

PepsiCo 2024 employee demographics

January 1, 2024 - December 31, 2024

U.S. EEO-1 Report¹

Job categories	Race/ethnicity														Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or other Pacific Islander	American Indian or Alaska Native	Two or more races	
Executive/senior level officials and managers	27	23	173	15	34	–	1	2	117	14	12	–	–	2	420
First/mid-level officials and managers	1,581	791	7,600	1,433	862	32	43	249	3,848	744	678	16	16	177	18,070
Professionals	411	355	1,712	362	306	4	8	60	1,567	388	350	3	6	89	5,621
Technicians	159	159	366	245	47	12	7	22	275	196	49	4	4	15	1,560
Sales workers	6,014	552	17,253	5,327	670	86	185	708	1,949	683	56	9	33	124	33,649
Administrative support workers	585	417	1,500	772	81	15	25	72	1,445	558	65	12	18	83	5,648
Craft workers	939	15	3,592	610	146	24	38	89	33	12	–	–	1	6	5,505
Operatives	6,861	1,001	12,748	10,745	715	193	206	1,041	1,592	2,033	108	47	34	208	37,532
Laborers and helpers	3,687	1,129	6,271	3,695	390	94	96	592	2,327	1,571	127	35	61	246	20,321
Service workers	–	–	2	1	–	–	–	–	–	–	–	–	–	–	3
Total	20,264	4,442	51,217	23,205	3,251	460	609	2,835	13,153	6,199	1,445	126	173	950	128,329

¹ Our U.S. reporting is calculated according to the U.S. Equal Employment Opportunity Commission requirements and includes employees active as of December 31, 2024

Global gender representation by employee level²

		Women	Men	Unknown	Total
Level not disclosed	Count	59	70	1	130
	Percent	45%	54%	<1%	100%
Frontline	Count	41,550	168,062	4	209,616
	Percent	20%	80%	<1%	100%
Administrative professionals	Count	3,125	2,967	—	6,092
	Percent	51%	49%	—	100%
Entry-level professionals	Count	15,945	21,641	1	37,587
	Percent	42%	58%	<1%	100%
Mid-level professionals and managers	Count	10,652	14,430	—	25,082
	Percent	42%	58%	—	100%
Senior-level professionals and managers	Count	12,163	13,915	—	26,078
	Percent	47%	53%	—	100%
Executives	Count	2,378	3,326	—	5,704
	Percent	42%	58%	—	100%
Total	Count	85,872	224,411	6	310,289
	Percent	28%	72%	<1%	100%

² Total number of directly employed individuals (excluding contractors, seasonal staff and interns) active as of December 31, 2024. Includes both full-time and part-time roles. Certain metrics may not sum to 100% due to rounding

