

PEPSICO
FOUNDATION

We Feed Potential

THE PEPSICO FOUNDATION 2023 GLOBAL IMPACT REPORT





C.D. Glin

President, PepsiCo Foundation
& Global Head of Social Impact,
PepsiCo Inc.

At the PepsiCo Foundation, we believe that every individual and community has the potential to thrive – and as the philanthropic engine of PepsiCo, we have a role to play in feeding this potential by increasing equitable access to nutritious food, safe water and economic opportunity in the communities we serve.

As we work towards our PepsiCo Positive (pep+) ambitions, our 2023 Global Impact Report highlights our progress and the importance of driving social impact at the intersection of people and the planet. By directly engaging our associates, partners and changemakers within our communities, we can drive local, leading and lasting social impacts globally.

This year, the effects of climate change, conflict and shifting economies have exacerbated the challenges faced by vulnerable populations around the world, impacting the daily lives of millions of our friends, neighbors, and their families. Together with our local nonprofit partners, we have shown we can help navigate these global adversities and deliver local, leading, and lasting impact in our communities.



Stephen Kehoe

Chairman of the Board of
Directors, PepsiCo Foundation
& EVP, Chief Corporate Affairs
Officer, PepsiCo, Inc.

In 2023 we:

- ♦ Delivered more than 16 million meals to 371,000 people.
- ♦ Reached more than 450,000 female farmers and members of their communities.
- ♦ Helped more than 10 million people access safe water.
- ♦ Granted 845 scholarships to underserved students.
- ♦ Supported over 1,000+ small businesses in the U.S.


The stories told throughout this report offer a glimpse into the social impact of the PepsiCo Foundation and our partners this year. These stories illustrate the profound influence that can be made through global collaborations to help one another thrive. Together, we will continue to scale our social impact and help individuals and communities meet their full potential.


In 2023:

- ♦ **12+ million people reached**
- ♦ **40+ countries impacted**
- ♦ **380+ partners supported**




Table of Contents

**Our Impact Measurement Approach.....4**

**Food Security.....5**

- Supporting youth nutrition year-round.....7
- Supporting recovery for farming communities after disaster.....8
- Increasing regenerative agricultural practices by empowering women.....9
- Ending childhood malnutrition, one community at a time.....10

**Safe Water Access.....11**

- Maintaining clean water for 2,500 community members.....13
- Spearheading a zero-waste water filtration station.....14
- Training women as local water facility mechanics.....15
- Providing clean water for the next generation.....16
- Providing communities with updated water infrastructure.....17

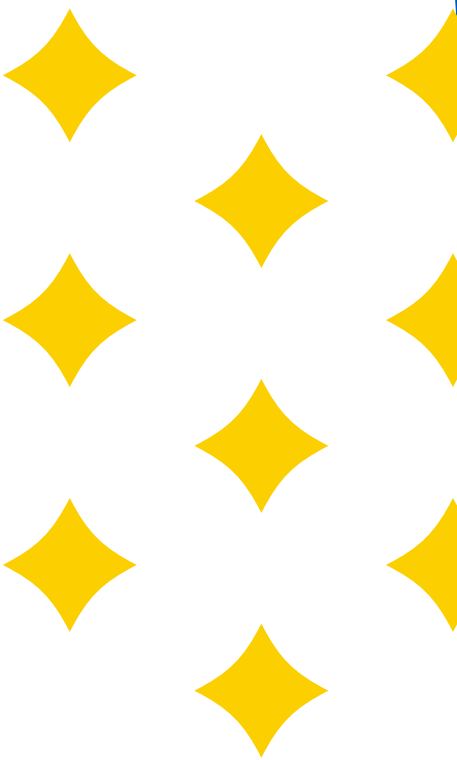
- Finding your way around this report:
- Jump to a page by clicking on the title in the table of contents
 - Go to a section by clicking the titles at the top left
 - Come back here any time by clicking on the footer below

**Economic Opportunity.....18**

- Helping dismantle barriers for disadvantaged students.....20
- Supporting small restaurants, sharing traditions.....21
- Empowering the next generation of leaders.....22
- Igniting a passion for learning in children.....23
- Boosting women’s access to male-dominated career fields.....24

**PepsiCo Associate & Community Engagement.....25**

- Acting swiftly in times of crisis.....27
- Investing in PepsiCo associates and their families.....28
- Filling hearts during a season of charity.....29
- Taking action during the season of giving.....30
- Engaging PepsiCo associates for good.....31



Our Impact Measurement Approach

With pep+ as our guiding framework, the PepsiCo Foundation's efforts put people and their communities at the center of our mission. We know that to be successful in this, social impact measurement ultimately needs to reflect how these individuals experience change in their lives after participating in a program.

As a leading food and beverage company, our role in improving access to nutritious food is clear. We also understand that, through our efforts, we can support individuals in reaching their potential and thriving in their communities. Our impact goals, highlighted throughout this report, reflect the impact we are actively achieving across 3 Focus Areas:

Food Security, Economic Opportunity and Safe Water Access.

Each Focus Area is grounded in a methodology known as Theory of Change, which is used to present a hypothesis on how impact will occur. In the introduction of each Focus Area in this report, we have outlined how we are investing, the activities we support, and the ultimate changes we believe our efforts will drive in the communities. These hypotheses provide guidance and opportunities for reflection on how change is happening and how we are advancing pep+ ambitions.

Through quantitative and qualitative evaluation, and by tracking our progress on our impact goals, we are not only able to understand the reach of our partnerships, but more importantly, where we can have more meaningful impact.

For more than a decade, we've collaborated to collect and aggregate data on the millions of individuals we've reached, in partnership with True Impact as a third-party validator. We've gained valuable insights from the experiences of specific individuals and communities through their stories. These become the lessons learned and best practices that guide and advance our work.

We understand that to truly deliver on an outcome like thriving individuals and communities, we must go beyond meeting basic needs to empowering individuals. This requires a shift from outputs to outcomes, to evolve from people reached to understanding and capturing the changes those individuals experience.

Embedding impact measurement is a journey. By leveraging tools such as Theory of Change and collecting best practices from our partners and peers, as well as capturing and applying lessons learned, we're continuing this journey. We believe our approach provides the framework to ensure we are creating local, lasting and leading impact that will enable thriving communities.



Food Security

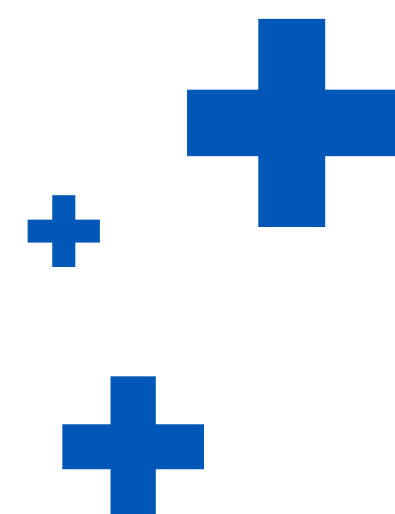


Food Security

How we believe change will occur

As the philanthropic arm of one of the world's largest global food and beverage companies, we aim to transform the food system and create a world where agriculture restores the earth and sustains communities. Using our global scale, we're driving local impact in the communities where we live and work by increasing equitable access to nutritious food, addressing mild-to-moderate malnutrition, and spurring the adoption of sustainable, inclusive, regenerative agriculture. Through strategic partnerships and programs with industry peers, local and international organizations, and our employees around the world, we're working hard to help realize zero hunger.

When everyone has access to food, children are better educated, economies grow, and people live healthier, longer lives.



UN - SUSTAINABLE DEVELOPMENT GOALS



GOALS & 2023 IMPACT

◆ GOAL:

Invest **\$30 million** USD in positive agriculture and food security initiatives through 2030 through the Zero Hunger Pledge.

◆ IMPACT IN 2023:

◆ **\$5 million** invested in 2023, with over **\$14 million** invested since 2021, in initiatives aligned to the Zero Hunger Pledge.

◆ Improved livelihoods of **32,485** female farmers and members of their households.

◆ **16 million** meals delivered.

◆ **371,000** individuals reached with access to nutritious meals.



USA

Supporting youth nutrition year-round



Food for Good partners with local school districts to keep students fed over the summer break.

For many students across the United States who are eligible for free and reduced-price meals during the school year, this resource often disappears during the summer. In response, **The PepsiCo Foundation and No Kid Hungry Virginia partnered with Accomack County Public Schools through Food for Good U.S. to launch a home-delivery summer meal program to serve students in rural areas. Approximately 2,000 families signed up for the program**, providing them with shelf-stable meals throughout the summer months which wouldn't have been available otherwise.

PepsiCo and the PepsiCo Foundation have been working together with local partners for more than a decade to increase access to nutritious food for children and their families. Food for Good is PepsiCo and the PepsiCo Foundation's philanthropic commitment to advance food security through collaboration in communities where we live and work across the globe. Food for Good U.S. is a social enterprise that delivers nutritious meals daily for kids in learning environments including school, afterschool and summer programs. Food for Good U.S. has delivered more than 75 million meals since 2009 and has served over 2 million children from 2016 through 2023. In 2023 alone, **Food for Good U.S. delivered 5.3 million meals to over 150,000 children across the United States.**

“Delivering meals directly to kids means less youth experiencing hunger this summer and more students prepared to learn when the school year starts again,” said Sarah Steely, Director of No Kid Hungry Virginia. Through programs like this, the PepsiCo Foundation is working to ensure healthy food is accessible to all students, no matter the time of year.

[Learn more about the Accomack County story](#)

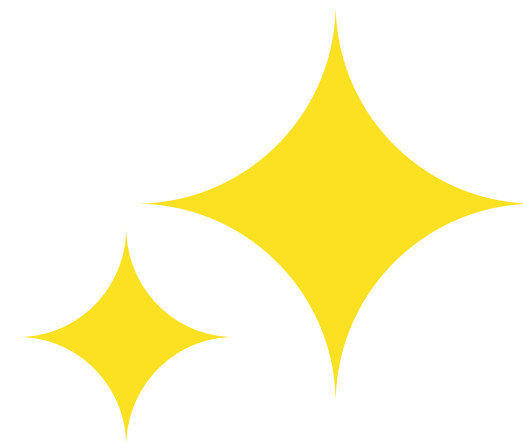




Türkiye

Supporting recovery for farming communities after disaster

Didem is supporting her family and improving the local ecosystem after devastating earthquakes.



Didem Esmer has been farming Samandağ peppers to provide for herself and her two children for over a decade. However, when devastating earthquakes hit Türkiye’s southeast region in February 2023, she opened her greenhouses as a safe haven for the community. “This greenhouse became our home after the disaster. Everyone had lost their homes,” she explained.

The earthquakes affected her customer base as well as the local ecosystem. After the earthquakes, the market in Hatay where she sold her produce could not be opened, and most of the products that were due for harvest couldn’t be sold. In addition to all the financial and psychological damage they suffered, producers also lost the funding to continue production.

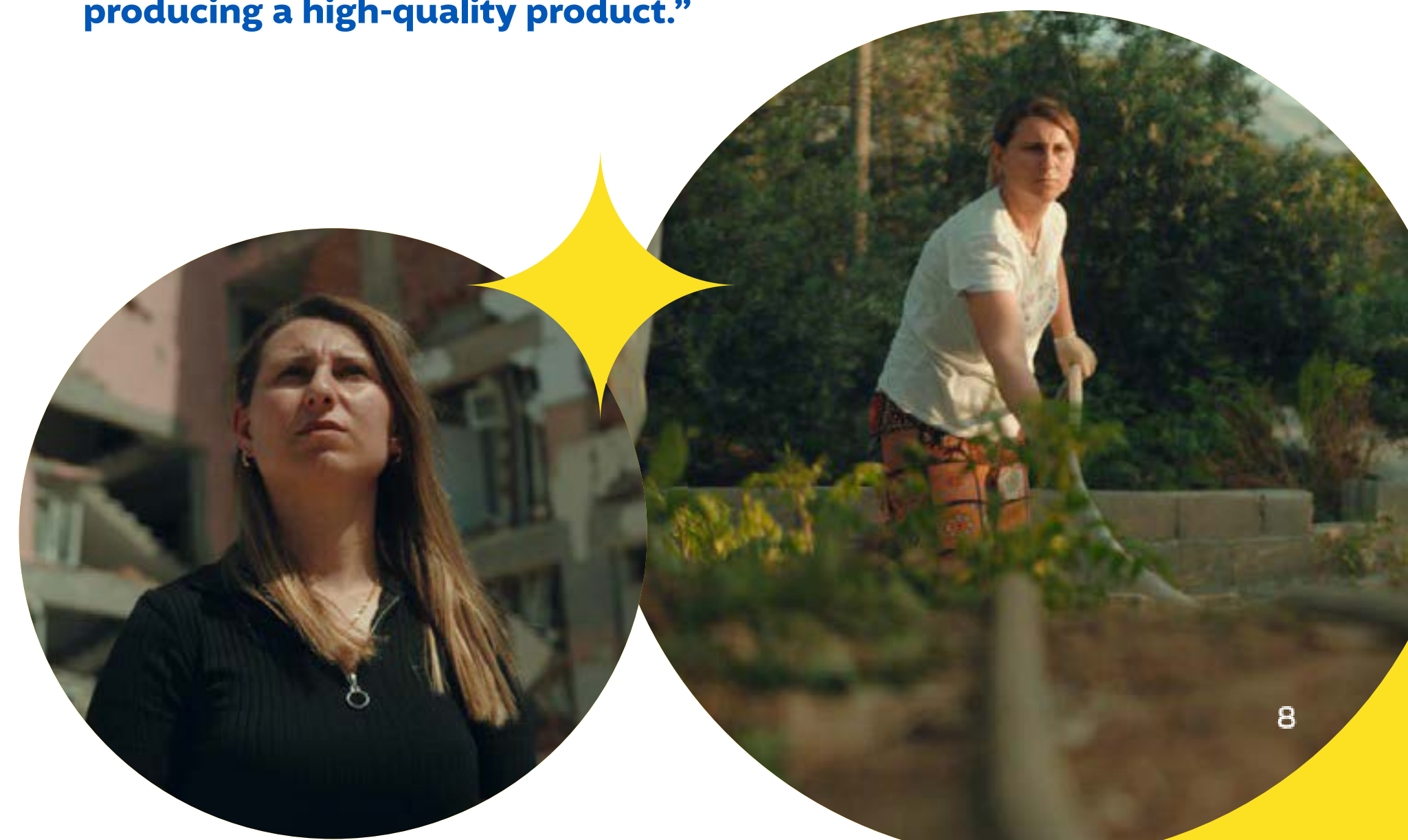
“Honestly, we thought we couldn’t overcome most of the challenges. So, I wasn’t considering returning to production.” But, there was a light at the end of the tunnel: Ortak Hareket Yeniden Bereket.

Funded by the PepsiCo Foundation, Ortak Hareket Yeniden Bereket is a partnership with Anadolu Meralari to develop regenerative agriculture practices in rural Türkiye through a demonstration farm, training modules and resources provided to local farmers. This project also aims to build the capacity of a local cooperative, Samandağ Agricultural Development Cooperative, and establish relationships with new suppliers. The project creates alternative channels to the earthquake-damaged supply chains in the region and creates a mechanism for

farmers to sell their produce through the cooperative.

In the first year, we impacted 1,000 farmers in Konya, Karapınar through the demo farm, 200 through training and 75 through the regeneration fund. In 2023, we proudly renewed our partnership and reached 400 farmers and their families in Hatay, Samandağ, a region that was devastated by the earthquake.

As part of the program, Didem received thousands of seedlings, pest traps, and fertilizer to revive her pepper crop. She also participated in training sessions to manage the significant pest problem in the region – which was impacting crop quality – and training on composting and soil restoration techniques to address the damage caused by the earthquakes. Expressing her gratitude, Didem stated, **“These supports hold immense significance for me. In the initial stages, costs are critical, and it’s challenging for producers to bear them. This support will greatly benefit me, instilling confidence in producing a high-quality product.”**





Thailand

Increasing regenerative agricultural practices by empowering women

Ampai is creating opportunities for herself and the women in her community.

The Bo Kluea District in the Nan Province of Thailand is a mountainous region (Lua Ethnic) that naturally produces rock salt. However, as sea salt became more widely available, many rock salt businesses were abandoned.

Ampai Bualek, female leader of the Baan Wen Bo Kluea Nuea Subdistrict and trainer for our **She Feeds the World Thailand** program in partnership with CARE has a unique feature on her land: a pond that produces pink salt. Ampai combined the training she received as a participant in She Feeds the World with her generational knowledge to **empower members of her local women's group to produce salt again as a source of income for their community.** In addition to rekindling the salt business, Ampai is using her knowledge of regenerative agriculture to help her community solve rice production problems.

Using regenerative agricultural practices, she is increasing biodiversity, crop yield and sources of income.

Throughout our partnership with CARE, She Feeds the World has supported women like Ampai who are facing gender inequality in agriculture by providing resources and training to women farmers and members of their communities across seven countries. From 2021 through 2023, She Feeds the World Thailand **reached more than 12,500 next generation farmers with its programming, exceeding its goal of reaching 10,000 people.**

Today, Ampai is continuing to perfect her pink salt and taking lessons from every year of production. She looks forward to reinvigorating her community's traditional business with regenerative practices.





Mexico

Ending childhood malnutrition, one community at a time

Quaker Qrece extends nutritional and wellness training to the entire community.

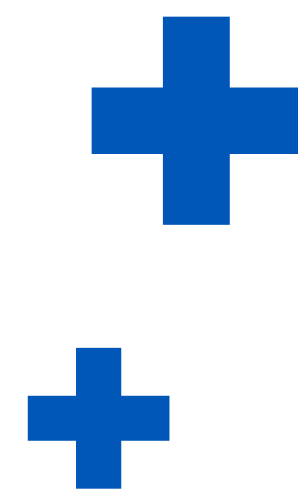
Maribel Lopez Santiago was worried about her children's physical development, so she enrolled them in the Quaker Qrece Program. "My children started in the program because Edward was very short and Lindsy was very thin," she explained.

As a result of a collaboration between the PepsiCo Foundation, PepsiCo Research & Development and Un Kilo de Ayuda and has helped **11,811 children in Oaxaca, Chiapas, Estado de México, Yucatán & Sinaloa to fight malnutrition through 2023**. The program goes beyond a nutritional supplement and **extends nutritional and wellness training to the entire community**, building lifelong habits and skills. Another mother in the community, María Cruz Ramos, said about her daughter, "Ruth was short and she didn't gain weight. The program has helped us and our children considerably. With the workshops and seminars from the program we have improved as mothers for our children." In 2024, Quaker Qrece is expected to reach **an additional 500 children and expand to the Nuevo León region**. Empowering communities with the skills to fight malnutrition makes an impact that spans generations.

[Learn more about Quaker Qrece](#)



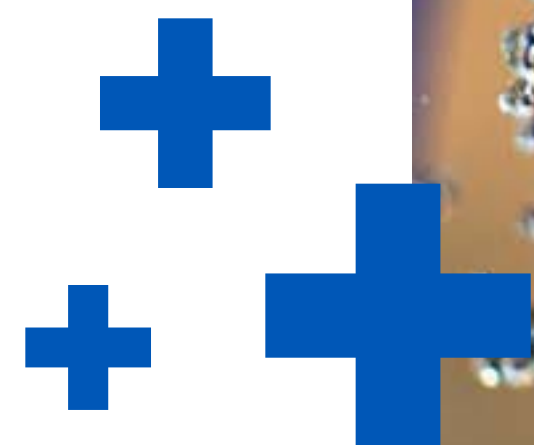
Safe Water Access



Safe Water Access

How we believe change will occur

At the PepsiCo Foundation, we uphold the principles that water is life and sanitation is dignity, and we believe all communities should have access to safe water. We focus on three approaches to bringing safe water access to people in the water-risk communities where PepsiCo operates. By investing in water **conservation** initiatives, we seek to increase availability and improve quality. Water **distribution** projects aim to improve sanitation services and hygiene training. And investment in **purification** through community-based facilities makes water affordable, reliable and safe. These are key activities to drive health, economic prosperity, and gender equality.



GOALS & 2023 IMPACT

◆ GOAL:

Safe water access for

100 million

people by 2030 as part of our broader pep+ ambition.

◆ IMPACT IN 2023:

10+ million

people reached with safe water access.

◆ TOTAL IMPACT:

91+ million

people reached with safe water access since 2010.

◆ UN - SUSTAINABLE DEVELOPMENT GOALS

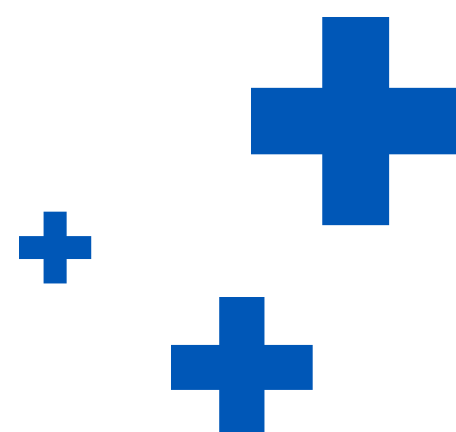




Ethiopia

Maintaining clean water for 2,500 community members

Shumet's work to provide safe water helps his community save time and be healthy.



In 2013, the Ethiopian government built an irrigation dam in Shumet Degu's community to support local farmers struggling with water shortages during the drier months. Shortly after, the dam flooded, blocking access to safe drinking water and leaving Shumet and his neighbors to **travel 3-5km away from their village in Ethiopia to drink from an unprotected water source**. The detrimental effects of this were immediate, with the unclean water causing disease and the journey to retrieve it threatening community members' safety with high instances of crime on the daily route to retrieve the water.

In 2023, the PepsiCo Foundation, together with WaterAid, helped rehabilitate the dysfunctional water point and restored access to the community. Shumet and his friends learned through trainings the critical importance of establishing processes to maintain this system. They quickly formed a WASH (Water, Sanitation and Hygiene) committee and received plumbing training provided by WaterAid and the PepsiCo Foundation to be able to provide timely maintenance and repairs to the water system and keep it safe and functional. This committee now supports the community by ensuring the system is operational and the community members have continued access to a local safe water source.

"Having safe water helps the community to save time and to be healthy," says Shumet. Today, **more than 2,500 people in the area have access to safe water** and WaterAid continues to support the local community by holding training sessions and maintaining the water supply system. "When the community benefits, it makes me happy," Shumet reminds us.



Learn more about
Shumet's work



India

Spearheading a zero-waste water filtration station

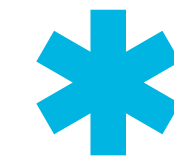
**67 water filtration systems
provide 1.3 million people with
safe drinking water in India.**

In the Indian village of Madhavapuram, Telangana, residents depended completely on rainwater, relying only on open wells and bore water to drink. With the abundant contaminants in this raw water, waterborne diseases ran rampant.

When social health activist Mrs. Mamatha Pesara first approached the Safe Water Network to establish ongoing safe water for her community, **she was working tirelessly to treat her neighbors' waterborne illnesses.** She made daily house visits, providing medicine and educating the community on the health benefits of clean water.

With funding from the PepsiCo Foundation, Mamatha successfully installed a filtration system in Madhavapuram and began selling clean, treated water to her community for a low price. As more and more of her neighbors opt for clean water, disease has fallen dramatically. Additionally, the eco-friendly technology used in the Ijal station allows community members to use rejected water for farming, gardening, and other activities, ensuring zero water waste.

Mamatha is one of many successful entrepreneurs **operating 67 water filtration stations across India** supported by the PepsiCo Foundation in partnership with Safe Water Network. In total, Safe Water Network has been able to provide **1.3 million people with safe drinking water in India through 2023.**



Learn more about Safe
Water Network in India





Nigeria

Training women as local water facility mechanics

Program participants are challenging gender stereotypes in their communities.

Lack of access to water, sanitation and hygiene (WASH) services disproportionately affects women and girls as they are **traditionally burdened by activities such as water collection, sanitation, and ensuring good hygiene for their households. These traditions also prevent many women and girls from learning technical job skills.**

Okedara Olajumoke recognized this reality and was selected as a candidate for a WaterAid program designed to equip women and girls with the skills needed to maintain WASH systems and alleviate the burden of these household tasks. Through a **three-day training workshop amongst twenty peers in Lagos State, Nigeria, Okedara learned about the basic maintenance and operation of water facilities.**

She believes the training is transformative and puts her in a position that challenges gender stereotypes. “It will take me places where I have never been before and gives me the opportunity to meet a lot of people,” she says. Following their training, participants like Okedara have been placed in a two-month internship to further hone their skills.

This project is part of a **three-year initiative between WaterAid and the PepsiCo Foundation targeted at improving access to safe water, sanitation and hygiene services** in communities in Lagos State. In the first year of the program, the partnership has directly reached 17,000+ residents with safe water, education, entrepreneurial training and more.





Guatemala

Providing clean water for the next generation

Through local partnerships, we expanded access to clean water in rural communities in Guatemala.



Learn more about Inter-American Development Bank Aquafund in Guatemala.

Eliza Chox Pérez, a single mother living in the small community of Chuialajkaquix, Guatemala, traveled through steep wooded hills multiple times a day to collect clean water for her daughter.

As part of our commitment to safe water access, the PepsiCo Foundation partnered with Accion Contra El Hambre and the Inter-American Development Bank's Aquafund to improve water infrastructure in the area. **The partnership brought a distribution tank, pumping systems, faucets and latrines to four communities and 343 homes.** Where the community used to have access to water for only eighteen days each year, they now have safe water access all year; all Eliza must do is turn on the faucet for clean water.

Motivated to bring about more positive change, Eliza became president of her local sanitation committee. A true changemaker, Eliza ensures that the water and bathrooms in her community are clean, safe and accessible. "I feel happy and I feel that I am capable of achieving anything."



China

Providing communities with updated water infrastructure

We're enhancing water technology to accelerate agricultural outcomes.

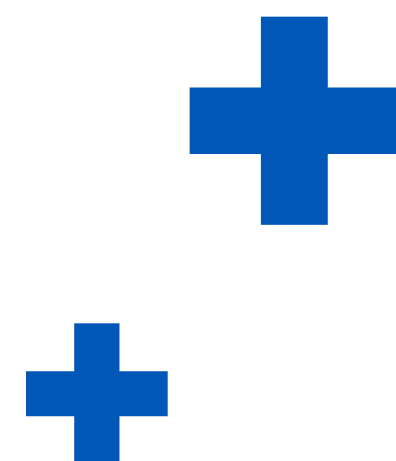
The villages of Shuguang and Xinhua have struggled to produce an agricultural harvest. Shuguang's 700 acres of farmland succumbed to drought and the Xinhua village needed to hire additional workers every year to water the crops effectively, which was inefficient and expensive.

In partnership with the China Women's Development Foundation, the PepsiCo Foundation upgraded irrigation infrastructure for both communities through the Enhanced Agro Water program. In Shuguang, we added 1.6 kilometers of irrigation canals and made existing irrigation systems more efficient. In Xinhua, we installed new valves in the irrigation system, added remotely operated transport railcars and replaced outdated well pumps.

Now, the residents of Shuguang can ensure irrigation to their fields, even in seasons of drought, **increasing the land's yield by approximately 20%**. In Xinhua, watering that **previously took 7 or 8 workers can now be performed by one person**. With support from the PepsiCo Foundation, both villages are now able to get higher yield with income, leaving a long-term impact on the community.



Economic Opportunity





Food
Security



Safe Water
Access



Economic
Opportunity



Employee and
Community
Engagement

Economic Opportunity

How we believe change will occur

Underserved populations in our communities need support through these unpredictable times. We're meeting local needs by investing in education and training programs to drive economic advancement and support the next generation of talent. We're also providing mentoring and financial support to food, agriculture and foodservice small business owners around the world to help them not only start up – but scale up and stay up. These efforts aim to help close the income gap, break down barriers and unlock pathways to prosperity as part of our pep+ journey to build a more inclusive value chain.

Throughout history, underserved communities have been denied access to equitable education, capital and economic opportunity.

GOALS & 2023 IMPACT

◆ GOAL:

Support **1,000+** underserved foodservice businesses in the U.S. with access to capital and business coaching between 2021 and 2025.

◆ IMPACT IN 2023:

Supported **200** underserved foodservice business owners with capital and business.

Coaching, with an additional **826** owners receiving business coaching.

◆ TOTAL IMPACT:

Since 2021, supported **550** underserved foodservice business owners with capital and business coaching, with an additional **1368** receiving business coaching.

◆ GOAL:

Provide **4,000+** scholarships to underserved students in the U.S. by 2025.

◆ IMPACT IN 2023:

845 scholarships awarded to underserved students.

◆ TOTAL IMPACT:

2,925 scholarships awarded to underserved students since 2021.

UN - SUSTAINABLE DEVELOPMENT GOALS

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



17 PARTNERSHIPS
FOR THE GOALS





USA

Helping dismantle barriers for disadvantaged students

We have awarded 2,925 scholarships from 2021 through 2023.

Pamela Morales was a child of a first-generation family looking to break down barriers and did not know what her future would hold. Many minority students face historical barriers that prevent them from getting a degree. That's why the PepsiCo Foundation invests in **scholarships to help underserved populations – including aiming to support more than 4,000 students – complete professional certifications and associate and bachelor's degrees** through the Community College Program.

As a recipient of the S.M.I.L.E. scholarship, awarded to community college graduates transitioning to four-year colleges, Pamela continued her education in Digital Marketing at Baruch College and **will be the first person in her family with a college degree**. “The PepsiCo Foundation’s S.M.I.L.E. scholarship has opened doors for me that I never thought I would be able to get through as a first-generation student,” she said. As a S.M.I.L.E. scholar turned PepsiCo intern, Pamela will also be returning to PepsiCo full time as a Sales Management Associate following her graduation!

The PepsiCo Foundation has awarded **2,925 scholarships from 2021 through 2023 and aims to reach 4,125 scholarships awarded by 2025, helping students in underserved communities find the pathway to prosperity.**



[Learn more about Pamela Morales](#)





USA

Supporting small restaurants, sharing traditions

750 business owners like Joshua and Fabby Archuletta have received support from Impacto.

When Joshua Archuletta and his wife Fabby decided to open a restaurant together, they could never have predicted a global pandemic disrupting their business and lives. After paying rent for their unopened restaurant for 8 months, they were finally able to open **El Roi Café** to the public in 2021.

The Archulettas **credit the Impacto Business Accelerator as a lifeline during the pandemic.** “Thank goodness we found it and applied,” Joshua said. “We needed to pay rent, utilities, and inventory and this helped us catch up. It was the bridge to get us to the next step in opening our business. **Without it, we wouldn’t be open right now.**”

The Impacto Business Accelerator provides capital, coaching, and connections to Hispanic food and beverage business owners. **One hundred businesses, just like El Roi Café, were selected in 2023 to receive a \$10,000 grant to support their businesses.** From its inception in 2021 through 2023, 750 businesses have been supported by the program by receiving funding or coaching.

Now, El Roi is a popular spot for the weekday lunch crowd in downtown Albuquerque, and their reputation is growing. New Mexico Magazine named their green chile cheeseburger as one of 20 burgers “you need to try right now.” With support from Impacto, the Archulettas will continue sharing their culture with their community.



[Learn More about the Impacto Business Accelerator](#)



USA

Empowering the next generation of leaders

Jamila Trimel is mentoring Black girls in her community to be confident leaders of tomorrow.

Jamila took a leap of faith when she left her corporate job to launch **Ladies of Virtue Chicago**, a nonprofit with a mission to empower Black girls to be confident, purpose-driven leaders through one-on-one and group mentorship, leadership development and mental health resources.

In 2023, the **PepsiCo Foundation**, in partnership with **Doritos® SOLID BLACK®**, provided resources and support to **16 Black Changemakers**, including Jamila, who are guiding nonprofit organizations focused on driving culture and giving back to their communities. **Each participant received a \$50,000 grant to further propel positive impact in their communities.**

With the support of the PepsiCo Foundation, Ladies of Virtue will be able to reach more girls and strengthen its infrastructure and programming. **“I am a proud Black Changemaker,”** said Jamila, and with Ladies of Virtue, she is opening doors for the next generation of changemakers.

Learn more about the PepsiCo Foundation and Doritos(R) SOLID BLACK(R) partnership.





Romania

Igniting a passion for learning in children

Romania has a risk of poverty above the European average.

Adi Florea, a 10-year-old boy from the Nucsoara village in Romania, faced numerous challenges including health issues, low self-esteem, and academic struggles. At this time, he didn't attend school regularly and had a negative perception of learning which resulted in him having a significant skills gap compared to other children his age.

Recognizing the systemic challenges Adi faced, the dedicated team at Casa Buna, a nonprofit dedicated to improving social and educational outcomes for marginalized children, intervened to change his trajectory. With the help of a volunteer tutor, Andreea, **and a personalized education plan that incorporated his interests, Adi gradually learned to read, write, and perform basic math.** Now 13 years old, Adi continues to thrive, attending community workshops, completing his homework with Andreea, and embodying success beyond closing his educational gap.

“As he started reading small sentences, **he became more confident** which also changed the way he was behaving and the way other children were relating to him,” Andreea shared about Adi. Casa Buna's program, which aims to break the cycle of poverty and foster community development in Romania, **supported children in 2023 with online tutoring, extra-curricular activities, food distribution and more.**





Egypt

Boosting women's access to male-dominated career fields

Miral found a career path that fits her interests, talents and experience.

When Miral Mahmoud Mohamed Al Nady Mohamed graduated from business school in 2022, she was eager to apply for the She Works Wonders program. “Once the applications were open, I applied right away. Working at PepsiCo was one of my dreams. That’s why I got very excited to participate in the program.”



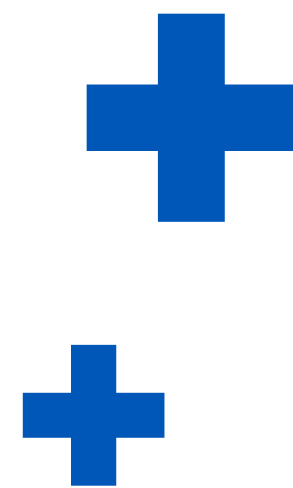
[Learn More about She Works Wonders](#)

She Works Wonders is a collaboration between PepsiCo Egypt, INJAZ Egypt and the Egyptian Ministry of Higher Education with funding from the PepsiCo Foundation to boost women’s access to careers in male-dominated fields through training, mentorship and learning bootcamps. **In 2022, 50 women completed the She Works Wonders Program which secured them an internship with PepsiCo** with potential to be hired full-time when the internship concluded. **In the first phase of the program, from 2022 to 2023, She Works Wonders had 600 participants. In its second phase from 2023 to mid 2024, the program will accept 1,200 participants.**

Through her time in the training program, Miral found a career path that fit her interests, talents and previous experience. “This experience helped me bridge the gap between the theoretical knowledge I gained in the program and the on-ground professional life,” she explained.

Now, Miral works as a coordinator at INJAZ Egypt, helping the next cohort of women in the She Works Wonders Program and becoming a changemaker herself. “Through the training, my perception of work has undergone a remarkable transformation; it became no longer solely about chasing financial gain. Instead, **I now know that there is always room to incorporate my passion and pursue endeavors I genuinely enjoy.** As a result of this transformative journey, I feel I am a confident and content individual.”

PepsiCo Associate & Community Engagement



PepsiCo Associate and Community Engagement

The PepsiCo Foundation has a long history of supporting and working in PepsiCo's local communities. In times of great need, whether it's PepsiCo associates or others who need help, we step up. And in turn, PepsiCo's associates give back by volunteering to help others, or by making generous donations to some of the deserving causes we support.

UN - SUSTAINABLE DEVELOPMENT GOALS



2023 IMPACT

✦ Donated over **\$16 million** to nonprofit organizations around the world through our PepsiCo associate donation matching program. **7,519** PepsiCo associates made 34,535 donations to **4,445** nonprofits.

✦ Granted **\$1 million** in **\$10,000** grants through our Community Impact Grants program to **100** nonprofits across North America addressing access to nutritious food, safe water and economic opportunities.

✦ **6,639** PepsiCo associates volunteered in groups through our Give Together volunteering program and generated **\$530,000** for **74** nonprofit organizations across the globe.

✦ **29,500** PepsiCo associates participated in PepsiCo's global Move for Good step challenge, which resulted in the PepsiCo Foundation donating of **\$300,000** to nonprofits supporting children's nutrition around the world including: Share Our Strength (United States), FoodForward South Africa, Raks Thai Foundation (Thailand), Food Banks Canada, Tider (Turkey), Fundacion Mexicana de Apoyo Infantil A.C. (Mexico).





Worldwide

Acting swiftly in times of crisis

With the increasing frequency and scale of climate and humanitarian disasters across the world, we stand with all those impacted and are committed to providing funding and on-the-ground support to those that need it most in our communities.

Earthquakes in Türkiye-Syria

After a devastating 7.8 magnitude earthquake struck South-East Türkiye and North-West Syria, **PepsiCo and the PepsiCo Foundation provided \$1.2 million, inclusive of PepsiCo associate donations and matching, in humanitarian aid** to local partner organizations, Tider and Ahbap, and global relief organizations including World Food Programme and American Red Cross.

Wildfires in Hawaii

In the wake of the wildfires across Hawaii, the local PepsiCo business and the PepsiCo Foundation partnered with The Salvation Army, Gold Star Foods and other local organizations and **donated \$100,000 to support wildfire relief efforts in each impacted region and provide immediate donations** of Food for Good meals, Frito-Lay products, Aquafina bottled water, and more to those in need.

Wildfires in Canada

The PepsiCo Foundation and PepsiCo Canada partnered to **donate \$100,000 to the Canadian Red Cross** to provide resources for wildfire relief efforts in British Columbia and the Northwest Territories.

Hurricane Otis in Mexico

The PepsiCo Foundation and PepsiCo Mexico partnered and **donated \$187,000 to provide food and hygiene resources to over 12,500 individuals impacted by Hurricane Otis'** destruction on Mexico's southern Pacific coast.

Conflict in the Middle East

The PepsiCo Foundation pledged \$1 million to humanitarian organizations

that focused on urgent relief efforts in Israel and Gaza. The Foundation also matched PepsiCo associate contributions 2:1 for eligible nonprofits providing direct assistance to the region.

Earthquake in Morocco

The PepsiCo Foundation worked with World Central Kitchen and donated **\$50,000** to provide Moroccan communities impacted by a severe earthquake with **meals to support recovery**.

Floods in Libya

The PepsiCo Foundation partnered with the World Food Programme and **donated \$100,000 to support flood relief efforts for impacted communities in Libya, an effort which is estimated to reach thousands of people.**

Provided over \$2.5 million in disaster and humanitarian relief grants in 2023





Worldwide

Investing in PepsiCo associates and their families

Since inception, we have awarded \$70 million and 6,000+ scholarships.

Mike Burmudzija, a PepsiCo associate of nearly 30 years, wanted to support his daughter Shaye's education in any way he could, and he encouraged her to apply for the PepsiCo Foundation Family Scholars program. As a scholarship recipient, Shaye received financial support all five years she attended university, allowing her to graduate with zero debt. "To see PepsiCo invest in my daughter's future like that was just amazing," Mike says.

The PepsiCo Foundation Family Scholars Program awards hundreds of scholarships annually to the children of PepsiCo associates pursuing post-secondary education. Through 2023, **the program has awarded more than 6,000 scholarships and nearly \$70 million globally.**

Following her graduation, Shaye was chosen to complete a sales leadership program with PepsiCo Foods Canada and now works for the company full-time as a territory sales representative. **"The support helped me turn my part-time summer job with PepsiCo into a career. The scholarship gave me a chance to blaze my own trail at PepsiCo."**

[Learn More about the PepsiCo Foundation Family Scholars Program](#)





AMESA

Filling hearts during a season of charity

The Filling Hearts Outside the Box campaign brought meals to underserved communities during Ramadan.

Ramadan is an important period of reflection, a time to strengthen community ties, and an opportunity for local associates to gather to mark the occasion. In the Africa, Middle East & South Asia (AMESA) region, PepsiCo associates in Egypt, Iraq, Lebanon, Pakistan and Saudi Arabia celebrated Ramadan through the new **Filling Hearts Outside the Box** campaign, with funding from the PepsiCo Foundation.

During Ramadan, the PepsiCo Foundation and PepsiCo AMESA donated \$300,000 to local nonprofit organizations to support PepsiCo associate meal packing events throughout the month. Across the region, PepsiCo associates and nonprofit partners packed and donated over 1.1 million meals for those in need. The campaign initiative also included programming and games for local children to participate in at local Ramadan celebrations.

“Through this campaign, we hope to inspire individuals to perform acts of kindness, no matter how small, to make a positive impact on those around them,” said Eugene Willemsen, CEO PepsiCo AMESA. The PepsiCo Foundation is committed to serving those in need, during seasons of giving and year-round.

Learn More about the Filling Hearts Campaign





Worldwide

Taking action during the season of giving

PepsiCo associates around the world volunteered their time to feed their communities.

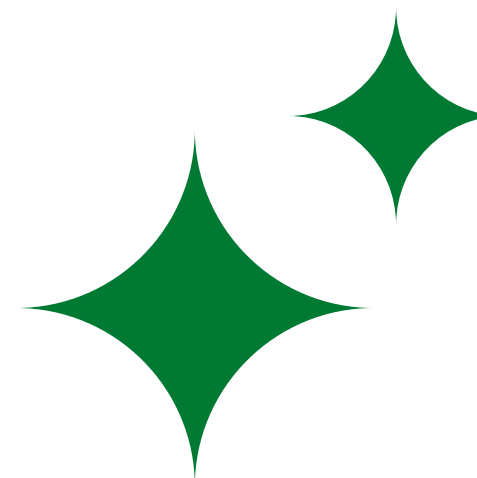
The December holiday season should be a time of celebration and gratitude, but for many, it is a time that leads to increased hunger and economic disparity. In response, **the global PepsiCo community came together this year to maximize impact and provide meals to those in need in PepsiCo's communities around the world.**

PepsiCo associates convened for a series of 17 “Holiday Hunger” meal packing events, uniting to make the greatest possible difference. Events were held in the United States, United Kingdom, Spain, Mexico, South Africa and Australia in partnership with local nonprofits.

Together, we **engaged over 670 PepsiCo associates to pack 65,000 meals and food packages were donated to local organizations for distribution in time for the holidays.** When we join together to uplift those in need, we can make an unimaginable difference.



[Learn More about the issue of Holiday Hunger](#)



[Learn More about PepsiCo employee volunteering events](#)



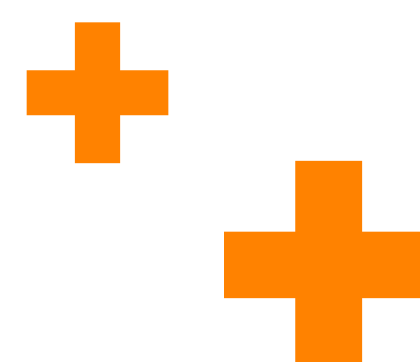
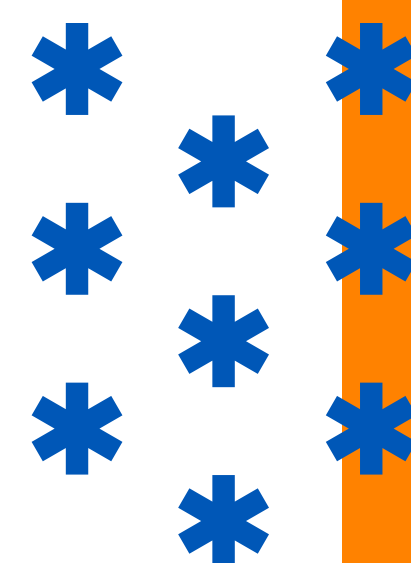


Worldwide

Engaging PepsiCo associates for good

The PepsiCo Foundation's annual PepsiCo Gives Back campaign has taken place in October for 15+ years and it's a well-known and established opportunity for PepsiCo associates to give back to causes they're most passionate about. What was different and unique in October 2023 were the significant global issues capturing the attention and hearts of PepsiCo associates across the globe. PepsiCo's associates felt both a desire and responsibility to get involved and the PepsiCo Gives Back campaign empowered them to show up for their communities during this time of great need.

As a result of the month-long global fundraising, engagement and awareness campaign, 4,642 PepsiCo associates made 6,810 donations to 2,900 nonprofit organizations totaling \$4.8 million. With the PepsiCo Foundation match added, \$11.5MM will be donated to nonprofit organizations across the globe.



✦ **\$4.8** million donated by PepsiCo associates

✦ **\$11.5** million donated in total with the PepsiCo Foundation match

✦ **111%** increase in total dollars donated

✦ **29%** increase in # of donors

✦ **38%** increase in participating countries

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2024

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We Feed Potential

