

2020 GRI Index

Reporting Informed
by GRI Standards



This GRI Index corresponds to sustainability information presented in Environmental, Social, and Governance (ESG) Topics A-Z on [pepsico.com](https://www.pepsico.com), in our annual Sustainability Report and as part of external reporting such as our Annual Report, Proxy Statement and filings with the Securities and Exchange Commission. Sustainability information in our ESG Topics A-Z and Sustainability Report is prepared in accordance with the GRI Standards Core Guidelines and reflects performance in calendar year 2020. We report annually on the sustainability topics that were identified through our 2018 GRI materiality topics assessment process* and that we believe represent PepsiCo's economic, environmental and social performance. Unless otherwise noted, we use GRI-defined indicators to demonstrate performance for

each aspect. Note that not all indicators represented in the GRI Index are disclosed fully— in some cases, only partial information is included due to limited availability of information. Omission statements are provided where required based on the GRI Standards Core Guidelines. For more information on the Global Reporting Initiative and the GRI Standards Core Guidelines, please visit [globalreporting.org](https://www.globalreporting.org)**

* In this communication and in our other sustainability reports and statements, when we use the terms "material," "materiality" and similar terms, we are using such terms to refer to topics that reflect PepsiCo's significant economic, environmental and social impacts or to topics that substantially influence the assessments and decisions of stakeholders in what the GRI Sustainability Reporting Guidelines define as "material topics." We are not using these terms as they have been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this communication or other sustainability reports and statements should be construed to indicate otherwise.

** The GRI material topics assessment process identifies the sustainability-related topics that are most frequently prioritized in conversations with external stakeholders and that are important to PepsiCo in achieving our 2025 Sustainability Agenda.

GRI 101: Foundation 2016

General Disclosures

GRI 102: General Disclosures 2016	Organizational Profile	
	102-1 Name of the organization	PepsiCo, Inc.
	102-2 Activities, brands, products, and services	2020 Form 10-K, pages 2-6
	102-3 Location of headquarters	700 Anderson Hill Road, Purchase, New York, USA
	102-4 Location of operations	2020 Form 10-K, pages 2-4, 22
	102-5 Ownership and legal form	2020 Form 10-K, cover page and pages 2-4
	102-6 Markets served	2020 Form 10-K, pages 2-7
	102-7 Scale of the organization	2020 Annual Report, 2020 Financial Highlights 2020 Form 10-K, pages 2-4, 10-11, 36
	102-8 Information on employees and other workers	2020 Form 10-K, pages 10-11 ESG Topics A-Z: Employee Recruitment ESG Topics A-Z: PepsiCo Employees - Key Statistics
	102-9 Supply chain	2020 Form 10-K, pages 5-6 2020 Sustainability Report: Our Value Chain
	102-10 Significant changes to the organization and its supply chain	2020 Form 10-K, pages 4-6, 103-104
	102-11 Precautionary Principle or approach	2021 CDP Climate Change Submission, C2.2
	102-12 External initiatives	ESG Topics A-Z: Endorsement of Multistakeholder Principles and Initiatives
	102-13 Membership of associations	ESG Topics A-Z: Endorsement of Multistakeholder Principles and Initiatives ESG Topics A-Z: Public Policy Engagement, Political Activities, and Contributions Guidelines PepsiCo's 2020 Trade Associations and Policy Groups
	Strategy	
	102-14 Statement from senior decision-maker	2020 Annual Report, pages 1-3 2020 Sustainability Report: A Message From the CEO, Ramon Laguarta
	102-15 Key impacts, risks, and opportunities	2020 Form 10-K, pages 11-22 2021 CDP Climate Change Submission, C2.3a, C2.4a 2021 CDP Water Submission: W3.3, W4.1-3
Ethics and integrity		
102-16 Values, principles, standards, and norms of behavior	ESG Topics A-Z: Employee Engagement ESG Topics A-Z: Ethics and Integrity PepsiCo Global Code of Conduct	
102-17 Mechanisms for advice and concerns about ethics	ESG Topics A-Z: Ethics and Integrity PepsiCo Global Code of Conduct Speak Up Usage 2020	

GRI Standard	Disclosure	2021 Reference
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016	Governance	
	102-18 Governance structure	2021 Proxy Statement, pages 28-33
	102-19 Delegating authority	2021 Proxy Statement, page 10 ESG Topics A-Z: Sustainability Governance
	102-20 Executive-level responsibility for economic, environmental, and social topics	ESG Topics A-Z: Sustainability Governance
	102-21 Consulting stakeholders on economic, environmental, and social topics	2021 Proxy Statement, page 35 ESG Topics A-Z: Stakeholder Engagement
	102-22 Composition of the highest governance body and its committees	2021 Proxy Statement, pages 6 - 7, 11 - 18
	102-23 Chair of the highest governance body	2021 Proxy Statement, pages 6, 25
	102-24 Nominating and selecting the highest governance body	2021 Proxy Statement, pages 19, 22
	102-25 Conflicts of interest	2021 Proxy Statement, pages 20, 26-27, 30 PepsiCo Global Code of Conduct, page 36
	102-26 Role of highest governance body in setting purpose, values, and strategy	2021 Proxy Statement, pages 31 - 34 ESG Topics A-Z: Sustainability Governance
	102-27 Collective knowledge of highest governance body	2021 Proxy Statement, pages 19, 21
	102-28 Evaluating the highest governance body's performance	2021 Proxy Statement, page 21 Sustainability, Diversity and Public Policy Committee Charter
	102-29 Identifying and managing economic, environmental, and social impacts	2021 Proxy Statement, page 35-37 ESG Topics A-Z: Sustainability Governance Sustainability, Diversity and Public Policy Committee Charter
	102-30 Effectiveness of risk management processes	2021 Proxy Statement, page 32 ESG Topics A-Z: Sustainability Governance Sustainability, Diversity and Public Policy Committee Charter
	102-31 Review of economic, environmental, and social topics	ESG Topics A-Z: Sustainability Governance Sustainability, Diversity and Public Policy Committee Charter
102-32 Highest governance body's role in sustainability reporting	ESG Topics A-Z: Data Governance	
102-33 Communicating critical concerns	2021 Proxy Statement, page 38 ESG Topics A-Z: Sustainability Governance	

GRI Standard	Disclosure	2021 Reference
GRI 102: General Disclosures 2016	Stakeholder engagement	
	102-40 List of stakeholder groups	2021 Proxy Statement, page 35 ESG Topics A-Z: Stakeholder Engagement
	102-41 Collective bargaining agreements	ESG Topics A-Z: Human Rights
	102-42 Identifying and selecting stakeholders	2021 Proxy Statement, page 35 ESG Topics A-Z: Stakeholder Engagement
	102-43 Approach to stakeholder engagement	2021 Proxy Statement, pages 34-36 ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Stakeholder Engagement
	102-44 Key topics and concerns raised	2021 Proxy Statement, page 35 ESG Topics A-Z: Stakeholder Engagement
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	2020 Form 10-K, Exhibit 21
	102-46 Defining report content and topic Boundaries	ESG Topics A-Z: GRI Material Issues and Boundaries
	102-47 List of material topics	ESG Topics A-Z: GRI Material Issues and Boundaries
	102-48 Restatements of information	2020 Sustainability Performance Metrics Sheet
	102-49 Changes in reporting	ESG Topics A-Z: GRI Material Issues and Boundaries
	102-50 Reporting period	2020
	102-51 Date of most recent report	2020 Sustainability Report June 29, 2021
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	PepsiCoSustainability@pepsico.com
	102-54 Claims of reporting in accordance with the GRI Standards	2020 GRI Index
	102-55 GRI content index	2020 GRI Index
	102-56 External assurance	PepsiCo seeks external assurance of its primary production, direct greenhouse gas (GHG) emissions (Scope 1), indirect GHG emissions (Scope 2), select downstream GHG emissions (Scope 3), energy consumption, solid waste generation, and water consumption. For more information, please refer to the complete verification statement from Apex in our ESG Topics A-Z pages.

GRI Standard	Disclosure	2021 Reference
Material Topics		
200 series (Economic topics)		
GRI 103: Management Approach 2016	Economic Performance	
	103-1 Explanation of the material topic and its Boundary	2020 Annual Report 2020 Form 10-K
	103-2 The management approach and its components	2021 Proxy Statement ESG Topics A-Z: GRI Material Issues and Boundaries
	103-3 Evaluation of the management approach	ESG Topics A-Z: Sustainability Governance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2020 Annual Report, Financial Highlights 2020 Form 10-K, pages 58-61
	201-2 Financial implications and other risks and opportunities due to climate change	2021 CDP Climate Change Submission, C2.3-4 2020 Form 10-K, page 18
	201-3 Defined benefit plan obligations and other retirement plans	2020 Form 10-K, pages 55-57
GRI 103: Management Approach 2016	Anti-corruption	
	103-1 Explanation of the material topic and its Boundary	2021 Proxy Statement, page 23 ESG Topics A-Z: Ethics and Integrity
	103-2 The management approach and its components	ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance
	103-3 Evaluation of the management approach	Pepsico Global Code of Conduct
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2021 Proxy Statement, page 23 ESG Topics A-Z: Ethics and Integrity Pepsico Global Code of Conduct
300 Series (Environmental Topics)		
GRI 103: Management Approach 2016	Materials	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: GRI Material Issues and Boundaries
	103-2 The management approach and its components	ESG Topics A-Z: Packaging ESG Topics A-Z: Sustainability Governance
	103-3 Evaluation of the management approach	ESG Topics A-Z: Sustainable Product Design
GRI 301: Materials 2016	301-2 Recycled input materials used	ESG Topics A-Z: Packaging

GRI Standard	Disclosure	2021 Reference
GRI 103: Management Approach 2016	Energy	
	103-1 Explanation of the material topic and its Boundary	2021 CDP Climate Change Submission ESG Topics A-Z: Climate Change
	103-2 The management approach and its components	ESG Topics A-Z: Fleet Efficiency ESG Topics A-Z: GRI Material Issues and Boundaries
	103-3 Evaluation of the management approach	ESG Topics A-Z: Renewable Energy ESG Topics A-Z: Sustainability Governance
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2021 CDP Climate Change Submission, C8.2a ESG Topics A-Z: Climate Change ESG Topics A-Z: Renewable Energy
	302-4 Reduction of energy consumption	ESG Topics A-Z: Climate Change ESG Topics A-Z: Renewable Energy
GRI 103: Management Approach 2016	Water and Effluents	
	103-1 Explanation of the material topic and its Boundary	2021 CDP Water Submission ESG Topics A-Z: Environment, Health, and Safety
	103-2 The management approach and its components	ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance
	103-3 Evaluation of the management approach	ESG Topics A-Z: Water
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2021 CDP Water Submission: W0.3, W1.4, W3, W6, W8 ESG Topics A-Z: Water
	303-2 Management of water discharge-related impacts	2021 CDP Water Submission: WFB3.1, W3 ESG Topics A-Z: Water
	303-3 Water withdrawal	2021 CDP Water Submission: W1.2b, W3, W5 ESG Topics A-Z: Water
	303-4 Water discharge	2021 CDP Water Submission: W1.2b, W-FB3.1, W3, W5 ESG Topics A-Z: Environment, Health, and Safety ESG Topics A-Z: Water
	303-5 Water consumption	2021 CDP Water Submission: W1.2b, W3, W5 ESG Topics A-Z: Water
GRI 103: Management Approach 2016	Emissions	
	103-1 Explanation of the material topic and its Boundary	2021 CDP Climate Change Submission ESG Topics A-Z: Climate Change
	103-2 The management approach and its components	ESG Topics A-Z: Fleet Efficiency ESG Topics A-Z: GRI Material Issues and Boundaries
	103-3 Evaluation of the management approach	ESG Topics A-Z: Renewable Energy ESG Topics A-Z: Sustainability Governance

GRI Standard	Disclosure	2021 Reference
GRI 305: Emissions 2016	Emissions, continued	
	305-1 Direct (Scope 1) GHG emissions	2021 CDP Climate Change Submission: C6.1 ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency
	305-2 Energy indirect (Scope 2) GHG emissions	2021 CDP Climate Change Submission: C6.3 ESG Topics A-Z: Climate Change ESG Topics A-Z: Renewable Energy
	305-3 Other indirect (Scope 3) GHG emissions	2021 CDP Climate Change Submission: C6.5 ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency
	305-4 GHG emissions intensity	2021 CDP Climate Change Submission: C6.10 ESG Topics A-Z: Climate Change
305-5 Reduction of GHG emissions	2021 CDP Climate Change Submission: C4.1a ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency ESG Topics A-Z: Renewable Energy	
GRI 103: Management Approach 2016	Waste	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance ESG Topics A-Z: Waste
	103-2 The management approach and its components	
103-3 Evaluation of the management approach		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESG Topics A-Z: Waste
	306-2 Management of significant waste-related impacts	ESG Topics A-Z: Waste
	306-3 Waste generated	ESG Topics A-Z: Waste
	306-4 Waste diverted from disposal	ESG Topics A-Z: Waste
GRI 103: Management Approach 2016	Environmental Compliance	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Environment, Health, and Safety ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance
	103-2 The management approach and its components	
103-3 Evaluation of the management approach		
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	2021 CDP Water Submission: W2.2

GRI Standard	Disclosure	2021 Reference
GRI 103: Management Approach 2016	Supplier Environmental Assessment	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Environment, Health, and Safety ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken*	ESG Topics A-Z: Agriculture ESG Topics A-Z: Sustainable Sourcing
400 series (Social topics)		
GRI 103: Management Approach 2016	Employment	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Employee Engagement ESG Topics A-Z: Employee Learning and Development ESG Topics A-Z: Employee Recruitment ESG Topics A-Z: Employee Well-being ESG Topics A-Z: Environment, Health, and Safety ESG Topics A-Z: Sustainability Governance
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Topics A-Z: Employee Recruitment ESG Topics A-Z: PepsiCo Employees - Key Statistics
GRI 103: Management Approach 2016	Occupational Health and Safety	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Environment, Health, and Safety ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost day, and absenteeism, and number of work-related fatalities **	ESG Topics A-Z: Environment, Health, and Safety
GRI 103: Management Approach 2016	Training and Education	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Employee Learning and Development ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	ESG Topics A-Z: Employee Learning and Development

*Omission statement: PepsiCo suppliers to which this indicator applies (farmers) exercise due care and attention in their farming activities and practices. However, many do not commonly conduct formal impact assessments, therefore we are unable to report at the level of granularity requested by GRI. Additionally, our Sustainability Agenda includes relevant KPIs related to our Agriculture and Sustainable Sourcing goals.

**Omission statement: While we have made global 2018 performance data such as Lost Time Incidents and Lost Time Incident Rates available, we are not able to report all health and safety information with the granularity requested by GRI.

GRI Standard	Disclosure	2021 Reference
GRI 103: Management Approach 2016	Diversity and Equal Opportunity	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Diversity, Equity, and Inclusion
	103-2 The management approach and its components	ESG Topics A-Z: Gender Parity ESG Topics A-Z: GRI Material Issues and Boundaries
103-3 Evaluation of the management approach	ESG Topics A-Z: Sustainability Governance 2020 Diversity, Equity, and Inclusion Report	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2021 Proxy Statement, pages 7, 20-21 ESG Topics A-Z: Diversity, Equity, and Inclusion ESG Topics A-Z: Gender Parity ESG Topics A-Z: PepsiCo Employees - Key Statistics 2020 Diversity, Equity, and Inclusion Report
	405-2 Ratio of basic salary and remuneration of women to men	ESG Topics A-Z: Pay Equity
GRI 103: Management Approach 2016	Forced or Compulsory Labor	
	103-1 Explanation of the material topic and its Boundary	2019 PepsiCo Human Rights Report
	103-2 The management approach and its components	2020 PepsiCo Modern Slavery and Human Trafficking Statement ESG Topics A-Z: GRI Material Issues and Boundaries
103-3 Evaluation of the management approach	ESG Topics A-Z: Human Rights ESG Topics A-Z: Sustainability Governance	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2020 PepsiCo Modern Slavery and Human Trafficking Statement
GRI 103: Management Approach 2016	Human Rights Assessment	
	103-1 Explanation of the material topic and its Boundary	2019 PepsiCo Human Rights Report
	103-2 The management approach and its components	2020 PepsiCo Modern Slavery and Human Trafficking Statement ESG Topics A-Z: GRI Material Issues and Boundaries
103-3 Evaluation of the management approach	ESG Topics A-Z: Human Rights ESG Topics A-Z: Sustainability Governance	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	2019 PepsiCo Human Rights Report ESG Topics A-Z: Sustainable Sourcing
	412-2 Employee training on human rights policies or procedures	2019 PepsiCo Human Rights Report ESG Topics A-Z: Agriculture ESG Topics A-Z: Ethics and Integrity ESG Topics A-Z: Sustainable Sourcing
GRI 103: Management Approach 2016	Local Communities*	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: GRI Material Issues and Boundaries
	103-2 The management approach and its components	ESG Topics A-Z: Stakeholder Engagement ESG Topics A-Z: Sustainability Governance
103-3 Evaluation of the management approach	Philanthropy	

*Omission statement: At this time there are no relevant GRI indicators that directly correspond with PepsiCo's GRI material topic. PepsiCo monitors and reports on this topic through the KPIs discussed on our Philanthropy website

GRI Standard	Disclosure	2021 Reference
GRI 103: Management Approach 2016	Supplier Social Assessment	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Sustainability Governance ESG Topics A-Z: Sustainable Sourcing
	103-2 The management approach and its components	
103-3 Evaluation of the management approach		
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	ESG Topics A-Z: Sustainable Sourcing
GRI 103: Management Approach 2016	Public Policy	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Public Policy Engagement, Political Activities, and Contributions Guidelines ESG Topics A-Z: Sustainability Governance PepsiCo Political Contribution Policy
	103-2 The management approach and its components	
103-3 Evaluation of the management approach		
GRI 415: Public Policy 2016	415-1 Political contributions	ESG Topics A-Z: Public Policy Engagement, Political Activities, and Contributions Guidelines PepsiCo 2020 Concerned Citizens Fund Contributions PepsiCo 2020 Corporate Political Contributions
GRI 103: Management Approach 2016	Customer Health and Safety	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Breast-milk Substitutes ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Nutrition ESG Topics A-Z: Product Safety and Quality ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Sustainability Governance ESG Topics A-Z: Trans Fat PepsiCo Nutrition Criteria
	103-2 The management approach and its components	
103-3 Evaluation of the management approach		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	ESG Topics A-Z: Nutrition ESG Topics A-Z: Product Safety and Quality
GRI 103: Management Approach 2016	Marketing and Labeling	
	103-1 Explanation of the material topic and its Boundary	ESG Topics A-Z: Advertising and Marketing to Children and School Sales ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Product Labeling and Claims ESG Topics A-Z: Sustainability Governance PepsiCo Global Code of Conduct, page 20
	103-2 The management approach and its components	
103-3 Evaluation of the management approach		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	ESG Topics A-Z: Product Labeling and Claims
	417-3 Incidents of non-compliance concerning marketing communications	ESG Topics A-Z: Advertising and Marketing to Children and School Sales ESG Topics A-Z: Product Labeling and Claims