

THE PEPSICO FOUNDATION 2022 GLOBAL IMPACT REPORT

PEPSICO
FOUNDATION

We Feed Potential



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PepsiCo Foundation 2022 Global Impact Report

At the PepsiCo Foundation, we're feeding potential for people in our communities by unlocking access to nutritious food, safe water, and economic opportunity.

We're devoted to positively impacting the planet and the communities where we live and work while progressing towards our PepsiCo Positive goals.

Our 2022 impacts highlight the value of listening to our colleagues and partners – meeting them where they are, with what they truly want, and empowering them as ambassadors. Because we can do more when we work together and let them lead the change locally.

In 2022 we:

- ◆ Delivered more than **25 million meals** to **2 million people**.
- ◆ Reached more than **500,000 female farmers** and members of their communities.
- ◆ Helped more than **12 million people** access safe water.
- ◆ Granted more than **1,500 scholarships** to Black and Hispanic students.
- ◆ Supported **100 Black and Hispanic small businesses** in the U.S.

From the pandemic and global conflicts to rising costs and the persistent effects of climate change, we all faced a number of challenges. But we believe the private sector can play a vital role in tackling them.

Throughout 2022, we worked with hundreds of partners around the world. People who know what their communities need and how to co-create solutions in the right place, at the right time. People with a story to tell. That's what this report is all about. Our associates and partners helping their neighbors access much-needed food, water, and opportunity, and bringing timely relief to disaster zones.

We hope you'll be as inspired as we are by these stories. Together, we can achieve a more equitable world for all.

**\$62 million USD
invested**

**15 million
people reached**

**41 countries
impacted**

**394 partners
supported**

Table of contents



◆ PepsiCo Foundation milestones

🍌 Food Security

- Our impact 6
- Providing Food for Good in the U.S. 7
- More than a hair salon: feeding 1,000 families a month 8
- Helping female farmers increase food production 9
- Growing again thanks to regenerative farming training 10

💧 Safe Water Access

- Our impact 12
- Providing clean water on tap for 200,000 people 13
- Hydrating a thirst for learning for 700 students 14
- Protecting water springs to ensure safe water for communities 15

📈 Economic Opportunity

- Our impact 17
- Supporting Turkish girls to pursue their STEM education dreams 18
- Invigorating small businesses in rural Spain 19
- Fueling opportunity and potential with scholarships 20
- Investing in high-potential students 21
- Boosting Black-owned businesses 22

🤝 Employee Engagement & Disaster Relief

- Our impact 24
- Awarding grants to 40 deserving local non-profits 25
- Feeding potential of our PepsiCo family 26
- Supporting communities where we live and work 27
- Rapidly responding in times of crisis 28

Finding your way around this report

- ◆ Jump to a page by clicking on the title in the table of contents
- ◆ Go to a section by clicking the titles at the top left
- ◆ Learn more about each story by clicking on these buttons [▶ Learn more](#)
- ◆ Come back here any time by clicking on the footer below

SUSTAINABLE DEVELOPMENT GOALS



PepsiCo Foundation milestones

Since our inception, we've reached many milestones in our mission to support thriving communities and invest in the essential elements of a sustainable food system.

Supporting PepsiCo corporate initiatives

The PepsiCo Foundation's work is closely tied to PepsiCo's global corporate initiatives.

2006

Launched Performance with Purpose, integrating sustainability into the daily business operations.

2020

Launched the [Racial Equality Journey \(REJ\)](#) initiative to increase Black and Hispanic representation at PepsiCo – in our partnerships and supply chain.

2021

Launched [PepsiCo Positive \(pep+\)](#), a strategic end-to-end transformation, with sustainability at the center of how we create growth and value by inspiring change for the planet and people.

Food Security

Food Security has been at the center of our work for decades, and the impact is reflected through the results of some of our flagship programs.

2008

Began partnership with the World Food Programme. Contributed over \$12 million USD to disaster relief and school meal programs.

2009

Launched Food for Good (FFG) program which has delivered 270 million meals to more than 46 million people worldwide.

2019

Launched She Feeds the World (SFTW) with CARE. Reached 1.3 million people in five countries through 2022.

Safe Water Access

Access to safe water is a global human right. Conserving, distributing, and purifying water for the health of communities is one of our top priorities.

2006

Established our goal to deliver safe water access to three million people by 2015.

2011

Launched our partnership with InterAmerican Development Bank and became the first private sector partner of AquaFund.

2021

Set a new goal to reach 100 million people with safe water access by 2030.

Economic Opportunity

Amidst increased uncertainty, we provide underserved populations with equitable access to resources and support to help them thrive and move their communities forward.

2014

Launched our partnership with International Youth Foundation in Mexico aimed at improving workforce readiness.

2020

Launched the PepsiCo Foundation Uplift Scholarship program, granting 2,000 scholarships to date.

2021

Launched the PepsiCo Foundation S.M.I.L.E. Scholarship program, granting 50 scholarships to date.

2021

Launched the Black Restaurant Accelerator (BRA) program with National Urban League (NUL) and the Impacto Hispanic Business Accelerator program with Community Development Financial Institutions (CDFIs).

2022

Achieved the 100-restaurant milestone for the BRA program.

2022

Launched the Black Changemakers program in partnership with Doritos SOLID BLACK.




Food Security



Food Security: Our impact

We want to do the most good for the most people. Using our global scale, we're creating local impact and helping realize zero hunger in the communities where we live and work. Through strategic partnerships and programs with industry peers, local and international organizations, and our employees around the world, we're working hard to make a difference.

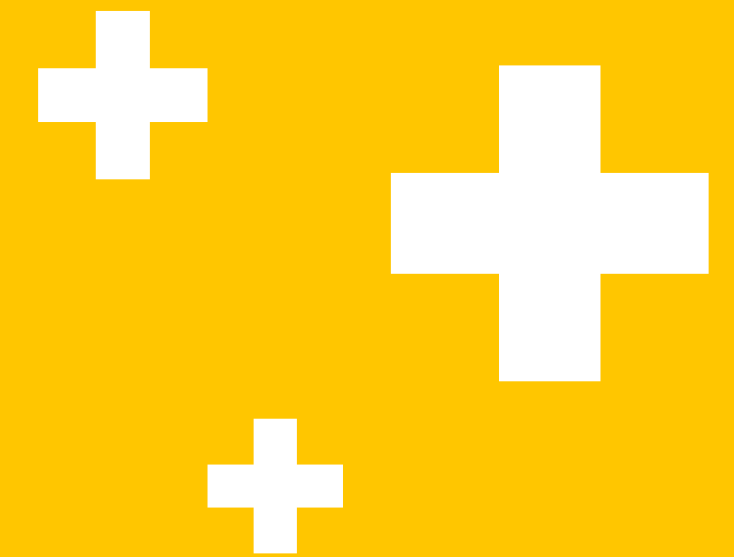
 Communities flourish when they're getting the nutritious food they need. Children are better educated, economies grow, and people live healthier, longer lives.

GOALS

Increase food access for **50 million** people by 2030*

* Goal reflects charitable, as well as commercial efforts.

Support **5 million** female farmers and members of their communities by 2025



IMPACT IN 2022

25 million meals served

2 million people served

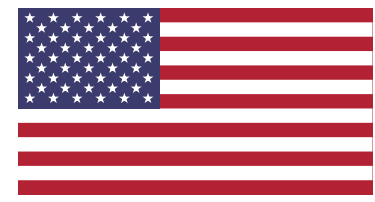
500,000 female farmers and members of their communities supported



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Providing Food for Good in the U.S.



U.S.



“It’s about taking a local approach that creates global impact.”

Childhood wasn’t always easy for Texas native Bobby Scott, especially when it came to access to food.

Bobby grew up in the South Oak Cliff area of Dallas, Texas. “Back in the day,” he told us, “there were no options to go to after-school programs and have food available. I was one of those kids that pretty much didn’t eat until I got home.”

Today, Bobby leads our **Food for Good** operations in Dallas-Fort Worth. Thanks to Bobby, the rest of the Food for Good team, and our partners, **we delivered 8.8 million meals to over 400,000 children across the U.S.**, ensuring they all have access to nutritious food whether they’re at school or at home.

And because we know it’s not just during the week that children can go hungry, we also launched a new program in Los Angeles, teaming up with GENYOUth and Para Los Niños. **Through this partnership, more than 45,000 healthy weekend meals went out to 1,000 students and their families.**

Bobby says it means a lot that he can give something back to his community, “It’s about making a positive change, a lasting effect. A local approach that creates global impact.”

More than a hair salon: feeding 1,000 families a month



Brazil

“I want us to be a resource in the health and wellbeing of the community.”



Visit Evelyn Dayse’s hair salon in the Chácara Santana neighborhood of São Paulo, Brazil, and you might come away with more than just a haircut. The former teacher has turned *TrançAmor* salon into a community hub offering braiding, dreadlock, and barber lessons, as well as meals for local families.

It all started when Evelyn realized that transitioning from straightened hair to a more natural look was too expensive for the local girls. She set up lessons to make it more affordable, and **as she got to know the families, she saw another need – access to good food.**

Evelyn now serves fresh meals to more than 1,000 families each month. And she does it working with our partner **Gastromotiva**, a non-profit organization on a mission to combat hunger in Rio de Janeiro, São Paulo, and Curitiba. As well as providing grants to distribute meals, **our partnership funds the operation of Solidarity Kitchens, giving local people culinary training and support.**

Why has she given up so much time to make this happen? Evelyn says, “I want us to be a resource in the health and wellbeing of the community, and to see families live healthy and good lives.”

Helping female farmers increase food production



Shaimaa's productivity has doubled since she joined the program in 2020.

Building more resilient communities means food systems and water conservation need to work together, particularly where water is scarce. That's why we partnered with CARE's **She Feeds the World** program to provide water-saving irrigation technology along the River Nile in Minya, Egypt.

As part of the project, **CARE trained over 1,000 farmers to adopt a new targeted drip irrigation system**, rather than use traditional flood irrigation. **The move saved 420 million liters in 2022**, compared to 306 million liters in 2021. That's a win in itself, but it has also meant that local farmers are seeing real productivity benefits.

Shaimaa, a potato farmer in the village of Beni Kassem, used the technical training she received from the program to improve her agricultural practices, grow her harvest, and increase access to food for her family and community. And **her productivity has already doubled since she joined the program in 2020**, giving her family more money to live on and reinvest back into their business.



Growing again thanks to regenerative farming training



Mexico

María can see that her yield will be higher and provide a good income for her family.

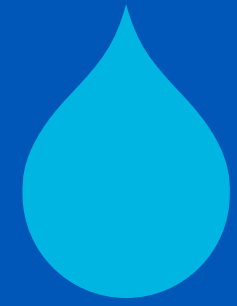


María del Pilar's life has been linked to agriculture since she was a child, growing up in the Huixtla municipality of Chiapas, Mexico. After school, she would go with her brothers to their uncle's cocoa farm to split pods, collect the seeds, and wash them. As a reward, they could eat the pulp of the fruit. María remembers, "Half of the harvest was destined for sale, while the other half was used by the family, mainly to make a drink called pozol, a blend of cocoa and ground corn."

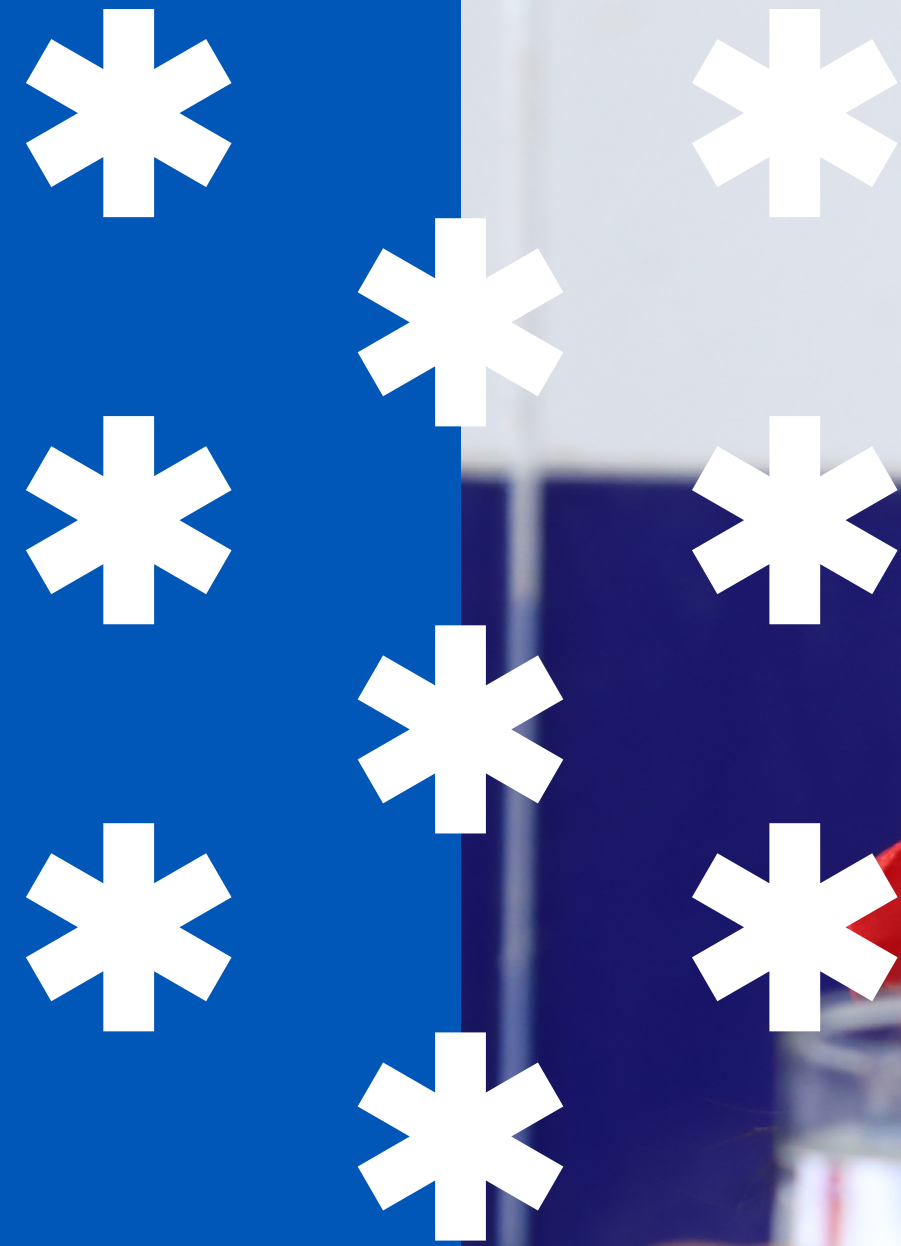
As an adult, María continued the farming tradition, but was forced to stop when her Cacao trees were attacked by a disease that makes the seeds unfit for human consumption.

Help came in the form of **Agrovita**, a three-year program developed in partnership with **Proforest** and **PepsiCo Mexico** to improve the socioeconomic and productive conditions of rural communities in South East Mexico. **The program taught María how to grow a disease-resistant variety of tree** – and a range of other crops and medicinal plants her family could use.

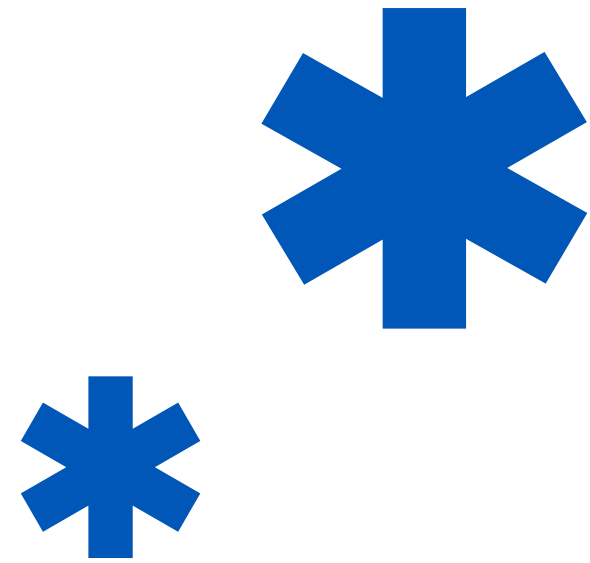
Although her Cacao trees are young, they're beginning to bear fruit. And María can see that her yield will be higher than with the previous variety, providing a good income for her family.



Safe Water Access



Safe Water Access: Our impact



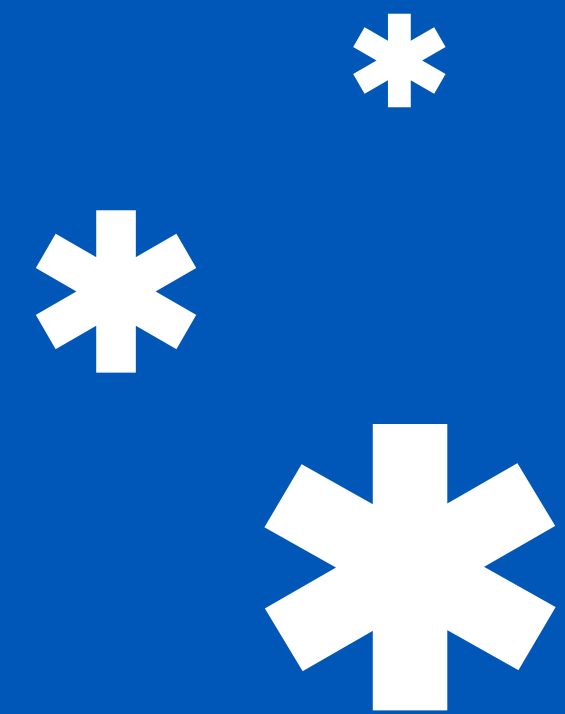
We believe all communities should have access to safe water. It drives human dignity, health, economic prosperity, and gender equality. So we focus on three approaches to bringing safe water access to water-risk communities where PepsiCo operates:

- ✱ Conservation to increase availability and improve quality.
- ✱ Distribution to improve sanitation services and hygiene training.
- ✱ Purification through community-based facilities to make water affordable, reliable, and safe.

✱ Access to safe water is a human right. Yet two billion people lack this, including millions of people in the communities where we live and work.

GOAL

Safe water access for **100 million** people by 2030



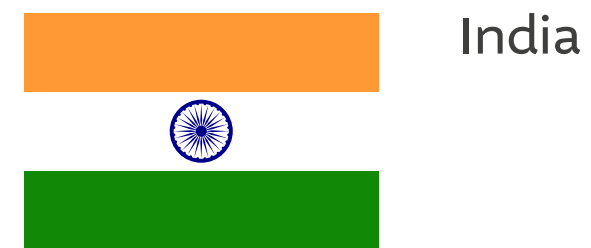
IMPACT IN 2022

12 million people reached with safe water access

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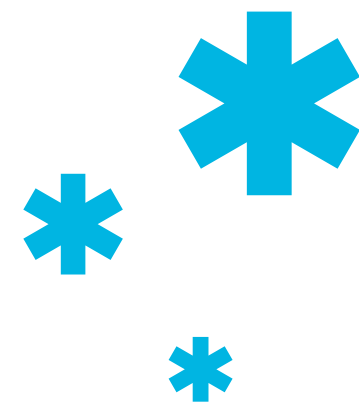


Providing clean water on tap for 200,000 people



India

“Without water, there’s no life.”



Searching for clean water was a daily struggle for Prema. Up to six times a day, she would leave her rural village near Nelamangala, India, to haul buckets from faraway wells. And she’d often have no choice but to drink unsafe water from the local pond, putting her and her children at risk of illness. **For many girls, it’s usual to walk up to six km a day – taking up more than 15 hours a week.**

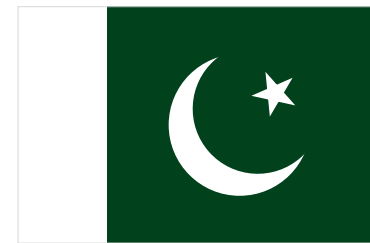
Now, thanks to support from the PepsiCo Foundation and **WaterAid**, Prema has a water storage tank right outside her home, with clean water conveniently available to her family. This is one way we’re living up to our commitment to improve access to safe drinking water, hygiene, and sanitation – especially for women, adolescent girls, and children.

“I feel relieved and confident that I finally have access to water.” says Prema. And now that her days are no longer spent looking for it, she’s able to work at a local factory, doubling the family income.

Through our work with WaterAid, we’ve reached more than 200,000 people like Prema who are facing extreme water shortages in three states across Southern India. And as she reminds us, “Without water, there’s no life.”

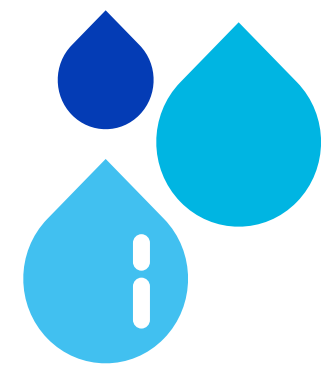


Hydrating a thirst for learning for 700 students



Pakistan

The students are refreshed, hydrated, noticeably healthier, and ready to learn.



After carrying out a field assessment, **WaterAid** discovered that students at Islamabad Model College for Girls in Pakistan had no access to clean, safe water on campus.

The principal, Ms. Asiya Khan, said girls often brought in their own bottled water, but their supplies were running low, increasing the risk of dehydration or the need to drink potentially contaminated water. One ninth-grade student, 14-year-old Arzish Tahir, said **many of her friends became sick due to drinking poor quality water**, which meant missing school, falling behind with their studies, or even having to drop out.

In 2022, the PepsiCo Foundation and WaterAid partnership stepped in and installed a water filtration plant on the school's campus. **The plant provides enough clean and safe water for the 700+ students in the school community as well as 60 students at a nearby public school.**

Our work to provide safe water access in underserved urban communities and at schools like this is paying dividends. The students no longer need to spend their money on bottled water, and with regular access to drinking water, they're refreshed, hydrated, noticeably healthier, and ready to learn.

Protecting water springs to ensure safe water for communities



South Africa

Over 16,000 people living in rural areas now have 24-hour access to clean, safe water all year round.

Natural water springs are a precious resource, but their infrastructure needs to be continually maintained to ensure access to safe water for the community.

Ntate Simon Mavovana is a spring monitor and champion, a role devised by the **World Wildlife Fund South Africa** (WWF SA) and the PepsiCo Foundation to protect 12 spring sites in the Umzimvubu region of South Africa.

Ntate makes a vital contribution to seven of the springs, including the one nearest his own village of Shenxahis in Makhoba. **As a construction supervisor, he makes sure the community has a good water supply** and deals with waste management to ensure the water is clean enough for drinking and can be used for cooking, cleaning, and even livestock.

Not only has the project given him safe water, but also the chance to gain valuable new knowledge and skills in his local community. Thanks to the project and local champions like Ntate, over 16,000 people living in rural areas now have 24-hour access to clean, safe water all year round – within just a one km walk from their home.





Economic Opportunity



Economic Opportunity: Our impact

Underserved populations in our communities need support through these unpredictable times. We're meeting local needs by investing in education and training programs, as well as mentoring and supporting small business owners around the world. All to help close the income gap, break down barriers, and build a more stable and sustainable future.

Throughout history, marginalized communities have been denied access to equitable education, capital, and economic opportunity.

GOALS

Provide **4,000+** scholarships to Black and Hispanic students in the U.S. by 2025

Support **1,000+** Black and Hispanic small businesses in the U.S. with funding and coaching by 2025

IMPACT IN 2022

1,500+ scholarships awarded to Black and Hispanic students

100 small business owners supported from the Black and Hispanic community

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Supporting Turkish girls to pursue their STEM education dreams



Turkey

“With the strength I get from this program, I’ll do my best to support girls with their education.”

Many girls in Turkey drop out of school because they have to work to support their families. To help keep these young women in education, **the PepsiCo Foundation partnered with Türk Eğitim Vakfı (TEV) to provide financial and mentorship support to empower them to continue.** The program also encourages them to pursue STEM subjects (science, technology, engineering and math), which aren’t traditional careers for women in the country.

In addition to one-to-one coaching, TEV provides a community where the girls can feel supported and learn from their peers.

For Mechanical Engineering student Karanfil Kayıkcı, **the support she received from TEV helped her gain an internship at her dream company.** And Chemical Engineering student Yeliz Korucu told us, “With the strength I get from this program and community, I’ll do my best to support girls with their education in the future.”

Karanfil Kayıkcı is just one of the 200 girls who have benefited from our work with TEV so far.



Invigorating small businesses in rural Spain



Spain

“They shipped their first order to London. Something they just didn’t think was possible before.”

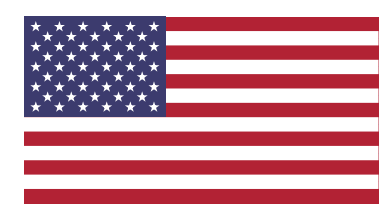


María de la Cruz Gutiérrez comes from a small village in Castilla-La Mancha, Spain. Like many of the locals, she grew up desperate to leave and explore the world. She studied and worked in Europe and the U.S., but the thought of home eventually pulled her back.

Keen to set up her own online marketing and website design company, and connect with other local entrepreneurs, María reached out for help and support from **FADEMUR**. Together with the PepsiCo Foundation, it provides **training and support for women in rural areas to promote sustainable development and economic stability.**

María discovered that many of the small businesses in her region produce wine or olive oil. And while they do well in the tourist season, the rest of the year can be challenging. **María is now helping these local farmers build their online eCommerce presence – and it’s already bringing results.** She told us, “There’s a store here that sells produce from local farmers. A few weeks ago, they were super excited because they shipped their first order to London. Something they just didn’t think was possible before.”

Fueling opportunity and potential with scholarships



U.S.

“My journey is proof that we can accomplish anything with hard work and the will to do so.”

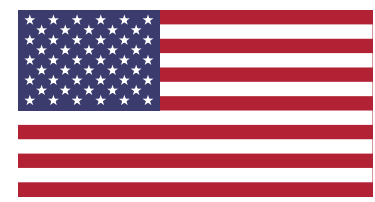


Frank Herman worked for Harris County Precinct in Texas for 16 years – but his dream was always to get his commercial driver’s license and become a truck driver. Thanks to the PepsiCo Foundation and **Houston Community College**, he secured a scholarship and is now behind the wheel of one of PepsiCo’s trucks.

Frank told us, “I never thought I could be employed by a company that makes products I grew up with. I prayed for a blessing, and because of the Uplift Scholarship program I was able to pay for my education and job training. My journey is proof that we can accomplish anything with hard work and the will to do so.”

Frank’s scholarship is all part of PepsiCo’s \$570 million USD Racial Equality Journey to help create economic opportunity and dismantle systemic barriers in Black and Hispanic American communities. As part of this commitment, **the PepsiCo Foundation will provide access to professional training and higher education for more than 4,000 Black and Hispanic students, like Frank, across the country.**

Investing in high-potential students



U.S.

Aarón is on a mission to drive diversity, equity and inclusion at PepsiCo.

Aarón Ruvalcaba is Associate Manager of Human Resources at PepsiCo for Frito-Lay – and his journey to get here has been quite remarkable.

It began when he was awarded a scholarship through the Foundation's partnership with **TELACU**, a non-profit community development corporation servicing disadvantaged communities in Los Angeles. With this support, **he became the first in his family to graduate high school, first to earn a degree, and first to get an MBA.** Purdue University even named him one of the 'Top MBA Graduates to Watch'.

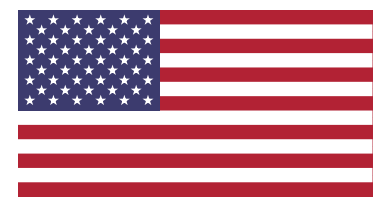
After all these firsts, Aarón is using his experience to build a pathway for the next wave of Latinx leaders.

By investing more than \$650,000 USD in TELACU's College Success Program and the Workshop Preparation Academy, we've helped students succeed professionally – particularly in high-growth, high-impact sectors.

Thanks to the support of TELACU and the PepsiCo Foundation, Aarón is now on a mission to drive diversity, equity, and inclusion at PepsiCo.



Boosting Black-owned businesses



U.S.

“Supporting us creates a domino effect of economic impact on our families and communities.”



Vaucresson Sausage Company is a third-generation business making authentic Creole products for restaurants, grocery stores, and festivals throughout New Orleans. With major challenges facing the community and industry – including Hurricane Katrina, Hurricane Ida, and the COVID-19 pandemic – the business needed all the help it could get to bounce back.

That help came as part of PepsiCo’s \$570 million USD Racial Equality Journey, and the PepsiCo Foundation’s partnership with the **National Urban League**. Together we’ve created the Black Restaurant Accelerator, an initiative to **boost around 500 Black-owned businesses over the next five years**.

With a grant to set up a new café and deli, Vaucresson created a place where locals and tourists can try their po’boys, gumbo, and boudin balls all year round, not just during the festival season.

They told us, “Black-owned food service operators are at the heart of Louisiana’s economy. Supporting us creates a domino effect of economic impact on our families and communities. We hope to become a cornerstone of great food and service, and a space to celebrate the history and culture of our great city.”



Employee Engagement & Disaster Relief



Employee Engagement & Disaster Relief: Our impact

The PepsiCo Foundation has a long history of supporting and working in its local communities. In times of great need, whether it's our associates or others who need help, we step up. And in turn, our associates give back by volunteering to help others, or by making generous donations to some of the deserving causes we support.

IMPACT IN 2022

Provided
\$8.4 million USD
 in relief

Over
280,000 hours
 volunteered by more than 6,000 employees

17,000 donations from employees totaling over
\$5.9 million USD

3,678 associates
 made donations through PepsiCo Gives Back Month

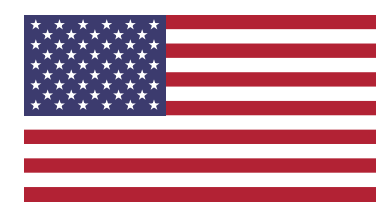
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Awarding grants to 40 deserving local non-profits



Canada



U.S.

United Way's Transportation Assistance Program provides individuals who had been walking to work with a new bike, lock, and helmet.



Did you know?

PepsiCo associates worldwide can make a donation* to an eligible charitable organization and the PepsiCo Foundation will match the gift. If the associate serves on the board of the organization, the Foundation will match their donation 2x.

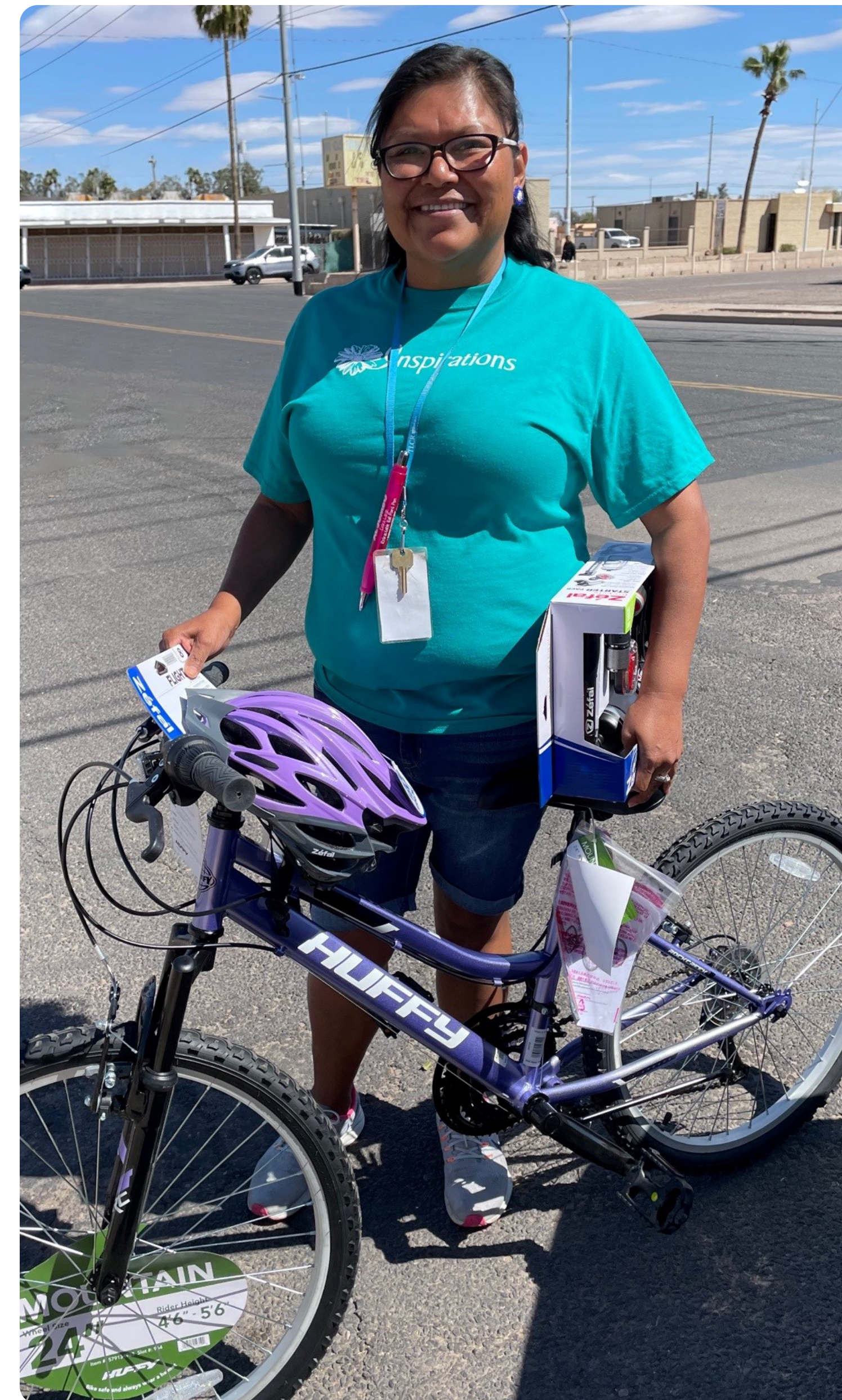
*To be eligible for a match, a gift must be at least \$25 USD in North America, or the equivalent of \$10 USD outside of North America.

At the end of 2022, PepsiCo associates across North America were asked to **nominate non-profit organizations in their communities that deserved a \$25,000 grant to help with their vital work.**

The **Community Impact Grant** was awarded to 40 public charities, including the United Way of Pinal County, selected by Juan Gaviria, Site Director of Frito-Lay Casa Grande, Arizona. He told us, "I chose the United Way of Pinal County because I saw first-hand how they leveraged their network to provide over three trailers-worth of PepsiCo products to provide relief to flood and storm-damage victims after a major event here this summer."

Additionally, the Community Impact Grant provided support to United Way's Transportation Assistance Program, which provides individuals who had been walking to work with a new bike, lock, and helmet.

The organization is led by Allen Villalobos, and **Juan was so impressed by his efforts he joined their Board of Directors.** He said, "Allen has done so much to get business and community leaders on board, supporting great programs that provide educational and financial stability to every person in the county. And that's having a real impact in our community."



Feeding potential of our PepsiCo family



Worldwide



“My children were all offered scholarships, and it helped immensely with their university experiences.”

The PepsiCo Foundation **Family Scholars** program awards up to **400 new scholarships each year to the children of PepsiCo associates**. The awards are offered for study at four-year colleges and universities, two-year colleges, and vocational-technical schools in the U.S. and around the globe.

PepsiCo Europe associate Graham Rhodes says the Family Scholars program has been an enormous help for his three children, James, Charlie, and Phoebe. “My children were all offered scholarships, and it helped immensely with their university experiences, allowing them to go on trips to further their education. As a family, it has meant a lot and really helped to relieve pressure on our finances.”

Supporting communities where we live and work



Brazil

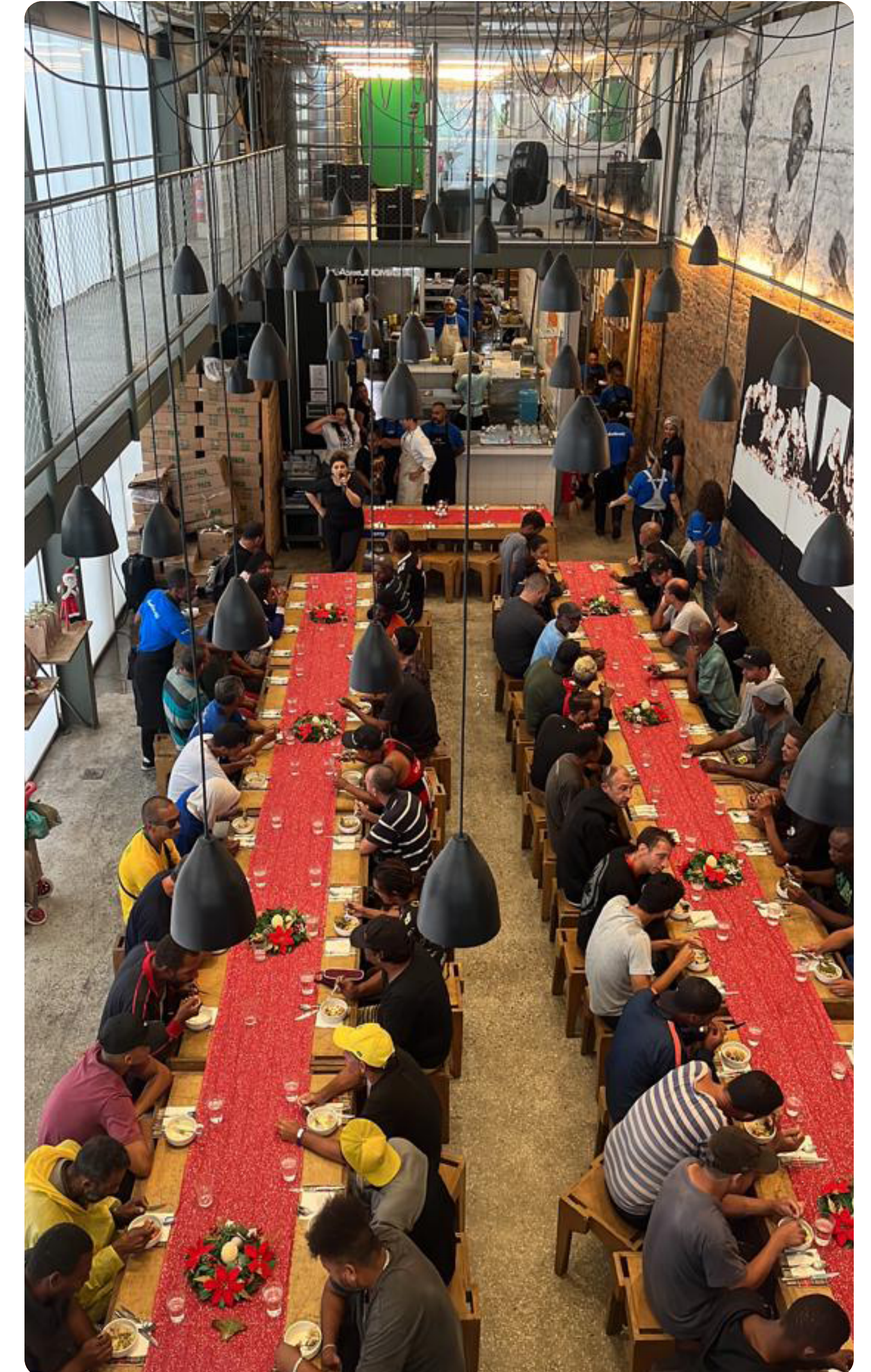
“It felt great to see 80 people, some homeless, come together in a happy environment to celebrate Christmas.”



Volunteering is a way for all our associates to feel more engaged, proud, and connected to their local team and community. **It’s a chance to make a difference, one smile at a time.**

That’s something that Marlon Dias Gomes, Sales Merchandiser Associate in Rio de Janeiro, Brazil, witnessed when he helped out at a volunteer event led by our partner **Gastromotiva**.

“It felt great to see 80 people, some homeless, come together in a happy environment to celebrate Christmas. Thank you, PepsiCo Foundation for creating this opportunity. We’re literally creating smiles with every sip and bite – and helping those who need it most.”



Rapidly responding in times of crisis



Worldwide

When unexpected events happen, we're here to support our associates and communities. Our U.S. **PEPhelp program** (Helping Employees with Loss of Property) provides up to \$2,500 of financial assistance if a primary residence is damaged during a FEMA-declared major emergency or disaster.

But we don't stop there. When others are in need, we do what we can – wherever they are in the world.

Ukraine conflict

In 2022, the PepsiCo Foundation committed nearly **\$6.5 million USD in humanitarian relief** for those impacted by the war in Ukraine. Support focused on refugees, food, families and children, in partnership with organizations like the U.N. World Food Programme, World Central Kitchen, Save the Children, and UNHCR.

Kentucky flooding

PepsiCo and the PepsiCo Foundation partnered with World Central Kitchen and Save the Children to provide nearly **50,000 meals, clean drinking water, and disaster relief to those impacted by severe flooding** in eastern Kentucky, USA.

Mississippi flooding

PepsiCo, the PepsiCo Foundation, and PepsiCo local bottling partner, Brown Bottling Group, donated **14,000 shelf-stable Food for Good meals and 15,000 cases of bottled water** for people unable to access the city distribution sites and children impacted by school closures. The PepsiCo Foundation also provided \$100,000 USD to The Salvation Army's relief efforts, while PepsiCo and Brown Bottling Group employees worked with Salvation Army staff and volunteers to distribute food, water, and hygiene kits to community residents.

Pakistan flooding

PepsiCo and the PepsiCo Foundation partnered with local humanitarian organizations to deliver **five million meals to families impacted by severe flooding** in more than 20 of the worst-hit districts nationwide.

Hurricane Fiona

PepsiCo and the PepsiCo Foundation partnered with the American Red Cross, World Central Kitchen, United Way Worldwide, and other local partners to support critical relief efforts in Puerto Rico and the Dominican Republic. **Together they provided more than \$200,000 USD in funding, as well as PepsiCo food and beverages.**

Hurricane Ian

PepsiCo and the PepsiCo Foundation worked with the Salvation Army, Team Rubicon, and other local partners to provide more than \$500,000 USD for community relief efforts. This included **75,000 shelf-stable Food for Good meals and PepsiCo food and beverage products for the impacted communities.**

Help us make an even bigger impact in 2023

We're so proud of everything we achieved in 2022. And with your continued partnership and support, we can reach even more people around the world in 2023.



Find out more and see how you can help:

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