






PEOPLE 2019 Performance Summary

		Goal	Status
Culture & Talent	Create a culture of engagement that attracts, retains and grows the best people and creates high performance in our restaurants.	Measure Yum! Brands' employee engagement.	In 2019, we launched an enhanced global employee engagement survey to all corporate employees, and results showed a 90% engagement level. Yum! outperformed benchmarked companies with engagement among Yum! employees in the 95th percentile.
		Provide Yum! Brands' employees with training and development that builds world-class leaders and business results. 	More than 33,000 employees participated in training programs in 2019, including our leadership development program, Heartstyles, and unconscious bias program, Inclusive Leadership, as well as on compliance policies, including our Code of Conduct, with more than 2 million corporate training hours logged.
Equity, Inclusion & Belonging	Build an inclusive culture among our employees, franchisees, suppliers and partners to reflect the diversity of our customers and communities.	Continue building upon ongoing inclusion efforts to help ensure our workplaces are environments where all people can be successful.	Launched the Yum! Unlocking Opportunity Initiative with an investment of \$100 million over the next five years to fight inequality for employees and communities around the globe with a focus on three key areas, one of which is Equity, Inclusion and Belonging.
		 Significantly increase the number of women in senior leadership globally and achieve gender parity in leadership globally by 2030 in alignment with Paradigm for Parity®.	Aligned with the Paradigm for Parity®, a coalition of companies working to increase the number of women in senior operating roles. In 2019, 40% of global leadership roles were held by women, and half of our global workforce were women.
		Significantly increase diverse representation of underrepresented minorities in the U.S. among corporate employees. 	Increased focus on coaching capability, sponsorship programs and customized individual development plans. Joined We Are All Human's Hispanic Promise, a national pledge to hire, promote, retain and celebrate Hispanics in the workplace.
		Continue rolling out Inclusive Leadership training and anti-racism training across our system, including company-owned and franchise restaurants.	Continued expanding our Inclusive Leadership training to employees and franchisees around the world and started to develop an online module of the program to help provide more access to the curriculum.
Community & Philanthropy	Support global initiatives related to hunger relief, literacy and youth education, as well as nonprofits near our hometown headquarters.	Donate food, funds, time and talent to help local and global communities. 	Our global organization donated \$66 million in 2019, supporting brand efforts such as the KFC Foundation, Pizza Hut's BOOK IT! program and the Taco Bell Foundation's Live Más Scholarship. We also donated 5.95 million pounds of food through our Harvest program.
Ethics & Human Rights	Hold our employees, franchisees and suppliers to the highest standards of professional and ethical conduct.	Remain committed to our Global Code of Conduct and Supplier Code of Conduct, which addresses guidelines for working conditions consistent with frameworks such as those of the International Labour Organization (ILO) and the United Nations Guiding Principles on Human Rights. 	<ul style="list-style-type: none"> Tracked about 140,000 hours of training on issues related to human rights policies and the ethical treatment of individuals in our system. Established global membership with Sedex, one of the world's leading ethical trade membership organizations that works with business to improve working conditions in global supply chains, to further strengthen our existing supply chain auditing capabilities with focus on human rights and labor practices.