# 2024 GLOBAL SOCIAL IMPACT REPORT







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# Welcome Letter

At PepsiCo, our vision is to inspire positive change for people and the planet. Whether it's through products we create or the partnerships we nurture, this vision shapes our efforts to create lasting impact. From cultivating joy through our beloved brands to investing in communities and championing innovative solutions, we aim to help build a future where more people thrive. Through targeted initiatives rooted in our core values, we strive to foster meaningful impact—sparking smiles and unlocking potential in communities worldwide.

The PepsiCo Foundation plays a critical role in propelling our social impact purpose forward. This mission represents the totality of the positive effects PepsiCo has on people and communities, helping empower them to thrive and reach their full potential through intentional programs, partnerships and policies. Aligned with our PepsiCo Positive (pep+) efforts toward creating meaningful change across the food system, the Foundation leverages philanthropic capital to serve as a catalyst for social good, driven by two critical levers of change: equal access and social and economic advancement.

The Foundation's refined focus areas—nutritious food and safe water access, farming and workforce development— reflect our passion for empowering communities to unlock their full potential and thrive. By leveraging the scale, reach and unique capabilities PepsiCo offers as a global food and beverage leader, we aim to drive lasting, positive impact and serve as a force for meaningful change. This evolution deepens the connection between our business and our social impact efforts, reinforcing our dedication to helping advance the well-being of people and communities worldwide. With the PepsiCo Foundation as the cornerstone of our philanthropic initiatives, we continue to proactively harness the power of our brands and people to foster access and opportunity for a brighter future.

In 2024, we reached over 3 million individuals across 60+ countries and supported over 400 organizations. We take pride in sharing that we have:

Continued the fight against hunger by delivering

8.8 million meals to over 220,000 individuals.

Donated over **\$16 million** total in employee contributions and associated Foundation match to provide crucial resources and support to communities around the world.

Reached over

1.9 million farmers and their communities with economic empowerment training and resources, supporting the global food system.

Lowered financial barriers for underserved students through more than

1,700 scholarships.

Expanded economic opportunities by supporting

**100** small businesses across the U.S.

Provided access to safe water for more than

1.2 million people.

As we look ahead, we remain deeply committed to helping elevate our collective impact and creating local, leading and lasting change for communities worldwide. Together across the PepsiCo and PepsiCo Foundation network, with nonprofit partners and community leaders, we can help inspire the necessary change for communities to thrive.



C.D. Glin

President, PepsiCo Foundation & Global
Head of Social Impact, PepsiCo Inc.



Stephen Kehoe

Chairman of the Board of Directors,
PepsiCo Foundation & EVP, Chief
Corporate Affairs Officer, PepsiCo Inc.



# Feeding Potential Through Business-Aligned Social Impact

## The Strategy Behind Our 2024 Impact

PepsiCo and the PepsiCo Foundation are united in our mission to "Feed Potential" by accelerating access, solutions and opportunity in the communities we serve. Through strategic social impact investments, product donations and community engagement, we work together to create solutions that are rooted locally, scalable globally and meaningful for generations to come.

Our investments across key focus areas address urgent societal challenges while emphasizing giving back to and strengthening the communities that are most important to PepsiCo's business. Each of our focus areas also directly aligns with PepsiCo Positive (pep+) goals, driving sustainable food systems, inclusive workforce development and improved nutrition and safe water access worldwide.

**Food Access:** Addressing hunger and nutrition insecurity with scalable, community-based solutions.

Why it matters: We're committed to scaling sustainable solutions that expand access to nutritious food in highneed communities where we can drive meaningful impact. These efforts reflect PepsiCo's commitment to innovation within the food and beverage industry, deepening that connection by nourishing communities and addressing critical challenges.

**Safe Water Access:** Delivering clean drinking water and infrastructure to strengthen public health and community resilience.

Why it matters: Safe water is essential for life, dignity, and development. PepsiCo and the PepsiCo Foundation are enabling access to water in high-need regions—enhancing quality of life, improving health outcomes, and helping pave the way for communities to thrive and develop in geographies that are important to PepsiCo's business.

**Farming:** Advancing regenerative agriculture and farmer livelihoods to strengthen food systems and economic mobility.

Why it matters: PepsiCo and the PepsiCo Foundation are leading transformative changes across the global food system by improving farmers' access to resources and training. These efforts reinforce PepsiCo's leadership in sustainable agriculture, helping ensure long-term food supply stability in communities around the world and economic advancement for farmers, their families and their communities.

Workforce Development: Building pathways to employment through scholarships, skill-building, and entrepreneurship to support economic advancement and strengthen local economies.

Why it matters: PepsiCo is investing in the next generation of leaders—supporting education programs, workforce readiness initiatives and driving economic opportunity. By supporting the development of a skilled and future-ready workforce, we help enable future food and beverage industry leaders and strengthen local economies in the communities where we operate.



# 2024 Impact by the Numbers: Delivering on our Strategic Focus Areas

\*

Programs like Food for Good, She Feeds the World and our longstanding partnerships with Safe Water Network and WaterAid exemplify our commitment to long-term, cross-sector collaboration. These initiatives are not only driving measurable impact—they are elevating innovation and strengthening the resilience of the communities we serve and our relationship with those communities.

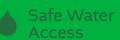
As we look to the future, PepsiCo and the PepsiCo Foundation remain focused on driving sustainable growth, supporting thriving ecosystems and achieving impact at scale—delivering shared value for people, communities and the planet.

Focus Area	Programs Featured	Goal	Key 2024 Outcomes	pep+ Link	
Farming	She Feeds the World (Egypt), Agrovita (Mexico), Enhanced Agro Water Project (China)	Improve livelihoods of <b>250,000</b> people	Reached  1.9 million farmers, Improved  16,000 livelihoods	Positive Agriculture	
Food Access	Food for Good (U.S.), ANDES (France), Quaker Bowl of Growth (India)	Invest <b>\$30 million</b> in positive agriculture and food security through 2030	220,000 individuals reached; 8.8 million meals delivered	Positive Choices	
Safe Water Access	The Aquafund Project (Colombia), Safe Water Network (India), WaterAid (Nigeria)	Safe water access for <b>100</b> <b>million</b> people by 2030	<b>1.2 million</b> people with clean water access 96+ million people reached with safe water access since 2010	Positive Value Chain	
Workforce Development	SMILE Scholarship (U.S.), UPLIFT Scholarship (U.S.), Family Scholars Program (Global), Restaurant Accelerator Program (U.S.)	Support <b>1,000</b> underserved foodservice businesses; Provide <b>4,000</b> + scholarships to underserved students	1,700 scholars awarded; 4,200+ scholarships awarded between 2021 to 2025 2,018 food service businesses supported	Positive Value Chain	

\*Across 13 key markets, our investments create a ripple effect—fueling stronger communities, sustainable ecosystems and a more resilient value chain.









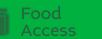
Employee
Giving and
Community

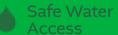


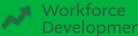












Giving and Communit



### **GOALS & 2024 IMPACT**

#### **GOAL:**

Improving the livelihoods of more than **250,000 people** 

in our agricultural supply chain and communities, through dedicated programming aiming to support economic prosperity, farm and farm worker security

#### **IMPACT IN 2024:**

- → Improved livelihoods of more than 16,000 farmers and members of their households
- ◆ Reached over 1.9 million farmers and members of their communities

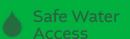
At PepsiCo, we believe that creating a better food system leads to better outcomes for the earth and for everyone. Supporting the people who grow the crops we source for our products is fundamental to building a stronger and more sustainable food future.

That's why we're working to transform the food system by creating more inclusive, resilient farming communities, focusing especially on small-scale farmers in our value chain. Read on to learn how we are improving access to resources, training and markets as we aim to help farmers earn a stable income and build a better life for themselves and their families.

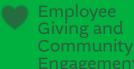
















# CULTIVATING OPPORTUNITY FOR SMALL-SCALE FARMERS

While women account for nearly half of all agriculture labor in developing countries, they do so often without training, proper tools or rights to their land. When <u>Bahana Ghanem</u> bought a piece of land in the Beheira governate in Egypt, she poured all her effort into planting and overseeing the harvest.

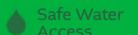
Shortly after her purchase, Bahana was selected to be part of the She Feeds the World program and seized the opportunity to grow, learn and improve her potato crop. The program, run by CARE in partnership with the PepsiCo Foundation, has a mission to improve food security around the world by economically empowering small-scale producers like Bahana.

"Honestly, we benefited from the [She Feeds the World] team in many ways, learning new things we hadn't known before," she reflects. "Every time the yield increased, it made us happier, because it meant more income."

Building on years of partnership, in 2024, CARE and the PepsiCo Foundation expanded the She Feeds the World program to Türkiye. Since 2018, it has supported farmers in Uganda, Egypt, Peru, Colombia, Vietnam, Thailand and Pakistan and has reached over 3.6 million farmers and members of their communities.









Employee Giving and Communit





# TRANSFORMING COMMUNITIES THROUGH AGRICULTURE

Through the Agrovita initiative, a collaborative effort of PepsiCo, the PepsiCo Foundation, and PepsiCo Mexico Foundation, we are assisting small-scale farmers in rural communities by providing resources for sustainable farming practices. The initiative focuses on improving yields, increasing income and building climate resilience for farmers growing plantains and cocoa. In 2024, Agrovita helped over 1,000 farmers in Tabasco and Chiapas improve their household income.

Gustavo, a plantain farmer-producer from Tabasco, said that with Agrovita, he and others have learned best practices they hadn't used before. He hopes the project will benefit everyone, including producers, workers and their families. Agrovita is helping small scale farmers become agricultural entrepreneurs—introducing climate-smart practices and local value-added production. These innovations are laying the foundation for a more inclusive and resilient food system.

One of the key initiatives under Agrovita is the Collective Flor de Cacao, (which translates to flower of the cacao tree) a cooperative of individuals who now harvest from their community gardens to produce health and hygiene products for sale. The site was gifted by a local community member and renovated to establish the store, which is driving economic growth within their community. The initiative continues to provide valuable support, ensuring success through training and sustainable practices. This effort is a testament to the Foundation's commitment to strengthening local communities and driving social impact to improve livelihoods.





# EMPOWERING FARMERS WITH SUSTAINABLE PRACTICES IN CHINA

By 2030, global water demand is *projected* to exceed available supply by 40%. This crisis endangers rural agricultural communities, pushing already vulnerable populations toward greater hardship. For Wang Yuping, a farmer in Gansu province, these aren't just statistics — her family's livelihood was hanging in the balance as water scarcity intensified across the region.

We joined China Women's Development Foundation to help increase irrigation infrastructure for communities across Gansu and Hebei provinces through a \$1M investment in the Enhanced Agro Water Project. The partnership complemented physical improvements with educational resources on water conservation practices.

This program exemplifies how scalable water reuse and conservation infrastructure—paired with education—can drive transformational agricultural resilience in water-stressed regions. It serves as a model for future innovation in climate-smart farming. During its rollout across 12 villages between 2022 and 2024, the program boosted agricultural earnings for 24,302 people through enhanced water efficiency techniques.

These initiatives have also conserved over 4 million tons of water and empowered farmers like Yuping to develop more efficient and sustainable agricultural operations that benefit their communities and support their livelihoods.







## **GOALS & 2024 IMPACT**

#### **GOAL:**

Invest **\$30 million USD**in positive agriculture and food security
initiatives through by 2030 through the Zero
Hunger Pledge

#### **IMPACT IN 2024:**

- + 8.8 million meals delivered
- + 220,000 individuals reached with access to nutritious meals

Through the Foundation's Food Access initiatives, we're working to scale innovative, sustainable solutions tailored to local communities, helping ensure greater access to affordable, nutritious food. From supporting food banks and community nutrition programs to delivering meals to children most in need, learn how we're partnering to help address hunger and barriers to food security across the globe, while advancing our vision of a more equitable food system.





# DELIVERING NUTRITION WHERE IT'S NEEDED MOST

A school bus driver by profession, Pedro Garcia joined Food for Good in 2009 as a delivery driver, initially taking on what he thought would be a seasonal position. Little did he know the role would evolve into a 15-year journey of delivering meals to children in need and making a profound impact on countless lives. "These are children who might go to bed without eating," Pedro shares. "We're changing that."

Food for Good, an initiative by the PepsiCo Foundation, is focused on expanding food access in underserved communities. As a U.S.-based social enterprise, the program provides nutritious meals daily to kids in schools, after-school and summer. Through partnerships with nonprofit organizations and food banks, the program reaches families where they are, providing healthy meals year-round and during times of need, addressing food insecurity head-on.

During his 15 years with Food for Good, Pedro estimates he has driven over 1 million miles across Texas and Arkansas bringing meals to children — many of whom specifically request "Mr. Pedro" to be their delivery driver. "A lot of these families have gone through hard times. Some don't have much," he says. "So, to make their day just a little easier, you really feel like you're doing something positive."

Food for Good supports our broader goal to address food insecurity through localized solutions where we live and work. Since its inception in 2009, the initiative has delivered more than 75 million meals across the United States.







#### FORTIFYING FAMILIES AND COMMUNITIES IN FRANCE

After losing her husband, Hanan M. struggled to provide for her three children. A social grocery store in Villeneuve-Saint-George, France, became a lifeline for her family. "I was able to ensure proper nutrition for my children," she shares. "We had the possibility to choose what we liked, and we found a variety of products in order to be able to eat balanced meals."

Advancing food security around the world means adapting the solutions to local needs. Through community-led organizations like social grocery stores — retailers that provide access to locally sourced food at more affordable price points — families like Hanan's are able to put food on the table. "We pay a symbolic price to do our shopping," she says. "It's not much, but it changes everything!"

In partnership with the Association de Développement des Épiceries Solidaires (ANDES), we support initiatives that empower families in need. The Pépinière program launched social grocery stores across various regions of France, while the Cultivons le Bien Manger program makes sustainable food accessible to shoppers throughout their social grocery network. Since 2022, the PepsiCo Foundation has helped finance 27 new stores — a game-changer for families like Hanan's who are struggling to make ends meet. Through funding, equipment and supply chain resources, the program has supported 47 grocery stores and provided sustainable meals to 18,000 people.

Beyond food access, these social grocery stores offer a sense of community and support. Hanan was able to make friends at her local ANDES store and connect with people going through similar experiences. She also participated in self-esteem workshops, which boosted her confidence. "I even gave myself a little makeover!" she explains.

Today, Hanan is paying it forward: "The savings on food, thanks to the grocery store, helped me pay off my debts. I am now a volunteer at the grocery store to help in turn, as I was helped."





# INCREASING ACCESS TO NUTRITION, ONE CHILD AT A TIME

In India, one in every three children under the age of five suffer from malnutrition, which not only affects their physical growth but can also impact cognitive development. When Shweta received a call from her local childcare center and heard that her son was mildly malnourished, she was deeply concerned. However, the childcare team assured her that they had a plan to support her son's recovery through the Quaker Bowl of Growth program.

This program, a partnership between the PepsiCo Foundation, Quaker and the Mamta Health Institute for Mother and Child (MAMAA HIMC), is improving community health through panjiri — a nutrient-rich recipe made with fortified Quaker multigrain and millet — while providing education about balanced nutrition. Local childcare staff played a crucial role in the program's success. "I am committed to continuing our work to sow hope because every child deserves the opportunity to thrive," explains one team member.

In its pilot phase, the program supported 1,000 malnourished children in India between the ages of three to five. Through Bowl of Growth, 89% of children have shown improved or stable growth parameters and 95.6% have experienced an increased appetite.

Now, Shweta feels hopeful about her son's well-being and future. "Since starting panjiri, my child has not fallen ill," she says. "I credit [the MAMAA HIMC team] for his healthy growth and well-being." The program will support an additional 2,000 children in the second phase of Bowl of Growth.

89% **OF CHILDREN HAVE SHOWN IMPROVED GROWTH PARAMETERS** 



# Safe Water Access















#### **GOALS & 2024 IMPACT**

#### **GOAL:**

Safe water access for **100 million**people by **2030** as part of our broader
pep+ ambition

#### **IMPACT IN 2024:**

- ◆ 1.2 million people reached with safe water access
- → 96+ million people reached with safe water access since 2010\*\*

\*\*Cumulative results include current year performance and performance in prior years which were adjusted to reflect the availability of improved data

Water is essential for life, yet billions of people around the world face challenges accessing safe and reliable drinking water. At PepsiCo, we're taking steps to change that reality by investing in solutions that enable communities to access the water they need. From improving local infrastructure to advancing water stewardship in high-risk watersheds, our efforts focus on delivering practical, lasting impact where it matters most. Learn how our partnerships across the globe are providing communities in need with access to safe water and sanitation resources.











#### **PROVIDING SAFE WATER FOR ALL**

We are passionate about providing clean, safe water to the communities where we live and work. The PepsiCo Foundation collaboration with IDB Aquafund and WaterAid supports rural communities in the La Guajira, Cundinamarca and Boyacá regions of Colombia by removing barriers to water for drinking and sanitation.

In the La Guajira desert, we constructed and optimized four reservoirs and two water wells and implemented biosand filters to help ensure safe water access for 342 homes. The program delivered a drinking water treatment plant in La Unión village, Subachoque, Cundinamarca. Small-scale potato farmers in Chivatá, Boyacá benefited from three newly established water collection and supply systems, improving water access for 88 people.

Since 2019, IDB AquaFund in Colombia has helped 2,350 individuals in 24 communities access clean water. We believe in the power of longstanding partnerships to deliver impact where it is needed most.











Employee
Giving and
Community
Engagement





# BRINGING CLEAN WATER AND LEADERSHIP OPPORTUNITIES TO INDIA

In many communities across India, rainwater, open wells and ground water are common sources of drinking water. However, these sources can easily become contaminated, making it unsafe to drink or use.

Clean water is a precious resource that is critical to human dignity, health, and economic opportunity. To advance this, the PepsiCo Foundation works with Safe Water Network to employ local solutions that bring clean water to the communities that need it most while also empowering entrepreneurship.

For example, in many villages the water filtration stations are operated by local individuals. This not only fosters essential community leadership roles but also provides opportunities to develop transferable technical skills.

Beyond access, this model combines essential services with entrepreneurship—offering a replicable blueprint for self-sustaining clean water solutions in underserved communities. By 2024, the partnership had provided access to safe water and filtration stations to 200,000 individuals, bringing the total number of people in India who now have access to clean drinking water through this initiative to over 250,000.











Employee
Giving and
Community
Engagement





# IMPACTING LIVES THROUGH CLEAN WATER AND HYGIENE ACCESS

WaterAid, a global NGO providing clean water, toilets and hygiene education, delivers local solutions that address the unique needs of the communities it serves. Since 2022, the PepsiCo Foundation has worked with WaterAid Nigeria to improve water, sanitation and hygiene (WASH) access and awareness in Lagos State. The initiative has built toilet facilities in schools, rehabilitated health centers, provided training for maintaining local WASH facilities and hosted presentations for students on World Toilet Day.

Through this partnership, we have rehabilitated six WASH facilities and helped 54,489 people. Additionally, WASH media campaigns delivered essential hygiene education to over 800,000 people across the region.

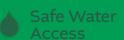
Through similar partnerships in India, Pakistan and Ethiopia, the PepsiCo Foundation and WaterAid have helped more than 515,000 people access safe water.













Employee Giving and Community Engagemen



#### **GOALS & 2024 IMPACT**

#### **GOALS:**

- ◆ Support **1,000** underserved foodservice businesses in the U.S. with access to capital and business coaching between 2021 and 2025
- ◆ Provide 4,000+ scholarships
   to underserved students in the U.S.
   by 2025

#### **IMPACT IN 2024:**

- ◆ Supported **100** underserved foodservice business owners with capital and business coaching
- ◆ Supported **2,018** underserved food service business owners with capital and business coaching since 2021
- 1,700 scholarships
   awarded to underserved students
- 4,200+ scholarships
   awarded to underserved students
   between 2021 to 2025

PepsiCo is working to help the next generation of leaders gain the skills, confidence and support they need to thrive. In partnership with education providers, NGOs and community organizations, we're creating skill-building programs that seek to equip young people—especially those facing barriers to employment—with tools to succeed socially and economically. Read on to learn how we're helping unlock potential and open doors to brighter futures.











Employee Giving and Community Engagemen





#### MAKING EDUCATION ACCESSIBLE FOR STUDENTS ACROSS THE UNITED STATES

The PepsiCo Foundation believes education is key to unlocking the potential of the next generation. That's why we are investing in communities by providing scholarships to accredited community colleges, creating opportunities for students to pursue higher education and achieve a brighter future.

In 2024, we awarded over 1,700 scholarships valued at nearly \$8.4 million to students across the United States.



#### S.M.I.L.E. Scholarship Program

The S.M.I.L.E. (Success Matters in Life and Education) scholarship program supports students as they transition from community colleges to four-year universities, empowering them to achieve their academic and professional goals. Students meet with fellow S.M.I.L.E. scholars to build their network and participate in mentorship opportunities. Recognizing that students often face challenges beyond financial need, the program offers comprehensive wraparound support to help them navigate and overcome these obstacles.

Valeria Bello De Armas understands the initiative's transformative power firsthand. "Being from another country and an immigrant, we look for the American dream and this is the real dream," says the S.M.I.L.E. Scholar from Venezuela, studying Finance. "This program...it's changing lives."

In 2024, the PepsiCo Foundation awarded 50 S.M.I.L.E. scholarships across the United States.

#### **Uplift Scholarship Program**

The PepsiCo Foundation Uplift Scholarship program supports students pursuing workforce certifications and associate degrees in STEM and business-related fields. With over 4,000 students awarded scholarships, the program has shown remarkable success.

Esperant Mputu, a former Uplift scholar, earned his maintenance technician certificate from Dallas College. Thanks to the scholarship, Esperant was able to afford his education and job training and he now proudly works at PepsiCo's Gatorade facility. His story highlights how the Uplift Scholarship program helps transform lives, enabling students to pursue their career goals and succeed in the workforce.



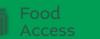
#### PepsiCo Foundation Family Scholars

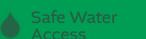
The PepsiCo Foundation Family Scholars program supports PepsiCo associates and their families by covering some of the financial burden of post-secondary education.

"I was so relieved and excited," says Dhruvi Patel, a pharmacy student at the University of Waterloo in Canada, who says the scholarship has freed her up to explore student clubs and pharmacy events without constantly worrying about tuition.

In 2024, the PepsiCo Foundation awarded \$1 million in new scholarships to 435 children of PepsiCo employees. Since the program's inception, nearly 6,000 scholarships and \$60 million have been awarded globally.















# OPENING PATHWAYS TO PROSPERITY IN SÃO PAULO

In Brazil, where only about 5% of the population speaks English fluently, limited language skills can restrict access to higher paying, globally connected careers. Instituto Ser+ and its LIFT (Language, Inspiration, Focus, Transformation) Initiative has been helping young professionals across São Paulo discover the career of their dreams. Programs like LIFT in Brazil are rethinking workforce development and training—combining language skills, mentorship, and career pathways to meet the demands of a globally connected economy. The LIFT program helps bridge this gap by equipping students with English proficiency—an essential tool for social mobility and professional advancement.

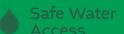
Supported by the PepsiCo Foundation, the initiative uses English language classes to help underserved communities join the workforce of the future. The two-year program helps students from the Greater São Paulo region with mentorship opportunities, professional development and free English language classes. PepsiCo and the PepsiCo Foundation were the first organizations from the consumer goods sector to embrace the initiative in 2020, and since then have supported 350 participants.

"I dream about being in an exchange program," said David Moises, a LIFT participant in Sao Paulo. "Studying English is bringing me closer to my dream."











Employee Giving and Communi





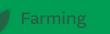
# DEVELOPING INDIGENOUS TALENT AND CAREER PATHWAYS IN AUSTRALIA

Many Aboriginal and Torres Strait Islander people continue to face barriers to education, employment and leadership opportunities, contributing to persistent social and economic disparities. Growing up on the Moree Mission in New South Wales, Melanie Hammond witnessed firsthand the discrimination and racism directed at her family and her Indigenous neighbors. When domestic violence threatened her and her children's safety, she resolved to find financial independence, transform her situation and uplift her community.

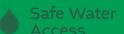
An engaged organization dedicated to supporting Indigenous communities in Australia — Jawun — provided crucial support to Melanie and countless other Indigenous Australians via Aboriginal Employment Strategy (AES). These programs connect Indigenous workers with job placement opportunities, training programs and mentorship. The PepsiCo Foundation partners with Jawun to provide skills and resources, helping people grow professionally. By connecting skilled professionals with Indigenous organizations through Jawun's secondment program—a temporary transfer where PepsiCo employees work directly with community partners—the Foundation is supporting mutual skills exchange and strengthening long-term partnerships that empower communities from within.

Through this training program, Melanie climbed the ranks to general manager at a local café, where she sells Indigenous artists' works, generating additional economic opportunities in her community. "There is so much more today for Aboriginal people," Melanie shares. "Dream big and aim big, and hopefully one day you'll get there."











Employee Giving and Communit





#### REVITALIZING RURAL SPAIN THROUGH LOCAL ENTREPRENEURS

Across Spain, a mass migration from villages to cities known as "Empty Spain" has devastated regional economies and local businesses. However, a powerful movement of entrepreneurs is rewriting the future of rural communities. In response, the PepsiCo Foundation partnered with the Federation of Rural Women's Associations (FADEMUR) to support these local entrepreneurs in these depopulated areas through a program called Ruraltivity.

Now in its third year, the program provides comprehensive business support — including skills development, mentorship, access to capital and networking — with a focus on sustainability, agri-food and circular businesses. Through workshops and training, participants learn digital practices, emerging technologies and effective marketing and sales strategies. This holistic approach helps equip small businesses for long-term success.

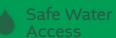
The impact is tangible: when Marcella, Susana and the entire Cooperative of Female Ricers in Delta de l'Ebre joined Ruraltivity, they secured grants to register their brand and boost marketing efforts. The program also connected them with other entrepreneurs, creating valuable knowledge-sharing networks that continue to strengthen rural business ecosystems across Spain.

In June 2024, the program awarded grants to 20 entrepreneurs, bringing together recipients to exchange ideas and celebrate their accomplishments. To date, the initiative has supported 500 local entrepreneurs and funded 40 small businesses across rural Spain. Through these vital investments, the PepsiCo Foundation and FADEMUR are countering economic decline while building a sustainable future for these communities.















#### SPOTLIGHTING CHAMPIONS OF CHANGE

Within the PepsiCo Foundation's key focus areas — food access, safe water access, farming and workforce development leaders emerge who are making a profound difference in their communities. Through our **Changemakers video series**, we share the stories of these individuals and the nonprofit organizations helping make their impact possible.

In 2022, we released "Food for Good Changemakers," which highlighted individuals addressing food insecurity and malnutrition while uplifting their communities. Then in 2023, we launched "Safe Water Changemakers" focused on innovators expanding access to safe drinking water in underserved communities around the globe.

In 2024, "Changemakers: Pathways to Prosperity" spotlighted leaders and organizations breaking barriers to economic opportunity and empowering underserved communities through education, skills training and entrepreneurial resources. The series shared stories of remarkable individuals:

- ◆ Didem Esmer, a farmer from Turkiye, revitalized her farm and supported her local economy through the Anadolu Meralari program.
- ◆ Tasneem Abd Elmohaimen, a PepsiCo associate in Egypt, worked her way to a highly sought-after sales position after graduating from the She Works Wonders program.
- ◆ Araceli Gutierrez, an entrepreneur in Mexico, used funding and training through the Banco de Alimentos Caritas Puebla Employability Program to build her business.
- ◆ Melanie Hammond built a new career path in Australia through the Aboriginal Employment Strategy program funded through the PepsiCo Foundation in partnership with Jawun.
- ◆ Fidel Gomez, based in the U.S., leveraged a PepsiCo Foundation scholarship to join the PepsiCo Corporate Affairs team.

Sparking change in communities, systems and the world begins with impacting individuals. We are committed to uplifting the stories of changemakers and supporting local nonprofits that are delivering solutions to pressing issues in their communities.













# **CHANGEMAKERS:** PATHWAYS TO PROSPERITY

Five new stories now streaming on pepsicofoundation.com.





# Employee Giving and Community Engagement















### **2024 IMPACT**

- ◆ Donated over **\$16 million** to nonprofit organizations around the world through our PepsiCo associate donation matching program
- + 5,760 PepsiCo associates made 28,601 donations to 4,303 nonprofits
- ◆ **5,132** PepsiCo associates volunteered in groups through our Give Together Initiative, as part of our global volunteer platform, One Smile at a Time

When it comes to making a difference, PepsiCo people lead the way. Across the globe, PepsiCo associates show up for their communities by volunteering their time, sharing their skills and supporting causes close to home. Through our employee giving, volunteering and community engagement programs, we empower teams to become ambassadors of social impact, strengthening the bonds between our business and the communities we call home. Read on to see how PepsiCo people are driving change, one act of service at a time.



# **Employee Giving and Community Engagement**













# TAKING STRIDES TO END FOOD INSECURITY IN SOUTH AFRICA

The Move for Good initiative is a shining example of the PepsiCo Foundation's commitment to bringing our PepsiCo associates together to make global impact. This annual program encourages PepsiCo associates to track their steps, fostering friendly competition while giving back. For six weeks, every step logged translates into vital donations for a nonprofit partner.

In 2024, we proudly collaborated with FoodForward South Africa, an organization dedicated to enhancing food security in South Africa. The partnership supports the Limpopo community, where an alarming 48% of children suffer from malnutrition. The results were staggering: PepsiCo employees collectively completed over 9 billion steps—over 4 million miles—surpassing our goal by 1 billion steps! That's like walking around the Earth's equator 171 times or making nearly 9 round trips to the Moon. This incredible effort resulted in a donation of 4 million meals to FoodForward SA, which the PepsiCo South Africa team helped to pack.

Through initiatives like Move for Good and ongoing volunteer efforts, PepsiCo associates continue to bring our goals to life and strengthen our community connections.



# **Employee Giving and Community Engagement**













#### TACKLING STUDENT HUNGER IN CANADA

At the University of Guelph, affectionately known as Canada's Food University, students launched an innovative initiative — the Campus Food Market — to combat campus food insecurity by providing fresh produce to their peers. This unique program provides fresh produce on a sliding scale, allowing people to pay what they can afford based on their financial circumstances.

With the program's success came sustainability challenges. Recognizing its vital role, the PepsiCo Foundation selected the Campus Food Market for one of its Community Impact Awards. The PepsiCo Foundation Community Impact Awards provide grants to 100 employee-nominated nonprofit organizations across the U.S. and Canada, helping them expand their impact and further their missions in the communities they serve. This funding is part of a larger initiative that recognizes nonprofits making a difference across the U.S. and Canada. The grant helped ensure that prices remained accessible while enabling the market to source local, seasonal produce.

Thanks to this collaboration, more students can access fresh, nutritious food, fueling the next generation of agricultural innovators.



#### **HELPING FAMILIES DURING THE HOLIDAYS**

This holiday season, PepsiCo associates around the world came together with one shared purpose: to support those most in need. Through Holiday Hunger meal-packing events, 1,100 PepsiCo associates joined forces to make a meaningful impact across 13 countries—including Spain, the UK, Mexico, China, Israel, India, Canada, Australia, Brazil, Colombia, the USA, Turkey, and South Africa.

For many underserved communities, the holidays can be an especially difficult time, with food insecurity rising as families face increased financial pressure. Recognizing this urgent need, PepsiCo teams helped provide more than 200,000 meals to those experiencing hunger. These acts of kindness reflect the heart of PepsiCo's culture and the power of coming together to drive positive change.













#### **GIVING TOGETHER AS ASSOCIATES**

The PepsiCo Foundation empowers PepsiCo associates to give back by volunteering together and supporting nonprofit partners in their communities through the 'Give Together' program. This program is an initiative that allows PepsiCo associates to apply for funding to create a volunteer event that supports their local communities. In 2024, over 5,000 associates participated in Give Together events, showcasing their collective commitment to making a difference.



#### Nourishing neighbors across eight nations

PepsiCo associates in Lebanon, Egypt, United Arab Emirates, Saudi Arabia, Jordan, Iraq, Pakistan and Bangladesh came together to help those in need as part of the over 2.75 million meals initiative. Working alongside local partners, PepsiCo associates organized meal packing and preparation events, delivering over 1 million meals to the communities where they live and work.



#### Learning and serving to support food security

Food Banks Mississauga provides meals and food packages to pantries across Mississauga, Canada. To gain a deeper understanding of the organization's work, PepsiCo Canada volunteers participated in warehouse tours, learning sessions and donation sorting. PepsiCo associates helped sort over 23,000 pounds of food, with the PepsiCo Foundation donating \$10,000 to this effort.



#### Creating spaces for early childhood education

For the past three years, the PepsiCo Foundation has partnered with Asociația Casa Bună, an organization dedicated to improving educational opportunities for vulnerable children in Romania. During International Volunteer Day, our teams came together to develop a courtyard for a new kindergarten building in Jilava. This school will provide over 80 children with access to quality education.











#### **SUPPORTING COMMUNITIES IN TIMES OF CRISIS**

The PepsiCo Foundation stands ready to uplift communities during their most difficult moments. In 2024, we mobilized quickly to deliver essential support in response to natural disasters around the world—demonstrating our commitment not only to our colleagues, but to the communities where they live and serve. We strategically combine resources from both the Foundation and the business—including monetary support, product donations and in-kind contributions. Through programs like Food for Good, we also provide meals to impacted communities, ensuring relief efforts are comprehensive and far-reaching. Providing support during times of crisis remains a top priority, helping ensure those affected have access to the resources they need to recover and rebuild.



#### Standing by our colleagues when it matters most

The PEPhelp employee-to-employee relief fund supports U.S. associates who experience property loss due to natural disasters, with contributions funded by employees and matched by the PepsiCo Foundation. In 2024, 1,590 associates received tangible support through PEPhelp, reflecting our shared ambition to care for one another.



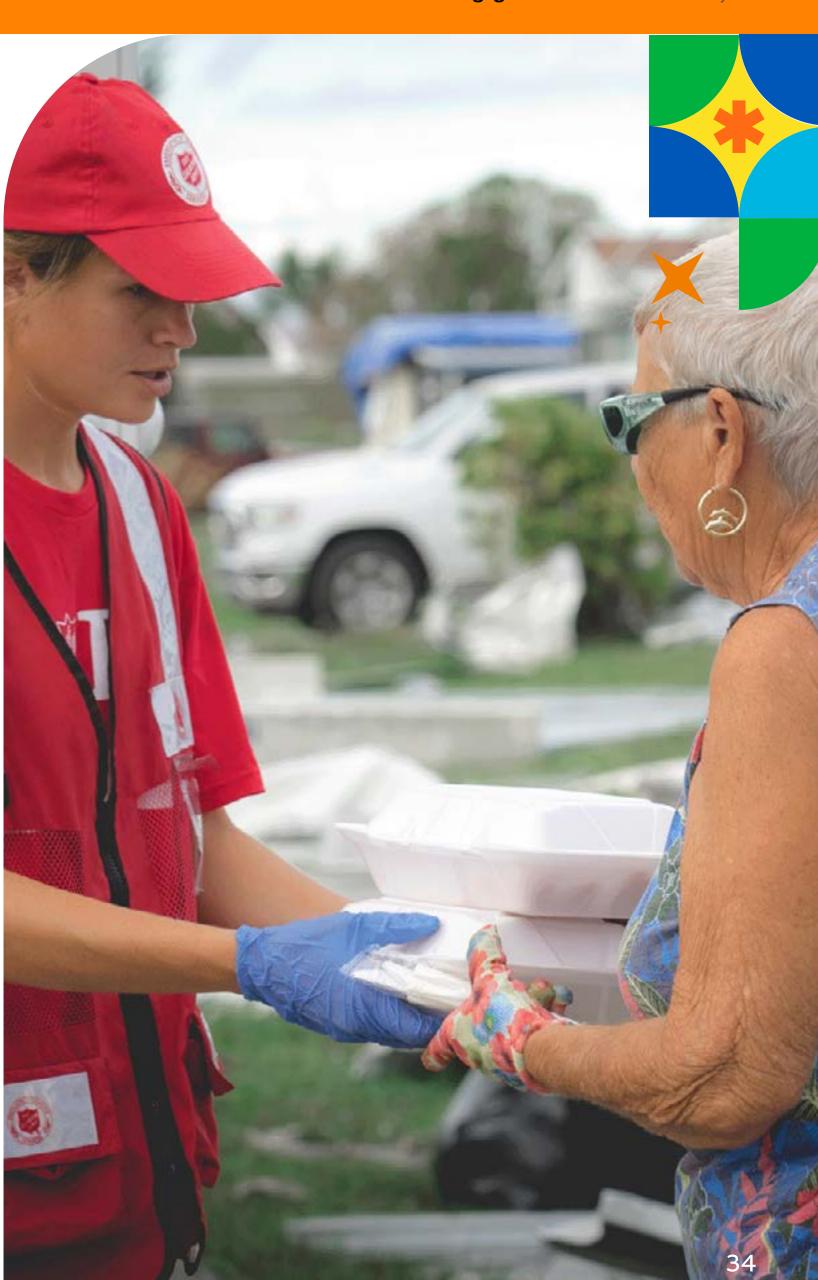
#### Mobilizing essential resources in Spain

In fall 2024, PepsiCo and the PepsiCo Foundation responded to severe flooding in Eastern and Southern Spain by distributing clean water and donating \$300,000 to disaster relief and humanitarian aid organizations operating in the region. Partnering with local groups, we supported affected communities across Valencia, Alicante and Castelló.



#### Providing relief after Hurricane Helene

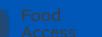
Hurricane Helene's path of destruction through the southeastern United States left communities desperately needing safe water and nutritious food. Working closely with associates, suppliers and local organizations, we provided over \$350,000 to relief efforts, along with in-kind donations from PepsiCo brands and meals from our Food for Good program.

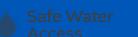


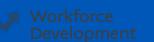
















PepsiCo and the PepsiCo Foundation work together to support communities worldwide, leveraging our resources, knowledge and expertise to create meaningful impact. Through this collaborative effort, we strive to make positive change in the communities we serve. This commitment is brought to life through purpose-driven initiatives led by PepsiCo teams across the globe, with local markets and social impact leaders playing a central role. These leaders drive corporate citizenship and community engagement on behalf of PepsiCo, ensuring our efforts are deeply rooted in the unique needs of each community.

















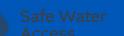
# FILLING BREAKFAST BOWLS FOR CHILDREN IN THE UK

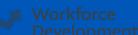
As of June 2024, 14% of households in the United Kingdom were experiencing food insecurity, a challenge that significantly affects children's ability to learn and thrive in the classroom. According to the Department for Work & Pensions, 2.6 million children in the UK are living in food insecurity—that's almost 1 in 5 households with children. In response to this urgent need, PepsiCo, Quaker and Magic Breakfast—a nonprofit providing free school meals to students in need—partnered to help combat child hunger. As part of this effort, Quaker pledged to serve 250,000 bowls of porridge to school children across the UK. In the 2023-2024 academic year alone, Quaker supported Magic Breakfast in delivering over 1.3 million portions of oats and cereal to children and young people, reinforcing a shared commitment to improving access to nutritious food and supporting students' ability to succeed.

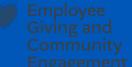












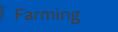




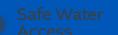
# PREPARING STUDENTS FOR SUCCESS IN SOUTH AFRICA

Nutritious meals play a crucial role in helping children concentrate and perform well in school. However, around the world, food insecurity remains a barrier to education. In South Africa, we are proud to operate the Schools Breakfast Nutrition Program which provides a nutritious breakfast of Bokomo Weet-Bix, Bokomo Corn Flakes and White Star Instant Porridge, all served with milk, to over 34,000 underprivileged primary school children every school weekday. Now in its tenth year, the program operates across 35 schools in underserved communities across seven provinces of the country.









Vorkforce Development

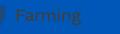




# GROWING AVENUES FOR ADVANCEMENT IN AGRICULTURE

Farmers under the age of 35 make up only 9% of the U.S. farming industry. In an effort to expand agricultural opportunities for an evolving food system, PepsiCo launched the Planting Pathways initiative. Through partnerships with organizations like Practical Farmers of Iowa and Farm Foundation, the initiative provides farmers with business training, mentorship and access to capital while also equipping college students with scholarships, paid internships and career development opportunities. In its first year, Planting Pathways reached over 100 aspiring and beginning agricultural professionals, helping to future-proof the global food system.









Employ Giving



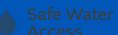


#### **INNOVATING FOR IMPACT IN BRAZIL**

Quaker is known for its oat products, but in Brazil, PepsiCo worked with the brand to develop an innovative new hunger solution. A first-of-its-kind innovation from PepsiCo Research and Development, Quaker Oat "Rice" transforms a byproduct into a high-protein, high-fiber staple—demonstrating how innovation in product design and circularity can address both nutrition gaps and environmental sustainability. Using the rice-like grain from inside oat husks, PepsiCo's Research and Development team created Quaker Oat "Rice", which offer more fiber and proteins as standard white rice. This product is packaged and sold in Brazil, with 100% of the profits donated to the nonprofit organization, Amigos do Bem. Through this partnership, the proceeds from Quaker Oat "Rice" go toward supporting people with food access challenges in Brazil. The program aims to reach 25,000 people in the initiative's first year.













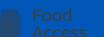


#### PAVING THE WAY TO SUCCESS IN CHICAGO

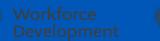
In 2021, PepsiCo and the PepsiCo Foundation set out to invest \$5 million in the Pathways to Readiness and Empowerment Program (PREP) to support career development for 3,000 young people from Chicago's South and West Sides by 2026. In collaboration with community organizations, including Chicago Cares, Imagine Englewood If, Southwest Organizing Project and more. PREP offers career exposure, paid internships, skills development and employment opportunities to participants. In 2024 alone, the program provided over 1,000 youth and young adults with career resources and internships. Since the program's launch, it has reached over 3,200 young people in Chicago and is well on track to meeting its 2026 investment goal.

















# BUILDING BRIGHTER FUTURES ACROSS SOUTHERN DALLAS

Southern Dallas Thrives tackles community challenges through a multi-faceted approach to education, health and economic advancement. Working alongside the United Way of Metropolitan Dallas, PepsiCo and the PepsiCo Foundation support a spectrum of initiatives — from early childhood education to career preparation for high schoolers and specialized workforce training for growth industries. The program's 2024 impact speaks volumes: 6,500 meals to families and community organizations, 86,600 hours of childcare service to working families and 3,000 residents connected with essential technology and books.







