百胜中国连续第七年被杰出雇主调研机构评为“中国杰出雇主”，并荣膺全国排名前二（英文版）

1/21/2025

SHANGHAI, Jan. 21, 2025 /PRNewswire/ -- For the seventh consecutive year, Yum China Holdings, Inc. (the "Company" or "Yum China", NYSE: YUMC and HKEX: 9987) has been named as a "2025 China Top Employer" by the Top Employers Institute. Yum China placed second overall among 156 companies in China ranked — up from fourth last year — and was once again ranked first for the restaurant industry

This continued recognition underscores Yum China's steadfast dedication to upholding its "People First" philosophy through fostering a supportive workplace and empowering its employees.

The Company is committed to embracing new technologies to develop innovative solutions that help to support employees while promoting sustainable business growth. As a pioneer in digital transformation, Yum China leverages AI to optimize demand forecasting, inventory management, crew scheduling, and production to empower frontline managers. In 2024, the Company launched its "Comprehensive Talent Development" program providing technology-enhanced all-around learning and development support for employees at all career stages from entry-level to management. The Company also continues to deepen the application of AI-Generated Content (AIGC) in its employee services. For example, Yum China's AIGC-enabled "MyService" provides 24/7 intelligent support for employees' HR-related questions, enhancing productivity and employee experience.

To attract the next generation of talent, Yum China has continued to make its recruitment process more engaging and interactive. In 2024, the Company introduced a metaverse space for its management trainee recruitment program, providing an exciting new way for applicants to learn about the Company's culture and history. Additionally, the Company's "gamified" online and offline interviews have received high praise from student applicants, further strengthening its appeal among Gen Z candidates.

Employee well-being remains a cornerstone of Yum China's "People First" philosophy. In 2025, the Company plans to further expand its "YUMC Care" benefits program, including increased medical coverage for over 10,000 frontline restaurant managers, and broaden its mutual aid fund to provide financial assistance to team leaders in need. These initiatives reflect Yum China's commitment to ensuring the safety, health, and well-being of its employees.

The Company also remains dedicated to recognizing the contributions of its restaurant general managers (RGMs), in line with its "RGM No.1" principle. In December, the Company welcomed more than 11,000 RGMs to its annual RGM Convention in Hong Kong.

Looking ahead, Yum China remains continuously focused on improving employee engagement and well-being. Through incorporating feedback from initiatives such as employee surveys and events like the RGM Convention, the Company continues to refine its programs to meet the evolving needs of its dynamic workforce.

Forward-Looking Statements

This press release contains "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, including under "2024 Outlook." We intend all forward-looking statements to be covered by the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements generally can be identified by the fact that they do not relate strictly to historical or current facts and by the use of forward-looking words such as "expect," "expectation," "believe," "anticipate," "may," "could," "intend," "belief," "plan," "estimate," "target," "predict," "project," "likely," "will," "continue," "should," "forecast," "outlook," "commit" or similar terminology. These statements are based on current estimates and assumptions made by us in light of our experience and perception of historical trends, current conditions and expected future developments, as well as other factors that we believe are appropriate and reasonable under the circumstances, but there can be no assurance that such estimates and assumptions will prove to be correct. Forward-looking statements include, without limitation, statements regarding the future strategies, growth, business plans, and dividend and share repurchase plans. Forward-looking statements are not guarantees of performance and are inherently subject to known and unknown risks and uncertainties that are difficult to predict and could cause our actual results or events to differ materially from those indicated by those statements. We cannot assure you that any of our expectations, estimates or assumptions will be achieved. The forward-looking statements included in this press release are only made as of the date of this press release, and we disclaim any obligation to publicly update any forward-looking statement to reflect subsequent events or circumstances, except as required by law. Numerous factors could cause our actual results or events to differ materially from those expressed or implied by forward-looking statements. Our plan of capital returns to shareholders is based on current expectations, which may change based on market conditions, capital needs or otherwise. In addition, other risks and uncertainties not presently known to us or that we currently believe to be immaterial could affect the accuracy of any such forward-looking statements. All forward-looking statements should be evaluated with the understanding of their inherent uncertainty. You should consult our filings with the Securities and Exchange Commission (including the information set forth under the caption "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q) for additional detail about factors that could affect our financial and other results.

About Yum China Holdings, Inc.

Yum China is the largest restaurant company in China with a mission to make every life taste beautiful. The Company has approximately 400,000 employees and operates over 15,000 restaurants under six brands across around 2,200 cities in China. KFC and Pizza Hut are the leading brands in the quick-service and casual dining restaurant spaces in China, respectively. In addition, Yum China has partnered with Lavazza to develop the Lavazza coffee concept in China. Little Sheep and Huang Ji Huang specialize in Chinese cuisine. Taco Bell offers innovative Mexican-inspired food. Yum China has a world-class, digitalized supply chain, which includes an extensive network of logistics centers nationwide and an in-house

supply chain management system. Its strong digital capabilities and loyalty program enable the Company to reach customers faster and serve them better. Yum China is a Fortune 500 company with the vision to be the world's most innovative pioneer in the restaurant industry. For more information, please visit http://ir.yumchina.com.

View original content:https://www.prnewswire.com/news-releases/yum-china-named-as-a-top-employer-in-china-by-top-employers-institute-for-seventh-consecutive-year-achieving-top-2-national-ranking-302356155.html

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