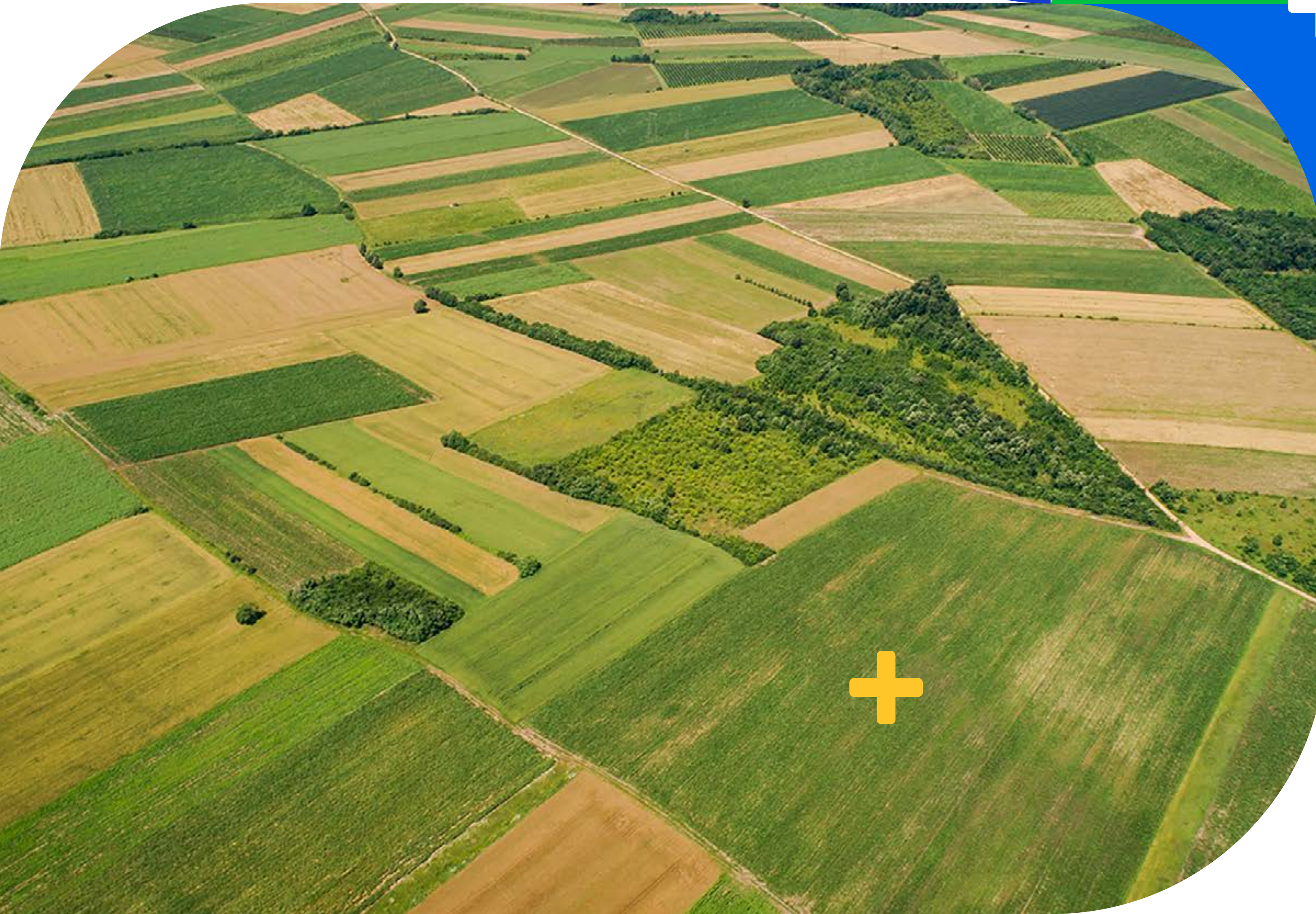




2024

ESG Performance Metrics





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.

2025 data and associated content will be updated on a rolling basis throughout the year. Where applicable, we note where more recent data has been published.

For more detail on how we measure performance against our pep+ goals, please see our [Calculation Methodology](#).



Positive Agriculture

★ 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
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 2030¹	10 million acres	>3.5 million acres ²	⚙️ 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 systemic barriers towards being sustainably sourced in accordance with our guidelines, by 2030³					
▶ 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 conversion-free sourcing by 2030 for high-risk commodities in our company-owned and -operated activities⁴					
▶ Deforestation-free sourcing	100% (2025 target)	N/A ^{5,6}	⚙️ Goal refined in 2025		
▶ Deforestation- and conversion-free sourcing	100%	N/A ^{6,7}			
Improve the livelihoods of more than 250,000 people in our agricultural supply chain and supporting communities by 2030⁸	>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 [Sustainable Sourcing Guidelines](#). 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 [Stewardship of Forests and Natural Ecosystems Policy](#). High-risk commodities include ingredients and materials at high risk of deforestation and conversion as defined in our [Calculation Methodology](#). 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 [Agriculture](#) 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



Positive Value Chain: Climate

★ 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 sooner¹					
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 2025 ★ Goal 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 became a pep+ goal in 2025		⚙️ Goal refined in 2025 ★ Goal subjected to limited assurance in 2024

¹ Refer to our [Climate Transition Plan](#) for more information

² Goal tracks Scope 1 and 2 emissions consistent with the Greenhouse Gas Protocol. See [Calculation Methodology](#) 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 and the Science Based Target Initiative's Corporate Net-Zero 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 and Standard and the Science Based Target Initiative's Forest, Land and Agriculture (FLAG) 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 [Calculation Methodology](#)

Positive Value Chain: Water

★ 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
Seek to have net water positive impact by:					
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 for 100% of high water-risk PepsiCo and franchise bottler manufacturing 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 2025 ³	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 2030 ⁴	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 facilities 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 original 2025 goal and our extended 2030 goal. 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. 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 inclusion in future years. For more information, see [Calculation Methodology](#).

★ 2025 results published [here](#). Other pep+ metrics to be reported on a rolling basis later in the year



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
For 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 2030 ¹	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
Achieve 97% or greater reusable, recyclable, or compostable (RRC) packaging by design by 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

⚙️ **Goal refined in 2025**

Our actions include:

- Using market-leading bio-based and renewable materials
- Transitioning the exterior bag for Snack A Jacks® multipacks from plastic to recyclable paper packaging in the U.K.
- Converting Mini’s canisters from metal to recycle-ready paper bottoms for all take-home size canisters in North America

Invest to increase recycling rates in our key packaging markets

⚙️ **Goal refined in 2025**

Our actions include:

- Helping to set up a voluntary EPR program for the collection and recycling of flexible packaging in Thailand
- Launching the Positive Packaging Outcomes Fund, a program for funding internal projects aimed at progressing our sustainable packaging goals. In 2024, we established collection programs for increased recycling in Mexico, Brazil, and Uganda
- Launching a chip bag collection program with a recycling consortium at our Plano, Texas offices
- Announcing a new collaboration with Intuitive AI to offer the Oscar Sort AI recycling and sortation system in high-traffic areas across the U.S.

See the [Packaging](#) ESG Topics A-Z page and the [Packaging collaborations and engagement](#) download for more information about our efforts to improve access to recycling.

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



Positive Value Chain: People

★ 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
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					
	<p>Our actions include:</p> <ul style="list-style-type: none"> Continuing to provide fulfilling growth opportunities and career advancement programs through a variety of programs such as PEP U Degreed and myLearning. In 2024, employees completed more than 1.8 million hours of learning across all programs Continuing to support our associates through our internal talent marketplace, myDevelopment, where employees were assigned and took part in short-term projects or new opportunities Continuing to offer programs that fully-fund and reimburse tuition for many U.S. employees. These help them to acquire new skills or refine existing ones through myEducation where employees can complete a degree or program 				<p>See additional information on our Employee learning and development ESG Topics A-Z page.</p>
Empower our associates with the resources and time needed to build and cultivate prosperity in our communities					
	<p>Our actions include:</p> <ul style="list-style-type: none"> Launching the first-ever global volunteer webcast to celebrate exceptional associates and projects worldwide, while highlighting the alignment between our volunteering program and key PepsiCo initiatives – including pep+, Employee Resource Groups (ERGs), Green Teams, frontline participation, and executive sponsorship Embedding volunteerism into programming throughout 2024, including Global Volunteer Month in April and PepsiCo Gives Back Month in October. In 2024, employees donated more than 169,000 hours in volunteering actions around the world 				<p>See additional information on our Philanthropy ESG Topics A-Z page.</p>
Achieve and sustain pay equity for our global professional population	Women and men continue to be paid within 1% of each other¹				
	<p>Our objectives include continuing to:</p> <ul style="list-style-type: none"> Reiterate to franchisees and joint ventures our expectations that they should adhere to the principles outlined in the SCoC and, where possible, to update contractual requirements for these parties to help clarify our expectations Engage and collaborate with these parties on our human rights agenda and shared priorities 				
Extend the principles of our Supplier Code of Conduct to all of our franchisees and joint ventures by 2025					

¹ Based on analysis of more than 99% of our salaried population across 71 countries



Positive Value Chain: People

★ 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
<p>Promote fair and safe working conditions for all by advancing respect for human rights in our direct operations and direct supply chain</p> <p>Our actions include:</p> <ul style="list-style-type: none"> 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	0.46 ³	★ Goal subjected to limited assurance in 2024
Reach 100 million people with safe water access ⁴	100 million	>96 million ⁵	>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 programs funded 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.
 ⚙ 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
Reduce added sugars: ≥67% of beverage portfolio volume will have ≤100 Calories from added sugars per 12 oz. serving ¹	≥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.
 ⚙️ 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
<p>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</p>	<p>Our actions include:</p> <ul style="list-style-type: none"> Continuing to update the labeling for our beverage portfolio in the U.S. and Canada to include a recycling call to action, "Refresh then Recycle™" Continuing to drive positive outcomes through our brands globally, with initiatives activated locally staying true to the challenges and opportunities in each of the markets 				



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.



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