



Targets span our ecosystem and are designed to respect natural boundaries of planet and strengthen communities (1 of 3)

Pillar	Targets or Actions (by 2030 unless otherwise noted; 2020 baseline unless otherwise noted)
 <p data-bbox="188 459 361 531">Positive Agriculture</p>	<ul style="list-style-type: none"> <li data-bbox="453 311 2364 374">• Spread the adoption of regenerative agriculture practices across 7 million acres, approximately equal to our entire agricultural footprint used around the world to grow our crops and ingredients for our products <ul style="list-style-type: none"> <li data-bbox="550 396 2364 459">• Advocate for and contribute to a measurable improvement in the health of high-water-risk watersheds where we directly source our crops, including an improvement in water use efficiency of 15% by 2025 (2015 baseline) <li data-bbox="453 482 2364 545">• Sustainably source¹ 100% of our key ingredients, expanding to include not only our direct-sourced crops (potatoes, whole corn, and oats), but also key crops from third parties, such as vegetable oils and grains <li data-bbox="453 582 2364 616">• Improve the livelihoods of more than 250,000 people in our agricultural supply chain and communities, including by economically empowering women
 <p data-bbox="168 893 387 965">Positive Value Chain</p>	<ul style="list-style-type: none"> <li data-bbox="453 668 2364 702">• Achieve net-zero emissions across our value chain by 2040; by 2030, reduce our GHG emissions by more than 40%, doubling our prior climate goal by: <ul style="list-style-type: none"> <li data-bbox="550 753 1345 788">• Reducing Scope 1 and 2 emissions by 75% (2015 baseline); and <li data-bbox="550 839 1217 873">• Reducing Scope 3 emissions by 40% (2015 baseline) <li data-bbox="453 911 2364 1116">• Ensure we have net water positive impact: <ul style="list-style-type: none"> <li data-bbox="550 945 2364 1045">• Achieve net zero water in 100% of high-water-risk manufacturing (both PepsiCo and third-party facilities²), defined as: <ul style="list-style-type: none"> <li data-bbox="647 982 2364 1045">• Achieving best-in-class water use efficiency³ in high-water-risk manufacturing sites (for PepsiCo facilities, this equates to more than 50% reduction in absolute water use from 2015 baseline year) and world-class⁴ in all other manufacturing sites <li data-bbox="647 1082 1651 1116">• Replenishing back into the local watershed more than 100% of the water we use <li data-bbox="550 1168 2364 1202">• Continue to adopt the Alliance for Water Stewardship Standard in high-water-risk manufacturing areas, by 2025, as a vehicle for water advocacy

Note: Targets apply to PepsiCo's operations as well as our value chain (e.g., franchise bottlers, joint ventures, co-manufacturers, etc.) unless otherwise noted; 1. "Sustainably sourced" refers to meeting the independently verified environmental, social and economic principles of PepsiCo's Sustainable Farming Program, enabling continuous improvement for farmers, communities and the planet; 2. Third-party facilities include those of PepsiCo franchise bottlers, co-manufacturers, and JV partners where located in a high-water-risk area; 3. 1.2 liters /liter of beverage production 0.4 liters/kg of food production; 4. 1.4 liters/liter of beverage production and 4.4 liters/kg of food production

Targets span our ecosystem and are designed to respect natural boundaries of planet and strengthen communities (2 of 3)

Pillar

Targets or Actions (by 2030 unless otherwise noted; 2020 baseline unless otherwise noted)



Positive Value Chain

- **Cut virgin plastic from non-renewable sources per serving across our food and beverage portfolios by 50% through:**
 - **Scaling new business models** that avoid or minimize single-use packaging materials (e.g., models that reuse, refill, prepare at home, utilize concentrates like powders, drops, etc.)
 - **Reducing our absolute tonnage of virgin plastic derived from non-renewable sources** by 20%, including by:
 - Use of market-leading bio-based materials and increase incorporation of recycled content (50% across plastics)
- Design 100% of **packaging to be recyclable, compostable, biodegradable or reusable** by 2025
- Invest to **increase recycling rates** in key markets by 2025
- Provide **meaningful jobs and growth opportunities** for our people and empower them to make a positive impact at work, at home and in their local communities:
 - Increase the employability of our people through increased access to degrees, skill development, and new roles, providing meaningful growth opportunities to everyone at every stage
 - Empower our associates with the resources and time needed to cultivate prosperity in our communities
- Build a better workplace and world by advancing human rights and **diversity, equity and inclusion (DE&I)** for our people, in our business partnerships and our communities, including:
 - Continue to make measurable progress against our Racial Equality Journey goals in the U.S.
 - Continue to help address inequalities for underrepresented people, and underserved businesses and communities
 - Achieve and sustain 50 percent women in management roles
 - Achieve and sustain pay equity for our global professional population by maintaining a comprehensive global pay equity review process
 - Extend the principles of our Supplier Code of Conduct to all of our franchisees and joint ventures by 2025
 - Promote fair and safe working conditions for all by advancing respect for human rights everywhere we operate and throughout our business activities
 - Continue to strive for an injury-free work environment
 - Reach 100 million people with safe water access (2006 baseline)
 - Partner with communities to advance food security and make nutritious food accessible to 50 million people

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Targets span our ecosystem and are designed to respect natural boundaries of planet and strengthen communities (3 of 3)

Pillar

Targets or Actions (by 2030 unless otherwise noted; 2020 baseline unless otherwise noted)



Positive Choices

- **Innovative Packaging Solutions:** Develop and deploy disruptive sustainable packaging materials and new models for convenient foods and beverages; e.g.:
 - *Beverages:* SodaStream/SodaStream Professional, powders, bio- and paper-based packaging
 - *Foods:* bio- and paper-based materials, reusable or low/no package models
- **Expanded Portfolio Offerings:** Expand our portfolio to provide more consumer choice with products that are better for planet or people:
 - Use more **diverse ingredients that are better for the planet or deliver nutritional benefits:** including legumes, whole grains, plant-based proteins, fruits & vegetables, nuts & seeds
 - Continue to provide consumers choice for every occasion by expanding our product offerings by 2025:
 - **Reduce added sugars:** ≥ 67% of beverage portfolio¹ will have ≤100 Calories from added sugars per 12oz. Serving
 - **Reduce sodium:** ≥ 75% of foods portfolio² will not exceed 1.3 milligrams of sodium per Calorie
 - **Reduce saturated fats:** ≥ 75% of foods portfolio² will not exceed 1.1 grams of saturated fat per 100 Calories
- **Planet + People Brands:** Leverage our scaled brands to embody and amplify positive outcomes for the planet and people, including empowering consumers with transparent environmental labeling on our key products

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1. Based on our Top 26 Beverage markets, which represent 80% of our global beverage volume as of 2020. 2. Based on our Top 23 Foods markets, which represent 88% of our global foods volume as of 2020.