

The 2020 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

GRI 102: GENERAL DISCLOSURES

Organizational profile

102-1	Name of the organization	Yum! Inc. 2020 Form 10-K, Cover Page
102-2	Activities, brands, products, and services	Yum! does not intentionally sell items that are banned in individual markets. 2020 Form 10-K, pg. 3
102-3	Location of headquarters	Louisville, Kentucky 2020 Form 10-K, Cover Page
102-4	Location of operations	As of December 31, 2020, there were 50,535 restaurants in 155 countries and territories, 98% of which are franchised. 2020 Form 10-K, pg. 3 Yum!, Inc. Historical Financial Summary
102-5	Ownership and legal form	Publicly traded company 2020 Form 10-K, Cover Page
102-6	Markets served	As of December 31, 2020, there were 50,535 restaurants in 155 countries and territories, 98% of which are franchised. 2020 Form 10-K, pg. 3
102-7	Scale of the organization	Total Number of Employees: 2020 Form 10-K, pg. 7 Total Number of Operations: 2020 Form 10-K, pg. 3 Net Revenues: 2020 Form 10-K, pg. 29 Quality of Products or Services Provided: 2020 Form 10-K, pgs. 3-7
102-8	Information on employees and other workers	Workforce Diversity Report Total Number of Employees: 2020 Form 10-K, pg. 7
102-9	Supply chain	2020 Form 10-K, pgs. 5-6
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 are included in this reporting cycle.
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. Citizenship > Risk & Issue Management, pg. 10 2020 Form 10-K, pgs. 9-24
102-12	External initiatives	Citizenship > Stakeholder Engagement
102-13	Membership of associations	Citizenship > Stakeholder Engagement

Strategy

102-14	Statement from senior decision-maker	Citizenship > A Message from David Gibbs
102-15	Key impacts, risks, and opportunities	Citizenship > A Message From David Gibbs; Evolving Our Recipe for Growth and Good; ESG Strategy & Leadership > Materiality, pgs. 7-9 CDP Climate Change, 2021 Response CDP Water Security, 2021 Response CDP Forests, 2021 Response

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Ethics and 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	Citizenship > Corporate Governance, ESG Strategy & Leadership, pg. 8 2021 Proxy Statement, pgs. 27-28 Yum! ESG Governance & Reporting Approach
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Stakeholder Engagement

102-40	List of stakeholder groups	Approach > Stakeholder Engagement, pg. 11
102-41	Collective bargaining agreements	As of December 31, 2020, approximately 4.9% of employees reported to be represented by an independent trade union or covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Citizenship > Stakeholder Engagement, pg. 11
102-43	Approach to stakeholder engagement	Citizenship > Stakeholder Engagement, pg. 11
102-44	Key topics and concerns raised	Citizenship > Stakeholder Engagement, pg. 11

Reporting Practice

102-45	Entities included in the consolidated financial statements	2020 Form 10-K, pg. 3
102-46	Defining report content and topic boundaries	Citizenship > Materiality, pg. 9
102-47	List of material topics	Citizenship > Materiality, pg. 9
102-48	Restatements of information	Yum! has no restatements of information in this reporting cycle.
102-49	Changes in reporting	About This Report, pg. 54
102-50	Reporting period	About This Report, pg. 54
102-51	Date of most recent report	Citizenship > Materiality, pg. 9
102-52	Reporting cycle	Annual
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	About This Report, pg. 54
102-55	GRI content index	2020 GRI Index, pgs. 39-49
102-56	External assurance	Our GHG Emissions and Water Withdrawal for the year ending December 31, 2020 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.

GRI 200: ECONOMIC

GRI 201: Economic Performance

103-1	Explanation of the material topic and its boundary	2020 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	2020 Form 10-K, pg. 60
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change, 2021 Response CDP Water Security, 2021 Response CDP Forests, 2021 Response



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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.
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 2020.

GRI 206: Anti-competitive Behavior

103-1	Explanation of the material topic and its Boundary	Yum! Global Code of Conduct 2020 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 2020.

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.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
301-2	Recycled input materials used	Planet > Planet Dashboard; Recipe Notes: A Packaging Strategy Based on Partnership; Forest Stewardship; Sustainable Packaging & Waste Reduction, pgs. 29-34 CDP Forests 2021 Response Global Forest Stewardship Policy Palm Oil Policy Paper-based Packaging Sourcing Policy Sustainable Packaging Policy
		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: 34% Plastic resins from recycled sources: 9%
		Planet > Forest Stewardship, pg. 33

GRI 302: Energy

103-1	Explanation of the material topic and its Boundary	Planet > Climate Action, pgs. 31-32 CDP Climate Change 2021 Response
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

302-1

Energy consumption within the organization

	Energy Consumption from Renewable Sources	Energy Consumption from Non-Renewable Sources	Total Energy Consumption
Consumption of Fuel (MWh)	-	166,456	166,456
Consumption of purchased or acquired electricity (MWh)	96,308	182,274	278,582
Consumption of purchased or acquired heat (MWh)	-	131	131
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)	96,829	348,861	445,690
Total energy consumption (GJ)	348,584.4	1,255,899.6	1,604,484.0

For information regarding standards, methodologies, assumptions and calculations, refer to our [CDP Climate Change 2020 Response](#).

For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2021 Response.

Purchased total energy consumption by country within the organization is as follows:

	Consumption of Electricity	Consumption of Fuel	Total Energy Consumption
Country	MWh	MWh	MWh
Australia	19,996	1,823	21,819
Canada	725	394	1,119
France	321	174	494
Germany	680	369	1,049
India	16,698	7,162	23,861
Italy	92	50	142
Netherlands	259	141	400
Russian Federation	17,162	5,628	22,920
Singapore	462	251	712
South Africa	14,120	431	14,551
Spain	121	66	186
United Arab Emirates	275	149	425
United Kingdom	22,143	7,364	29,507
U.S.	185,378	142,372	327,749
Vietnam	151	82	233

302-2

Energy consumption outside of the organization

Total energy consumption for franchise restaurants is estimated to be 54,564,714 GJ. This includes energy consumption by the Habit Burger for the first time. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2021 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 1,117.5 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 is 741,820 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 2021 Response.

GRI 303: Water and Effluents

103-1

Explanation of the material topic and its Boundary

Planet > Planet Dashboard > Water; Climate Action > Green Buildings; Water, pgs. 29-34
CDP Water Security 2021 Response

103-2

The management approach and its components

103-3

Evaluation of the management approach

GRI INDEX

303-1	Interactions with water as a shared resource	Planet > Climate Action > Green Buildings; Water, pgs. 29-34 CDP Water Security 2021 Response
303-2	Management of water discharge-related impacts	CDP Water Security 2021 Response
303-3	Water withdrawal	Total company withdrawals for the reporting year are estimated to be 2,575.6 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 320.8 ML. For information regarding standards, methodologies, assumptions and calculations refer to our CDP Water Security 2021 Response.
303-4	Water discharge	Total company discharges for company locations for the reporting year are estimated to be 2,189.2 ML. Material discharges to third-party water systems are estimated to be 1,287.8 ML and discharges to groundwater are 901.4 ML. Total water discharges for company locations located in water-stressed areas, as defined by WRI Aqueduct, are estimated to be 160.4 ML to third-party water systems and 112.3 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 2021 Response.
303-5	Water consumption	Total company water consumption for the reporting year is estimated to be 386.3 ML. Total consumption for company locations in water-stressed areas, as defined by WRI Aqueduct, is estimated to be 48.1 ML. For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Water Security 2021 Response.

GRI 305: Emissions

103-1	Explanation of the material topic and its Boundary	Planet > Climate Action, pgs. 31-33
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: 38,907 MT CO ₂ e (location based), CDP Climate Change 2021 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 2021 Response.

Location Based Scope 1 emissions by country are as follows:

Country	Scope 1
Australia	526
Canada	71
France	31
Germany	66
India	1,771
Italy	9
Netherlands	25
Russian Federation	1,214
Singapore	45
South Africa	2,146
Spain	12
United Arab Emirates	27
United Kingdom	1,714
U.S.	31,235
Vietnam	15

305-2	Energy indirect (Scope 2) GHG emissions	<p>Gross Indirect (Scope 2) GHG emissions: 128,129 MT CO₂e (location based), CDP Climate Change 2021 Response Gross Indirect (Scope 2) GHG emissions: 130,953 MT CO₂e (market based), CDP Climate Change 2021 Response</p> <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 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 2021 Response.</p> <p>Location Based Scope 2 emissions by country are as follows:</p> <table border="1" data-bbox="673 567 1193 1060"> <thead> <tr> <th>Country</th> <th>Scope 2</th> </tr> </thead> <tbody> <tr><td>Australia</td><td>14,237</td></tr> <tr><td>Canada</td><td>96</td></tr> <tr><td>France</td><td>18</td></tr> <tr><td>Germany</td><td>273</td></tr> <tr><td>India</td><td>12,555</td></tr> <tr><td>Italy</td><td>28</td></tr> <tr><td>Netherlands</td><td>108</td></tr> <tr><td>Russian Federation</td><td>6,125</td></tr> <tr><td>Singapore</td><td>180</td></tr> <tr><td>South Africa</td><td>12,648</td></tr> <tr><td>Spain</td><td>31</td></tr> <tr><td>United Arab Emirates</td><td>157</td></tr> <tr><td>United Kingdom</td><td>5,080</td></tr> <tr><td>U.S.</td><td>76,524</td></tr> <tr><td>Vietnam</td><td>69</td></tr> </tbody> </table>	Country	Scope 2	Australia	14,237	Canada	96	France	18	Germany	273	India	12,555	Italy	28	Netherlands	108	Russian Federation	6,125	Singapore	180	South Africa	12,648	Spain	31	United Arab Emirates	157	United Kingdom	5,080	U.S.	76,524	Vietnam	69
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305-3	Other indirect (Scope 3) GHG emissions	<p>Other indirect (Scope 3) GHG emissions: 36,991,096 MT CO₂e, CDP Climate Change 2021 Response</p> <p>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): 27,351,971 MT CO₂e • Franchisees (Buildings Scope 1 and 2): 6,676,155 MT CO₂e • Upstream Transportation and Distribution: 1,188,304 MT CO₂e • Waste Generated in Operations: 914,506 MT CO₂e • Downstream Transportation and Distribution: 791,796 MT CO₂e • End of Life Treatment of Sold Products: 66,145 MT CO₂e • Business Travel: 2,519 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 978,195 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 2021 Response.</p>																																
305-4	GHG emissions intensity	<p>GHG emissions intensity: 0.000030 MT CO₂e per unit total revenue for Scope 1 and 2 emissions including office emissions.</p> <p>GHG emissions intensity: 127 MT CO₂e per restaurant (based on average restaurant count) for Scope 1 and 2 emissions, not including offices. If office emissions are included in the intensity calculation GHG emission intensity is 148 MT CO₂e per restaurant.</p> <p>For information regarding standards, methodologies, assumptions and calculations, refer to our CDP Climate Change 2021 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 and efficiency measures implemented during the reporting year was 1,247,396 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 2021 Response.</p>																																

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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 while the equipment is operating according to manufacturer specifications, a small amount of leakage does occur. We estimate the following:</p> <ul style="list-style-type: none"> • Scope 1 HFC: 5,059 MT • Scope 2 HFC: not applicable • Scope 3 HFC (franchise restaurants): 343,111 MT <p>Source emission factors can be viewed in our Statement of Greenhouse Gas Emissions and Water Withdrawal.</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 quantities of these gases are as follows:</p> <ul style="list-style-type: none"> • Scope 1 CH₄: 17 MT • Scope 2 CH₄: 77 MT • Scope 3 CH₄: 4,237 MT • Scope 1 N₂O: 17 MT • Scope 2 N₂O: 505 MT • Scope 3 N₂O: 23,724 MT <p>Perfluorocarbons (PFCs), nitrogen trifluoride (NF₃) and sulphur hexafluoride (SF₆) emissions are 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.</p>

GRI 306: Waste

103-1	Explanation of the material topic and its Boundary	Planet > Planet Dashboard; Recipe Notes: A Packaging Strategy Based on Partnership; Sustainable Packaging & Waste Reduction, pgs. 29-34
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, pg. 34
306-2	Management of significant waste-related impacts	Planet > Sustainable Packaging & Waste Reduction, pg. 34
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, France, Russia, United Kingdom, and U.S. 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 2,599,339 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: 1,039,736 MT • Corrugated cardboard: 389,901 MT • Paper packaging and other paper: 389,901 MT • Mixed plastics: 389,901 MT • Used cooking oil: 259,934MT • Other: 129,967 MT <p>Planet > Sustainable Packaging & Waste Reduction, pg. 34</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, France, Russia, United Kingdom, and U.S. 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 397,154 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 include the following:</p> <ul style="list-style-type: none"> • Solid Waste Recycling: 369,268 MT • Biofuel and/or animal feed: 26,045 MT • Food donation (in markets listed above): 1,818 MT <p>Planet > Sustainable Packaging & Waste Reduction, pg. 34</p>

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GRI 308: Supplier Environmental Assessment

103-1	Explanation of the material topic and its Boundary	Planet > Supply Chain, pg. 33 Yum! Global Forest Stewardship Policy Yum! Palm Oil Policy
103-2	The management approach and its components	Yum! Paper-Based Packaging Sourcing Policy CDP Forests, 2021 Response
103-3	Evaluation of the management approach	
308-2	Negative environmental impacts in the supply chain and actions taken	Planet > Forest Stewardship, pg. 33 CDP Forests, 2021 Response

GRI 400: SOCIAL

GRI 401: Employment

103-1	Explanation of the material topic and its Boundary	People, pgs. 13-21 Food > Food Safety, pg. 25
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
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. Yum! Human Rights & Labor Policy Global Code of Conduct
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
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 and 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, pg. 25 Global Code of Conduct , pg. 22
103-3	Evaluation of the management approach	
403-1	Occupational health and safety management system	Food > Food Safety, pg. 25 Global Code of Conduct , pg. 22
403-2	Hazard identification, risk assessment, and incident investigation	Food > Food Safety, pg. 25 Global Code of Conduct , pg. 22
403-3	Occupational health services	Food > Food Safety, pg. 25 Global Code of Conduct , pg. 22
403-4	Worker participation, consultation, and communication on occupational health and safety	Food > Food Safety, pg. 25 Global Code of Conduct , pg. 22

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403-5	Worker training on occupational health and safety	Food > Food Safety, pg. 25 Global Code of Conduct , pg. 22
403-6	Promotion of worker health	See response to GRI 401-2, pg. 46
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Food > Food Safety, pg. 25 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.

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	People > Education, pg. 16

GRI 405: Diversity and Equal Opportunity

103-1	Explanation of the material topic and its Boundary	Citizenship > Board Diversity, pg. 8 People > Equity & Inclusion, pgs. 15-16
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	Not Specified
		Board of Directors	42%	58%	0
		Executive	49%	51%	0
		Leadership	32%	68%	0
		Management (Restaurant and Above Restaurant)	49%	50%	1%
		Non-Management (Above Restaurant)	55%	44%	1%
		Non-Management (Restaurant)	55%	41%	4%
		Age Group			
			Percent Under 30	Percent 30>50	Percent over 50
Board of Directors	0	8	92	0	
Total Employees	58	31	8	3	
Above Restaurant	14	67	17	2	
Restaurant	63	27	7	3	

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.
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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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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! 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 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	People > People Dashboard; Ethics & Human Rights > Human Rights in the Supply Chain
103-3	Evaluation of the management approach	Yum! Human Rights & Key Supply Chain Commitments Policy 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 has having significant risk for incidents related to not following this policy. People > People Dashboard; Ethics & Human Rights > Human Rights in the Supply Chain 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 > People Dashboard; Ethics & Human Rights > Human Rights in the Supply Chain
103-2	The management approach and its components	Yum! Human Rights & Key Supply Chain Commitments Policy Yum! Human Rights & Labor Practices Policy Global Code of Conduct Supplier Code of Conduct
103-3	Evaluation of the management approach	
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 policies and the treatment of individuals was estimated to be 15,700 in the reporting year. This total covers employees, franchisees and suppliers. We covered approximately 34% of our full-time employee count at the end of the year.

GRI 413: Local Communities

103-1	Explanation of the material topic and its Boundary	People > Brand Community Impact, pg. 19
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, pg. 19

GRI 414: Supplier Social Assessment

103-1	Explanation of the material topic and its Boundary	People > People Dashboard; Ethics & Human Rights > Human Rights in the Supply Chain Food > Food Safety, pg. 25
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

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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 467,524 restaurant food safety audits. In the reporting year, we also assessed 93% of suppliers on our way to assessing 100% of Tier 1 suppliers annually.
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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. Global Code of Conduct Political Contributions & U.S. Government Advocacy Policy
103-2	The management approach and its components	
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, 2020) totaled \$37,000. For detailed information regarding the contributions, please visit the Federal Election Commission website.

GRI 416: Customer Health & Safety

103-1	Explanation of the material topic and its Boundary	Food, pgs. 22-27
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 467,524 restaurant food safety audits. In the reporting year, we also assessed 93% of suppliers on our way to assessing 100% of Tier 1 suppliers annually.

GRI 417: Marketing and 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 2020 there were two incidences of non-compliance concerning marketing communications resulting in fines at KFC.

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. Yum! Privacy Policy Global Code of Conduct
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! 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.