

Employee Well-Being

Healthy Living, PepsiCo's employee well-being program, is designed to help employees and their families improve their physical, financial and emotional health. The program is based on three pillars of well-being, offering employees a variety of programs to help them:

- **Be Well**—Programs to get healthy, get moving, and be safe.
- **Find Balance**—Programs to manage stress, build resilience, and improve their financial well-being and work/life quality.
- **Get Involved**—Programs to 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 variety of programs including: a wellness questionnaire and biometric screening to gauge health status; flu shots; telephonic wellness coaching; stress, resilience and sleep management programs; weight management programs; and fitness and nutrition programs. Through a digital well-being platform launched in January 2018, participants earn points through engagement in these programs, which they can redeem for rewards such as gift cards, Health Savings Account contributions and sweepstakes entries. Additionally, we offer a healthy pregnancy program; a tobacco-free program; a back care program; care management programs for chronic conditions (like diabetes); and Employee Assistance Program and preventive care coverage. These programs are available to all benefits-eligible employees, as well as spouses and partners in who are covered under the PepsiCo medical plan.

In 2018, over 50,000 members registered on the digital well-being platform. Of those registered, 74 percent completed a wellness questionnaire and 84 percent earned points by participating in programs. The stress-management program attracted 23,317 enrollees, and 30,121 completed a Wellness Screening. The weight management program drew 16,133 participants with more than 39,112 pounds have been lost since January 2018.

Our Healthy Living programs focus on improved health outcomes for our employees, which also drive 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, over 21,000 enrolled individuals in 61 countries took more than six billion steps in 2018.

Nutrition Programs: Healthy eating is a key component of the "Be Well" pillar of PepsiCo's well-being program. Many of our larger markets worksites provide free fruit on-site or 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 with content and tips developed in partnership with our Nutrition Sciences teams and tied to nutrition-related PepsiCo University courses.

Well-Being Education: We offer monthly webinars featuring health and well-being topics designed to provide education and support and help employees mitigate health risks. Webinars are hosted by our vendor partner experts and topics are tied to the three pillars of our well-being program. Recording of webinars are also available. In 2018, we offered a total of twelve - webinars on topics ranging from heart health, to nutrition, to sleep - with nearly 1,800 participants.

Progress Against Well-Being Goals

Through a PepsiCo initiative called the 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. PepsiCo well-being programs are already available in 100 percent of countries with 50 or more PepsiCo employees. We challenged ourselves to make the programs in at least 50 percent of these countries achieve a status of either “Advanced” or “Cutting Edge” (see below) by 2025. In 2018, we surpassed that goal, with programs in 55 percent of participating countries achieving Advanced or Cutting Edge status.

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 by evidence based key performance indicators (e.g., medical claim trends, wellness questionnaire/biometrics, etc.); programming may vary by audience; utilizes robust suite of delivery vehicles.
Audience	Programs address both professional population and frontline audiences.	Programs address both professional and frontline audiences, and may expand to address external community.
Frequency	Ongoing activities for each well-being pillar at least monthly for large sites and quarterly for smaller sites.	Ongoing year-round activity.

Support for Caregivers

In 2017, we began offering access to on-site childcare at our 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. Back Up child and elder care services are available through third party providers when a regular care provider is unavailable.

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 opportunities globally.

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 mothers' 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.