



Tina Bigalke

Global Chief Diversity, Equity and Inclusion Officer

Tina Bigalke is PepsiCo's Global Chief Diversity and Engagement Officer. PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$86 billion in net revenue in 2022, driven by a complementary beverage and convenient foods portfolio that includes Lay's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, Quaker, and SodaStream. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Tina is responsible for the continued advancement of the company's aspirations to be Faster, Stronger, and Better, with a focus on increasing diverse representation, empowering courageous conversations and investing strategically in communities. As part of this focus, Tina leads the development of programs and partnerships that drive diversity, inclusion and engagement as part of the business strategy, as well as internally and externally. This includes PepsiCo's commitment to racial equality and gender parity. She assumed the role in June 2020.

Tina is a 20-year PepsiCo veteran. Prior to her current role, Tina was Senior Vice President, Commercial Human Resources for PepsiCo Foods North America division, where she shaped strategy for customer sales, marketing and transformation. In this role, Tina and her team supported transformational initiatives, including developing and implementing future go-to-market systems and organizational models, new ways of working, and technologies. She was instrumental in accelerating PepsiCo Foods North America's commercial talent agenda, while also advancing a pipeline of diverse talent.

Tina has previously served PepsiCo in a range of human resource capacities in field, headquarter and corporate global assignments, where she has developed broad and varied human capital management expertise in business transformation, innovation, change leadership, and organizational design.

Tina holds a Master of Science in Industrial and Labor Relations degree and a Bachelor of Business Administration in International Studies/Spanish degree from West Virginia University (WVU), and participates in the WVU Practicum series in addition to serving as an alumni mentor.

Tina is a previous board member of Court Appointed Special Advocates (CASA) of Collin County, Texas. Currently, Tina sits on the Dean's Advisory Board of WVU's College of Business & Economics and was recently appointed to the Board of Directors of the WVU Foundation.

Prior to PepsiCo, Tina held a range of human resources roles with PPG Industries, Inc., and MagneTek, Inc. Tina is the proud parent of two daughters.