

May 26, 2021



## Yum Brands, Inc.

# EMPLOYEE MEMORIAL SUPPORT PROGRAM DESCRIPTION

### Purpose of the Yum Brands, Inc. Employee Memorial Support Program

The Yum Brands, Inc. Employee Memorial Support Program (“Program”) supports Yum Brands, Inc. (including KFC, Pizza Hut, Taco Bell and the Habit Burger Grill, collectively the “Company”) and franchisee (including affiliated Telepizza stores) employees who meet the criteria set forth below and become deceased.

The Program’s funds are provided from the Yum! Brands Foundation, which through the Program will make grants to affected participants.

### Overview

Immediate family members of eligible employees working for the Company or a franchisee of the Company may apply for Program assistance by completing an application at [www.yum.com/relief](http://www.yum.com/relief). All applications will go through a verification and approval process. This process is designed to provide funds to those who are eligible as soon as possible.

### Eligibility for Memorial Support Grants

The immediate family of any Company and franchisee employee (including any front-line restaurant worker performing substantially similar services) in good standing at the time of his or her death is eligible to receive assistance, if unreimbursed expenses were incurred related to the employee’s death. Eligible immediate family members may apply for a grant through the Program. The deadline for application for memorial support is 180 days following the date of death. For restaurant employees, Program eligibility began March 23, 2020. Benefits with respect to all other employees became available effective July 13, 2020. The Company may amend the Program, program deadlines or discontinue the Program at any time.

## Amount of Distributions

All distributions made under the Program will be made directly from the Yum! Brands Foundation, which is an approved 501(c)(3) organization, as designated by the Internal Revenue Service.

## Application, Verification and Approval Process

1. Applications must be completed by the employee via an electronic form, which will be available on [www.yum.com/relief](http://www.yum.com/relief).
2. Applications will then be verified by designated representatives of the Company and, once verified, will be submitted to the Yum! Foundation Approval Committee for final approval on a periodic basis.
3. Following approval by the Yum! Foundation Approval Committee, grants will be made from the Program in the form of a check, gift card, eGift card or such other format as determined prudent by the Yum! Foundation.

## Fraud and Program Administration

**Fraud.** The purpose of this Program is to distribute financial assistance to those employees who are eligible, according to the Program described herein. In the event of fraud, it will be investigated by Company, Legal and/or law enforcement personnel, as necessary.

**Program Administration.** The Yum! Brands Foundation reserves the right to amend, revise, alter or cancel this Program at any time and retains the sole and exclusive authority to construe and interpret the Program, decide all questions of fact and questions of eligibility and to determine the amount, manner and time of payment of any award, which shall be final and binding. This Program document is not a contract. It does not confer any employment rights, nor does it give any employee or former employee any rights to continued employment.