



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS (2026)

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

PepsiCo North America has been and will continue to be an equal opportunity employer. To ensure full implementation of this equal employment policy, we will take steps to ensure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, color, age, sex or gender, sexual orientation, gender identity, gender expression, transgender status, religion, creed, national origin, ethnicity, citizenship, ancestry, disability, genetic information, military or veteran status, pregnancy, marital or familial status, or any other protected category under applicable law.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, color, age, sex or gender, sexual orientation, gender identity, gender expression, transgender status, religion, creed, national origin, ethnicity, citizenship, ancestry, disability, genetic information, military or veteran status, pregnancy, marital or familial status, or any other protected category under applicable law.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice the complainant reasonable believed to be unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

Responsibility for ensuring compliance and continued implementation of the policy for your facility is assigned to your respective People Business Partner. Any applicant or associate with a disability requiring a reasonable accommodation should contact your Business Partner for assistance.

It is the Company's strong desire that this Equal Employment Opportunity policy be carried out in spirit as well as in fact. We want to do everything possible to provide applicants and associates the maximum opportunity to capitalize on their abilities.