

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 who are already covered under the PepsiCo medical plan.

In 2019, over 60,000 members registered on the digital well-being platform. Of those registered, two-thirds completed a wellness questionnaire and 85 percent earned points by participating in programs. The stress-management program attracted more than 32,000 PepsiCo associates, and nearly 32,000 completed an initial resilience assessment. Two weight management programs drew more than 20,000 participants, who have collectively lost more than 83,000 pounds 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, nearly 21,000 enrolled individuals in 64 countries took more than eight billion steps in 2019.

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 expert partner, and topics are tied to the three pillars of our well-being program. Recording of webinars are also available. In 2019, we offered a total of twelve - webinars on topics ranging from resilience, to fitness, to sleep - with nearly 1,900 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 reach either "Advanced" or "Cutting Edge" status (see below) in at least 50 percent of these countries by

2025. In 2019, we surpassed that goal, with programs in 60 percent of participating countries achieving Advanced or Cutting Edge status.¹

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.

¹ For the purpose of evaluating well-being initiatives, Indonesia, Japan, Malaysia, Philippines, Singapore, South Korea are counted as one country because HR and well-being initiatives are streamlined and consistent across the region. Similarly, UAE & Lebanon are also counted as one country.