

# DE&I Executive Summary 2020

A space to be you

A space to be you goes beyond the PepsiCo doors. For a space to be authentically diverse, equitable, and inclusive, our principles need not only exist throughout our organization, but also across businesses and the communities where we live and work.

## Our Pillars

### People

Our people have a voice. Our goal is to reach gender parity, build inclusive leaders across the organization and help uplift people from underserved communities globally.

- ▶ Discover & attract diverse talent
- ▶ Retain & develop diverse
- ▶ Foster an inclusive environment

### Business

Our business partners have a voice. Our goal is to build more resilient diverse-owned businesses and leverage a broader diversity of partners across our make, move and sell supply chain to better reflect the many markets we serve.

- ▶ Invest in diverse suppliers
- ▶ Strengthen diverse-owned businesses
- ▶ Amplify diverse voices

### Communities

Our communities have a voice. Our goal is to enhance their prosperity by helping them to earn success, enjoy economic opportunity and gain mobility through investments in education, health and nutrition as well as workforce readiness.

- ▶ Unlock opportunities & cultivate future talent
- ▶ Meet the needs of our local communities
- ▶ Catalyze positive change

850+ women leaders

have participated in our **global Transformational Leadership Program**. The program is designed to elevate business impact and build a strong network of women leaders.

We're on track to **grow our spend** by more than **\$35 million** incrementally in 2021 with **Black and Hispanic suppliers**.

PepsiCo and The PepsiCo Foundation invested more than **\$71 million** and worked with **250+ partners** to **bring food and other vital resources** to global communities most impacted by COVID-19.

## Our Progress

### Gender Parity

On track towards achieving gender parity in managerial roles by 2025



### Black/Hispanic Representation

On track to increase Black and Hispanic managerial representation in the U.S. to 10% to mirror workforce availability of the communities where we work.

