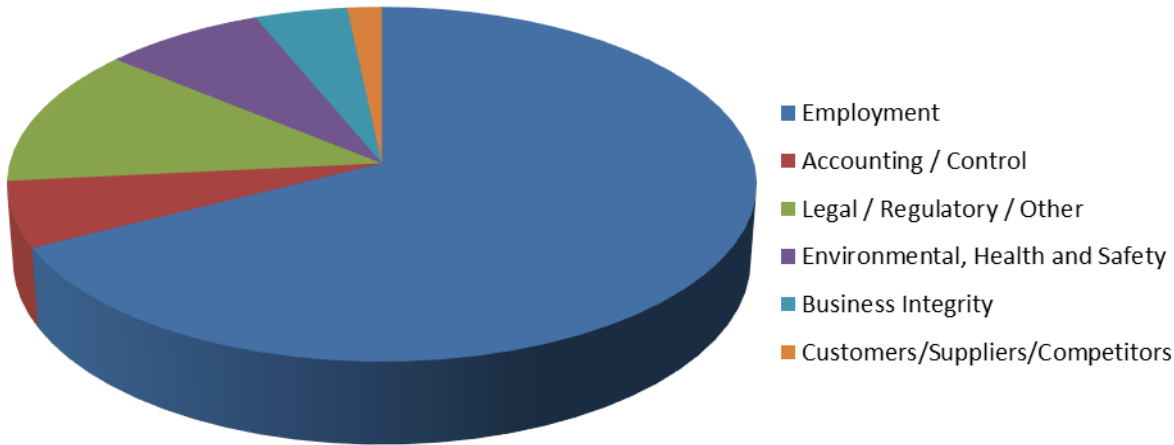


PepsiCo is committed to conducting business the right way. Our Speak Up program is a widely used and important part of our culture of ethics and compliance at PepsiCo. We encourage employees, contractors, suppliers, vendors and other third parties to use Speak Up to ask questions as well as report concerns about potential violations of our Global Code of Conduct, our policies or applicable law.

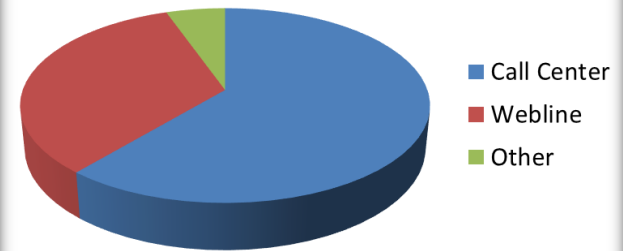
The total number of Speak Up reports and contacts received in 2020 was 7,438. The following graphs show the categories and sources of these reports, and whether the reports were made anonymously or self-identified.

Of the cases closed during 2020, approximately 34% were closed as “Substantiated or Partially Substantiated” and resulted in some form of individual discipline such as coaching, written warning, termination of employment, or some form of training, policy revision or control enhancement.

### 2020 Speak Up Matters



### Report Source



### Anonymous v. Self-Identified

