



Jim Andrew

Executive Vice President, Chief Sustainability Officer

Jim Andrew is Executive Vice President, Chief Sustainability Officer for PepsiCo. PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated nearly \$92 billion in net revenue in 2024, driven by a complementary beverage and convenient foods portfolio that includes Lay's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, Quaker, and SodaStream. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Mr. Andrew joined PepsiCo in 2016 and currently leads pep+, PepsiCo's holistic transformation agenda with sustainability at the center, including the strategic framework, governance, and integrated plans and goals for all of PepsiCo. He also ensures that sustainability is woven into the operating plans of all Business Units. Prior to this role, he held a variety of operating and functional leadership roles in the company including global head of Strategy and leader of our Beyond the Bottle businesses.

Previously, Mr. Andrew served as EVP and chief strategy and innovation officer for Royal Philips N.V based in Amsterdam where he played a central role in the transformation of Philips from a conglomerate to a focused and high-performing health tech company. He had leadership accountability for all elements of strategy and innovation, as well as sustainability and the company's digital transformation.

Mr. Andrew also served as the chief administrative officer of Sears Holdings Corporation.

Mr. Andrew started his career at the Boston Consulting Group (BCG), leaving as a senior partner after a distinguished 25-year career. At BCG, he established and led the firm's Innovation practice for almost a decade, and was lead author of the highly-acclaimed book *Payback: Reaping the Rewards of Innovation*. He opened the firm's offices in Mumbai India and Singapore.

Mr. Andrew earned his Bachelor of Science in Accountancy from the University of Illinois and his MBA from the Harvard Graduate School of Business.

Mr. Andrew is based in Purchase, N.Y.