



# 2025 GLOBAL SOCIAL IMPACT REPORT



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# ADVANCING OPPORTUNITY THROUGH SOCIAL IMPACT

At PepsiCo, our approach to social impact starts with a simple truth: our business is strongest when communities are thriving, supply chains are resilient, and people have access to opportunity.

Guided by our [PepsiCo Positive \(pep+\) strategy](#), we focus our efforts where they matter most to our business and where they can have the greatest impact: supporting farmers, expanding access to food and safe water, and investing in workforce development. These priorities are deeply connected, strengthening both community wellbeing and the long-term resilience of our business.

Our work is rooted in listening and partnership. We seek to collaborate with community leaders, nonprofit organizations and governments to co-create solutions that reflect local realities and are built to last. Time and again, we've seen that lasting progress comes from strengthening systems, which is why we put communities at the center of design and delivery.

We see the impact of this approach across the places where we operate, helping create meaningful outcomes for people, communities, and the environment. Stronger farming systems help reinforce more resilient supply chains, expanded access to water, nutritious food, and economic opportunity helps support healthier, more stable markets, and investment in people helps unlock talent, innovation, and long-term growth.

None of this happens alone. Our progress is powered by collaboration. We work side-by-side with partners who bring deep expertise and trust, and with our PepsiCo associates who show up with commitment and purpose, donating their skills, time and resources to enable our work.

As you explore this year's report, we hope you see both the impact we're making today and the momentum we're building for the future. Looking ahead, we remain focused on leveraging the best of our business to scale what works, strengthening the systems that sustain communities and ensuring our efforts are shaped by those closest to the challenges and the solutions.



**MONICA BAUER**

SVP, Social Impact, PepsiCo and President, PepsiCo Foundation



**STEPHEN KEHOE**

EVP, Chief Corporate Affairs Officer and Chairman of the Board of Directors, PepsiCo Foundation

# SOCIAL IMPACT AT PEPSICO

Through our approach to social impact, PepsiCo and the PepsiCo Foundation work alongside communities and partners to help create pathways to progress by expanding access to opportunity across food access, safe water, farming, and workforce development.

## WHAT WE DO

We combine PepsiCo's global reach, expertise and resources with investments from the PepsiCo Foundation to help expand access to food, safe water and workforce development and support the livelihoods of farming communities.

## HOW WE DO IT

We invest in community-led programs, scale proven solutions, and align our efforts with local needs and priorities.

## WHO WE DO IT WITH

We partner with NGOs, community leaders, local governments, and PepsiCo associates to co-create solutions that reflect deep local knowledge and seek to deliver lasting impact.

## WHY IT MATTERS

Strong communities are essential to long-term business growth. By strengthening local systems and investing in people, we help build trust, and support a more resilient future.

Figures reflect data reported directly by implementing partners and collected and aggregated via a third-party reporting platform.



**65M+**

people reached since 2021 through programs helping expand access to nutritious food and community-based support



**96M+**

people reached since 2010 through initiatives helping strengthen long-term access to safe water and essential resources



**4M+**

farmers and community members reached since 2018 through programs supporting livelihoods and economic opportunity



**650K+**

people reached since 2021 through workforce development opportunities, including scholarships and small-business support



# FARMING

As a global food and drinks company, PepsiCo's business is built on strong, reliable agricultural systems. Farmers play a critical role in producing the high-quality ingredients that power our portfolio and support local economies around the world. That's why we invest in farmer livelihoods – supporting skills development, strengthening resilience, and expanding economic opportunity to help build a more secure, sustainable food system for our business and for the people who depend on it.

# ROOTED IN TRADITION, GROWING FOR THE FUTURE: VIVA OLIVA

## A LEGACY ROOTED IN PRIDE

In Jaén, Spain, generations of families have cultivated olive trees, producing nearly 20% of the world's olive oil. Here, farming is more than a business—it is a legacy rooted in pride, care, and tradition.

For farmers like Loli, that legacy is deeply personal.

“Alvalle is using our olive oil that we make with such care and love. It makes us feel appreciated and is a source of pride.”

That care is what gives [Alvalle](#) its distinct quality—bringing the flavor and authenticity of Andalucía into homes through products like [gazpacho](#). But this way of life is under pressure. Climate volatility, water scarcity, and a shrinking rural workforce are making it harder for small-scale farmers to sustain what has been passed down for generations.

Through [Viva Oliva](#), in partnership with [The Sustainable Smallholder](#) and [Earthworm](#), PepsiCo and the PepsiCo Foundation are working alongside farmers to help protect their livelihoods and the future of olive oil—providing training, agronomy support, and financial assistance to support regenerative practices.

In 2025, [Viva Oliva](#) supported 150 smallholder farmers, helping strengthen resilience while preserving the traditions behind every drop. Because protecting these groves means protecting the people, traditions, and quality at the heart of every Alvalle product.



# GROWING THE FUTURE OF AGRICULTURE

From strengthening farmer livelihoods to preparing the next generation of leaders, we invest in the people who sustain agriculture today and into the future.

## THE HANDS BEHIND THE HARVEST

In Colombia, the journey of a plantain doesn't end at harvest. It continues in the hands of people like Rosalba, a plantain peeler whose work is essential to bringing products to life.

For Rosalba, that work is a source of pride.

“It makes me feel proud to know that behind this brand, you can see the work of many people who stand behind it.”

While much of the focus is on farming, peelers like Rosalba are a critical part of the process—carefully preparing plantains by hand to help ensure the quality and consistency behind [NatuChips](#). Yet their role is often overlooked. Rising costs and limited access to training make it harder for farmers and peelers to sustain their work.

Through its NatuChips supply chain, PepsiCo is working with partners including **Fundación ACDI/VOCA LA, FUDELA, and Dividendo Voluntario para la Comunidad** to strengthen the full system. Hands-on technical assistance, field schools, and demonstration plots are helping build personal, operational, administrative and productive skills. As a result, **farmers have improved yields and reduced fertilizer costs by 80%**, while peelers have gained skills to help grow their role in the value chain.

Because every step—and every person—plays a part in what reaches the shelf.



## IN THE FIELD WITH THE NEXT GENERATION

A strong agricultural value chain depends on more than crops—it depends on people.

While Joy didn't grow up working on a farm, she was curious enough to step into the field.

“I wanted to expand my knowledge network to gaining incredible development opportunities.”

After excelling in her internship, Joy accepted a full-time role at PepsiCo—turning her experience into the opportunity of a lifetime.

However, Joy's story reflects a broader need. As agriculture evolves, fewer young people are entering the field, even as demand for skilled talent continues to grow. This shift makes it harder to sustain innovation and productivity across the value chain. Engaging the next generation is critical to the future of agriculture.

Through **Field to Future**, a partnership between **Farm Foundation**, PepsiCo and the PepsiCo Foundation, the next generation of farmers is being engaged through hands-on experience, mentorship, and industry connections that help build confidence, capability, and future leadership in agriculture.

Because investing in talent today helps ensure the strength, innovation, and resilience of the agricultural value chain tomorrow.



# ASSOCIATES IN ACTION

In 2025, more than 17,000 PepsiCo associates volunteered their time globally, contributing over 91,000 hours in support of local causes and nonprofit partners. Across markets, employees are turning that shared commitment into action through initiatives like Green Teams.

## PLANTING PURPOSE TOGETHER

In Türkiye, PepsiCo associates stepped up beyond their day-to-day roles to help care for the communities and land connected to the company's agricultural footprint.

Through **PepsiCo Green Team**-led initiatives, employees turned shared values into action. In partnership with the **Aegean Forest Foundation**, associates helped create the PepsiCo Employees Memorial Forest, **donating 3,000 saplings** and coming together to help restore local land for future generations.

For Nur Erkal, a PepsiCo associate, volunteering was more than giving time. It was about shared responsibility. She described it as using their

**“collective energy and skills to create real value for the communities around us,”**

reflecting a culture rooted in connection, care, and collective action.

By planting trees and supporting local ecosystems, associates helped protect the natural resources and agricultural communities that food systems depend on. These efforts demonstrated how PepsiCo employees helped bring the company's broader focus on agriculture and sustainability to life through meaningful local action.

[Click here to watch the event video](#)





# FOOD ACCESS

Access to nutritious food is essential to people's health and well-being. When that access is out of reach, the impact is felt across families and communities. Through our food access programs, we focus on supporting people experiencing food insecurity—while strengthening the local systems that make food more available, affordable, and accessible in the communities that need it most.



# DELIVERING SMILES ALL SUMMER LONG: FOOD FOR GOOD

## MEETING FAMILIES WHERE THEY ARE

For many families, summer can bring uncertainty, especially when access to school meals disappears. Through the [PepsiCo Foundation's Food for Good program](#), we are helping to fill that gap in communities across the United States, helping ensure children continue to receive the meals they need when school is out.

Jonathan George, North America Director of Social Impact at PepsiCo, says the impact of Food for Good is rooted in listening to communities and using PepsiCo's scale and expertise to help meet critical needs. What began in 2009 as an effort to address summer hunger has grown into a long-term focus on increasing access to meals for children and families year-round.

**“Food for Good is about using PepsiCo's capabilities to help communities meet a critical need. By listening to communities and working alongside local partners, we can help ensure more children have access to meals when they are out of school.”**

In the summer of 2025, **more than one million meals were delivered to families** in need through Food for Good. By working alongside community organizations and leveraging the USDA's rural non-congregate policy, meals were delivered directly to children—including through home delivery in areas where access can be limited.

For families facing barriers to access, these meals provided more than nourishment. They provided consistency, care, and support during a critical time of year.



# EXPANDING ACCESS, EVERY DAY

Access to nutritious food matters in moments of crisis and in everyday life—helping families recover, rebuild, and support healthier futures.

## WHEN IT MATTERS MOST

When disaster strikes, PepsiCo, the PepsiCo Foundation, and local partners mobilize to help deliver meals and hydration support when it's needed most.

In Pakistan, where severe flooding displaced families across some of the world's most climate-vulnerable communities, PepsiCo supported the delivery of one million meals to affected families. One partner described the response as delivering meals "in record time" to communities facing immense hardship.

In Texas, PepsiCo and the PepsiCo Foundation partnered with organizations including **The Salvation Army** to provide over **20,000 shelf-stable meals** through **Food for Good**, alongside product donations for impacted communities.

Following Hurricane Melissa in Jamaica, PepsiCo, the PepsiCo Foundation, and Pepsi-Cola Jamaica partnered with **World Central Kitchen** to help deliver freshly prepared meals, water, and **Gatorade** to families recovering from the storm.

Together, these efforts helped communities access critical food support during moments of crisis.



## NOURISHING POTENTIAL

In Guatemala, where nearly 50% of children experience chronic malnutrition, access to nutritious food can shape a child's ability to learn, grow, and thrive.

At a public school in Guatemala City, third-grade teacher Ana Martinez saw that impact firsthand. One of her students, 8-year-old David, often arrived hungry and struggled to focus in class. After receiving fortified **Quaker** oats and bringing vegetables home from the school garden, his energy began to shift. His mother shared that he was more energetic in the mornings and excited to attend school, while Ana noted that

**“the children's enthusiasm for eating vegetables has grown.”**

Through the **Quaker Qrece / 4-SAN** program, the PepsiCo Foundation and **CARE Guatemala** combined nutrition, education, school gardens, and safe drinking water to help support students across 50 public schools in 2025.

By leveraging the **Quaker** brand's expertise in nutrition and trusted food products, the program helped deliver practical, community-based solutions designed to support healthier futures for children and families.

# ASSOCIATES IN ACTION

Across Mexico, PepsiCo associates continue to champion a strong culture of volunteerism in support of food access and community engagement. Through hands-on volunteer efforts, employees across Mexico have helped lead the way in building meaningful connections with the communities they serve.

## BRINGING FOOD AND COMMUNITY TOGETHER

In Mexico, PepsiCo associates are helping expand access to food through volunteer initiatives that support the communities they serve.

For Claudia Escobar, a frontline sales associate in Mexico City, that work starts with bringing her team together. Frontline sales teams like hers **lead nearly 96% of PepsiCo employee volunteer activities across Mexico**, reflecting the deep sense of community behind these efforts and the role employees play in supporting families beyond the workplace.

“At the beginning of each month, I propose volunteering activities to my team so we can choose together the ones we identify with the most,” she explains. “This encourages them to promote participation within their own teams.”

Through these efforts, her team supports local food access initiatives, from preparing and delivering meals to organizing food donations for families in need, often in partnership with community organizations.

One moment that stayed with her took place during a holiday visit to a children’s home, where associates brought food, toys, and their own families to give back. For Claudia, sharing cake, breaking a piñata, and spending time with the children was a reminder that even small acts of care can create lasting moments of connection and joy for families who need it most.





# SAFE WATER

Access to water fuels health, education, economic advancement and sustainable food systems. At PepsiCo, water is essential to everything we grow and make. Through investment in solutions that strengthen local water systems, we are helping ensure communities everywhere have the water they need to thrive today and for generations to come.



# POWERING ACCESS, ONE COMMUNITY AT A TIME: WATERAID NIGERIA

## THE DIFFERENCE ACCESS CAN MAKE

At a high school in Lagos, Nigeria, student Ibitayo Grace remembers when unreliable water access made daily life difficult. Students often avoided using the toilets, and there was not enough water for proper handwashing.

Today, with a solar-powered water system and improved sanitation facilities supported by **WaterAid** and funded by the PepsiCo Foundation, students now have access to clean water, soap, and safer hygiene facilities.

“Before the new facility, it was very messy.” she explains. “Some students didn't even want to use the toilet. Now, everything is better. Having these new facilities has made it easier for us to focus in school.”

This partnership has helped **more than 54,000 people** across communities, schools, and health centers in Lagos gain access to safe, reliable water, while also **reaching more than 900,000 people** with education on safe water and hygiene practices.

In 2025, PepsiCo also expanded its presence in Lagos with the opening of a new facility producing **Cheetos** with locally sourced ingredients. This opening reflects a broader focus on investing in the long-term sustainability of communities, not just through basic needs and resources, but through local business and workforce opportunities.

For students like Ibitayo, these investments are helping create stronger foundations for a brighter future.



# WATER SHAPED BY COMMUNITIES

Lasting water solutions are built with communities—strengthening local knowledge, improving access, and supporting healthier, more resilient daily life.

## PROTECTING WATER, PRESERVING CULTURE

In Colombia’s Alta Guajira desert, where water sources can be miles apart, Wayuu communities have long adapted to one of the harshest climates in Latin America—relying on rainwater systems and deep knowledge of the land to sustain daily life. These systems, known as jagüeyes, are more than a source of water; they are gathering places where women come together to care for their families, share knowledge, and preserve cultural traditions. They are spaces where stories are passed down, and connections across generations are strengthened.

As one community member explains,

“For Wayuu women, water is a sacred responsibility. We are the guardians and carriers of this vital resource.”

Through the PepsiCo Foundation’s partnership with the **Inter-American Development Bank**, with implementation by **WaterAid Colombia**, communities are strengthening these traditional systems through culturally appropriate, climate-resilient solutions—**reaching nearly 1,800 people across 22 communities** and helping extend water availability during dry seasons.



## BUILDING WATER RESILIENT COMMUNITIES

In villages across Mathura, India, access to clean water wasn’t always guaranteed. For many families, daily routines depended on when and where water could be found, shaping everything from hygiene to time spent in school.

That began to shift as new water points were introduced in the community. Local leaders worked alongside partners to bring safe water closer to where people live, creating spaces people could rely on each day. As Jyoti Sharma, Founder and President of FORCE, explains,



“Community-driven solutions are key to ensuring long-term water security. Through our partnership [with the PepsiCo Foundation], we’ve had the opportunity to not only help improve sanitation and public health but also nurture self-sustaining, water-resilient communities in Mathura.”

Through the **Water and WASH Secure Villages Program**, developed with **FORCE**, these efforts are helping expand access to safe water and hygiene across 13 villages—**reaching more than 53,000 people** and supporting healthier, more stable daily life.

# ASSOCIATES IN ACTION

For PepsiCo associates in Thailand, volunteering was not only about showing up in moments of visibility, but about helping protect one of the community's most basic human needs: access to safe and reliable water.

## CARING FOR THE SOURCE

In Lamphun, Thailand, access to safe and reliable water is essential to daily life—and to the health of the community.

For Pankeat Rochakamton, volunteering is one way PepsiCo's people bring that commitment to life.

“Being a volunteer is important to me because even small actions can create meaningful change. When we give our time and energy to help others, we build kindness, trust, and strong connections within our community.”

Working alongside the **Ban Thi Subdistrict Municipality**, Pankeat and a team of PepsiCo associates supported the maintenance of a local weir at Huayhok Waterfall, an important source of water for the surrounding community. By clearing debris, managing sediment, and improving water flow, the team helped ensure the system continues to provide clean, reliable water while supporting the surrounding ecosystem.

This work reflects a broader culture of volunteering at PepsiCo, where employees use their time and skills to support the communities where they live and work.

Because when our people show up, they help strengthen access to safe water and build more resilient communities for the future.





# WORKFORCE DEVELOPMENT

Opportunity can play a defining role in shaping economic mobility and long-term financial stability. When people have access to the skills, education, and support they need, they are better equipped to navigate a changing workforce and pursue sustainable livelihoods. Through scholarships, workforce training, entrepreneurship support, and community partnerships, our efforts focus on expanding pathways to opportunity for the next generation.

# OPENING THE FIELD OF OPPORTUNITY: PEPSI STARS

## MORE THAN A GAME

Across Egypt, football is part of everyday life, played in streets, schoolyards, and open fields where young people begin to imagine what might be possible for their future. Yet for many, access to structured training, mentorship, and opportunities to grow through sport has remained out of reach.

In 2025, PepsiCo Egypt, the PepsiCo Foundation and **Right to Dream** launched **Pepsi Stars** to help expand access to those opportunities for young people across the country. Through new football pitches and training centers, the program is creating spaces where youth can build confidence, develop their talents, and access mentorship and support, whether discovered through formal scouting or simply showing up to play.

Through nationwide scouting efforts, the program **evaluates more than 100,000 young athletes annually**, with over 1,000 selected for long-term development with the opportunity for a full residential pathway.

As Sir Mohamed Mansour, Chairman of Right to Dream, explains,

**“With this exciting new partnership with PepsiCo Egypt [and the PepsiCo Foundation], we will be able to significantly expand our reach and generate countless new opportunities for youth in Egypt.”**

By combining sport, education, and personal development, Pepsi Stars reflects PepsiCo Egypt’s broader investment in youth opportunity and the long-term potential of the next generation.



# PATHWAYS TO ECONOMIC MOBILITY

Supporting education and entrepreneurship to help individuals build skills, grow businesses, and strengthen local economies.

## SUPPORTING STUDENTS IN THEIR ACADEMIC JOURNEYS

For Evelyn Hernández Chimal, education is opening new possibilities. A 2025 PepsiCo Foundation scholarship recipient studying nutrition at Universidad Veracruzana, she is already using what she’s learning to support vulnerable communities through health initiatives, emergency response efforts, and reforestation activities.

“Thanks to the scholarship, I can more clearly envision my future goals, such as continuing my studies and specializing in the area I am most passionate about,” she says.

The impact has also been deeply personal for her father, Rafael, a PepsiCo Mexico trailer operator.

“These kinds of initiatives not only provide financial support, but also motivate, inspire, and change lives by recognizing students’ effort and dedication,” he explains.

In 2025, PepsiCo Foundation programs reached more than 125,000 individuals with skill-building opportunities, including scholarships that helped students and families access education, prepare for future careers, and build long-term economic opportunity.



## CREATING MORE THAN A LIVING

For Marilene Vieira and her cooperative in Brazil, waste picking is more than work—it is a pathway to dignity.

Through the **Recupera Program** carried out by **Pragma Sustainable Solutions** and supported by the PepsiCo Foundation and **Yunus Social Business Brazil**, her cooperative gained access to proper equipment, safe drinking water, and consistent monthly payments. For many members, it also meant opening a bank account for the first time and being recognized as part of a formal system.

“Before, we didn't have drinking water. Today, we have treated water - and that transformation came through the Recupera project.”

Across Brazil, waste workers play a critical role in recycling, yet many face unstable income and limited access to resources. By combining flexible financing with hands-on technical support, this initiative is helping cooperatives strengthen operations, improve access to markets, and increase income.

By investing in waste workers as entrepreneurs, this approach seeks to expand economic opportunity while strengthening Brazil’s recycling system— helping ensure the people behind it are supported, valued, and able to thrive.



# ASSOCIATES IN ACTION

Across communities, PepsiCo associates are helping create pathways to opportunity by sharing their skills, experiences, and time. Through mentorship and community partnerships, they are helping people build confidence, navigate new opportunities, and prepare for long-term success.

## SHARING SKILLS, STRENGTHENING COMMUNITIES

Across Australia, community-led organizations are working to address complex social challenges, drawing on local knowledge and leadership to create lasting change. Through PepsiCo's partnership with **Jawun**, associates step into these environments to apply their skills in new ways.

For Ixia Diaz Palacios, that meant working with the **Gadigal Information Service** in Sydney, supporting the Kameygal Recording Studio, a space dedicated to amplifying voices through arts and media. What began as an underutilized resource became an opportunity to help define its purpose, shaping its mission, vision, and long-term direction. As the work took shape, the studio began to come to life with live sessions, workshops, and new artists engaging with the space.

“Being immersed in the community and hearing directly from leaders is truly eye-opening,” she shared. “It shifted my perspective and showed me the power of connection, and what it really means to support community-led work in a meaningful way.”

By matching employee skills with community needs, the partnership helps build capability across **more than 70 organizations**, supporting the people and systems that drive sustainable, community-led progress.



# THE NEXT CHAPTER OF IMPACT

Progress begins with people and grows through partnership. We've seen how opportunity expands when individuals are supported, communities are listened to, and local solutions are given room to lead. The impact reflected in this report is made possible by the dedication of community partners, the energy and commitment of our associates, and the resilience of people working every day to shape a stronger future.

Looking ahead, our focus is on deepening the impact that matters most. We are continuing to evolve how we deliver social impact by bringing PepsiCo Foundation and business efforts closer together. By leveraging PepsiCo's unique capabilities, including our people, scale, partnerships, brands, and operational expertise, we can help strengthen communities around the world. By aligning our efforts more intentionally across PepsiCo, we can help ensure our actions are both meaningful today and enduring over time.

As we move forward, collaboration remains central. Through shared effort and active employee engagement, we plan to continue supporting locally led solutions that seek to build skills, expand access, and strengthen the foundations of long-term opportunity. Ultimately, it's about people: supporting individuals and communities in ways that reflect local realities, reinforce trust, and enable sustainable growth.

The next chapter of our impact builds on what we've learned and our belief in what's possible. By investing in people and the systems that support them, we are helping build a future shaped by resilience, inclusion, and shared progress.



