





The information within this PDF is presented as of August 26, 2025. Unless otherwise noted, our sustainability data reflects progress made during the calendar year, whereas our financial reporting corresponds with our fiscal year, which ends on the last Saturday of December.

Recent organizational changes (e.g., acquisitions, mergers and divestitures) are evaluated to determine if they have a significant impact on our sustainability performance and, if so, are reflected in our reporting as data becomes available. The data presented within this PDF do not reflect our acquisitions of Sabra Dipping Company, LLC, and PepsiCo-Strauss Fresh Dips & Spreads International GmbH, which became wholly owned subsidiaries in December 2024. Unless otherwise noted, goals and progress reflect the impact of our prior acquisitions as of the end of the 2024 calendar year.

We track and report sustainability data according to industry-accepted methodologies, where available. Our methodologies continue to evolve and may incorporate certain assumptions or estimates. Our sustainability reporting is based on the best available data as of the reporting date, which may reflect other uncertainties and limitations, such as where data tracking and collection is outside our direct control (for example, where we rely on third parties to provide data).

Our Environmental, Social and Governance (ESG) reporting suite includes multiple resources available online that further explain our approach.

For more detail on how we measure performance against our pep+ goals, please see our <u>Calculation Methodology</u>.



Positive Agriculture

Metrics marked with a star signify third-party limited assurance.

pending completion

Target metrics	2030 Target	2024	2023	2022	Comments
Spread the adoption of regenerative agriculture, restorative, or protective practices across 10 million acres of land supporting the growth of our key crops and ingredients by 2030 ¹	10 million acres	>3.5 million acres²	O Goal refined in 2025		Goal subjected to limited assurance in 2024
Sustainably source 90% of our key ingredients and progress volumes (10% or less) that face system	ic barriers towards being susta	inably sourced in accordance v	with our guidelines, by 2030 ³		
Sustainably sourced key ingredients	90%	~66%²	⊙ Goal refined in 2025		Goal subjected to limited assurance in 2024
Progress volumes on key ingredients that face systemic barriers (Engaged)	≤10 %	~1%²			Goal subjected to limited assurance in 2024
Continue to strive toward deforestation-free sourcing by 2025 and toward deforestation- and conv	ersion-free sourcing by 2030 f	or high-risk commodities in ou	ur company-owned and -operate	ed activities ⁴	
Deforestation-free sourcing	100% (2025 target)	N/A ^{5,6}			
Deforestation- and conversion-free sourcing	100%	N/A ^{6,7}	○ Goal refined in 2025		
mprove the livelihoods of more than 250,000 people in our agricultural supply chain and supporting communities by 2030 ⁸	>250,000 people	>185,000 people	>57,000 people	>11,000 people	Goal subjected to limited assurance in 2024 and pending completion

¹ See PepsiCo's Regenerative Agriculture Guidelines for additional information, including details on key crops and regeneration, restoration, and protection criteria. Results reflect the total acreage meeting these criteria within the annual reporting period

² Refined goal announced on May 22, 2025. 2024 performance calculated retroactively. For more information, see Calculation Methodology

³ Sustainably sourced refers to in-scope ingredient volumes that meet the established criteria outlined in PepsiCo's <u>Sustainable Sourcing Guidelines</u>. Sustainable Sourcing practices can help manage risks, but challenges like deforestation or social issues can persist in some regions

⁴ PepsiCo set this ambition in its <u>Stewardship of Forests and Natural Ecosystems Policy</u>. High-risk commodities include ingredients and materials at high risk of deforestation and conversion as defined in our <u>Calculation Methodology</u>. Systemic challenges continue to be an industry-wide barrier to reaching fully deforestation-free sourcing, but we continue striving toward this ambition and expect to reach more than 90% by the end of 2025

⁵ Refined goal announced on May 22, 2025. Progress to be reported at a later date on the <u>Agriculture</u> ESG Topics A-Z page

⁶ Not available as of the reporting date

⁷ Refined goal announced on May 22, 2025. Industry-aligned methodologies are under development for conversion-free sourcing for most ingredients. Progress to be reported at a later date on the Agriculture ESG Topics A-Z page

⁸ This goal captures the number of livelihoods reached through an outcome-focused evaluation measuring improvements in economic prosperity and farmer and farm worker security. Metric counts the cumulative people impacted since 2021





- Metrics marked with a star signify third-party limited assurance.
- Metrics marked with a gear signify that a goal was refined in 2025.

Target metrics	2030 Target	2024	2023	2022	Comments
Achieve net-zero emissions by 2050 or sooner ¹					
Achieve a 50% reduction in Scope 1 and 2 emissions by 2030 (vs 2022 baseline) ²	50%	18% ³	13%³	Baseline	Goal refined in 2025Goal subjected to limited assurance in 2024
Achieve a 42% reduction in Scope 3 Energy & Industry (E&I) emissions by 2030 (vs 2022 baseline) ⁴	42%	12 %³	8%³	Baseline	 Goal refined in 2025 Goal subjected to limited assurance in 2024 and pending completion
Achieve a 30% reduction in Scope 3 Forest, Land and Agriculture (FLAG) emissions by 2030 (vs 2022 baseline) ⁵	30%	7 %³	3%³	Baseline	 Goal refined in 2025 Goal subjected to limited assurance in 2024 and pending completion
Achieve 100% renewable electricity in company-owned operations by 2030 ⁶	100%	89%7	Former ambition beca	ame a pep+ goal in 2025	Goal refined in 2025Goal subjected to limited assurance in 2024

¹ Refer to our <u>Climate Transition Plan</u> for more information

² Goal tracks Scope 1 and 2 emissions consistent with the Greenhouse Gas Protocol. See <u>Calculation Methodology</u> for details

³ Refined goal (including 2022 baseline) announced on May 22, 2025. Past performance against the baseline calculated retroactively. For more information, see Calculation Methodology

⁴ Goal tracks energy- and industry-related Scope 3 emissions consistent with the Greenhouse Gas Protocol's Scope 3 Standard v1.2. See Calculation Methodology for details on how these emissions are calculated and categories included in scope of this goal

⁵ Goal tracks Scope 3 emissions based on purchased goods emissions consistent with the Greenhouse Gas Protocol's draft Land Sector and Removals Guidance. See Calculation Methodology for details on how these emissions are calculated and categories included in scope of this goal

⁶ In working to achieve this goal, PepsiCo uses a diversified portfolio of solutions, including purchase of unbundled energy attribute certificates

⁷ Former ambition became a pep+ goal in 2025. 2024 performance calculated retroactively. For more information, see <u>Calculation Methodology</u>





Positive Value Chain: Water

Metrics marked with a star signify third-party limited assurance.

Target metrics	2030 Target	2024	2023	2022	Comments
Seek to have net water positive impact by:	2000 10.1 900				
Reaching average water-use efficiency ratios of 1.4 liters/liter of production in beverages sites and	1.7 liters/kilogram of production	in convenient foods sites fo	or 100% of high water-risk Pepsi(Do and franchise bottler ma	anufacturing facilities by 2030¹
High water-risk beverages sites (liters/liter)	1.4	1.7 ²	Goal refined in 2025		Goal subjected to limited assurance in 2024
High water-risk convenient foods sites (liters/kg)	1.7	2.2 ²	Goal refined in 2025		Goal subjected to limited assurance in 2024
Water replenishment					
Achieve 100% water replenishment at company-owned facilities designated in high water-risk areas by 2025³	100% (2025 target)	86%	82%	52%	Goal subjected to limited assurance in 2024
Replenish back into the watershed 100% of the water we use in high water-risk PepsiCo and franchise bottler manufacturing facilities by 20304	100%	75%⁵	Goal refined in 2025		The scope of the 2030 goal is broader than that of the 2025 goal, as additional HWR sites will continue to be identified through updated risk assessments. Goal subjected to limited assurance in 2024
Adopting the Alliance for Water Stewardship (AWS) Standard in high water-risk manufacturing faci	lities by 2025				
Number of high water-risk facilities that have fully adopted the AWS Standard	(2025 target)	73	27	8	Goal subjected to limited assurance in 2024
Number of high water-risk facilities that are in the process of adopting the AWS Standard	(2025 target)	28	59	61	Goal subjected to limited assurance in 2024

¹ Contract manufacturers and co-packers are excluded. Our progress toward this goal relies in part on water-use efficiency at high water-risk franchise bottler manufacturing facilities. We are working to integrate their data into future calculations

² Refined goal announced on May 22, 2025. 2024 performance calculated retroactively. For more information, see Calculation Methodology. Reported performance does not include data from franchise bottler manufacturing facilities but work is underway to obtain it for inclusion in future years

³ World Resource Institute's Aqueduct water stress assessment tool is used to reconfirm high water-risk areas every three years. We continue to measure progress against our 2030 goal. In 2025, an updated water risk assessment identified additional company-owned high water-risk facilities, which are in-scope for calculating progress against our 2030 goal only. The reported replenishment volumes for company-owned facilities are currently being capped at 100% per location. Once we achieve 100% for each company-owned location, we will start to then report progress of more than 100% replenishment at sites as applicable

⁴ Contract manufacturers and co-packers are excluded. Our progress toward this goal relies in part on replenishment associated with high water-risk franchise bottler manufacturing facilities. We are working to integrate their data into future calculations

⁵ Refined 2030 goal announced on May 22, 2025. 2024 performance calculated retroactively. We continue to measure progress against our original 2025 goal and our extended 2030 goal. In addition to internal site-specific data, World Resource Institute's Aqueduct water stress assessment tool is used to reconfirm high water-risk areas every three years. In 2022, an updated water risk assessment identified additional company-owned high water-risk facilities, which are in-scope for calculating progress against our 2030 goal only. Reported performance does not include data from franchise bottler manufacturing facilities but work is underway to obtain it for include data from franchise bottler manufacturing facilities.





Positive Value Chain: Packaging

Metrics marked with a star signify third-party limited assurance.

Metrics marked with a gear signify that a goal was refined in 2025. Progress will be tracked against refined goal from the 2024 reporting year onward.

Target metrics	2030 Target	2024	2023	2022	Comments
or our primary plastic packaging in key packaging markets, our goals are:					
Achieve an average of 2% year-over-year reduction in our absolute tonnage of virgin plastics through 2030¹	2% YOY	5% ²	Goal refined in 2025		Goal subjected to limited assurance in 2024
Use 40% or greater recycled content in our plastic packaging by 2035 or sooner ¹	≥40% (2035 target)	15 %²	Goal refined in 2025		Goal subjected to limited assurance in 2024
chieve 97% or greater reusable, recyclable, or compostable (RRC) packaging by design y 2030 in our primary and secondary packaging in our key packaging markets³	≥97%	93%²	Goal refined in 2025		Goal subjected to limited assurance in 2024
Develop and support innovation, in collaboration with our partners and external organizations, of new packaging material technologies and solutions		for Snack A Jacks® multipacks from	plastic to recyclable paper packaging in t toms for all take-home size canisters in N		
	Goal refined in 2025Our actions include:				See the <u>Packaging</u> ESG Topics
nvest to increase recycling rates in our key packaging markets	 Helping to set up a voluntary E Launching the Positive Packag packaging goals. In 2024, we e Launching a chip bag collectio Announcing a new collaboration 	A-Z page and the <u>Packaging</u> collaborations and engagement download for more information about our efforts to improve access to recycling.			

areas across the U.S.

¹ Goal tracks primary plastic packaging in PepsiCo's key packaging markets. This scope represents more than 80% of PepsiCo's 2024 global plastic packaging footprint (by weight)

² Refined goal announced on May 22, 2025. 2024 performance calculated retroactively. For more information, see Calculation Methodology

³ Goal tracks primary and secondary packaging in PepsiCo's key packaging markets. This scope represents more than 85% of PepsiCo's 2024 global packaging footprint (by weight). Reusable packaging must also be designed to be recyclable or compostable







Metrics marked with a star signify third-party limited assurance.

Target metrics	2030 Target	2024	2023	2022	Comments
Increase the employability of our people through increased access to degrees, skill development and new roles, providing meaningful growth opportunities to everyone at every stage	 Continuing to support our associand took part in short-term proj Continuing to offer programs th 	In 2024, employees completed me ciates through our internal talent m ects or new opportunities	ore than 1.8 million hours of learning arketplace, myDevelopment, where for many U.S. employees. These he	ng across all programs e employees were assigned	See additional information on our Employee learning and development ESG Topics A-Z page.
Empower our associates with the resources and time needed to build and cultivate prosperity in our communities	 Our actions include: Launching the first-ever global valignment between our voluntee Teams, frontline participation, are Embedding volunteerism into premote Month in October. In 2024, employed. 	See additional information on our Philanthropy ESG Topics A-Z page.			
Achieve and sustain pay equity for our global professional population	Women and men continue to l	be paid within 1% of each othe	er ¹		
Extend the principles of our Supplier Code of Conduct to all of our franchisees and joint ventures by 2025	 Our objectives include continute Reiterate to franchisees and join possible, to update contractual reference Engage and collaborate with the 				



Positive Value Chain: People

Metrics marked with a star signify third-party limited assurance.

Target metrics	2030 Target	2024	2023	2022	Comments		
	Our actions include:						
Promote fair and safe working conditions for all by advancing respect for human rights in our direct operations and direct supply chain	 Empowering our strategic, tier-1¹ suppliers through capacity building and collaboration to adopt and implement processes for conducting human rights due diligence, deploying training on human rights risks, and implementing measures to mitigate potential risks when they are identified Co-sponsoring an AIM-Progress grievance mechanism capacity building program in Brazil to support local suppliers in improving existing industry-level grievance management systems Continuing to co-sponsor the AIM-Progress Tackling Forced Labor and Child Labor Initiative, which has trained nearly 800 representatives from sanitation providers, labor providers, and co-manufacturers and co-packers across the food and beverage industry in the United States 						
Continue to strive for an injury-free work environment ²		0.49	0.48	O.46 ³	Goal subjected to limited assurance in 2024		
Reach 100 million people with safe water access ⁴	100 million	>96 million⁵	>91 million	>80 million	Goal subjected to limited assurance in 2024		
Partner with communities to advance food security and make nutritious food accessible to 50 million people ⁶	50 million	>62 million	>61 million	>58 million	Goal subjected to limited assurance in 2024		

¹ A tier-1 supplier is a company that supplies products, goods, or services directly to PepsiCo, Inc.

² Results reflect lost time incidents per 200,000 hours worked

³ Results reflect the exclusion of SodaStream and Be & Cheery

⁴ Metric counts the cumulative number of people provided with access to safe water since 2010

⁵ Cumulative results include current year performance and performance in prior years which were adjusted to reflect the availability of improved data

⁶ Results represent the cumulative sum of people reached with nutritious food per annual reporting period through charitable contributions, as well as through commercial efforts that are intended to provide nutritious food. For more information, see Calculation Methodology





Positive Choices: Expanded Portfolio Offerings

Metrics marked with a star signify third-party limited assurance.

Target metrics	2030 Target	2024	2023	2022	Comments
Reduce added sugars: ≥67% of beverage portfolio volume will have ≤100 Calories from added sugars per 12 oz. serving¹	≥67% (2025 target)	67 %²	62%³	56% ⁴	Goal subjected to limited assurance in 2024
Reduce sodium: ≥75% of convenient foods portfolio volume will not exceed 1.3 milligrams of sodium per Calorie ⁵	≥75% (2025 target)	77% ²	72%³	68%4	Goal subjected to limited assurance in 2024
Reduce saturated fats: ≥75% of convenient foods portfolio volume will not exceed 1.1 grams of saturated fat per 100 Calories ⁵	≥75% (2025 target)	81 %²	77%³	75%4	Goal subjected to limited assurance in 2024
Reduce sodium: ≥75% of our global convenient foods portfolio volume will meet or be below category sodium targets by 2030 ⁶	≥75%	44% ⁷	36%8	Goal introduced in 2023. Metric not measured in prior years	Goal subjected to limited assurance in 2024
Diverse ingredients: Deliver 145 billion portions of diverse ingredients annually in our global convenient foods portfolio; such as legumes, whole grains, plant-based proteins, fruits and vegetables, and nuts and seeds by 2030 ⁵	145 billion portions annually	69 billion portions ⁷	68 billion portions ^{8,9}	Goal introduced in 2023. Metric not measured in prior years	Our goal is to ensure each portion will provide approximately 10% of the suggested daily amount of a diverse ingredient.¹0 Goal subjected to limited assurance in 2024

¹ Our global results are based on our Top 26 beverage markets

² As of 2024, Top 26 beverage markets represented 78% of our global beverages volume and Top 23 convenient foods markets represented 86% of our global convenient foods volume. Results reflect the exclusion of Be & Cheery portfolio

³ As of 2023, Top 26 beverage markets represented 78% of our global beverages volume and Top 23 convenient foods markets represented 86% of our global convenient foods volume. Results reflect the exclusion of Be & Cheery portfolio

⁴ As of 2022, Top 26 beverage markets represented 78% of our global beverages volume and Top 23 convenient foods markets represented 86% of our global convenient foods volume. Results reflect the exclusion of Be & Cheery portfolio

⁵ Our global results are based on our Top 23 convenient foods markets

⁶ Our global results are based on our Top 23 convenient foods markets. Refer to the Nutrition ESG Topics A-Z page for complete list of food categories

⁷ Results reflect the exclusion of the Be & Cheery portfolio and the Dairy and Baby Food categories in Russia and Ukraine. As of 2024, the Top 23 convenient foods markets accounted for 84% of our total global convenient foods volume, adjusted for these exclusions

⁸ Results reflect the exclusion of the Be & Cheery portfolio and the Dairy and Baby Food categories in Russia and Ukraine. As of 2023, the Top 23 convenient foods markets accounted for 84% of our total global convenient foods volume, adjusted for these exclusions

⁹ Metric restated in 2024 to exclude 6.5 billion portions of corn previously reported as whole grain in 2023

¹⁰ Based on published dietary guidelines for select countries, WHO Healthy Diet Fact Sheet and Eat Lancet Planetary Healthy Diet report





Positive Choices: Planet + People Brands

Metrics marked with a star signify third-party limited assurance.

Target metrics	2030 Target	2024	2023	2022	Comments
Leverage our scaled brands to embody and amplify positive outcomes for the planet and people, including empowering consumers with transparent environmental labeling on our key products	"Refresh then Recycle™"	omes through our brands globally	U.S. and Canada to include a recycling, with initiatives activated locally stay		



This PepsiCo, Inc. 2024 ESG Summary contains statements reflecting our views about our future performance that constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as "aim," "anticipate," "believe," "drive," "estimate," "expect," "goal," "intend," "may," "plan," "project," "strategy," "strive," "target" and "will" or similar statements or variations of such terms and other similar expressions. Forward-looking statements inherently involve risks and uncertainties. For information on certain factors that could cause actual events or results to differ materially from our expectations, please see PepsiCo's filings with the Securities and Exchange Commission, including its most recent annual report on Form 10-K and subsequent reports on Forms 10-Q and 8-K. Investors are cautioned not to place undue reliance on any such forward-looking statements, which speak only as of the date they are made. PepsiCo undertakes no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise.

The information on any third-party website mentioned herein is not, and shall not be deemed to be, a part of this document.



