



Becky Schmitt

Executive Vice President and Chief People Officer

Becky Schmitt is a seasoned HR executive with more than 25 years of leadership experience, currently serving as the Executive Vice President and Chief People Officer (CPO) at PepsiCo. PepsiCo generated nearly \$92 billion in net revenue in 2024, driven by a complementary beverage and convenient foods portfolio that includes Lay's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, Quaker, and SodaStream. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Under her leadership, PepsiCo's global HR organization thrives, advancing the company's mission to attract top talent and future-proof its workforce.

Since joining PepsiCo in 2023, Becky has spearheaded numerous initiatives that underscore her commitment to people management excellence.

Before PepsiCo, she was the CPO at Cognizant, where she honed her skills in managing a diverse, multinational workforce. Her tenure at Cognizant followed impressive stints at Walmart, where as Senior Vice President and CPO of Sam's Club, she championed the career development of 100,000 associates across nearly 600 locations. Additionally, as CPO for Walmart's U.S. eCommerce and Corporate Functions, she supported an extensive employee base of over 40,000 across 13 markets.

Becky's career is further distinguished by her 21 years at Accenture, during which she held numerous senior HR roles globally. Notably, she led a transformative HR strategy in India, supporting the company's growth from 45,000 to more than 70,000 employees.

Becky holds a bachelor's degree from the University of Michigan, Ann Arbor. She serves on the Board of Tropicana Brands Group and the PepsiCo Foundation, further contributing to her industry expertise and leadership.

Based in Purchase, N.Y., Becky continues to influence the HR landscape with her strategic vision and dedication.