



Positive Value Chain: People

- ★ Metrics marked with a star signify third-party limited assurance.
- Metrics marked with a gear signify that a goal was refined in 2025. Progress will be tracked against refined goal from the 2024 reporting year onward.

Target metrics	2030 Target	2024	2023	2022	Comments
Increase the employability of our people through increased access to degrees, skill development and new roles, providing meaningful growth opportunities to everyone at every stage	<p>Our actions include:</p> <ul style="list-style-type: none"> • Continuing to provide fulfilling growth opportunities and career advancement programs through a variety of programs such as PEP U Degree and myLearning. In 2024, employees completed more than 1.8 million hours of learning across all programs • Continuing to support our associates through our internal talent marketplace, myDevelopment, where employees were assigned and took part in short-term projects or new opportunities • Continuing to offer programs that fully-fund and reimburse tuition for many U.S. employees. These help them to acquire new skills or refine existing ones through myEducation where employees can complete a degree or program 				See additional information on our Employee learning and development ESG Topics A-Z page.
Empower our associates with the resources and time needed to build and cultivate prosperity in our communities	<p>Our actions include:</p> <ul style="list-style-type: none"> • Launching the first-ever global volunteer webcast to celebrate exceptional associates and projects worldwide, while highlighting the alignment between our volunteering program and key PepsiCo initiatives – including pep+, Employee Resource Groups (ERGs), Green Teams, frontline participation, and executive sponsorship • Embedding volunteerism into programming throughout 2024, including Global Volunteer Month in April and PepsiCo Gives Back Month in October. In 2024, employees donated more than 169,000 hours in volunteering actions around the world 				See additional information on our Philanthropy ESG Topics A-Z page.
Achieve and sustain pay equity for our global professional population	Women and men continue to be paid within 1% of each other¹				
Extend the principles of our Supplier Code of Conduct to all of our franchisees and joint ventures by 2025	<p>Our objectives include continuing to:</p> <ul style="list-style-type: none"> • Reiterate to franchisees and joint ventures our expectations that they should adhere to the principles outlined in the SCoC and, where possible, to update contractual requirements for these parties to help clarify our expectations • Engage and collaborate with these parties on our human rights agenda and shared priorities 				

¹ Based on analysis of more than 99% of our salaried population across 71 countries



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Promote fair and safe working conditions for all by advancing respect for human rights in our direct operations and direct supply chain	<p>Our actions include:</p> <ul style="list-style-type: none"> • Empowering our strategic, tier-1¹ suppliers through capacity building and collaboration to adopt and implement processes for conducting human rights due diligence, deploying training on human rights risks, and implementing measures to mitigate potential risks when they are identified • Co-sponsoring an AIM-Progress grievance mechanism capacity building program in Brazil to support local suppliers in improving existing industry-level grievance management systems • Continuing to co-sponsor the AIM-Progress Tackling Forced Labor and Child Labor Initiative, which has trained nearly 800 representatives from sanitation providers, labor providers, and co-manufacturers and co-packers across the food and beverage industry in the United States 				
Continue to strive for an injury-free work environment²		0.49	0.48	0.46 ³	★ Goal subjected to limited assurance in 2024
Reach 100 million people with safe water access⁴	100 million	>96 million⁵	>91 million	>80 million	★ Goal subjected to limited assurance in 2024
Partner with communities to advance food security and make nutritious food accessible to 50 million people⁶	50 million	>62 million	>61 million	>58 million	★ Goal subjected to limited assurance in 2024

¹ A tier-1 supplier is a company that supplies products, goods, or services directly to PepsiCo, Inc.

² Results reflect lost time incidents per 200,000 hours worked

³ Results reflect the exclusion of SodaStream and Be & Cheery

⁴ Metric counts the cumulative number of people provided with access to safe water since 2010

⁵ Cumulative results include current year performance and performance in prior years which were adjusted to reflect the availability of improved data

⁶ Results represent the cumulative sum of people reached with nutritious food per annual reporting period through programs funded through charitable contributions, as well as through commercial efforts that are intended to provide nutritious food. For more information, see [Calculation Methodology](#).



Positive Choices: Expanded Portfolio Offerings

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Target metrics	2030 Target	2024	2023	2022	Comments
Reduce added sugars: ≥67% of beverage portfolio volume will have ≤100 Calories from added sugars per 12 oz. serving ¹	≥67% (2025 target)	67% ²	62% ³	56% ⁴	★ Goal subjected to limited assurance in 2024
Reduce sodium: ≥75% of convenient foods portfolio volume will not exceed 1.3 milligrams of sodium per Calories ⁵	≥75% (2025 target)	77% ²	72% ³	68% ⁴	★ Goal subjected to limited assurance in 2024
Reduce saturated fats: ≥75% of convenient foods portfolio volume will not exceed 1.1 grams of saturated fat per 100 Calories ⁵	≥75% (2025 target)	81% ²	77% ³	75% ⁴	★ Goal subjected to limited assurance in 2024
Reduce sodium: ≥75% of our global convenient foods portfolio volume will meet or be below category sodium targets by 2030 ⁶	≥75%	44% ⁷	36% ⁸	Goal introduced in 2023. Metric not measured in prior years	★ Goal subjected to limited assurance in 2024
Diverse ingredients: Deliver 145 billion portions of diverse ingredients annually in our global convenient foods portfolio; such as legumes, whole grains, plant-based proteins, fruits and vegetables, and nuts and seeds by 2030 ⁵	145 billion portions annually	69 billion portions ⁷	68 billion portions ^{8,9}	Goal introduced in 2023. Metric not measured in prior years	Our goal is to ensure each portion will provide approximately 10% of the suggested daily amount of a diverse ingredient. ¹⁰ ★ Goal subjected to limited assurance in 2024

¹ Our global results are based on our Top 26 beverage markets

² As of 2024, Top 26 beverage markets represented 78% of our global beverages volume and Top 23 convenient foods markets represented 86% of our global convenient foods volume. Results reflect the exclusion of Be & Cheery portfolio

³ As of 2023, Top 26 beverage markets represented 78% of our global beverages volume and Top 23 convenient foods markets represented 86% of our global convenient foods volume. Results reflect the exclusion of Be & Cheery portfolio

⁴ As of 2022, Top 26 beverage markets represented 78% of our global beverages volume and Top 23 convenient foods markets represented 86% of our global convenient foods volume. Results reflect the exclusion of Be & Cheery portfolio

⁵ Our global results are based on our Top 23 convenient foods markets

⁶ Our global results are based on our Top 23 convenient foods markets. Refer to the [Nutrition](#) ESG Topics A-Z page for complete list of food categories

⁷ Results reflect the exclusion of the Be & Cheery portfolio and the Dairy and Baby Food categories in Russia and Ukraine. As of 2024, the Top 23 convenient foods markets accounted for 84% of our total global convenient foods volume, adjusted for these exclusions

⁸ Results reflect the exclusion of the Be & Cheery portfolio and the Dairy and Baby Food categories in Russia and Ukraine. As of 2023, the Top 23 convenient foods markets accounted for 84% of our total global convenient foods volume, adjusted for these exclusions

⁹ Metric restated in 2024 to exclude 6.5 billion portions of corn previously reported as whole grain in 2023

¹⁰ Based on published dietary guidelines for select countries, WHO Healthy Diet Fact Sheet and Eat Lancet Planetary Healthy Diet report



Positive Choices: Planet + People Brands

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Target metrics	2030 Target	2024	2023	2022	Comments
<p>Leverage our scaled brands to embody and amplify positive outcomes for the planet and people, including empowering consumers with transparent environmental labeling on our key products</p>	<p>Our actions include:</p> <ul style="list-style-type: none">• Continuing to update the labeling for our beverage portfolio in the U.S. and Canada to include a recycling call to action, "Refresh then Recycle™"• Continuing to drive positive outcomes through our brands globally, with initiatives activated locally staying true to the challenges and opportunities in each of the markets				



This PepsiCo, Inc. 2024 ESG Summary contains statements reflecting our views about our future performance that constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as "aim," "anticipate," "believe," "drive," "estimate," "expect," "goal," "intend," "may," "plan," "project," "strategy," "strive," "target" and "will" or similar statements or variations of such terms and other similar expressions. Forward-looking statements inherently involve risks and uncertainties. For information on certain factors that could cause actual events or results to differ materially from our expectations, please see PepsiCo's filings with the Securities and Exchange Commission, including its most recent annual report on Form 10-K and subsequent reports on Forms 10-Q and 8-K. Investors are cautioned not to place undue reliance on any such forward-looking statements, which speak only as of the date they are made. PepsiCo undertakes no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise.

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