DEI COMPANY PROFILE, JUNE 2023

PepsiCo

Food & Beverages

Scores & Ratings

- **Score:** Absolute performance (0 lowest and 100 highest)
- **Absolute rating:** conversion of score intervals into rating
- **Relative rating:** performance relative to country/industry quartiles

Read about methodology

Total Diversity, Equity & Inclusion (DEI) scores & ratings

A holistic DEI performance at all levels in the company, enclosing more than 15 DEI dimensions

	Score	Absolute rating	Relative rating
OVERALL DEI	62/100	A*	A***
BOARD LEVEL DEI	59/100	A*	A*
EXECUTIVE LEVEL DEI	55/100	B***	A*
COMPANY LEVEL DEI	71/100	A*	A***

Race/Ethnicity scores & leadership composition

Performance of the company in mirroring race/ethnicity composition of its countries of operations

RACE/ ETHNICITY

Score **66**/100

Absolute rating: A*

Relative rating: A**

RACE/ETHNICITY IN LEADERSHIP TEAMS

● = less than 10% ● = 10% to 20% ● = more than 20%

	Caucasian	Black	Hispanic	Asian	Indigenous	ME&NA
Board of Directors	●	●	○	○	○	○
Executive team*	●	○	○	○	○	○

*) Executive team members as disclosed by the company

Selected DEI scores & ratings

DEI performance can be measured on more than 15 DEI dimensions, contributing to the overall DEI performance

	Score	Absolute rating	Relative rating
GENDER	52/100	B***	A***
SEXUALITY	49/100	B***	A*
DISABILITY	28/100	B***	B*
DEI ENGAGEMENT	90/100	A***	A***

Source: Denominator, June 2023

Denominator