

PepsiCo is committed to conducting business the right way. Our Speak Up program is a widely used and important part of our culture of ethics and compliance.

We encourage employees, contractors, suppliers, vendors and other third parties to use Speak Up to report concerns about potential violations of our Global Code of Conduct, our policies or applicable law.

PepsiCo received over 13,000 Speak Up reports in 2025.

The following graphs show the categories and sources of these reports, and whether the reports were made anonymously or self-identified.

Of the cases closed during 2025 that contained alleged Code of Conduct Violations, approximately 33% were closed as "Substantiated or Partially Substantiated" and resulted in some form of remediation such as control enhancement, policy revision, training as well as coaching, written warning, and termination of employment.

