



## Mónica Bauer

### Global Chief Diversity, Equity, and Inclusion Officer

Mónica Bauer is PepsiCo's Global Chief Diversity, Equity, and Inclusion Officer. PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$91 billion in net revenue in 2023, 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 estimate annual retail sales.

As Global Chief Diversity, Equity, and Inclusion (DEI) Officer, Mónica is responsible for leading PepsiCo's global DEI strategy which focuses on advancing the company's aspirations to help build a more collaborative, inclusive, and equitable future for all. Prior to her current role, Mónica was Vice President, Global Corporate Reputation where she and her team championed PepsiCo's reputation as having a strong legacy of embedding DEI into its business strategies, delivering world-class innovation, and committed to catalyzing positive change for people and the planet through its pep+ (PepsiCo Positive) transformation agenda.

Throughout her nearly 20-year tenure at PepsiCo leading corporate affairs for Latin America, Asia Pacific, and India, Mónica has consistently made valuable contributions to shaping culture, engaging a dynamic workforce, and elevating PepsiCo's efforts to build a diverse workplace and promote inclusive economic growth. A proven leader and true advocate for women's empowerment, Mónica was one of the founders of PepsiCo's Inspira women development program in Latin America, and a co-author of three books focused on coaching and deploying effective strategies to support women as they excel the corporate ladder.

Mónica holds an MBA degree from the Instituto de Empresa in Madrid and a Bachelor's degree in International Relations at the Autonomous Technological Institute of Mexico (ITAM). Mónica serves as a Board Member for Chicas Poderosas, an organization dedicated to advocating for women representation and gender equality in media.

Mónica is based in Purchase, N.Y.