

# Yum China Holdings, Inc.

## Zero Tolerance Anti-Discrimination and Anti-Harassment Policy

### Introduction

Yum China Holdings, Inc. (referred to as "Yum China" or "the Company") and its subsidiaries are unwavering in our dedication to cultivating a workplace environment that is entirely free from discrimination, harassment, and any form of unjust treatment, whether it be intentional or unintentional. We highly value diversity, equality, and the dignity of all individuals. This Anti-Discrimination and Harassment Policy underlines our firm commitment to upholding human rights and nurturing a culture of respect and inclusivity in alignment with the United Nations Universal Declaration of Human Rights and relevant international human rights conventions.

### Scope

This Policy applies to all employees of Yum China Holding, Inc. and its subsidiaries. We expect our suppliers and partners to adhere to this Policy and strongly encourage them to establish similar policies within their organizations.

### Prohibited Discrimination

Yum China will not tolerate any form of discrimination based on race, religion, color, age, gender or gender identity, disability, sexual orientation, citizenship, nationality, or any other characteristics.

### Prohibited Harassment

Yum China will not tolerate any form of harassment, which encompasses verbal harassment, non-verbal harassment, physical harassment, and online harassment.

### Reporting Procedures

If you believe you have experienced or witnessed discrimination or harassment, you should report it immediately to your immediate supervisor, Human Resources, compliance website ([www.yumchina.com/compliance](http://www.yumchina.com/compliance)), or the toll-free hotline (400-880-1346).

The Company maintains a zero-tolerance stance against violations of this Policy and treats all reports with the utmost seriousness. The Investigation function will conduct a thorough and impartial investigation into all reported cases while maintaining strict confidentiality.



## Corrective Measures

The Company is committed to promptly and impartially investigating all reports of discrimination or harassment. If it is determined that a violation of this policy has occurred, appropriate corrective action will be taken, following the Company's discipline policy, which may include employment termination for cause.

## Non-Retaliation

The Company strictly prohibits retaliation against individuals who report discrimination or harassment in good faith or participate in an investigation. Retaliation is a distinct violation of this policy and will be handled in accordance with the Company's discipline policy.

## Education and Training

The Company will provide regular training and educational programs to all employees to raise awareness of this policy, prevent discrimination and harassment, and foster a respectful and inclusive workplace culture as part of the Company's Code of Conduct annual certification process.

## Conclusion

In conclusion, the Company is unwavering in its commitment to promoting a workplace that respects the rights and dignity of every individual. We firmly believe that nurturing a culture of inclusion and diversity is not only the right thing to do but also essential for the success of our organization.

