

Employee Well-Being

Healthy Living, PepsiCo's well-being program, is designed to help employees and families improve their physical, financial and emotional health. Employees can choose from a variety of programs to help them:

- **Be Well**—these programs focus on helping employees get healthy, get moving, and be safe.
- **Find Balance**—these programs help employees manage stress, build resilience, and improve their financial well-being and work/life quality.
- **Get Involved**—our programs also foster community involvement and family and social connections, a critical component to well-being.

To provide a sense of the scope and reach of Healthy Living, in the U.S. alone, we offer: a wellness questionnaire and screening to gauge health status; flu shots; telephonic wellness coaching; a healthy pregnancy program; a tobacco-free program; stress and sleep management programs; weight management programs; fitness and nutrition programs; a back care program; care management programs for chronic conditions (like diabetes), and preventive care coverage. These programs are available to all benefits-eligible employees, as well as spouses who are covered under the PepsiCo medical plan.

Our Healthy Living programs have resulted in improved health outcomes for our employees, which have also resulted in cost efficiencies for PepsiCo.

Our Focus on Fitness and Nutrition

Fitness and nutrition programs are among our most popular offerings:

Fitness Programs. A number of locations with a large employee base provide on-site fitness centers (e.g., United States, United Kingdom, Australia, Mexico, South Africa and China). Some locations promote physical fitness through discounted gym memberships. And other locations offer vouchers and incentives for employees who join a gym. In addition, we hold annual events to help employees increase their physical activity, including company soccer and softball tournaments and ping pong competitions. Finally, as part of our "Ready, Step, Move...Give!" physical activity program, individuals in 31 countries, including across more than 110 locations in the US, took more than three billion steps.

Nutrition Programs. Healthy eating is a key pillar of our Healthy Living framework. Many large markets provide free fruit on-site and healthy food options in cafeterias (e.g., United States, Brazil, Chile, Mexico, South Africa, Ireland, Australia and India). Some locations provide nutrition advice and seminars to employees. PepsiCo also promotes healthy eating through an annual global education campaign. Finally, some locations hold local events and competitions to promote healthy eating and nutrition. For example, a weight loss competition called "Why Weight?" encouraged individuals at 100 locations in the U.S. to lose more than 15,000 pounds collectively.

Progress Against Well-Being Goals

Through our Wellness Certification Program, we have set clear objectives to increase employee participation in our well-being programs—both in terms of the number of participants and the quality of the engagement. With 100% of countries with 50 or more employees having access to well-being offerings, we set a goal for 50% of participating countries to achieve a status of either "Advanced" or "Cutting Edge" (see below) by 2025. In 2016, 38% had reached this goal, an improvement from 31% in 2015.

Wellness Certification Status Level Descriptions

	Advanced Status	Cutting Edge Status
Program Content	Expanded offering, frequency, delivery vehicles (e.g., technology platforms) and coverage with some selected infrastructure investments (e.g., on-site clinics)	Program content determined based on evidence based KPIs (e.g., medical claims trends, wellness questionnaire/biometrics, etc.); programming may vary by audience; utilize robust suite of delivery vehicles
Audience	Programs address both professional population and frontline	Programs address both professional and frontline audiences, and may expand to address external community
Frequency	Ongoing activities for each framework pillar at least monthly for large sites and quarterly in smaller sites	Ongoing year round activity

Support for Caregivers

In 2017, we began offering access to on-site childcare at Purchase, New York headquarters for our Westchester-based employees, and near-site childcare for employees at our Frito-Lay North America headquarters in Plano, Texas – with care provided by highly-trained and reputable third-party providers. We also currently offer access to on-site or near-site childcare at international locations, including Mexico, India, Egypt and Pakistan, and we will continue to evaluate our global need.

In a number of our locations globally, we have also worked to provide facilities for nursing mothers. In more than half of our locations worldwide with 500 or more employees, we have either dedicated mother’s rooms, wellness rooms, or alternate space available for nursing mothers. We are actively working to expand the number of PepsiCo locations with facilities for nursing mothers in the coming years.