The 2019 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

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRI 102: GENERAL DISCLOSURES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Organizational profile</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-1</td>
<td>Name of the organization</td>
<td>Yum! Brands, Inc.</td>
</tr>
<tr>
<td>102-2</td>
<td>Activities, brands, products, and services</td>
<td>Yum! does not intentionally sell items that are banned in individual markets.</td>
</tr>
<tr>
<td>102-3</td>
<td>Location of headquarters</td>
<td>Louisville, Kentucky</td>
</tr>
<tr>
<td>102-4</td>
<td>Location of operations</td>
<td>As of December 31, 2019, there were 50,150 restaurants in 152 countries and territories.</td>
</tr>
<tr>
<td>102-5</td>
<td>Ownership and legal form</td>
<td>Publicly traded company</td>
</tr>
<tr>
<td>102-6</td>
<td>Markets served</td>
<td>As of December 31, 2019, there were 50,150 restaurants in 152 countries and territories.</td>
</tr>
</tbody>
</table>
| 102-7 | Scale of the organization | Total Number of Employees: [2019 Form 10-K, pg. 7](#) 
Total Number of Operations: [2019 Form 10-K, pg. 3](#) 
Net Revenues: [2019 Form 10-K, pg. 24](#) 
Quality of Products or Services Provided: [2019 Form 10-K, pgs. 3-7](#) | |
| 102-8 | Information on employees and other workers | Workforce Diversity Report | [2019 Form 10-K, pg. 7](#) |
| 102-9 | Supply chain | | [2019 Form 10-K, pg. 5](#) |
| 102-10 | Significant changes to the organization and its supply chain | On March 18, 2020, we completed the acquisition of The Habit Burger Grill, whose operations will be included in future reporting cycles. | |
| 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 - Risk & Issue Management, pg. 6 | [2019 Form 10-K, pgs. 7-18](#) |
| 102-12 | External initiatives | Alliance on Foodborne Illness 
Better Buildings Alliance 
CDC Antimicrobial Resistance Challenge 
CEO Action for Diversity & Inclusion 
Dairy Sustainability Alliance 
Food Waste Reduction Alliance 
Multi-Cultural Foodservice & Hospitality Alliance 
New York Declaration on Forests 
NextGen Consortium 
MIT Solve 
One Health 
Paradigm for Parity 
Roundtable on Sustainable Palm Oil 
Sustainable Packaging Coalition 
Sustainable Palm Oil 
The Consortium 
The Paper Cup Recovery and Recycling Group 
U.S. Green Building Council’s Leadership in Energy and Environmental Design 
U.S. Roundtable for Sustainable Poultry & Eggs 
U.S. Roundtable on Sustainable Beef 
We Are All Human – The Hispanic Promise 
Women’s Foodservice Forum 
World Resources Institute 
World Wildlife Fund | |
<p>| 102-13 | Membership of associations | Trade Association and Policy-Based Organization Support Approach - Stakeholder Engagement, pg. 8 | |</p>
<table>
<thead>
<tr>
<th>Strategy</th>
<th>102-14</th>
<th>A Message From David Gibbs, pg. 4</th>
</tr>
</thead>
</table>
| Key impacts, risks, and opportunities | 102-15 | CDP Climate Change, 2020 Response  
CDP Water Security, 2020 Response  
CDP Forests, 2020 Response  
People 2019 Performance Summary, pg. 17  
Food 2019 Performance Summary, pg. 23  
Planet 2019 Performance Summary, pg. 30 |
| Ethics and Integrity | 102-16 | Global Code of Conduct  
Supplier Code of Conduct |
| Key impacts, risks, and opportunities | 102-17 | Global Code of Conduct  
Supplier Code of Conduct |
| Governance | 102-18 | Approach · ESG Governance, pg. 6  
2020 Proxy Statement, pgs. 24-25 |
| Stakeholder Engagement | 102-40 | Approach · Stakeholder Engagement, pg. 8 |
| List of stakeholder groups | 102-41 | As of December 31, 2019, approximately 1.7% of employees reported to be represented by an independent trade union or covered by collective bargaining agreements. |
| Collective bargaining agreements | 102-42 | Approach · Stakeholder Engagement, pg. 8  
Stakeholder Engagement |
| Identifying and selecting stakeholders | 102-43 | Approach · Stakeholder Engagement, pg. 8  
Stakeholder Engagement |
| Key topics and concerns raised | 102-44 | Approach · Stakeholder Engagement, pg. 8  
Stakeholder Engagement |
| Reporting Practice | 102-45 | 2019 Form 10-K, pg. 3 |
| Entities included in the consolidated financial statements | 102-46 | Approach · Materiality, pg. 7 |
| Defining report content and topic Boundaries | 102-47 | Approach · Materiality, pg. 7 |
| List of material topics | 102-48 | Yum! has no restatements of information to report. |
| Changes in reporting | 102-49 | About this Report, pg. 42 |
| Reporting period | 102-50 | About this Report, pg. 42 |
| Date of most recent report | 102-51 | The 2018 Global Citizenship & Sustainability Progress Update was released July 30, 2019. |
| Reporting cycle | 102-52 | Annual |
| Contact point for questions regarding the report | 102-53 | Please send comments or questions about this report to citizenship@yum.com. |
| Claims of reporting in accordance with the GRI Standards | 102-54 | About this Report, pg. 42 |
| GRI content index | 102-55 | 2019 GRI Index, pgs. 31-41 |
Our GHG Emissions and Water Withdrawal for the year ending December 31, 2019 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. We do not currently seek external assurance for our report.

<table>
<thead>
<tr>
<th>GRI 200: ECONOMIC</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRI 201: Economic Performance</strong></td>
<td></td>
</tr>
<tr>
<td><strong>103-1</strong></td>
<td>Explanation of the material topic and its Boundary</td>
</tr>
<tr>
<td><strong>103-2</strong></td>
<td>The management approach and its components</td>
</tr>
<tr>
<td><strong>103-3</strong></td>
<td>Evaluation of the management approach</td>
</tr>
<tr>
<td><strong>201-1</strong></td>
<td>Direct economic value generated and distributed</td>
</tr>
<tr>
<td><strong>201-2</strong></td>
<td>Financial implications and other risks and opportunities due to climate change</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| **103-1** | Explanation of the material topic and its Boundary | Yum! Brands’ 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 4,000 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. Yum! 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 2019. |

| **GRI 206: Anti-competitive Behavior** |  |
| **103-1** | Explanation of the material topic and its Boundary | Yum! Global Code of Conduct 2019 Form 10-K, pg. 6 |
| **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 2019. |

| **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. We are 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. Planet - Forest Stewardship, Palm Oil, Sustainable Soy, Waste Reduction, pgs. 28-29 Planet - 2019 Performance Summary, pg. 30 CDP Forests 2020 Response Global Forest Stewardship Policy Palm Oil Policy Paper-based Packaging Sourcing Policy Sustainable Packaging Policy |
| **103-2** | The management approach and its components |  |
| **103-3** | Evaluation of the management approach |  |
### GRI INDEX

#### 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: 29%
- Plastic resins from recycled sources: 33%

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### GRI 302: Energy

#### 103-1 Explanation of the material topic and its Boundary
- Planet - Renewable Energy, pg. 27
- Planet - 2019 Performance Summary, pg. 30
- CDP Climate Change 2020 Response

#### 103-2 The management approach and its components

#### 103-3 Evaluation of the management approach

#### 302-1 Energy consumption within the organization

<table>
<thead>
<tr>
<th>Energy Consumption from Renewable Sources</th>
<th>Energy Consumption from Non-Renewable Sources</th>
<th>Total Energy Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumption of Fuel (MWh)</td>
<td>108,961</td>
<td>108,961</td>
</tr>
<tr>
<td>Consumption of purchased or acquired electricity (MWh)</td>
<td>76,668</td>
<td>212,674</td>
</tr>
<tr>
<td>Consumption of purchased or acquired heat (MWh)</td>
<td>-</td>
<td>11,607</td>
</tr>
<tr>
<td>Consumption of purchased or acquired steam (MWh)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consumption of purchased or acquired cooling (MWh)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consumption of self-generated non-fuel renewable energy (MWh)</td>
<td>285</td>
<td>-</td>
</tr>
<tr>
<td>Total energy consumption (MWh)</td>
<td>76,953</td>
<td>333,242</td>
</tr>
<tr>
<td>Total energy consumption (GJ)</td>
<td>277,031</td>
<td>1,199,671</td>
</tr>
</tbody>
</table>

For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2020 Response.

#### 302-2 Energy consumption outside of the organization
Total energy consumption for franchise restaurants is estimated to be 67,382,730 GJ. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2020 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 1,400 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 762,912 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 2020 Response.

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### GRI 303: Water and Effluents

#### 103-1 Explanation of the material topic and its Boundary
- Planet - Water Consumption, pg. 29, 2019 Performance Summary, pg. 30
- CDP Water Security 2020 Response

#### 103-2 The management approach and its components

#### 103-3 Evaluation of the management approach

#### 303-1 Interactions with water as a shared resource
- Planet - Water Consumption, pg. 29, 2019 Performance Summary, pg. 30
- CDP Water Security 2020 Response
### Management of water discharge-related impacts

- **303-2**: Water withdrawal
  - **Total company withdrawals for the reporting year are estimated to be 2,175.45 ML.** 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 364.60 ML. For information regarding standards, methodologies, assumptions and calculations refer to our [CDP Water Security 2020 Response](#).

- **303-3**: Water discharge
  - **Total company discharges for company locations for the reporting year are estimated to be 1,857.3 ML.** All material withdrawals are from third-party systems. Material discharges to third-party water are estimated to be 1,226.32 ML and discharges to groundwater are 630.99 ML. Total water discharges for company locations located in water-stressed areas, as defined by WRI Aqueduct, are estimated to be 35.545 ML to third-party water and 19.14 ML to groundwater. Groundwater discharges are for irrigation. Discharges are fresh water.

- **303-4**: Water consumption
  - **Total company water consumption for the reporting year is estimated to be 318.14 ML.** Total consumption for company locations in water-stressed areas, as defined by WRI Aqueduct, is estimated to be 54.69 ML. For information regarding standards, methodologies, assumptions and calculations, refer to our [CDP Water Security 2020 Response](#).

### GRI 305: Emissions

| 103-1 | Explanation of the material topic and its Boundary | Planet - Our Planet Journey, pg. 25; Recipe Notes: Sustainability Solutions Driven by Data, Climate Change Management, pgs. 26-27; 2019 Performance Summary, pg. 30 |
| 103-2 | The management approach and its components |
| 103-3 | Evaluation of the management approach |

#### 305-1 Direct (Scope 1) GHG emissions

- **Gross Direct (Scope 1) GHG emissions: 23,544.71 MT CO₂e (location based), [CDP Climate Change 2020 Response](#), pg. 27**

  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 2020 Response](#), pgs. 25-26.

#### 305-2 Energy indirect (Scope 2) GHG emissions

- **Gross Indirect (Scope 2) GHG emissions: 140,341.33 MT CO₂e (location based), [CDP Climate Change 2020 Response](#), pg. 27**

  Gross Indirect (Scope 2) GHG emissions: 144,312.92 MT CO₂e (market based), [CDP Climate Change 2020 Response](#), pg. 27

  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 Scope 2 reporting, as we do not generate material quantities of these greenhouse gases. 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 2020 Response](#), pgs. 25-26.
305-3 Other indirect (Scope 3) GHG emissions

Other indirect (Scope 3) GHG emissions: 36,159,737.13 MT CO2e. CDP Climate Change 2020 Response, pgs. 27-31

This total is comprised of the applicable category totals as follows:
- Purchased Goods and Services (Food, Cooking Oil, Plastic Service Wares, Fiber-Based Packaging): 25,929,374 MT CO2e
- Franchisees (Buildings Scope 1 and 2): 7,883,091 MT CO2e
- Upstream Transportation and Distribution: 1,058,626 MT CO2e
- Waste Generated in Operations: 778,577 MT CO2e
- Downstream Transportation and Distribution: 394,335 MT CO2e
- End of Life Treatment of Sold Products: 92,815 MT CO2e
- Business Travel: 22,919 MT CO2e

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 864,033 MT. 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 2020 Response, pgs. 27-31.

305-4 GHG emissions intensity

GHG emissions intensity: 0.00029 MT CO2e per unit total revenue for Scope 1 and 2 emissions
GHG emissions intensity: 185 MT CO2e per restaurant (based on average restaurant count) for Scope 1 and 2 emissions

For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2020 Response, pgs. 25-31.

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 716,717 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 2020 Response, pgs. 21-25.

305-6 Emission of ozone-depleting substances

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:
- Scope 1 HFC: 1.11 MT
- Scope 2 HFC: not applicable
- Scope 3 HFC (franchise restaurants): 46.22 MT

Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawal.

305-7 Nitrogen oxides, sulfur oxides and other significant air emissions.

The release of nitrous oxide and methane are calculated and included in our total MT CO2e calculations. The quantities of these gases are as follows:
- Scope 1 CH4: 14.49 MT
- Scope 2 CH4: 3.64 MT
- Scope 3 CH4: 755.82 MT
- Scope 1 N2O: 0.17 MT
- Scope 2 N2O: 2.17 MT
- Scope 3 N2O: 22.90 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

<table>
<thead>
<tr>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
<th>Planet - Waste Reduction, pg. 29; 2019 Performance Summary, pg. 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>306-1</th>
<th>Waste generation and significant waste-related impacts</th>
<th>Planet - Waste Reduction, pg. 29; 2019 Performance Summary, pg. 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>306-2</td>
<td>Management of significant waste-related impacts</td>
<td></td>
</tr>
</tbody>
</table>
| 306-3 | Waste generated                                       | The collection of data regarding waste is challenging, and estimates provided are based on data submitted by our U.S., Australian and United Kingdom business units and extrapolated, on a per-restaurant average basis, to provide a global view. The total weight of non-hazardous waste removed from restaurants, both company-owned and franchise, is an estimated 2,249,900 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:  
• Organic waste: 899,960 MT  
• Corrugated cardboard: 337,485 MT  
• Paper packaging and other paper: 337,485 MT  
• Mixed plastics: 337,485 MT  
• Used cooking oil: 224,990 MT  
• Other: 112,495 MT |
| 306-4 | Waste diverted from disposal                         | The collection of data regarding waste diverted from disposal is challenging, and estimates are limited to data submitted by our U.S., Australian and United Kingdom business. 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 176,048 MT. 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 are represented by the following:  
• Recycling: 159,707 MT  
• Biofuel and/or animal feed: 26,825 MT  
• Food donation (in markets listed above): 2,533 MT |

GRI 308: Supplier Environmental Assessment

| 103-1 | Explanation of the material topic and its Boundary | Planet, pgs. 26-30  
Yum! Brands Global Forest Stewardship Policy  
Yum! Brands Palm Oil Policy  
Yum! Brands Paper-Based Packaging Sourcing Policy  
CDP-Forests, 2020 Response |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
</tbody>
</table>
| 308-2 | Negative environmental impacts in the supply chain and actions taken | Planet - Forest Stewardship, pg. 28  
CDP-Forests, 2020 Response |

GRI 400: SOCIAL

GRI 401: Employment

| 103-1 | Explanation of the material topic and its Boundary | People, pgs. 10-17  
Food - Recipe Notes: Building Upon Our Safety Strengths, pg. 20 |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
</tbody>
</table>
**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 404: Training and 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.

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

GRI 405: Diversity and Equal Opportunity

103-1  Explanation of the material topic and its Boundary

103-2  The management approach and its components

103-3  Evaluation of the management approach

405-1  Diversity of governance bodies and employees

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percent Female</th>
<th>Percent Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Executive</td>
<td>34%</td>
<td>66%</td>
</tr>
<tr>
<td>Leadership</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>Management (Restaurant and Above Restaurant)</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>Non-Management (Above Restaurant)</td>
<td>54%</td>
<td>46%</td>
</tr>
<tr>
<td>Non-Management (Restaurant)</td>
<td>55%</td>
<td>45%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percent Under 30</th>
<th>Percent 30-50</th>
<th>Percent over 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors</td>
<td>0%</td>
<td>8%</td>
<td>92%</td>
</tr>
<tr>
<td>Total Employees</td>
<td>59%</td>
<td>31%</td>
<td>10%</td>
</tr>
<tr>
<td>Above Restaurant</td>
<td>15%</td>
<td>67%</td>
<td>18%</td>
</tr>
<tr>
<td>Restaurant</td>
<td>65%</td>
<td>26%</td>
<td>9%</td>
</tr>
</tbody>
</table>

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 ensure 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 United States, where a significant portion of our population resides, we run an annual statistical regression analysis to ensure 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 ensure we are rewarding our employees fairly.
### GRI 407: Freedom of Association and 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! Brands Human Rights & Key Supply Chain Commitments Policy  
Yum! Brands Human Rights & Labor Practices Policy  
Global Code of Conduct  
Supplier Code of Conduct |
| 103-3 | Evaluation of the management approach | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands 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 Network."

### 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 | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |
| 103-3 | Evaluation of the management approach | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands 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.  

**Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands 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 | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |
| 103-2 | The management approach and its components | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |
| 103-3 | Evaluation of the management approach | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |

**412-2** Employee training on human rights policies or procedures  

The total number of hours devoted to training on issues relating to human rights policies and the treatment of individuals was estimated to be 140,000 in the reporting year. This total covers employees, franchisees and suppliers. This covers approximately 23% of our full-time employee count at the end of the year.  

People - 2019 Performance Summary, pg. 17

### GRI 414: Supplier Social Assessment

| 103-1 | Explanation of the material topic and its Boundary | Food - 2019 Performance Summary, pg. 23  
**Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |
| 103-2 | The management approach and its components | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |
| 103-3 | Evaluation of the management approach | **Yum! Brands Human Rights & Key Supply Chain Commitments Policy**  
**Yum! Brands Human Rights & Labor Practices Policy**  
**Global Code of Conduct**  
**Supplier Code of Conduct** |
### GRI 414: New suppliers that were screened using social criteria

Our first priority, confirmed by stakeholders as part of our materiality assessment, 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 do this, our Food Safety Standards cover 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 367,000 restaurant food safety audits. In the reporting year, we also assessed 60% of suppliers on our way to assessing 100% of Tier 1 suppliers annually by 2021.

Food - 2019 Performance Summary, pg. 23

### GRI 415: Political Contributions

**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

Approach - Policies & Positions, pg. 7

**103-3** Evaluation of the management approach

Global Code of Conduct

**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 and contributions to interest representation made by our PAC (January 1 - December 31, 2019) totaled $52,200. For detailed information regarding the contributions, please visit the Federal Election Commission.

### GRI 416: Customer Health & Safety

**103-1** Explanation of the material topic and its boundary

Food, pgs. 18-23

**103-2** The management approach and its components

Food, pgs. 18-23

**103-3** Evaluation of the management approach

Food, pgs. 18-23

**416-1** Assessment of the health and safety impacts of product and service categories

Our first priority, confirmed by stakeholders as part of our materiality assessment, 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 do this, our Food Safety Standards cover 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 367,000 restaurant food safety audits. In the reporting year, we also assessed 60% of suppliers on our way to assessing 100% of Tier 1 suppliers annually by 2021.

Food - 2019 Performance Summary, pg. 23

### GRI 417: Marketing and Labeling

**103-1** Explanation of the material topic and its boundary

Yum! Brands 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 2019, we received a reported complaint for alleged non-compliance with advertising regulations. No actions have been taken against Yum! or its subsidiaries as a result of this pending complaint.

### 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

**103-3** Evaluation of the management approach

**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data

Yum! Brands 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.