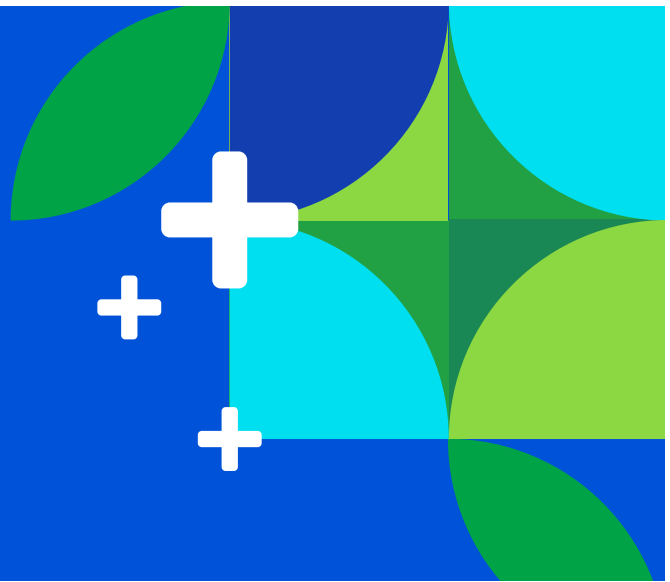




PepsiCo 2022 employee demographics¹

Totals reported for the year ended December 31, 2022



Total number of employees by permanent/temporary status

Status	2022
Permanent	296,617
Temporary	18,482
Total	315,099

Total number of permanent employees by full-time and part-time status

Status	2022
Full-time	290,216
Part-time	6,401
Total	296,617

Full-time, permanent employees by gender²

Gender	2022
Female	76,925
Male	210,401
Not classified	2,890
Total	290,216

Full-time, permanent employees by age³

Age	2022
<30	56,556
30-50	175,496
>50	54,350
Not classified	3,814
Total	290,216

Full-time and part-time, permanent employees by geographic sector⁴ and gender²

Sector	Gender	Full-time associates	Part-time associates
Africa, Middle East and South Asia (AMESA)	Female	4,609	2
	Male	20,691	-
	Total	25,300	2
Asia Pacific, Australia and New Zealand and China Region (APAC)	Female	4,041	122
	Male	5,037	157
	Not classified	-	36
	Total	9,078	315
Corporate	Female	1,900	7
	Male	1,416	1
	Total	3,316	8
Europe	Female	15,242	479
	Male	25,000	398
	Not classified	2,890	178
	Total	43,132	1,055
Frito Lay North America (FLNA)	Female	14,195	1,299
	Male	50,267	2,544
	Total	64,462	3,843
Global	Female	7,126	46
	Male	6,502	8
	Total	13,628	54
Latin America (LATAM)	Female	20,081	-
	Male	45,477	-
	Total	65,558	-
PepsiCo Beverages North America (PBNA)	Female	8,837	156
	Male	53,638	937
	Total	62,475	1,093
Quaker Foods North America (QFNA)	Female	894	17
	Male	2,373	14
	Total	3,267	31
Total		290,216	6,401

Full-time and part-time, permanent employees by geographic sector⁴ and gender

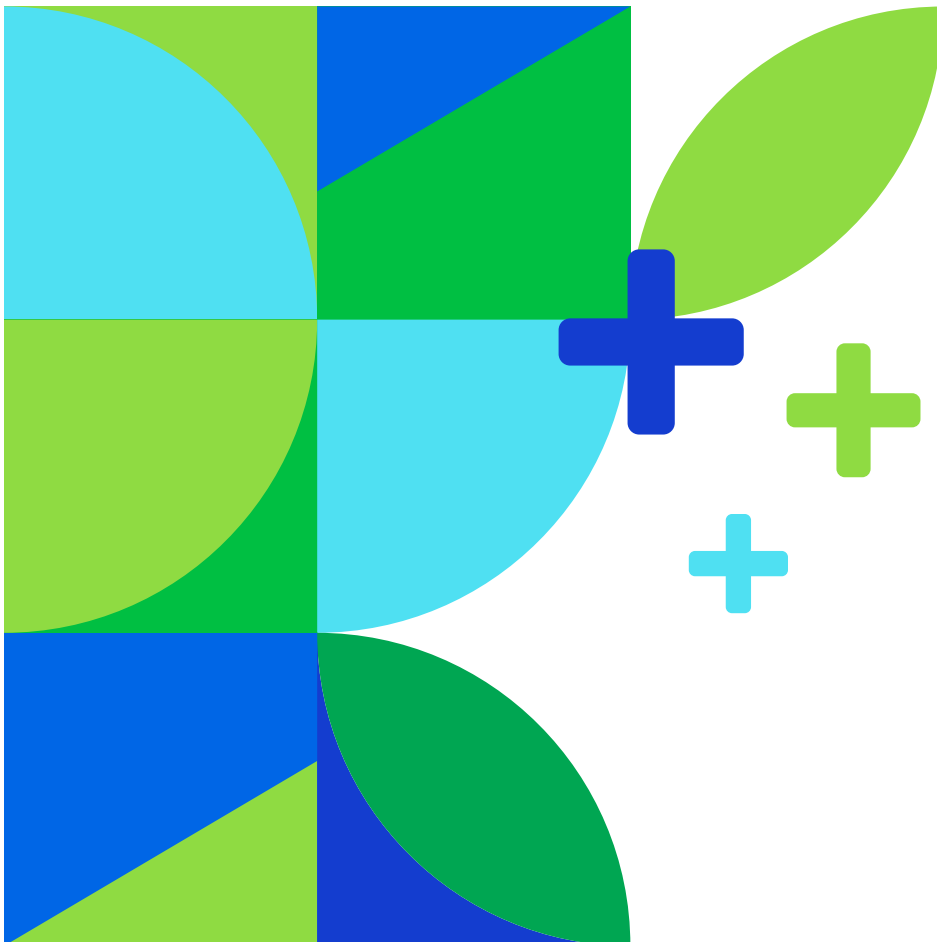
Leadership level ⁵	Gender	Total		International ⁶		U.S.	
		Count	Percent	Count	Percent	Count	Percent
Senior level professionals, managers and executives	Female	12,422	44%	6,916	45%	5,506	43%
	Male	15,743	56%	8,296	55%	7,447	57%
	Total	28,165	100%	15,212	100%	12,953	100%
Executives only	Female	2,124	40%	718	37%	1,406	42%
	Male	3,191	60%	1,228	63%	1,963	58%
	Total	5,315	100%	1,946	100%	3,369	100%

U.S. ethnicity/race demographics by employee level⁷

Employee level		Asian	Black	Hispanic	Native American	Native Hawaiian or other Pacific Islander	Two or more races	White	Not disclosed
Frontline	Count	2,274	26,384	19,985	714	511	2,950	50,264	549
	Percent	2%	25%	19%	1%	<1%	3%	49%	1%
Administrative professionals	Count	135	855	691	27	12	99	2,356	37
	Percent	3%	20%	16%	1%	<1%	2%	56%	1%
Entry-level professionals	Count	113	580	594	19	12	59	1,862	34
	Percent	3%	18%	18%	1%	<1%	2%	57%	1%
Mid-level professionals and managers	Count	400	1,126	1,035	24	18	169	4,964	57
	Percent	5%	14%	13%	<1%	<1%	2%	64%	1%
Senior level professionals and managers	Count	1,118	903	989	27	14	208	6,224	101
	Percent	12%	9%	10%	<1%	<1%	2%	65%	1%
Executives	Count	410	257	321	12	3	45	2,297	24
	Percent	12%	8%	10%	<1%	<1%	1%	68%	1%
Total ⁸	Count	4,450	30,106	23,615	823	570	3,530	67,970	803
	Percent	3%	23%	18%	1%	<1%	3%	52%	1%

U.S. gender demographics by employee level

	Gender	Count	Percent
Frontline	Female	15,245	15%
	Male	88,386	85%
Administrative professionals	Female	2,572	61%
	Male	1,640	39%
Entry-level professionals	Female	981	30%
	Male	2,292	70%
Mid-level professionals and managers	Female	2,475	32%
	Male	5,318	68%
Senior level professionals and managers	Female	4,100	43%
	Male	5,484	57%
Executives	Female	1,406	42%
	Male	1,963	58%
Total⁸	Female	26,780	20%
	Male	105,087	80%



U.S. people of color and gender representation by employee level⁷

Employee level		White women	Women of color	White men	Men of color	Not disclosed
Frontline	Count	6,451	8,677	43,813	44,141	549
	Percent	6%	8%	42%	43%	<1%
Administrative professionals	Count	1,499	1,045	857	774	37
	Percent	36%	25%	20%	18%	<1%
Entry-level professionals	Count	562	409	1,300	968	34
	Percent	17%	13%	40%	30%	1%
Mid-level professionals and managers	Count	1,490	964	3,474	1,808	57
	Percent	19%	12%	45%	23%	<1%
Senior level professionals and managers	Count	2,569	1,480	3,655	1,779	101
	Percent	27%	15%	38%	19%	1%
Executives	Count	934	462	1,363	586	24
	Percent	28%	14%	40%	17%	<1%
Total ⁸	Count	13,505	13,038	54,465	50,056	803
	Percent	10%	10%	41%	38%	<1%

Nasdaq Board Diversity Matrix⁹

As of May 3, 2023

	Female	Male	Non-binary	Did not disclose gender
Part I: gender identity				
Directors	5	10	-	-
Part II: demographic background⁶				
African American or Black	1	2	-	-
Alaskan Native or Native American	-	-	-	-
Asian	-	-	-	-
Hispanic or Latinx	1	2	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	4	6	-	-
Two or more races or ethnicities	1	-	-	-
LGBTQ+	-			
Did not disclose demographic background	-			

Employee hires by age³

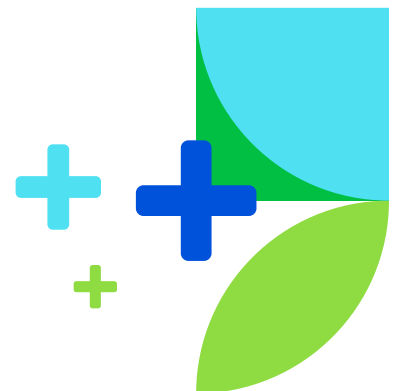
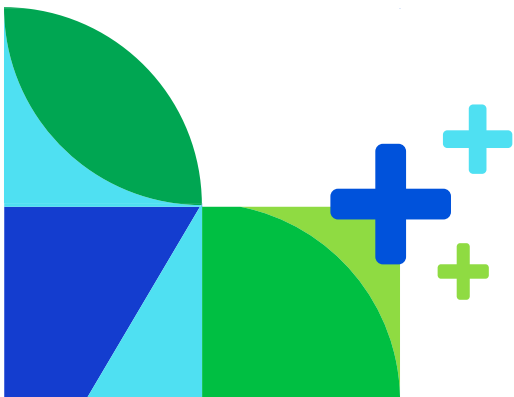
Age group	Count of new hires	Percent of new hires
<30	41,569	47%
30-50	40,092	45%
>50	5,150	6%
Not classified	1,625	2%
Total	88,436	100%

Employee hires by gender²

Gender	Count of new hires	Percent of new hires
Female	25,933	29%
Male	62,094	70%
Not classified	409	<1%
Total	88,436	100%

Employee hires by geographic sector⁴

Sector	Count of new hires	Percent of new hires
AMESA	2,622	3%
APAC	1,738	2%
Corporate	701	1%
Europe	9,553	11%
FLNA	24,513	28%
Global	4,032	5%
LATAM	22,061	25%
PBNA	22,491	25%
QFNA	725	1%
Total	88,436	100%



Employee turnover by age³

Age group	Count of former associates	Percent of former employees
<30	24,754	39%
30-50	30,102	47%
>50	6,288	10%
Not classified	2,623	4%
Total	63,767	100%

Employee turnover by gender²

Gender	Count of former associates	Percent of former employees
Female	17,903	28%
Male	45,586	71%
Not classified	278	<1%
Total	63,767	100%

Employee turnover by geographic sector⁴

Sector	Count of former associates	Percent of former employees
AMESA	1,278	2%
APAC	1,176	2%
Corporate	409	1%
Europe	9,070	14%
FLNA	21,034	33%
Global	1,891	3%
LATAM	10,156	16%
PBNA	18,279	29%
QFNA	474	1%
Total	63,767	100%

¹ Totals reported for the year ended December 31, 2022. Certain totals throughout do not sum to 100% due to rounding.

² This table includes associates for whom gender information is unavailable and who are, therefore, counted as 'Not classified.'

³ Where age information is not available for employees, they are reported as 'Not classified.'

⁴ Sectors reflect the structure in PepsiCo's Human Resources system, which differs from the sector structure used for financial reporting. Employees in the Global sector provide services that support the other sectors.

⁵ As referenced in our goals, "management" and "managerial representation" represent Senior Level Professionals, Managers and Executives.

⁶ International is every country excluding U.S.

⁷ Ethnicity/Race categories use EEOC definitions, other than categories used for the Nasdaq Board Diversity Matrix, which uses Nasdaq definitions. Person of Color combines all ethnicities except White and Non-disclosed.

⁸ Totals here may not sum to above due to inclusion of five employees whose level was not disclosed.

⁹ This matrix follows a prescribed format provided by Nasdaq. The ethnicity/race categories listed in this table use Nasdaq definitions while those listed elsewhere in our reporting use EEOC definitions. In addition, 'Did not disclose gender' in this table is equivalent to 'Not indicated' elsewhere in our reporting.