

## PepsiCo Associates – Key Statistics

### Full-time, permanent associates, by gender, as of 12/31/2019

Gender	2019
Female	62,098
Male	193,366
Not classified <sup>1</sup>	2,965
<b>Total</b>	<b>258,429</b>

### Total number of associates by full-time and part-time, permanent status, as of 12/31/2019

Status	2019
Full-Time	258,429
Part-Time	8,128
<b>Total</b>	<b>266,557</b>

### Full-time and part-time, permanent associates, by geographic sector and gender, as of 12/31/19<sup>2</sup>

Sector	Gender	Full-Time Associates	Part-Time Associates
AMENA	Female	4,106	99
	Male	15,154	103
	Total	19,260	202
Corporate	Female	1,369	9
	Male	984	1
	Total	2,353	10
ESSA	Female	15,079	615
	Male	28,946	382
	Not classified <sup>3</sup>	2,965	96
	Total	44,025	1,093
FLNA	Female	11,439	1,731
	Male	42,723	3,281
	Total	54,162	5,012
Global	Female	2,790	36
	Male	3,116	17
	Total	5,906	53
LatAm	Female	18,641	3
	Male	52,186	9
	Total	70,827	12
North America	Female	50	0
	Male	60	0
	Total	110	0
PBNA	Female	7,833	258
	Male	48,110	1,466
	Total	55,943	1,724
QFNA	Female	791	5
	Male	2,087	17
	Total	2,878	22
<b>GRAND TOTAL</b>	--	<b>258,429</b>	<b>8,128</b>

<sup>1</sup> This table includes 2,965 full-time employees in two subsidiaries for whom gender information is unavailable and who are therefore counted as 'not classified'

<sup>2</sup> The segments listed in this table differ from PepsiCo's reportable segments as reported in its 2019 Annual Report, which reflects ESSA and AMENA reconfigured to the new Europe, AMESA and APAC segments.

<sup>3</sup> Gender information is not available for 2,965 full-time associates and 96 part-time associates in ESSA so they are reported above as 'not classified'

## Employee Hires in 2019

Age Group	Count of New Hires	Percent of New Hires
<30	34,519	47%
30-50	35,376	48%
>50	3,804	5%
<b>Grand Total</b>	<b>73,699</b>	<b>100%</b>

Gender	Count of New Hires	Percent of New Hires
Female	20,265	28%
Male	53,335	72%
Not classified <sup>4</sup>	99	<1%
<b>Grand Total</b>	<b>73,699</b>	<b>100%</b>

Sector <sup>5</sup>	Count of New Hires	Percent of New Hires
AMENA	2,090	3%
Corporate	483	1%
ESSA	12,779	17%
FLNA	19,519	26%
Global	1,231	2%
LATAM	20,239	27%
North America	2	<1%
PBNA	17,144	23%
QFNA	98	<1%
Not classified <sup>6</sup>	114	<1%
<b>Grand Total</b>	<b>73,699</b>	<b>100%</b>

## Employee Turnover in 2019

Age Group	Count of Former Employees	Percent of Former Employees
<30	22,233	34%
30-50	33,466	52%
>50	8,967	14%
<b>Grand Total</b>	<b>64,666</b>	<b>100%</b>

Gender	Count of Former Employees	Percent of New Hires
Female	16,409	25%
Male	48,257	75%
<b>Grand Total</b>	<b>64,666</b>	<b>100%</b>

<sup>4</sup> Gender information is not available for 99 new hires so they are reported above as 'not classified.'

<sup>5</sup> The segments listed in this table differ from PepsiCo's reportable segments as reported in its 2019 Annual Report, which reflects ESSA and AMENA reconfigured to the new Europe, AMESA and APAC segments.

<sup>6</sup> Sector information is not available for 114 new hires so they are reported above as 'not classified.'

Sector <sup>7</sup>	Count of Former Employees	Percent of Former Employees
AMENA	4,891	8%
Corporate	586	1%
ESSA	8,477	13%
FLNA	14,861	23%
Global	620	1%
LATAM	20,247	31%
North America	131	<1%
PBNA	14,765	23%
QFNA	81	<1%
Other <sup>8</sup>	7	<1%
<b>Grand Total</b>	<b>64,666</b>	<b>100%</b>

<sup>7</sup> The segments listed in this table differ from PepsiCo's reportable segments as reported in its 2019 Annual Report, which reflects ESSA and AMENA reconfigured to the new Europe, AMESA and APAC segments.

<sup>8</sup> Sector information is not available for 7 former employees so they are reported above as 'Other.'