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**Yum China Holdings, Inc.**
**百勝中國控股有限公司**
*(Incorporated in the State of Delaware of the United States of America)*
**(Stock Code: 9987)**

# GRANT OF EQUITY AWARDS AND DIRECTOR RETAINERS IN THE FORM OF EQUITY AWARDS

Yum China Holdings, Inc. (the "**Company**") hereby announces that on August 7, 2025 (United States time, the "**Grant Date**"), the Company granted certain equity awards and shares of common stock of the Company (the "**Shares**") under the Yum China Holdings, Inc. 2022 Long Term Incentive Plan (the "**2022 LTIP**"), the details of which are set forth as follows.

**Grant of Equity Awards to Employees**

| | |
|---|---|
| Type of equity awards granted: | Restricted share units ("**RSUs**") |
| Number of equity awards granted: | 51,819 |
| Number of grantees: | 622, including 588 restaurant general managers |
| Identity of grantees: | All the grantees are employees of the Company's subsidiaries who are not senior management. Such grantees are not directors, chief executives, substantial shareholders of the Company, or any associate of any of them.<br><br>None of the grantees is required to be disclosed on an individual basis pursuant to Rule 17.06A(2) of Chapter 17 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. |
| Vesting period and conditions: | Contingent on continuing service, the RSUs shall vest (1) in equal installments on each of the first three anniversaries of the Grant Date, |

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|---|---|
| | (2) cliff vest on the third anniversary of the Grant Date, or (3) if performance goals relating to store count, revenue and profit are achieved at, or during the year ended, December 31, 2027, the vesting of which may range from 0% to 100% of the target number of Shares subject to the RSUs. |
| Purchase price: | The grantees are not required to pay any purchase price for the Shares issuable under the RSUs. |
| Clawback mechanism: | If the compensation committee (the "**Compensation Committee**") of the board of directors of the Company (the "**Board**") determines that a present or former employee has (i) used for profit or disclosed to unauthorized persons, confidential or trade secrets of the Company or its subsidiaries; (ii) breached any contract with or violated any fiduciary obligation to the Company or its subsidiaries; or (iii) engaged in any conduct which the Compensation Committee determines is injurious to Company or its subsidiaries, the Compensation Committee may cause that employee to forfeit his or her outstanding awards under the 2022 LTIP, subject to certain limitations set forth in the 2022 LTIP. In addition, the awards granted are subject to the Company's compensation recovery, clawback and recoupment policies as in effect from time to time. |

The RSUs are subject to the terms and conditions of the 2022 LTIP and the applicable award agreements. Details of the 2022 LTIP are set out in the proxy statement of the Company dated September 1, 2022, published on the websites of the Hong Kong Stock Exchange and the Company.

**Grant of Equity Awards to Directors**

Reference is made to the announcement of the Company dated August 5, 2025 with respect to the appointment of director. The Board appointed Zhe (David) Wei ("**Mr. Wei**") as a director, effective August 6, 2025.

The Company hereby announces that on the Grant Date, the Company granted 2,862 Shares under the 2022 LTIP to Mr. Wei as his annual stock retainers for serving as an independent non-employee director of the Company, which were pro-rated.

The Company's non-employee directors were each compensated with an annual retainer, payable in Shares or, if requested by a director, up to one-half in cash. For details, please refer to the section headed "Report of the Directors - Long Term Incentive Plans and Directors' Rights to Acquire Shares - Director Retainer" in the Company's annual report for the year ended December 31, 2024.

Pursuant to Section 4.6 of the 2022 LTIP, awards granted under the 2022 LTIP (other than cash-based awards) shall vest no earlier than the first anniversary of the date on which the award is granted; provided, that certain awards, among others, in respect of up to a maximum of five percent (5%) of the scheme mandate limit as set out in the 2022 LTIP may not be subject to the foregoing

minimum vesting requirement, including Shares subject to a minimum holding period of 12 months (including Shares delivered to a non-employee director in respect of such non-employee director's annual retainer). Pursuant to our share retention policy for directors, no director may sell any Shares received as director compensation until at least 12 months following the director's retirement or departure from the Board.

As the Shares granted represent the annual retainers of Mr. Wei, there were no performance targets attached to such grant. Pursuant to the terms of the 2022 LTIP, any awards and Shares issued pursuant to such plan shall be subject to the Company's clawback and other compensation recovery policies as in effect from time to time. The Company's current clawback and compensation recovery policies do not apply to non-employee director compensation.

The Compensation Committee considers the granting of Shares to Mr. Wei in respect of his annual retainers to be aligned with the purposes and terms of the 2022 LTIP.

**Stock Price and Other Information**

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|---|---|
| Closing price of the Shares on the Grant Date: | US$45.85 per Share for Shares traded on the New York Stock Exchange on August 7, 2025 (United States time), being the trading day on the New York Stock Exchange, which is the Grant Date;<br><br>HK$360.20 per Share for Shares traded on the Hong Kong Stock Exchange on August 7, 2025 (Hong Kong time), being the trading day on the Hong Kong Stock Exchange immediately preceding the Grant Date. |
| Shares available for future grant: | As of the Grant Date, 25,358,580 Shares remained available for future grants under the 2022 LTIP in accordance with the terms of the 2022 LTIP. |

By order of the Board
**Yum China Holdings, Inc.**
**Joey WAT**
*Director and Chief Executive Officer*

Hong Kong, August 12, 2025

*As of the date of this announcement, the Board comprises Dr. Fred HU as the chairman and an independent director, Ms. Joey WAT as an executive director, Mr. Robert B. AIKEN as a non-executive director, and Ms. Mikel A. DURHAM, Mr. Edouard ETTEDGUI, Ms. Grace Xin GE, Mr. David HOFFMANN, Ms. Ruby LU, Mr. Zili SHAO, Mr. William WANG, Mr. Zhe (David) WEI, Ms. Min (Jenny) ZHANG and Ms. Christina Xiaojing ZHU as independent directors.*