



February 7, 2025



Dear Partners,

We are filled with gratitude for the collective impact the PepsiCo Foundation and our PepsiCo colleagues made alongside our long-standing community partners and contributors. Last year, we made tremendous strides in our mission to increase equitable access to nutritious food and safe water while catalyzing social and economic advancement through farming and workforce development programs.

We continued to feed the potential of people and the planet through a local, leading and lasting approach to community support and engagement.

Some of our programmatic highlights from 2024 include:

- Advancing food security and livelihoods by investing in female farmers and food and agriculture entrepreneurs.
- Supporting global [“Pathways to Prosperity Changemakers”](#) who tapped into our workforce development programs and became positive forces for good in their communities.
- Combatting hunger through our April AMESA Filling Hearts Ramadan campaign and November global Holiday Hunger campaign.
- Responding to climatic disasters and providing humanitarian assistance to communities where we live and work.
- Engaging employees to give their time, talent and treasure through the One Smile at a Time volunteering initiative and PepsiCo Gives Back donation matching platform.

Keep reading to see how we worked to catalyze global change in the local communities we serve in 2024.

As we reflect on these contributions and plan for more in 2025, we want to extend our heartfelt thanks to each of you – our colleagues, community partners and collaborators. Your continued support fuels our mission and inspires us to keep feeding potential for communities to thrive, as detailed in our [2023 Global Impact Report](#). Together, we are making strides towards a sustainable, regenerative and inclusive food system for all.



C.D. Glin
*President, PepsiCo Foundation &
Global Head of Social Impact, PepsiCo*



Stephen Kehoe
*Chairman of the Board of Directors,
PepsiCo Foundation &
EVP, Chief Corporate Affairs Officer, PepsiCo*

FOOD SECURITY
Hunger, Malnutrition, Agriculture

A yellow square graphic with a central white icon of a wheat stalk inside a square. There are several white plus signs scattered around the central icon.

SAFE WATER
Conservation, Distribution, Purification

A blue square graphic with a central white icon of a water drop inside a downward-pointing triangle. There are several white snowflake-like icons scattered around the central icon.



ADVANCING FOOD SECURITY

Addressing Increased Hunger During the Holiday Season

Many families around the world experience increased food insecurity during the holiday season. Building upon our efforts throughout the year—which included the April Ramadan Filling Hearts campaign in AMESA which delivered more than 2 million meals—the global PepsiCo community once again stepped up in November and December to combat hunger during the holidays. This year, we hosted [meal packing events](#) in 13 countries with over 1,000 PepsiCo employees volunteering their time to pack 160K+ meals for nonprofits addressing hunger in their communities. These efforts harnessed the power of PepsiCo to make a meaningful impact for our neighbors in need during the holidays.



Scaling Health and Nutrition Education & Solutions for Malnourished Children

Every child deserves a nourishing start. As we embarked on the second year of our Bowl of Growth program in partnership with PepsiCo R&D and Quaker, we pushed ourselves to scale our impact from 1,000 to 13,000 children. Bowl of Growth is an engagement initiative focused on three pillars—nutrition, awareness and education. Through this initiative, we are distributing a specialized Quaker Multigrain & Millet product to malnourished children in India between the age of 3-5 years to fulfill their nutrition needs. The [results](#) to date are inspiring. In fact, 89% of the children reached improved or stable growth parameters for their age group and 95.6% of caregivers reported an increase in their child's appetite as of July 2023.



[Watch the video](#)

Learn more about our efforts—and impact—including 15 years of Food for Good U.S. service, made possible by [outstanding employees](#) and commemorated on World Food Day with a donation of 15K meals. **Go deeper** by checking out our [Food for Good](#) partnerships, recent recognition of our programs' impact by the [Anthem Awards](#) and our upcoming partnership at GENYOUth's [Taste of the NFL](#).



Providing Safe Water Access

Driving Impact in Water-risk Communities

Water is life and sanitation is dignity. Through projects and programs focused on purification, conservation and distribution in communities where PepsiCo operates, the PepsiCo Foundation brought safe water access to 10 million people in 2023 for a total of more than 91 million people since 2010. This achievement moves us one step closer to our goal of

helping 100 million people gain access to safe water by 2030. Major recent milestones include:

- Our safe water access program in India, designed to improve access to safe drinking water at the household level, reached 200K people.
- Our She Feeds the World Egypt program successfully completed water replenishment and irrigation activities among small-scale farmers in the community, resulting in 800 million liters of water being conserved.



Watch the [Changemakers](#) video series to learn more about how our **safe water access work** is serving communities around the globe.



CREATING ECONOMIC OPPORTUNITY

Celebrating Our Pathways to Prosperity Changemakers

PepsiCo and the PepsiCo Foundation are committed to helping advance the social and economic mobility of people across the global food system. In [Changemakers Season 3: Pathways to Prosperity](#), we highlighted five people who benefitted from workforce

development programs supported by the PepsiCo Foundation and, in turn, were changemakers in their communities.



[Watch the Changemakers video](#)

Empowering Women Farmers around the World

In 2024, we expanded our She Feeds the World program in partnership with [CARE](#), to [Türkiye](#), in order to provide resources and training to small-scale women farmers and members of their communities. Since 2018, the program has supported women farmers in Uganda, Egypt, Peru, Colombia, Vietnam, Thailand and Pakistan and has helped increase crop yields, income and livelihoods for participants.

CARE was recognized by Fast Company as a [Brand That Matters](#) and the [Global Good Awards](#).



[Watch the video](#)

Explore our economic opportunity initiatives including our [She Works Wonders collaboration](#) with PepsiCo Egypt, INJAZ Egypt and the Egyptian Ministry of Higher Education; the [Pamoja Founders Project](#) in partnership with IREX, PepsiCo WECA, and D-Prize; and scholarship programs including the Jeffrey Wang Scholarships in China, Tomoh Scholarships in Iraq and our [Deja tu Huella](#) partnership with Cheetos.



RESPONDING TO DISASTERS AND ENGAGING EMPLOYEES

Investing in Relief Efforts in the Wake of Natural Disasters

When natural disasters devastate communities across the globe—like those that took place in Spain, Thailand, the United States, Vietnam, Brazil and Poland—we collaborate with global and local partners to mobilize relief efforts. Community remains at the center of all we do, and this mindset guides our work to support impacted PepsiCo employees and our neighbors with resources for immediate relief and long-term recovery.



In 2024, the PepsiCo Foundation provided \$3.2 million in disaster relief around the world. Additionally, PEPhelp, our U.S. program for employees experiencing a partial or total home loss via a FEMA declared disaster, supported over 1,500 employees with \$2.1 million in 2024.



Championing PepsiCo Employee-chosen Local Nonprofits

In May, PepsiCo employees in the U.S. and Canada were given the opportunity to nominate a local nonprofit to receive a Community Impact Award. From the incredible 612 application submissions, we chose our top 100 and announced the 2024 Community Impact Award winners in November. These top 100 nonprofit organizations across the U.S. and Canada represent a diverse range of local initiatives dedicated to making a positive impact in their communities and each received a \$7,500 grant from the PepsiCo Foundation. Check out the full list [here](#).

Employees Fueling Community Impact

- Our summer **Move for Good** campaign, a global 6-week step challenge, engaged over 34,000 PepsiCo employees to take 9.6 billion steps which unlocked a PepsiCo Foundation donation of 4 million meals to Food Forward South Africa.
- During our annual **PepsiCo Gives Back** campaign, 4,378 employees donated to an eligible 501c3 public charity of their choosing. With the PepsiCo Foundation match, more than \$10 million was donated globally to nonprofits our employees are most passionate about. This year, our program reached 15 countries from around the world!
- Through our **Give Together** global volunteering grants program, captured in our One Smile at a Time platform, we engaged over 5,000 PepsiCo employees around the world through 76 volunteer events.



Learn more about our **disaster relief and PepsiCo employee engagement efforts** including the latest round of applications for the [PepsiCo Foundation Family Scholars](#) program.



For real-time updates on our community investments around the world, follow us on [LinkedIn](#) and [Instagram](#). Read more about our progress in our [2023 Global Impact Report](#).

[LinkedIn](#)

[Instagram](#)

Copyright © 2025 PepsiCo, All rights reserved.

You can [update your preferences](#) or [unsubscribe](#) from this list.