant variances in pay for any gender or ethnic group. We are committed to continuing to review and refine our practices and processes to establish we are rewarding our employees fairly.
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Disclosure Number	Disclosure Title	Response
GRI 407: Freedom of Association & Collective Bargaining		
103-1	Explanation of the material topic and its Boundary	We respect the right of all employees to associate or not to associate with any group as permitted by applicable laws and regulations. Suppliers must respect the rights of workers to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference.
103-2	The management approach and its components	Yum! Human Rights & Key Supply Chain Commitments Policy
103-3	Evaluation of the management approach	Yum! Human Rights & Labor Practices Policy Global Code of Conduct Supplier Code of Conduct
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employees and suppliers who have any concerns can report those concerns to our independent, third-party system called the "Speak Up Helpline".
GRI 409: Forced or Compulsory Labor		
103-1	Explanation of the material topic and its Boundary	Fair employment practices do more than keep Yum! in compliance with applicable labor and employment laws. They help us attract and retain the best talent for our workforce. Yum! is committed to not using forced or compulsory labor. Suppliers are also required to follow this policy.
103-2	The management approach and its components	People > Ethics & Human Rights Yum! Human Rights & Key Supply Chain Commitments Policy
103-3	Evaluation of the management approach	Yum! Human Rights & Labor Practices Policy Global Code of Conduct Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Fair employment practices do more than keep Yum! in compliance with applicable labor and employment laws. They help us attract and retain the best talent for our workforce. Yum! is committed to not using forced or compulsory labor. Suppliers are also required to follow this policy. We do not view our company operations as having significant risk for incidents related to not following this policy. People > Ethics & Human Rights Yum! Human Rights & Key Supply Chain Commitments Policy Yum! Human Rights & Labor Practices Policy Global Code of Conduct Supplier Code of Conduct
GRI 412: Human Rights Assessment		
103-1	Explanation of the material topic and its Boundary	People > Ethics & Human Rights Yum! Human Rights & Key Supply Chain Commitments Policy
103-2	The management approach and its components	Yum! Human Rights & Labor Practices Policy Global Code of Conduct
103-3	Evaluation of the management approach	Supplier Code of Conduct
412-2	Employee training on human rights policies or procedures	The total number of hours devoted to training and communications on issues relating to human rights and the treatment of individuals by Yum! was estimated to be approximately 65,000 in the reporting year. Employees, franchisees and suppliers participated.

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Disclosure Number	Disclosure Title	Response
GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	People > Brand Community Impact
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
413-1	Employee training on human rights policies or procedures	People > Brand Community Impact
GRI 414: Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	People > Ethics & Human Rights Food > Food Safety
103-2	The management approach and its components	Yum! Human Rights & Key Supply Chain Commitments Policy Yum! Human Rights & Labor Practices Policy
103-3	Evaluation of the management approach	Global Code of Conduct Supplier Code of Conduct
414-1	New suppliers that were screened using social criteria	Our first priority is to maintain an industry-leading, safe, high-quality food supply from farm to fork. Our vision is to deliver to society "Trust in Every Bite." To achieve this, we have strong food safety management systems in place to evaluate each step of the supply chain. We utilize internationally recognized industry standards and Yum! food safety standards in tandem. These standards address areas where key risk factors exist, such as employee health and hygiene, product handling, product temperature management, cross-contamination and more. Since 2016, Yum! has conducted more than 578,400 restaurant food safety audits. In 2021, 80% of Yum! Tier 1 suppliers required a food safety audit, of which 99% were audited and achieved on 98% performance.
GRI 415: Public Policy		
103-1	Explanation of the material topic and its Boundary	We believe that it is important to discuss policies that may impact our business operations, franchisees, industry and stakeholders. We adhere to all applicable laws that govern our interactions with public officials as well as our own Code of Conduct.
103-2	The management approach and its components	Global Code of Conduct Political Contributions & U.S. Government Advocacy Policy
103-3	Evaluation of the management approach	
415-1	Political Contributions	We believe that it is important to openly discuss policies that may impact our business operations, franchisees, industry and stakeholders. We adhere to all applicable laws that govern our interactions with public officials as well as our own Code of Conduct. Direct political contributions made by our PAC (January 1 - December 31, 2021) totaled \$34,500. For detailed information regarding the contributions, please visit the Federal Election Commission website.

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Disclosure Number	Disclosure Title	Response
GRI 416: Customer Health & Safety		
103-1	Explanation of the material topic and its Boundary	Food
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
416-1	Assessment of the health and safety impacts of product and service categories	Our first priority is to maintain an industry-leading, safe, high-quality food supply from farm to fork. Our vision is to deliver to society "Trust in Every Bite." To achieve this, we have strong food safety management systems in place to evaluate each step of the supply chain. We utilize internationally recognized industry standards and Yum! food safety standards in tandem. These standards address areas where key risk factors exist, such as employee health and hygiene, product handling, product temperature management, cross-contamination and more. Since 2016, Yum! has conducted more than 578,400 restaurant food safety audits. In 2021, 80% of Yum! Tier 1 suppliers required a food safety audit, of which 99% were audited and achieved on 98% performance.
GRI 417: Marketing & Labeling		
103-1	Explanation of the material topic and its Boundary	Yum! is committed to following all laws and providing guests with accurate information. Customers rely on that information to make decisions on where to dine as well as to make menu selections. Promoting transparency about our food empowers the customer to make personal choices. We follow U.S. and international guidelines to avoid marketing to children and are committed to our goal of limiting marketing communication to children under 12.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
417-3	Incidents of non-compliance concerning marketing communications	In 2021, there were two incidences of non-compliance concerning marketing communications at KFC resulting in a warning. They did not result in a fine.
GRI 418: Customer Privacy		
103-1	Explanation of the material topic and its Boundary	Yum! understands that in today's digital environment, customer and employee privacy is important and we are committed to treating personal information with care. We invest significantly in tools, systems and people to help keep information secure as threats continue to evolve.
103-2	The management approach and its components	Yum! Privacy Policy Global Code of Conduct
103-3	Evaluation of the management approach	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Yum! maintains a program to address potential security and privacy incidents. The program includes processes to meet notification or other reporting obligations under applicable local laws. During the reporting year, Yum! received seven substantiated complaints regarding breaches of customer privacy from outside parties, with six of those complaints originating from regulatory bodies. None resulted in the leak, theft or loss of customer data.