

2019 GRI INDEX: REPORTING INFORMED BY GRI STANDARDS



This GRI Index corresponds to sustainability information presented in Environmental, Social & Governance Topics A-Z on pepsico.com, in our annual Sustainability Report and as part of external reporting such as our Annual Report, Proxy Statement and filings with the Securities and Exchange Commission. Sustainability information in our Environmental, Social & Governance Topics A-Z and Sustainability Report is prepared in accordance with the GRI Standards Core Guidelines and reflects performance in calendar year 2019. We report annually on the sustainability topics that were identified through our 2017 GRI materiality topics assessment process* and that we believe represent PepsiCo's economic, environmental and social performance. Unless otherwise noted, we use GRI-defined indicators to demonstrate performance for each aspect. Indicators with "FP" correspond to the GRI G4 Food Processing Sector Disclosures. Note that not all indicators represented in the GRI Index are disclosed fully— in some cases, only partial information is included due to limited availability of information. Omission statements are provided where required based on the GRI Standards Core Guidelines. For more information on the Global Reporting Initiative and the GRI Standards Core Guidelines, please visit globalreporting.org**

GENERAL DISCLOSURES

GRI STANDARD	REFERENCE
ORGANIZATIONAL PROFILE	
102-1 Name of the organization	PepsiCo, Inc.
102-2 Activities, brands, products and services	2019 Annual Report, pages 14-21 2019 Sustainability Report
102-3 Location of headquarters	700 Anderson Hill Road, Purchase, New York, USA
102-4 Location of operations	2019 Annual Report, pages 15 and 44
102-5 Ownership and legal form	2019 Annual Report, page 11
102-6 Markets served	2019 Annual Report, pages 14-19
102-7 Scale of the organization	2019 Annual Report, pages 14-22, 44, 59-60
102-8 Information on employees and other workers	2019 Annual Report, page 22 ESG Topics A-Z: Talent
102-11 Precautionary Principle or approach	2019 Annual Report, pages 56-57 CDP Climate 2.2d
102-12 External initiatives	ESG Topics A-Z: Endorsement of Multistakeholder Principles & Initiatives ESG Topics A-Z: Stakeholder Engagement
102-13 Membership of associations	ESG Topics A-Z: Endorsement of Multistakeholder Principles & Initiatives ESG Topics A-Z: Stakeholder Engagement ESG Topics A-Z: Public Policy Engagement, Political Activities & Contributions Guidelines 2019 Trade Associations and Policy Groups

* In this communication and in our other sustainability reports and statements, when we use the terms "material," "materiality" and similar terms, we are using such terms to refer to topics that reflect PepsiCo's significant economic, environmental and social impacts or to topics that substantially influence the assessments and decisions of stakeholders in what the GRI Sustainability Reporting Guidelines define as "material topics." We are not using these terms as they have been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this communication or other sustainability reports and statements should be construed to indicate otherwise.

** The GRI material topics assessment process identifies the sustainability-related topics that are most frequently prioritized in conversations with external stakeholders and that are important to PepsiCo in helping build a more sustainable food system.

GRI STANDARD	REFERENCE
STRATEGY	
102-14 Statement from senior decision-maker	2019 Annual Report, pages 5-7 2019 Sustainability Report, CEO Message
ETHICS & CORPORATE GOVERNANCE	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Ethics & Integrity ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Ethics & Integrity ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Ethics & Integrity
102-16 Values, principles, standards and norms of behavior	ESG Topics A-Z: Ethics & Integrity
102-17 Mechanism for advice and concerns about ethics	ESG Topics A-Z: Ethics & Integrity
102-18 Governance structure	2020 Proxy Statement, pages 25-37 2019 Annual Report, pages 142-143
102-19 Delegating authority	ESG Topics A-Z: Sustainability Governance
102-20 Executive-level responsibility for economic, environmental and social topics	ESG Topics A-Z: Sustainability Governance
102-21 Consulting stakeholders on economic, environmental and social topics	ESG Topics A-Z: Sustainability Governance 2020 Proxy Statement, pages 36-37
102-22 Composition of the highest governance body and its committees	2020 Proxy Statement, pages 8-9, 13-37
102-23 Chair of the highest governance body	2020 Proxy Statement, pages 8, 17
102-24 Nominating and selecting the highest governance body	2020 Proxy Statement, pages 21-24, 28, 25-26
102-26 Role of highest governance body in setting purpose, values, and strategy	2020 Proxy Statement, pages 31-35
102-27 Collective knowledge of highest governance body	2020 Proxy Statement, page 23
102-28 Evaluating the highest governance body's performance	2020 Proxy Statement, pages 23-25
102-29 Identifying and managing economic, environmental, and social impacts	ESG Topics A-Z: Sustainability Governance Public Policy and Sustainability Committee Charter
102-30 Effectiveness of risk management processes	ESG Topics A-Z: Sustainability Governance Public Policy and Sustainability Committee Charter
102-31 Review of economic, environmental, and social topics	ESG Topics A-Z: Sustainability Governance Public Policy and Sustainability Committee Charter
102-33 Communicating critical concerns	ESG Topics A-Z: Sustainability Governance 2020 Proxy Statement, page 37

GRI STANDARD	REFERENCE
STAKEHOLDER ENGAGEMENT	
102-40 List of stakeholder groups	ESG Topics A-Z: Stakeholder Engagement
102-41 Collective bargaining agreements	ESG Topics A-Z: Talent
102-42 Identifying and selecting stakeholders	ESG Topics A-Z: Stakeholder Engagement
102-43 Approach to stakeholder engagement	ESG Topics A-Z: Stakeholder Engagement ESG Topics A-Z: GRI Material Topics & Boundaries 2020 Proxy Statement, pages 35-36
102-44 Key topics and concerns raised	ESG Topics A-Z: Stakeholder Engagement
MATERIALITY AND REPORTING	
102-45 Entities included in the consolidated financial statements	2019 Form 10-k, Exhibit 21
102-46 Defining report content and topic Boundaries	ESG Topics A-Z: GRI Material Topics & Boundaries
102-47 List of GRI material topics	ESG Topics A-Z: GRI Material Topics & Boundaries
102-48 Restatements of information	2019 Performance Metrics Sheet
102-49 Changes in reporting	ESG Topics A-Z: GRI Material Topics & Boundaries 2019 Performance Metrics Sheet ESG Topics A-Z: Climate Change ESG Topics A-Z: Water
102-50 Reporting period	2019 Fiscal Year
102-51 Date of most recent report	2019 Sustainability Report 2019 GRI Content Index
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	PepsiCosustainability@pepsico.com
102-54 Claims of reporting in accordance with the GRI Standards	2019 GRI Content Index
102-55 GRI content index	2019 GRI Content Index
102-56 External assurance	PepsiCo seeks external assurance of its primary production, direct greenhouse gas emissions (Scope 1), indirect greenhouse gas emissions (Scope 2), select downstream greenhouse gas emissions (Scope 3), energy consumption, solid waste generation, and water consumption. For more information, please refer to the complete verification statement from Apex in our ESG Topics A-Z pages.

GRI STANDARD	REFERENCE
SUPPLY CHAIN MANAGEMENT	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Agriculture ESG Topics A-Z: Deforestation ESG Topics A-Z: Land Rights ESG Topics A-Z: Palm Oil ESG Topics A-Z: Sustainable Sourcing ESG Topics A-Z: GRI Material Topics & Boundaries 2019 PepsiCo Human Rights Report
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Agriculture ESG Topics A-Z: Deforestation ESG Topics A-Z: Land Rights ESG Topics A-Z: Palm Oil ESG Topics A-Z: Sustainable Sourcing ESG Topics A-Z: Sustainability Governance 2019 PepsiCo Human Rights Report
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Agriculture ESG Topics A-Z: Deforestation ESG Topics A-Z: Land Rights ESG Topics A-Z: Palm Oil ESG Topics A-Z: Sustainable Sourcing 2019 PepsiCo Human Rights Report
102-9 Supply chain	2019 Annual Report, pages 14-17 2019 Sustainability Report, Solutions at Scale
102-10 Significant changes to the organization and its supply chain	2019 Annual Report, pages 98-101
MATERIAL TOPICS	
AGRICULTURE	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Agriculture ESG Topics A-Z: Sustainable Sourcing ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Agriculture ESG Topics A-Z: Sustainable Sourcing ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Agriculture ESG Topics A-Z: Sustainable Sourcing
308-2 Significant actual and potential negative environmental impacts in the supply chain and action taken*	ESG Topics A-Z: Agriculture ESG Topics A-Z: Sustainable Sourcing

*Omission statement: PepsiCo suppliers to which this indicator applies (farmers) exercise due care and attention in their farming activities and practices. However, many do not commonly conduct formal impact assessments, therefore we are unable to report at the level of granularity requested by GRI. Additionally, our Sustainability Agenda includes relevant KPIs related to our Agriculture and Sustainable Sourcing goals.

GRI STANDARD	REFERENCE
PACKAGING	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Packaging ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Packaging ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Packaging
301-2 Percentage of materials used that are recycled input materials	ESG Topics A-Z: Packaging
WATER	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Water ESG Topics A-Z: Environment, Health & Safety 2019 CDP Water ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Water ESG Topics A-Z: Environment, Health & Safety 2019 CDP Water ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Water ESG Topics A-Z: Environment, Health & Safety 2019 CDP Water
303-1 Water withdrawal by source	ESG Topics A-Z: Water 2019 CDP Water, W1.2
ENERGY AND CLIMATE CHANGE	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency ESG Topics A-Z: Renewable Energy ESG Topics A-Z: GRI Material Topics & Boundaries 2019 CDP Climate
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency ESG Topics A-Z: Renewable Energy ESG Topics A-Z: Sustainability Governance 2019 CDP Climate
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Climate Change ESG Topics A-Z: Fleet Efficiency ESG Topics A-Z: Renewable Energy 2019 CDP Climate
302-1 Energy consumption within the organization	ESG Topics A-Z: Climate Change 2019 CDP Climate, C8.2a
302-4 Reduction of energy consumption	ESG Topics A-Z: Climate Change
305-1 Direct Greenhouse Gas (GHG) emissions (Scope 1)	ESG Topics A-Z: Climate Change 2019 CDP Climate, C6.1
305-2 Energy indirect Greenhouse Gas (GHG) emissions (Scope 2)	ESG Topics A-Z: Climate Change 2019 CDP Climate, C6.3

GRI STANDARD	REFERENCE
305-3 Other indirect Greenhouse Gas (GHG) emissions (Scope 3)	ESG Topics A-Z: Climate Change 2019 CDP Climate, C6.5
305-4 Greenhouse Gas (GHG) emissions intensity	2019 CDP Climate, C6.10
305-5 Reduction of Greenhouse Gas (GHG) emissions	ESG Topics A-Z: Climate Change 2019 CDP Climate, C4.1a
DEFORESTATION	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Deforestation ESG Topics A-Z: Palm Oil ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Deforestation ESG Topics A-Z: Palm Oil ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Deforestation ESG Topics A-Z: Palm Oil
PepsiCo Metric: Percentage of Roundtable on Sustainable Palm Oil (RSPO) certified palm oil sourced	ESG Topics A-Z: Palm Oil
OPERATIONAL WASTE AND FOOD WASTE	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Waste ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Waste ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Waste
306-2 Waste by type and disposal method*	ESG Topics A-Z: Waste
NUTRITIONAL PRODUCT PROFILE	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Nutrition ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Nutrition ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Nutrition

*Omission statement: PepsiCo reports information against its virtually zero waste to landfill goal for our direct operations. At this time, we are unable to report at the level of granularity requested by GRI.

GRI STANDARD	REFERENCE
G4-FP6 Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Nutrition PepsiCo Nutrition Criteria
G4-FP7 Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives	ESG Topics A-Z: Saturated Fat ESG Topics A-Z: Sodium ESG Topics A-Z: Sugar ESG Topics A-Z: Nutrition PepsiCo Nutrition Criteria
416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	PepsiCo Nutrition Criteria
MARKETING AND LABELING	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Advertising and Marketing to Children & School Sales ESG Topics A-Z: Nutritional Labeling ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Advertising and Marketing to Children & School Sales ESG Topics A-Z: Nutritional Labeling ESG Topics A-Z: Sustainability Governance Global Code of Conduct, page 16
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Advertising and Marketing to Children & School Sales ESG Topics A-Z: Nutrition
417-1 Requirements for product and service information and labeling	ESG Topics A-Z: Nutritional Labeling
417-3 Incidents of non-compliance concerning marketing communications	ESG Topics A-Z: Advertising and Marketing to Children & School Sales ESG Topics A-Z: Nutritional Labeling
FOOD QUALITY AND SAFETY	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Product Safety & Quality ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Product Safety & Quality ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Product Safety & Quality
G4-FP5 Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards*	ESG Topics A-Z: Product Safety & Quality

*Omission statement: PepsiCo reports information about independent audits conducted as part of the Global Food Safety Initiative certification process. We are unable at this time to disclose this information as a percentage of production volume.

GRI STANDARD	REFERENCE
COMMUNITY ENGAGEMENT*	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	Philanthropy ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	Philanthropy ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	Philanthropy
EMPLOYEE TALENT AND DIVERSITY	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Diversity & Engagement ESG Topics A-Z: Gender Parity ESG Topics A-Z: Talent ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Diversity & Engagement ESG Topics A-Z: Gender Parity ESG Topics A-Z: Talent ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Diversity & Engagement ESG Topics A-Z: Gender Parity ESG Topics A-Z: Talent
401-1 New employee hires and employee turnover	ESG Topics A-Z: Talent
404-3 Percentage of employees receiving regular performance reviews and career development reviews	ESG Topics A-Z: Talent
405-1 Diversity of governance bodies and employees	ESG Topics A-Z: Talent 2020 Proxy Statement, pages 8-9 2019 Annual Report, page 8
405-2 Ratio of basic salary and remuneration of women to men	ESG Topics A-Z: Pay Equity
HUMAN RIGHTS	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: GRI Material Topics & Boundaries 2019 PepsiCo Human Rights Report
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Sustainability Governance 2019 PepsiCo Human Rights Report
103-3 Management Approach: Evaluate management approach	2019 PepsiCo Human Rights Report
412-1 Operations that have been subject to human rights reviews or impact assessments	2019 PepsiCo Human Rights Report
412-2 Employee training on human rights policies or procedures	2019 PepsiCo Human Rights Report ESG Topics A-Z: Sustainability Governance
414-2 Negative social impacts in the supply chain and actions taken	2019 PepsiCo Human Rights Report ESG Topics A-Z: Sustainable Sourcing ESG Topics A-Z: Sustainability Governance

*Omission statement: At this time there are no relevant GRI indicators that directly correspond with PepsiCo's GRI material topic. PepsiCo monitors and reports on this topic through the KPIs discussed on our Philanthropy website.

GRI STANDARD	REFERENCE
WORKPLACE HEALTH AND SAFETY	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Environment, Health & Safety ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Environment, Health & Safety
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Environment, Health & Safety
403-2 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender*	ESG Topics A-Z: Environment, Health & Safety
403-3 Workers with high incidence or high risk of diseases related to occupation	ESG Topics A-Z: Environment, Health & Safety
PUBLIC POLICY ENGAGEMENT	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: Public Policy Engagement, Political Activities & Contributions Guidelines ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	ESG Topics A-Z: Public Policy Engagement, Political Activities & Contributions Guidelines ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	ESG Topics A-Z: Public Policy Engagement, Political Activities & Contributions Guidelines
415-1 Political Contributions	ESG Topics A-Z: Public Policy Engagement, Political Activities & Contributions Guidelines
FINANCIAL PERFORMANCE	
103-1 Management Approach: Explanation of the GRI material topic and its boundary	ESG Topics A-Z: GRI Material Topics & Boundaries
103-2 Management Approach: Explain management approach components	2019 Annual Report ESG Topics A-Z: Sustainability Governance
103-3 Management Approach: Evaluate management approach	2019 Annual Report
201-1 Direct economic value generated and distributed	2019 Annual Report

*Omission statement: While we have made global 2019 performance data such as Lost Time Incidents and Lost Time Incident Rates available, we are not able to report all health and safety information with the granularity requested by GRI.