These steps are only the beginning. Over the next five years, we will expand our pursuit of racial and social justice in communities around the world.

We proudly stand with all of our associates and communities, and together we can build a more equitable future.

**PEOPLE**

- **Increasing Hispanic Managerial Representation to 10%**, including adding 50 Hispanic Associates to our executive ranks.
- **Building Inclusiveness** through increased training, development, and mentorship.
- **Providing Educational Support** through coaching and professional skills development.

**BUSINESSES**

- **Increasing Hispanic Managerial Representation to 10%**, including adding 50 Hispanic Associates to our executive ranks.
- **Building Hispanic-Owned Supplier Capability** in areas such as Agriculture and Sustainable Packaging.

**COMMUNITIES**

- **Providing Funding** for community organization partners that deliver programs to uplift the Hispanic community.
- **Expanding Food for Good** program to provide jobs and nutritious food access in Hispanic communities.
- **Continuing an Existing Two-Year Trade Certificate Community College Scholarship Program** to increase availability and access to scholarships for Hispanic students transitioning from 2- to 4-year programs in New York, Dallas, and Chicago.
- **Investing $5.5 Million in Community Impact Team (CIT) grants** to address systemic issues.
- **Investing $1 Million** to replicate Southern Dallas Thrives in Chicago.
- **Investing $6.5 Million** in Community Impact Team (CIT) grants to address systemic issues.
- **Investing $1 Million** to replicate Southern Dallas Thrives in Chicago.

We’re investing $172 million in commitments over the next five years to uplift Hispanic communities and businesses, and increase Hispanic representation at all levels within PepsiCo.