



2022 GRI Index

GRI 1 - FOUNDATION 2021

Yum! Brands has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2022 to December 31, 2022 in accordance to the GRI Universal Standards. We recognize GRI as a leading standard for reporting on ESG issues, and this index reflects the results of our most recent materiality assessment. GRI had not released the sector standards for the food and beverage industry as of our publication date of July 11, 2023. No sector standards were applicable.

Disclosure	Response
GRI 2	
General Disclosures 2021: Organizational Details	
2-1 Organizational details	Yum! Brands, Inc. 2022 Form 10-K, Title Page, p. 1 Louisville, Kentucky, USA 2022 Form 10-K, Business, p. 3 Locations: KFC Pizza Hut Taco Bell The Habit Burger Grill
2-2 Entities included in the organization's sustainability reporting	2022 Form 10-K, Business, p. 3 Year End: December 31, 2022 2022 Form 10-K, Business, p. 3
2-3 Reporting period, frequency and contact point	Annual Year End: December 31, 2022 Publication Date: July 11, 2023 citizenship@yum.com
2-4 Restatements of information	Greenhouse gas emissions for our baseline year of 2019 have been restated in accordance with the Greenhouse Gas Protocol to account for material changes in the business including the addition of Habit Burger Grill, and divestiture in Russia.
2-5 External assurance	Greenhouse gas emissions and water withdrawals have been externally assured for the reporting year in accordance with the listed assurance standard established by the American Institute of Certified Public Accountants. Greenhouse gas emissions and water withdrawals have been externally assured for the reporting year.
2-6 Activities, value chain and other business relationships	2022 Form 10-k, Business, p. 3-11 Locations: KFC Pizza Hut Taco Bell The Habit Burger Grill
General Disclosures 2021: Activities & Workers	
2-7 Employees	2022 Form 10-K, Human Capital Management, p. 7
2-8 Workers who are not employees	2022 Form 10-K, Human Capital Management, p. 7

Disclosure	Response
General Disclosures 2021: Governance	
2-9 Governance structure and composition	2023 Proxy, pp. 7-15 Introduction > Corporate & Sustainability Governance
2-10 Nomination and selection of the highest governance body	2023 Proxy, pp. 7-10, 18
2-11 Chair of the highest governance body	2023 Proxy, pp. 19-20
2-12 Role of the highest governance body in overseeing the management of impacts	2023 Proxy, pp. 19-22, 24-25
General Disclosures 2021: Governance	
2-13 Delegation of responsibility for managing impacts	2023 Proxy, pp. 21-22, 24-25
2-14 Role of the highest governance body in sustainability reporting	2023 Proxy, pp. 21-22
2-15 Conflicts of interest	Code of Conduct, p. 15
2-16 Communication of critical concerns	2023 Proxy, p. 23
2-17 Collective knowledge of the highest governance body	2023 Proxy, p. 10
2-18 Evaluation of the performance of the highest governance body	2023 Proxy, pp. 19-20
2-19 Remuneration policies	2023 Proxy, pp. 16-18, 22
2-20 Process to determine remuneration	2023 Proxy, pp. 16-18
2-21 Annual total compensation ratio	2023 Proxy, CEO Pay Ratio, pp. 81-82 CEO pay is calculated per SEC requirements. Factors impacting annual performance compensation are published in Yum!'s 10k, pp. 7-8.
General Disclosures 2021: Strategy, Policies & Practice	
2-22 Statement on sustainable development strategy	CEO Letter
2-23 Policy commitments	ESG Library
2-24 Embedding policy commitments	Introduction > Corporate & Sustainability Governance People > Our Team & Business > Ethics & Human Rights Planet > Better Packaging Food > Animal Welfare Food > Limiting Antibiotic Use
2-25 Processes to remediate negative impacts	Code of Conduct , pp. 29-33
2-26 Mechanisms for seeking advice and raising concerns describe the mechanisms for individuals	Code of Conduct , pp. 29-33
2-27 Compliance with laws and regulations	2022 Form 10-K, Note 20: Contingencies, pp. 99-100.
General Disclosures 2021: Stakeholder Engagement	
2-28 Membership associations	Appendix > Stakeholder Engagement
2-29 Approach to stakeholder engagement	Appendix > Stakeholder Engagement
2-30 Collective bargaining agreements	As of December 31, 2022, approximately 12% of employees reported to be represented by an independent trade union or covered by collective bargaining agreements while 88% of employees' working conditions and terms were not covered by collective bargaining agreements.

Disclosure	Response
GRI 3	
General Disclosures 2021: Material Topics	
3-1 Process to determine material topics	Appendix > Materiality Reporting & Materiality
3-2 List of material topics	Appendix > Materiality Reporting & Materiality
3-3 Management of material topics	Appendix > Materiality Reporting & Materiality
GRI 200 ECONOMIC	
201: Economic Performance 2016	
Management of the material topic	2022 Form 10-K, Financial Statements and Supplementary Data, pp. 50-58
201-1 Direct economic value generated and distributed	2022 Form 10-K, Financial Statements and Supplementary Data, pp. 50-110
201-2 Financial implications and other risks and opportunities due to climate change	2022 Form 10-K, Risk Factors, pp. 9-23 2022 CDP Climate Change , C2.1-2.4a
201-3 Defined benefit plan obligations and other retirement plans	2022 Form 10-K, Pension, Retiree Medical and Retiree Savings Plans, pp. 84-89
201-4 Financial assistance received from government	2022 Form 10-K, Income Taxes, pp. 93-96
202: Market Presence 2016	
Management of the material topic	2022 Form 10-K, Human Capital, pp. 7-8 People > Our Team & Business
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	People > Our Team & Business > Paying Employees Equitably
202-2 Proportion of senior management hired from the local community	People > Our Team & Business
205: Anti-corruption 2016	
Management of the material topic	Global Code of Conduct Supplier Code of Conduct People > Our Team & Business > Ethics & Human Rights
205-1 Operations assessed for risks related to corruption	People > Our Team & Business > Ethics & Human Rights
205-2 Communication and training about anti-corruption policies	People > Our Team & Business > Ethics & Human Rights 100% of Yum! employees, including our Board of Directors, are annually trained in anti-corruption practices.
205-3 Confirmed incidents of corruption and actions taken	There were no confirmed instances of corruption, as reported as breaches in our Code of Conduct which would include occurrences including but not limited to corruption, bribery, conflicts of interest, money laundering, insider trading or harassment, in 2022.

Disclosure	Response
206: Anti-Competitive Behavior 2016	
Management of the material topic	Global Code of Conduct
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	There were no confirmed instances of anti-competitive behavior, anti-trust and monopoly practices in 2022.
207: Tax Governance, Control & Risk Management 2019	
Management of the material topic	2022 Form 10-K, Income Taxes, pp. 93-96 2023 Proxy, pp.23-25, 87-88 Tax and Trade Policy
207-1 Approach to Tax	2023 Proxy, pp. 87-88 Political Contributions Policy Tax & Trade Policy
207-2 Tax governance, control and risk management	2023 Proxy, pp. 23-25, 87-88
207-3 Stakeholder engagement and management of concerns related to tax	2023 Proxy, p. 23 Political Contributions & U.S. Government Advocacy Policy Tax & Trade Policy
207-4 Country-by-country reporting	2022 Form 10-K, Income Taxes, pp. 93-96
GRI 300: ENVIRONMENTAL	
301: Materials 2016	
Management of the material topic	Planet > Better Packaging Sustainable Packaging & Waste Reduction CDP Forests 2023 Response Global Forest Stewardship Policy Palm Oil Policy Paper-based Packaging Sourcing Policy Sustainable Packaging Policy
301-1 Materials used by weight or volume	It is estimated that 423,069 metric tons of fiber (renewable) and 108,084 metric tons of plastic (non-renewable) based consumer facing packaging and customer servicewares were used. This is a directional estimate, and we expect refinements of data collection in the future. Our primary product is food and we consider it to be a renewable resource.
301-2 Recycled input materials used	It is estimated that 28% of fiber-based and 15% of plastic-based packaging and customer servicewares are from recycled sources. This is a directional estimate, and we expect refinements of data collection in the future.
301-3 Reclaimed products and their packaging materials	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. Data is collected through our survey of fiber-based and plastic-based packaging. Quantities must be considered as a directional estimate, and we expect refinements of data collection in the future.

Disclosure **Response**

302: Energy 2016

Management of the material topic

Planet > Less Carbon
[CDP Climate Change 2023 Response](#)

	Energy Consumption from Renewable Sources	Energy Consumption from Non-Renewable Sources	Total Consumption
Consumption of Fuel (MWh)	-	205,814	205,814
Consumption of purchased or acquired electricity (MWh)	174,597	61,961	236,558
Consumption of purchased or acquired heat (MWh)	-	3	3
Consumption of purchased or acquired steam (MWh)	-	-	-
Consumption of purchased or acquired cooling (MWh)	-	-	-
Consumption of self-generated non-fuel renewable energy (MWh)	521	-	521
Total energy consumption (MWh)	175,118	267,778	442,896
Total energy consumption (GJ)	630,425	964,001	1,594,425
Total percentage of renewable energy vs. non-renewable energy			40%

For information regarding standards, methodologies, assumptions and calculations, refer to our 2023 CDP Climate Change response.

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

302-1 Energy consumption within the organization

	Consumption of Electricity	Consumption of Fuel	Total Energy Consumption
Country	MWh	MWh	MWh
Australia	19,678	1,492	21,170
Canada	388	80	468
France	51	80	130
Germany	105	269	374
India	4,669	2,607	7,276
Israel	18	80	98
Italy	69	129	198
Netherlands	157	248	405
Singapore	274	80	354
South Africa	15,475	3,980	19,455
Spain	73	158	231
Switzerland	79	164	244
Thailand	97	-	97
United Arab Emirates	167	218	385
United Kingdom	19,951	1,160	21,111
United States	175,217	194,892	370,108
Vietnam	92	177	269

Disclosure	Response
302-2 Energy consumption outside of the organization	Total energy consumption for franchise restaurants is estimated to be 54,928,818 GJ. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2023 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 1,047.67 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 1,109,606 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 2023 Response.
302-5 Reductions in energy requirements of products and services	Omission: this disclosure is not applicable to Yum! Brands products and services.
303: Water 2018	
Management of the material topic	Planet > Water Security CDP Water Security 2023 Response
303-1 Interactions with water as a shared resource	Planet > Water Security CDP Water Security 2023 Response
303-2 Management of water discharge related impacts	CDP Water Security 2023 Response
303-3 Water withdrawal	Total company withdrawals for the reporting year are estimated to be 2,366.7 ML. Of that amount, 2,249.9 ML are estimated to have been for restaurants. 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 according to our 2021 analysis. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Water Security 2023 Response.
303-4 Water discharge	Total company discharges for company locations for the reporting year are estimated to be 2,011.9 ML. Material discharges to third-party water systems are estimated to be 1,183.34 ML and discharges to groundwater are 828.34 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 according to our 2021 analysis. 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 2023 Response.
303-5 Water consumption	Total company water consumption for the reporting year is estimated to be 355 ML. Total consumption for company locations in water-stressed areas, as defined by WRI Aqueduct, is estimated to be 74.3 ML according to 2021 analysis. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Water Security 2023 Response.

Disclosure **Response**

305: Emissions 2016

Management of the material topic

Planet > Less Carbon
[CDP Climate Change 2023 Response](#)

Gross Direct (Scope 1) GHG emissions: 42,919.18 MT CO₂e (location based), CDP Climate Change 2023 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 2023 Response.

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

Country	Scope 1
Australia	886.50
Canada	79.66
France	79.65
Germany	192.32
India	611.97
Israel	79.65
Italy	69.24
Netherlands	109.70
Singapore	79.65
South Africa	1,306.02
Spain	93.66
Switzerland	94.83
Thailand	-
United Arab Emirates	71.76
United Kingdom	456.53
United States	38,610.88
Vietnam	97.16

305-1 Direct (Scope 1) GHG emissions

Disclosure Response

305-2 Energy indirect (Scope 2) GHG emissions

Gross Indirect (Scope 2) GHG emissions: 100,477.74 MT CO₂e (location based), [CDP Climate Change 2023 Response](#)
 Gross Indirect (Scope 2) GHG emissions: 37,856.11 MT CO₂e (market based), [CDP Climate Change 2023 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 2023 Response.
 Location Based Scope 1 emissions by country are as follows:

Country	Scope 2 (location based)	Scope 2 (market based)
Australia	13,404.46	13,404.46
Canada	46.64	46.64
France	2.60	2.96
Germany	32.86	61.88
India	3,234.94	3,234.94
Israel	8.54	8.54
Italy	18.24	31.48
Netherlands	47.56	70.95
Singapore	105.64	105.64
South Africa	14,368.48	14,368.48
Spain	11.28	20.98
Switzerland	1.97	2.40
Thailand	46.45	46.45
United Arab Emirates	88.10	88.10
United Kingdom	3,896.38	6,304.43
United States	65,105.82	-
Vietnam	57.78	57.78

305-3 Other indirect (Scope 3) GHG emissions

Other indirect (Scope 3) GHG emissions: 29,451,002.10 MT CO₂e (market based), [CDP Climate Change 2023 Response](#)
 This total is comprised of the applicable category totals as follows:

- Purchased Goods and Services (Food, Cooking Oil, Plastic Service Wares, Fiber-Based Packaging): 21,477,531.15
- Franchisees (Buildings Scope 1 and 2, market based): 6,731,877.53 MT CO₂e
- Upstream Transportation and Distribution: 134,341.33 MT CO₂e
- Waste Generated in Operations: 752,299.20 MT CO₂e
- Downstream Transportation and Distribution: 307,447.94 MT CO₂e
- End of Life Treatment of Sold Products: 35,380.45 MT CO₂e
- Business Travel: 12,124.50 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 785,577.17 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 2023 Response.

Disclosure	Response
305-4 GHG emissions intensity	<p>GHG emissions intensity, metric 1: 0.000012 MT CO₂e per unit total company revenue (market based).</p> <p>GHG emissions intensity, metric 2: 0.000039 MT CO₂e per unit total company sales for Scope 1 and 2 emissions (market based).</p> <p>GHG emissions intensity, metric 3: 78 MT CO₂e per restaurant (based on average restaurant count for the reporting year) Scope 1 and 2 emissions (market based), including office support emissions. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2023 Response.</p> <p>GHG emissions intensity, metric 4: 127 MT CO₂e per restaurant (based on average restaurant count for the reporting year) Scope 3 emissions (market based), including franchisee restaurants only. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2023 Response.</p>
305-5 Reduction of GHG emissions	<p>The anticipated annual quantity of reductions in GHG emissions that will be achieved as a result of conservation measures as well as the procurement of renewable energy, implemented during the reporting year was 1,020,208 MT CO₂e. This estimation includes equity and franchise restaurants with resulting material gases (Scopes 1, 2 and 3). 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 2023 Response.</p>
305-6 Emissions of ozone-depleting substances (ODS)	<p>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:</p> <ul style="list-style-type: none"> • Scope 1 HFC: 3,987 MT CO₂e • Scope 2 HFC: not applicable • Scope 3 HFC (franchise restaurants): 528 MT CO₂e <p>Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawals.</p>
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>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:</p> <ul style="list-style-type: none"> • Scope 1 CH₄: 0.77 MT • Scope 2 CH₄: 5.82 MT • Scope 3 CH₄: 173.59 MT • Scope 1 N₂O: 0.1 MT • Scope 2 N₂O: 1.3 MT • Scope 3 N₂O: 53.96 MT <p>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 Withdrawals.</p>

Disclosure	Response
306: Waste 2020	
Management of the material topic	Planet > Less Carbon Planet > Better Packaging
306-1 Waste generation and significant waste-related impacts	Planet > Less Carbon Planet > Better Packaging
306-2 Management of significant waste related impacts	Planet > Better Packaging > Investing in Circularity
306-3 Waste generated	<p>The collection of data regarding waste is challenging, and estimates provided are based on sample data submitted by Australia, Canada, Ecuador, France, Hong Kong, India, Malaysia, Taiwan, United Kingdom, United States and Vietnam 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 2,456,311 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: 32% • Corrugated cardboard: 16% • Paper packaging and other paper: 18% • Mixed plastics: 18% • Used cooking oil: 11% • Other: 6%
306-4 Waste diverted from disposal	<p>The collection of data regarding waste is challenging, and estimates provided are based on sample data submitted by Australia, Canada, Ecuador, France, Hong Kong, India, Malaysia, Taiwan, United Kingdom, United States and Vietnam. This data has not been extrapolated due to the extreme variation in global diversion infrastructure. The total weight of non-hazardous waste diverted in reporting markets is estimated to be 265,771 MT with a total diversion rate of about 26% for reporting markets. This does not include diverted waste from other markets, although it is known to occur. We do not generate material quantities of hazardous waste. Total 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: 237,244 MT • Biofuel and/or animal feed: 26,619 MT • Food donation (in markets listed above): 1,908 MT <p>In the United States, we are committed to the 2030 Food Loss and Waste Reduction goal. Since 2017, we estimate a directional reduction of food waste generated through restaurant operations of 32% on the way to the national target of 50%.</p>
306-5 Waste directed to disposal	<p>Non-recycled, non-hazardous waste is directed to municipally available disposal operations. Given the nature of our business we do not track third-party disposal methodologies. We have roughly estimated waste directed to disposal operations based on publicly available geographic representations at the country level (primarily from What a Waste, published by the World Bank) and as such it is a global approximation so it may or may not reflect actual disposal operations.</p> <ul style="list-style-type: none"> • Waste recycled, composed: 514,523 MT • Waste landfilled controlled, with gas recovery, unspecified: 1,201,017 MT • Waste incinerated with energy recovery: 308,629 MT • Waste incinerated without energy recovery: 101,465 MT • Waste otherwise disposed: 263,744 MT • Waste unable to be associated with likely disposal method: 66,933 MT <p>We do not generate material quantities of hazardous waste. All waste disposal is done in accordance with local laws and regulations.</p>

Disclosure	Response
308: Supplier Environmental Assessment 2016	
Management of the material topic	<p>People > Our Team & Business > Supply Chain Responsibility Supplier Code of Conduct</p>
308-1 New suppliers that were screened using environmental criteria	<p>Yum! new food suppliers are assessed on: Food Safety Audit, Quality Process and Systems Assessment, Quality Issues, KPI Reports and Product Evaluations. Yum! tracks the status of audits and evaluations using a global Food Safety & Quality Management System (FSQMS) platform (TrueView).</p>
308-2 Negative environmental impact in the supply chain and actions taken	<p>Yum!'s current supply chain strategy focuses on: climate change, food safety, supply continuity, cost effective innovation and sustainability. This strategy is evolving as our business model moves to a predominantly franchised operation around the world. We rely increasingly on third-party audits to monitor our supply chain. We also are building our supply chain risk assessment with Sedex. Our risk assessments identify and evaluate the risk profile of key countries, commodities and product categories. Depending on the assessment's findings, we will develop enterprise-wide recommendations for our supply chain strategy. Restaurant Supply Chain Solutions (RSCS) provides Yum! Brands supply chain management services in the U.S.</p>
GRI 400: SOCIAL	
401: Employment 2016	
Management of the material topic	<p>People > People Summary People > Our Team & Business</p>
401-1 New employee hires and employee turnover	<p>The estimated global employee turnover for above-restaurant employees across all brand management groups was 16%. For breakdown by gender, see 405-1.</p>
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Yum! and our franchisees offer restaurant employees a range of medical benefits, health initiatives, 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, working from home arrangements, parental leave for primary and non primary caregivers, lactation facilities, family care services, a generous 401(k) match and more. Our corporate restaurant employees have access to healthcare benefits, wellness programs, flexible working hours, family care services, 401(K) plans and more. Most of the employee programs and benefits are applicable in the U.S. and subject to change in other markets</p>
401-3 Parental leave	<p>While Yum! doesn't have a global primary leave policy, the organization follows all applicable laws and regulations where it operates and in many cases goes beyond. Based on information from key markets, Yum! estimates that its global above-restaurant employees and restaurant general managers/assistant managers at company-owned restaurants, receive a minimum of six weeks of paid time off. In the U.S., Yum! offers eligible birth mothers and fathers, and adoptive and foster parents who are restaurant area coaches and above with six weeks of paid time off under Yum!'s Baby Bonding Policy. Certain U.S. restaurant employees are also eligible for baby bonding benefits. Those who are not eligible for Baby Bonding are eligible for leave based on both the Family and Medical Leave Act and applicable state law. It is estimated that 83% of employees who returned from parental leave remained employed by the company 12 months after returning.</p>
402: Labor/Management Relations 2016	
Management of the material topic	<p>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.</p> <p>Human Rights & Labor Practices Policy Global Code of Conduct</p>
402-1 Minimum notice periods regarding operational changes	<p>We require our franchisees to fully comply with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes.</p>

Disclosure	Response
403: Occupational Health & Safety 2018	
Management of the material topic	People > Our Team & Business > Ethics & Human Rights Food > Food Safety
403-1 Occupational health and safety management system	The Yum! Code of Conduct highlights our safety commitments. Employees participate in PPE pilots, safety rewards program, monthly safety topics and meetings. We continually improve OHS systems to provide focus and assistance to outlier Brands and restaurants based on injury trend analysis and benchmark results in the U.S. and other larger global business units. Yum! Enterprise Risk assessments include prioritization, quarterly injury trend reviews with action plans and follow-up. Yum! is committed to continuous improvement; metrics we track include: quarterly injury rate trends, safety awards participation rates, risk/injury costs included in Yum!, brand and restaurant level financials. Our Code of Conduct contains numerous safety commitments and is endorsed by the Board of Directors and Executive Team.
403-2 Hazard identification, risk assessment and incident investigation	People > Our Team & Business > Ethics & Human Rights Food > Food Safety Yum! has extensive programs in place to support occupational health and safety. Yum! conducts periodic hazard assessments in the U.S. with a third party. Company owned units and larger markets in the U.S. also generate quarterly trend analysis and action plans targeted at reducing prior year injury rates. Yum! Brands' Enterprise Risk Management process includes tabletop exercises to be better prepared for crisis. At the brand level, each brand conducts operational inspections and cleanliness review and internal inspections to ensure, among other things, safety and security. Brands are also responsible for investigating work related injuries and illness. Systems are in place for Area or District and Assets Protection managers to receive electronic notice of injury for their immediate follow-up prevention. Employees are also trained during orientation and other relevant training sessions on safety and security.
403-3 Occupational health services	Food > Food Safety Global Code of Conduct, p. 22
403-4 Worker participation, consultation and communication on occupational health and safety	Food > Food Safety Global Code of Conduct, p. 22
403-5 Worker training on occupational health and safety	Food > Food Safety Global Code of Conduct, p. 22
403-6 Promotion of worker health	Food > Food Safety Global Code of Conduct, p. 22
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Food > Food Safety Global Code of Conduct, p. 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.
403-9 Work-related injuries	There were no known work-related fatalities for employees or contractors. The lost-time injury frequency rate (LTIFR) for employees was approximately 3.38.
403-10 Work-related ill health	Omission: Yum! Brands does not disclose this information due to confidentiality constraints.

Disclosure	Response
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404: Training & Education 2016

Management of the material topic	People > Our Team & Business
404-1 Average hours of training that the organization's employees have undertaken during the reporting period	On average, each employee received an estimated 27 hours of training during the year (26 hours for restaurant employees and 37 hours for above-restaurant employees). On a full time equivalents (FTE) basis, that is equivalent to approximately 91 hours per person. Annual trainings cover topics such as anti-sexual harassment and code of conduct.
404-2 Programs for upgrading employee skills and transition assistance programs	People > Our Team & Business
404-3 Percentage of employees receiving regular performance and career development reviews	All employees are expected to participate in annual performance and career reviews. Performance of the individual and of the teams are included in appraisals to further development of associates and achievement of management objectives. Multidimensional performance appraisals are part of employee development.

405: Diversity & Equal Opportunity 2016

Management of the material topic	People > Our Team & Business Introduction > Corporate & Sustainability Governance > Board Diversity
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405-1 Diversity of governance bodies and employees

Gender	Percent Female	Percent Male
Board of Directors	30%	70%
Executive (top management)	39%	61%
Leadership (L12+)	43%	57%
All Management (Restaurant and Above-Restaurant)	47%	52%
Junior Management	49%	50%
Management in Revenue Generating Functions	55%	44%
Non-Management (Above-Restaurant)	51%	48%
Non-Management (Restaurant)	52%	47%
All Employees	52%	47%
New Hires	49%	51%
Attrition	64%	36%
IT/Engineering	28%	72%

Sums may be less than 100% due to non-binary populations and employees not reporting

Age Group	Percent Under 30	Percent 30>50	Percent over 50
Board of Directors	0%	0%	100%
Above-Restaurant Employees	15%	70%	15%
Restaurant Employees	66%	27%	7%
Total Employees	59%	33%	8%

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

[Workforce Diversity Report](#)

Disclosure	Response
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.
406: Non-discrimination 2016	
Management of the material topic	People > Our Team & Business > Ethics & Human Rights Global Code of Conduct Supplier Code of Conduct
406-1 Incidents of discrimination and corrective actions taken	There were eight confirmed incidences of employment violations related to discrimination. These resulted in corrective actions, remediation with additional training and settlements. The incidents have been resolved.
407: Freedom of Association & Collective Bargaining 2016	
Management of the material topic	People > Our Team & Business > Ethics & Human Rights Global Code of Conduct Supplier Code of Conduct Human Rights & Labor Practices Policy
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Maintaining a work environment that respects and supports human rights for all our employees around the world has always been non-negotiable. We assess both direct and indirect human rights risks throughout our value chain through our materiality assessment, which is conducted every two to three years, and our annual internal enterprise risk management procedures. We use these assessments to inform corrective actions and/or updates necessary as new impacts arise. Our risk assessments indicate that within our system, the highest relative levels of inherent risk relating to human rights exist within our supply chain, predominately among suppliers operating within developing geographies and within the manufacturing and agriculture, forestry and fishing industries, specifically meat packaging and processing, palm oil and hand-picked produce (as defined by the International Standard Industrial Classification of All Economic Activities). We remain committed to strengthening our due diligence efforts with focus in these key areas, and annually, we require each of our suppliers to commit to our Supplier Code of Conduct . For more information on how human rights are assessed and protected in our value chain, see our Human Rights & Labor Practices Policy .
408: Child Labor 2016	
Management of the material topic	People > Our Team & Business > Ethics & Human Rights Global Code of Conduct Supplier Code of Conduct Yum! Human Rights & Labor Practices Policy
408-1 Operations and suppliers at significant risk for incidents of child labor	Maintaining a work environment that respects and supports human rights for all our employees around the world has always been non-negotiable. We assess both direct and indirect human rights risks throughout our value chain through our materiality assessment, which is conducted every two to three years, and our annual internal enterprise risk management procedures. We use these assessments to inform corrective actions and/or updates necessary as new impacts arise. Our risk assessments indicate that within our system, the highest relative levels of inherent risk relating to human rights exist within our supply chain, predominately among suppliers operating within developing geographies and within the manufacturing and agriculture, forestry and fishing industries, specifically meat packaging and processing, palm oil and hand-picked produce (as defined by the International Standard Industrial Classification of All Economic Activities). We remain committed to strengthening our due diligence efforts with focus in these key areas, and annually, we require each of our suppliers to commit to our Supplier Code of Conduct . For more information on how human rights are assessed and protected in our value chain, see our Human Rights & Labor Practices Policy .

Disclosure	Response
409: Forced or Compulsory Labor 2016	
Management of the material topic	<p>People > Our Team & Business > Ethics & Human Rights Global Code of Conduct Supplier Code of Conduct Human Rights & Labor Practices Policy</p>
409-1 Operations and suppliers at significant risk for incidents of forces or compulsory labor	<p>Maintaining a work environment that respects and supports human rights for all our employees around the world has always been non-negotiable. We assess both direct and indirect human rights risks throughout our value chain through our materiality assessment, which is conducted every two to three years, and our annual internal enterprise risk management procedures. We use these assessments to inform corrective actions and/or updates necessary as new impacts arise. Our risk assessments indicate that within our system, the highest relative levels of inherent risk relating to human rights exist within our supply chain, predominately among suppliers operating within developing geographies and within the manufacturing and agriculture, forestry and fishing industries, specifically meat packaging and processing, palm oil and hand-picked produce (as defined by the International Standard Industrial Classification of All Economic Activities). Suppliers must not use any forced, involuntary or indentured labor, nor should threats of violence, physical punishment, confinement or other forms of physical, sexual, psychological or verbal harassment, abuse or control be used as a method of discipline, coercion or detention. For more information on how human rights are assessed and protected in our value chain, see our Human Rights & Labor Practices Policy.</p>
413: Local Communities 2016	
Management of the material topic	People > Communities & Society
413-1 Operations with local community engagement, impact assessments and development programs	People > Communities & Society
413-2 Operations with significant actual and potential negative impacts on local communities	People > Communities & Society
414: Supplier Social Assessment 2016	
Management of the material topic	<p>People > Our Team & Business > Ethics & Human Rights Supplier Code of Conduct</p>
414-1 New suppliers that were screened using social criteria (percentage)	<p>Yum! new food suppliers are assessed on: Food Safety Audit, Quality Process and Systems Assessment, Quality Issues, KPI Reports and Product Evaluations. Yum! tracks the status of audits and evaluations using a global Food Safety & Quality Management System (FSQMS) platform (TrueView). We are also working with Sedex to monitor for social criteria.</p>
414-2 Negative social impacts in the supply chain and actions taken	<p>Yum!'s current supply chain strategy focuses on: climate change, food safety, supply continuity, cost effective innovation and sustainability. This strategy is evolving as our business model moves to a predominantly franchised operation around the world. We rely increasingly on third-party audits to monitor our supply chain. We also are building our supply chain risk assessment with Sedex. Our risk assessments identify and evaluate the risk profile of key countries, commodities and product categories. Depending on the assessment's findings, we will develop enterprise-wide recommendations for our supply chain strategy. Restaurant Supply Chain Solutions (RSCS) provides Yum! Brands' supply chain management services in the U.S.</p>
415: Public Policy 2016	
Management of the material topic	<p>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.</p> <p>Global Code of Conduct Political Contributions & U.S. Government Advocacy Policy</p>
415-1 Political contributions	<p>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, 2022) totaled \$10,000. For detailed information regarding the contributions, please visit the Federal Election Commission website.</p>

Disclosure	Response
416: Customer Health Safety 2016	
Management of the material topic	<p>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.</p> <p>Food > Food Safety Food > Balanced Choices</p>
416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	<p>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 699,000 restaurant food safety audits. In 2022, we met our target of 80% of Yum! tier 1 suppliers undergoing a food safety audit by achieving 82.5%.</p>
416-2 Incidents of non-compliance concerning the health and safety impact of products and services	<p>In 2022, there were no food safety-related recalls or confirmed foodborne illness outbreaks resulting in U.S. Center for Disease Control and Prevention (CDC) investigation.</p>
417: Marketing & Labeling 2016	
Management of the material topic	<p>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.</p> <p>Food > Food Safety Food > Balanced Choices</p>
417-1 Requirements for product and service information and labeling	<p>Food</p>
417-2 Incidents of non-compliance concerning product and service information and labeling	<p>There were two incidents of non-compliance concerning product and service information and labeling in 2022. One resulted in a warning but no fine.</p>
417-3 Incidents of non-compliance concerning marketing communications	<p>There were three incidents of non-compliance concerning marketing communications in 2022. One incidents resulted in a warning and fine of \$5,000.</p>
418: Customer Privacy 2016	
Management of the material topic	<p>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.</p> <p>Yum! Privacy Policy Global Code of Conduct</p>
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>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 two substantiated complaints regarding breaches of customer privacy from outside parties and five complaints originating from regulatory bodies. There were eight identified losses of customer data during the reporting period.</p>