



PepsiCo 2021 GRI Index

Reporting informed
by GRI Standards



This index corresponds to sustainability information presented in Environmental, Social, and Governance (ESG) Topics A-Z on [pepsico.com](https://www.pepsico.com), in our annual ESG Summary and as part of other external reporting such as our Annual Report, Proxy Statement and filings with the Securities and Exchange Commission (SEC). Unless otherwise noted, our sustainability data reflects progress made during the calendar year (ending December 31), whereas our financial reporting corresponds with our fiscal year, which varies slightly from year-to-year. We report annually on the topics that were identified through our 2021 assessment confirming the material¹ sustainability issues that are addressed in our new pep+ (PepsiCo Positive) strategy and that we

believe represent PepsiCo's ESG performance. In this index, we highlight the aspects of our reporting that most closely align with each Global Reporting Initiative (GRI) indicator. In some cases, we provide partial or alternate responses, or do not report the indicator. These instances are indicated as such. For more information on the GRI, please visit [globalreporting.org](https://www.globalreporting.org).²

¹ In this communication and in our other sustainability reports and statements, when we use the terms "material," "materiality" and similar terms, we are using such terms to refer to topics that reflect PepsiCo's significant economic, environmental and social impacts or to topics that substantially influence the assessments and decisions of stakeholders in what the GRI Sustainability Reporting Guidelines define as "material topics." We are not using these terms as they have been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this communication or other sustainability reports and statements should be construed to indicate otherwise.

² The GRI material topics assessment process identifies the sustainability-related topics that are most frequently prioritized in conversations with external stakeholders and that are important to PepsiCo in achieving our [2025 Sustainability Agenda] [PepsiCo Positive Agenda]

Disclosure	Reporting status	Reference
GRI 2: General Disclosures 2021		
2-1 Organizational Details	Reported	2021 Form 10-K, cover page and pages 2-4
2-2 Entities included in the organization's sustainability reporting	Reported	ESG Summary 2021 Form 10-K, Exhibit 21 ESG Topics A-Z: Calculation Methodology
2-3 Reporting period, frequency and contact point	Reported	Reporting updates are published annually with interim updates published on ESG Topics A-Z as-needed throughout the year. Our 2021 Form 10-K covered the fiscal year ended December 25, 2021. Further detail can be found at the the following sources: <ul style="list-style-type: none"> • Our ESG Approach • 2021 Annual Report, Message from PepsiCo Chairman of the Board of Directors and Chief Executive Officer • ESG Topics A-Z: About Our Reporting
2-4 Restatements of information	Not Applicable	No restatements have been made during the reporting period.
2-5 External Assurance	Reported	ESG Topics A-Z: About Our Reporting ESG Topics A-Z: ESG Data Governance Partnership for a Healthier America independent review of 2021 progress APEX 2021 Independent Assurance Statements
2-6 Activities, value chain, and other business relationships	Reported	2021 Form 10-K, pages 2-5 Our ESG Approach: Our Value Chain
2-7 Employees	Reported	ESG Topics A-Z: 'Employee Demographics
2-8 Workers who are not employees	Not Reported	
2-9 Governance structure and composition	Reported	Corporate Governance 2022 Proxy Statement, pages 7, 25-27, and 29-34
2-10 Nomination and selection of the highest governance body	Reported	Nominating and Corporate Governance Committee Charter 2022 Proxy Statement, pages 20-23
2-11 Chair of the highest governance body	Reported	The Chairman of the Board of Directors is also the Chief Executive Officer of the Company. Conflicts of interest are managed in accordance with the Company's Global Code of Conduct. 2022 Proxy Statement, pages 6 and 26 PepsiCo Global Code of Conduct, page 36
2-12 Role of the highest governance body in overseeing the management of impacts	Reported	Corporate Governance Guidelines, page 1 2021 CDP Climate Change Submission, C1.2 2021 CDP Water Security Submission, W6.3 2021 CDP Forests Submission, F4.2 2022 Proxy Statement, pages 37-39

Disclosure	Reporting status	Reference
2-13 Delegation of responsibility for managing impacts	Reported	ESG Topics A-Z: Sustainability Governance 2022 Proxy Statement, page 24 2021 CDP Climate Change Submission, C1 series 2021 CDP Water Security Submission, W6 series 2021 CDP Forests Submission, F4 series
2-14 Role of the highest governance body in sustainability reporting	Reported	ESG Topics A-Z: Sustainability Governance 2022 Proxy Statement, page 39 Sustainability Diversity and Public Policy Committee Charter
2-15 Conflicts of interest	Reported	2022 Proxy Statement, pages 21, 27-28 and 31 PepsiCo Global Code of Conduct, page 36
2-16 Communication of critical concerns	Partially Reported	ESG Topics A-Z: Sustainability Governance 2022 Proxy Statement, page 41
2-17 Collective knowledge of the highest governance body	Reported	2022 Proxy Statement, pages 20-22
2-18 Evaluation of the performance of the highest governance body	Reported	2022 Proxy Statement, pages 22-23
2-19 Remuneration policies	Reported	2022 Proxy Statement, pages 42-43 2021 Form 10-K, page 115 ESG Topics A-Z: Pay Equity
2-20 Process to determine remuneration	Reported	2022 Proxy Statement, pages 44-45 and 50-82 ESG Topics: A-Z Pay Equity Corporate Governance
2-21 Annual total compensation ratio	Reported	The ratio of Mr. Laguarta's annual total compensation to the median employee compensation for 2021 was estimated to be 488 to 1. The ratio of Mr. Laguarta's annual total compensation to the median employee compensation for 2020 was estimated to be 462 to 1. Based on this, the ratio has increased by nearly 6%. For detail on how the ratio was calculated, see 2022 Proxy Statement, page 82-83
2-22 Statement on sustainable development strategy	Reported	Our ESG Approach 2021 Annual Report, Message to Shareholders from PepsiCo Chairman of the Board of Directors and Chief Executive Officer
2-23 Policy commitments	Reported	Our ESG Approach We discuss and disclose key policies on relevant ESG Topics A-Z pages.
2-24 Embedding policy commitments	Reported	Our ESG Approach We discuss and disclose key policies on relevant ESG Topics A-Z pages.

Disclosure	Reporting status	Reference
2-25 Processes to remediate negative impacts	Partially Reported	ESG Topics A-Z: Agriculture ESG Topics A-Z: Human Rights ESG Topics A-Z: Ethics and Integrity ESG Topics A-Z: Sustainable Sourcing PepsiCo Speakup Hotline PepsiCo Grievance Mechanism for Our Agricultural Supply Chain
2-26 Mechanisms for seeking advice and raising concerns	Reported	ESG Topics A-Z: Ethics and Integrity
2-27 Compliance with laws and regulations	Partially Reported	2021 CDP Water Submission, W2 series
2-28 Membership associations	Reported	ESG Topics A-Z: Public Policy Engagement, Political Activities and Contributions Guidelines ESG Topics A-Z: Endorsement of Multistakeholder Principles and Initiatives PepsiCo's 2021 Trade Associations and Policy Groups
2-29 Approach to stakeholder engagement	Reported	ESG Topics A-Z: Stakeholder Engagement 2022 Proxy Statement, pages 37-38
2-30 Collective bargaining agreements	Partially Reported	2021 Form 10-K, pages 10 and 19 ESG Topics A-Z: Human Rights
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Reported	ESG Topics A-Z: GRI Material Issues and Boundaries ESG Topics A-Z: Stakeholder Engagement
3-2 List of material topics	Reported	ESG Topics A-Z: GRI Material Issues and Boundaries
3-3 Management of material topics	Reported	ESG Topics A-Z: GRI Material Issues and Boundaries We discuss our approach to managing material issues on their respective pages on ESG Topics A-Z.
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Reported	2021 Annual Report, Financial Highlights 2021 Form 10-K, pages 36-107
201-2 Financial implications and other risks and opportunities due to climate change	Reported	2021 Form 10-K, pages 19 and 33 ESG Topics A-Z: Climate Change 2021 CDP Climate Change Submission, C2.3 and C2.4
201-3 Defined benefit plan obligations and other retirement plans	Partially Reported	2021 Form 10-K, pages 56-58 and 85-92
201-4 Financial assistance received from government	Partially Reported	2021 Form 10-K, pages 41 and 89
GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported	
202-2 Proportion of senior management hired from the local community	Not Reported	

Disclosure	Reporting status	Reference
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Not Reported	
203-2 Significant indirect economic impacts	Not Reported	
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	Not Reported	
GRI 205: Anti-Corruption 2016		
205-1 Operations assessed for risks related to corruption	Partially Reported	ESG Topics A-Z: Ethics and Integrity
205-2 Communication and training about anti-corruption policies and procedures	Partially Reported	ESG Topics A-Z: Ethics and Integrity
205-3 Confirmed incidents of corruption and actions taken	Not Reported	
GRI 207: Tax 2019		
207-1 Approach to tax	Not Reported	
207-2 Tax governance, control, and risk management	Not Reported	
207-3 Stakeholder engagement and management of concerns related to tax	Not Reported	
207-4 Country-by-country reporting	Not Reported	
GRI 301: Materials 2016		
301-1 Materials used by weight or volume	Partially Reported	ESG Topics A-Z: Packaging
301-2 Recycled input materials used	Reported	ESG Topics A-Z: Packaging
301-3 Reclaimed products and their packaging materials	Not Reported	
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Reported	ESG Topics A-Z: Climate Change 2021 CDP Climate Change Submission: C8.2a PepsiCo reports its energy consumption in MWh.
302-2 Energy consumption outside of the organization	Not Reported	
302-3 Energy intensity	Not Reported	

Disclosure	Reporting status	Reference
302-4 Reduction of energy consumption	Partially Reported	2021 CDP Climate Change Submission: C8.2a, C8.2b, C8.2c, C8.2d, C4.2, C4.2a, and C-AC6.6a/C-FB6.6a/C-PF6.6a, C10.2a ESG Topics A-Z: Climate Change ESG Topics A-Z: Renewable Energy
302-5 Reductions in energy requirements of products and services	Partially Reported	ESG Topics A-Z: Climate Change ESG Topics A-Z: Sustainable Product Design 2021 CDP Climate Change Submission: C3.3

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource	Reported	ESG Topics A-Z: Water 2021 CDP Water Submission: W3.3c and W8.1
303-2 Management of water discharge-related impacts	Reported	ESG Topics A-Z: Water 2021 CDP Water Submission: W8.1
303-3 Water withdrawal	Reported	ESG Topics A-Z: Water 2021 CDP Water Submission: W1.2b and W1.2d
303-4 Water discharge	Reported	ESG Topics A-Z: Water 2021 CDP Water Submission: W1.2b and W1.2i
303-5 Water consumption	Reported	ESG Topics A-Z: Water 2021 CDP Water Submission: W1.2b and W-FB1.3b

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	Reported	ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency 2021 CDP Climate Change Submission: C5.1, C5.2, C5.2a, and C6.1
305-2 Energy indirect (Scope 2) GHG emissions	Reported	ESG Topics A-Z: Climate Change ESG Topics A-Z: Renewable Energy 2021 CDP Climate Change Submission: C5.1, C5.2, C5.2a, C6.2, and C6.3
305-3 Other indirect (Scope 3) GHG emissions	Reported	ESG Topics A-Z: Climate Change 2021 CDP Climate Change Submission: C6.5, C-AC6.6/C-FB6.6/C-PF6.6, and C-AC6.6a/C-FB6.6a/C-PF6.6a
305-4 GHG emissions intensity	Reported	ESG Topics A-Z: Climate Change 2021 CDP Climate Change Submission: C6.10
305-5 Reduction of GHG emissions	Reported	ESG Topics A-Z: Climate Change 2021 CDP Climate Change Submission: C4 series
305-6 Emissions of ozone-depleting substances (ODS)	Not Reported	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not Reported	

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	Reported	ESG Topics A-Z: Waste
306-2 Management of significant waste-related impacts	Reported	ESG Topics A-Z: Waste

Disclosure	Reporting status	Reference
306-3 Waste generated	Partially Reported	ESG Topics A-Z: Waste
306-4 Waste diverted from disposal	Partially Reported	ESG Topics A-Z: Waste
306-5 Waste directed to disposal	Partially Reported	ESG Topics A-Z: Waste
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Alternate Disclosure	ESG Topics A-Z: Sustainable Sourcing
308-2 Negative environmental impacts in the supply chain and actions taken	Partially Reported	ESG Topics A-Z: Sustainable Sourcing ESG Topics A-Z: Agriculture
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Reported	ESG Topics A-Z: Employee Demographics
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not Reported	
401-3 Parental leave	Partially Reported	ESG Topics A-Z: Gender Parity
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Reported	ESG Topics A-Z: Environment, Health, and Safety
403-2 Hazard identification, risk assessment, and incident investigation	Reported	ESG Topics A-Z: Environment, Health, and Safety Environmental Health and Safety Policy
403-3 Occupational health services	Reported	ESG Topics A-Z: Environment, Health, and Safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Reported	ESG Topics A-Z: Employee Engagement
403-5 Worker training on occupational health and safety	Reported	ESG Topics A-Z: Employee Learning and Development ESG Topics A-Z: Environment, Health, and Safety
403-6 Promotion of worker health	Reported	ESG Topics A-Z: Employee Well-being
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Reported	ESG Topics A-Z: Stakeholder Engagement ESG Topics A-Z: Environment, Health, and Safety PepsiCo Global Supplier Code of Conduct
403-8 Workers covered by an occupational health and safety management system	Not Reported	
403-9 Work-related injuries	Partially Reported	ESG Topics A-Z: Environment, Health, and Safety
403-10 Work-related ill health	Not Reported	

Disclosure	Reporting status	Reference
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Partially Reported	2021 Form 10-K, page 11 ESG Topics A-Z: Employee Learning and Development
404-2 Programs for upgrading employee skills and transition assistance programs	Partially Reported	ESG Topics A-Z: Employee Learning and Development
404-3 Percentage of employees receiving regular performance and career development reviews	Not Reported	
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Reported	ESG Topics A-Z: Employee Demographics ESG Topics A-Z: Diversity, Equity and Inclusion
405-2 Ratio of basic salary and remuneration of women to men	Partially Reported	ESG Topics A-Z: Pay Equity
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Not Reported	
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labor	Reported	ESG Topics A-Z: Human Rights ESG Topics A-Z: Palm Oil ESG Topics A-Z: Sustainable Sourcing
GRI 409: Forced or Compulsory Labor 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Reported	ESG Topics A-Z: Human Rights ESG Topics A-Z: Palm Oil ESG Topics A-Z: Sustainable Sourcing PepsiCo Modern Slavery & Human Trafficking Statement
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Partially Reported	ESG Topics A-Z: Philanthropy ESG Topics A-Z: Stakeholder Engagement ESG Topics A-Z: Water
413-2 Operations with significant actual and potential negative impacts on local communities	Not Reported	
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Alternate Disclosure	ESG Topics A-Z: Sustainable Sourcing
414-2 Negative social impacts in the supply chain and actions taken	Reported	ESG Topics A-Z: Sustainable Sourcing

Disclosure	Reporting status	Reference
GRI 415: Public Policy 2016		
415-1 Political contributions	Reported	ESG Topics A-Z: Public Policy Engagement, Political Activities and Contributions Guidelines PepsiCo's 2021 Corporate Political Contributions 2022 Proxy Statement, page 41
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	Partially Reported	ESG Topics A-Z: Nutrition ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Trans Fat
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Reported	ESG Topics A-Z: Product Safety and Quality
GRI 417: Marketing and Labeling 2016		
417-1 Requirements for product and service information and labeling	Reported	ESG Topics A-Z: Product Labeling and Claims
417-2 Incidents of non-compliance concerning product and service information and labeling	Alternate Disclosure	ESG Topics A-Z: Product Labeling and Claims
417-3 Incidents of non-compliance concerning marketing communications	Reported	ESG Topics A-Z: Advertising and Marketing to Children and School Sales