

PepsiCo Employees Key Statistics¹



Full-time, permanent employees by gender

| Gender | 2020 |
|-----------------------------|----------------|
| Female | 66,899 |
| Male | 202,473 |
| Not classified ² | 4,628 |
| Total | 274,000 |

Total number of employees by full-time and part-time permanent status

| Status | 2020 |
|--------------|----------------|
| Full-Time | 274,000 |
| Part-Time | 7,586 |
| Total | 281,586 |

¹Totals reported here are as of December 31, 2020 and exclude employees on an unpaid leave of absence as of that date.

²This table includes 4,628 full-time associates in APAC and Europe for whom gender information is unavailable and who are, therefore, counted as 'Not classified.'

Full-time and part-time, permanent employees by geographic sector and gender³

| Sector | Gender | Full-Time Associates | Part-Time Associates |
|--------------------|-----------------------------|----------------------|----------------------|
| AMESA | Female | 4,552 | 7 |
| | Male | 21,073 | 0 |
| | Total | 25,625 | 7 |
| APAC | Female | 3,275 | 110 |
| | Male | 4,045 | 130 |
| | Not classified ⁴ | 1,089 | 11 |
| | Total | 8,409 | 251 |
| Corporate | Female | 1,459 | 10 |
| | Male | 1,096 | 1 |
| | Total | 2,555 | 11 |
| Europe | Female | 14,279 | 578 |
| | Male | 26,699 | 385 |
| | Not classified ⁴ | 3,539 | 89 |
| | Total | 44,517 | 1,052 |
| FLNA | Female | 11,942 | 1,480 |
| | Male | 43,838 | 3,082 |
| | Total | 55,780 | 4,562 |
| Global | Female | 3,935 | 29 |
| | Male | 3,898 | 12 |
| | Total | 7,833 | 41 |
| LatAm | Female | 18,479 | 2 |
| | Male | 50,610 | 4 |
| | Total | 69,089 | 6 |
| PBNA | Female | 8,140 | 246 |
| | Male | 49,027 | 1,398 |
| | Total | 57,167 | 1,644 |
| QFNA | Female | 838 | 6 |
| | Male | 2,187 | 6 |
| | Total | 3,025 | 12 |
| Grand Total | | 274,000 | 7,586 |

³ The above sectors reflect the structure in PepsiCo's Human Resources system, which differs from the sector structure used for financial reporting. Employees in the Global sector provide services that support the other sectors.

⁴ Gender information is not available for 4,628 full-time associates and 100 part-time associates in APAC and Europe so they are reported as 'not classified'.

Employee Hires

| Age Group | Count of New Hires | Percent of New Hires |
|-----------------------------|--------------------|-------------------------|
| <30 | 26,509 | 43% |
| 30-50 | 30,762 | 50% |
| >50 | 3,601 | 6% |
| Not classified ⁵ | 70 | 0% |
| Grand Total | 60,942 | 100%⁶ |

⁵ Age information is not available for 70 new hires so they are reported as 'not classified.'

⁶ Does not sum due to rounding.

Employee Hires

| Gender | Count of New Hires | Percent of New Hires |
|-----------------------------|--------------------|----------------------|
| Female | 16,446 | 27% |
| Male | 44,464 | 73% |
| Not classified ⁷ | 32 | 0% |
| Grand Total | 60,942 | 100% |

⁷ Gender information is not available for 32 new hires, so they are reported as 'not classified.'

Employee Hires

| Sector ⁸ | Count of New Hires | Percent of New Hires |
|-----------------------------|--------------------|----------------------|
| AMESA | 4,636 | 8% |
| APAC | 577 | 1% |
| Corporate | 302 | 0% |
| Europe | 8,275 | 14% |
| FLNA | 19,003 | 31% |
| Global | 1,977 | 3% |
| LATAM | 10,105 | 17% |
| PBNA | 15,522 | 25% |
| QFNA | 479 | 1% |
| Not classified ⁹ | 66 | 0% |
| Grand Total | 60,942 | 100% |

⁸ The above sectors reflect the structure in PepsiCo's Human Resources system, which differs from the sector structure used for financial reporting. Employees in the Global sector provide services that support the other sectors.

⁹ Sector information is not available for 66 new hires, so they are reported as 'not classified.'

Employee Turnover

| Age Group | Count of Former Employees | Percent of Former Employees |
|------------------------------|---------------------------|-----------------------------|
| <30 | 16,990 | 32% |
| 30-50 | 29,127 | 54% |
| >50 | 7,736 | 14% |
| Not classified ¹⁰ | 10 | 0% |
| Grand Total | 53,863 | 100% |

¹⁰ Age information is not available for 10 former associates, so they are reported as 'not classified.'

Employee Turnover

| Gender | Count of Former Employees | Percent of Former Employees |
|------------------------------|---------------------------|-----------------------------|
| Female | 13,570 | 25% |
| Male | 40,286 | 75% |
| Not classified ¹¹ | 7 | 0% |
| Grand Total | 53,863 | 100% |

¹¹ Gender information is not available for 7 former associates, so they are reported as 'not classified.'

Employee Turnover

| Sector ¹² | Count of Former Employees | Percent of Former Employees |
|------------------------------|---------------------------|-----------------------------|
| AMESA | 1,960 | 4% |
| APAC | 652 | 1% |
| Corporate | 287 | 1% |
| Europe | 7,537 | 14% |
| FLNA | 13,626 | 25% |
| Global | 657 | 1% |
| LATAM | 15,470 | 29% |
| PBNA | 13,365 | 25% |
| QFNA | 297 | 1% |
| Not classified ¹³ | 12 | 0% |
| Grand Total | 53,863 | 100%¹⁴ |

¹² The above sectors reflect the structure in PepsiCo's Human Resources system, which differs from the sector structure used for financial reporting. Employees in the Global sector provide services that support the other sectors.

¹³ Sector information is not available for 12 former associates, so they are reported as 'not classified.'

¹⁴ Does not sum due to rounding.