

Yum China Holdings, Inc.

Human Rights Policy

Adhering to the 'People First' value, Yum China firmly believes that a sustainable business can only be built on the right foundation: respect and protection for human rights. We comply with relevant laws, regulations and standards. We endorse the United Nations Universal Declaration of Human Rights and relevant international human rights conventions, including but not limited to the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We strive to create a workplace and a community that respect and protect human rights. We proactively identify, prevent and mitigate human rights risks in the Company and throughout the value chain. We also take an active role in understanding stakeholders' concerns and expectations on human rights issues.

In Yum China, we embrace the 'Fair, Care and Pride' principle and are committed to:

Providing a discrimination-free and harassment-free workplace: We have a strict policy that prohibits discrimination and harassment based on race, religion, color, gender or any other types. Employees can report such situations through our compliance hotline. We will ensure effective protection of genuine whistleblowers against any form of retaliation.

Ensuring fair compensation: We provide compensation and benefits to our employees above the regulatory minimum wage standards in various regions. We regulate labor practices, commit to equal pay for equal work and ensure full compliance with applicable local laws and industry practices relating to work hours and overtime.

Creating a safe and healthy working environment: The safety and health of our employees remains as our top priority. In every location we operate, we strictly abide by relevant local laws and regulations. We have established and will continuously improve an occupational health and safety management system following ISO45001, the international standard for occupational health and safety.

Encouraging a diverse and inclusive culture: We are committed to fostering a diverse, inclusive and non-discriminatory culture for our employees. Every employee, regardless of race, religion, color, age, gender or gender identity, disability, sexual orientation, citizenship, or nationality, will be assured of equal opportunities in all human practices such as recruitment, employment, development, training, compensation and promotion.

Equipping employees with future employability: As a firm believer of 'People Capability First', we invest in every step of our employees' growth trajectory to unlock their potential. We also offer comprehensive training to equip them with necessary skills to stay competitive and employable in the future workplace.



Prohibiting child labor and forced labor: We strictly abide by the labor laws and regulations of the countries and regions where we operate. We prohibit the use of child labor, any form of forced labor and human trafficking.

Respecting employees' freedom of association: Abiding by local laws and regulations and company policies, we respect employees' rights to join and form a labor union. We will conduct regular, open and constructive dialogues with employee representatives of legally recognized unions.

The Company has established an Employee Representative Conference, which serves as a crucial communication channel between employees and the Company. Employee representatives are chosen through standardized democratic processes. At the conferences, these representatives are empowered to propose and vote on regulations and major matters affecting employees' interests. Final decisions are made through fair negotiations.

Engaging with the communities and stakeholders:

We are an active advocate of human rights in the community. We provide gainful employment opportunities to socially vulnerable and disadvantaged groups including people with disabilities and migrant workers. We require all suppliers to sign the Yum China Supplier Code of Conduct. We will conduct regular independent third-party audit to evaluate suppliers' performance on human rights and track preventive and corrective actions for continuous improvement.

Employees may report suspected violations of the policy through our compliance website (<https://www.yumchina.com/compliance>) or toll free hotline (400-880-1346). The company will investigate, address and respond to any concerns raised by employees and take appropriate corrective action for validated cases. In 2023, there were no human rights complaints or complaints raised concerning non-compliance with human rights law. Therefore, no remediation actions were taken in 2023.

The Human Rights Policy complies with Yum China's Code of Conduct. We require employees to complete mandatory annual Code of Conduct training. The Human Rights Policy applies to Yum China Holding, Inc., the business entities that we own, the entities in which we hold a majority interest and the facilities that we manage. We expect our suppliers and partners to uphold these principles and encourage them to formulate similar policies within their companies.

