



B.C. Pay Transparency Report 2025

PEPSICO BEVERAGES CANADA



EMPLOYER INFORMATION

Employer: PepsiCo Beverages Canada (PBC)

Address: 2095 Matheson Boulevard East,
Mississauga, ON L4W 0G2

Reporting Period: January 1, 2024 – December 1, 2024

NAICS Code: 312110

Number of Employees: 300+





OUR RESULTS

At PepsiCo Beverages Canada (PBC), people are at the heart of everything we do so our efforts to foster an inclusive workplace is paramount. We recognize that our people are the cornerstone of our success, driving our ambition to build an inclusive, performance-driven culture where all individuals can thrive. Maintaining pay equity remains a key focus for us, and we are proud to share our efforts in this space.

PBC continues to advance our Pay Equity initiatives, including efforts to support attracting, retaining, and developing talent across all communities. We have robust, long-standing processes for managing pay programs supporting pay equity across employee groups.

Additionally, PBC maintains legislated pay equity plans designed to eliminate gender-based wage discrimination and ensure equal pay for work of equal value across our professional and frontline populations. Our pay transparency practices are essential in closing gaps and shaping inclusive talent strategies for growth for all.

Our initiatives are also bolstered by the impactful contributions of our Employee Resource Groups. These groups foster dialogue, provide opportunities for cultural education, and drive positive change. For example, the Women's Inclusion Network plays a pivotal role in supporting women and allies and providing opportunities for connection and education across our workforce.

Our recent upgrades to extended health and family-friendly benefits highlight our dedication to supporting an array of family journeys. We've expanded coverage for surrogacy, adoption, and fertility drugs, and introduced new supports for fertility treatments. In addition to these expanded benefits, PepsiCo also enhanced how health care is accessed so that geography and availability are not barriers to support. Virtual health care plays a crucial role in promoting inclusion in our workforce by offering accessible, timely medical consultations and support regardless of location, schedule, or mobility constraints. These enhancements demonstrate our efforts to provide thorough support to our employees during moments that matter in their lives.

The information and data shared are accurate and comply with all mandatory reporting requirements for the province of B.C.. At PepsiCo Beverages Canada, we remain steadfast in our commitment to championing inclusion for growth, creating a workplace where every individual feels valued, supported, and inspired to excel.



Dave Moncur
Vice President, People
PepsiCo Canada

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap (GPG) is the difference in the average rate of pay of employees in the reference category (men) vs. the other gender categories*. All data is based on figures gathered for the 'reporting period' (Jan. 1, 2024 – Dec. 31, 2024) for employees working on site or remotely in the province of British Columbia, Canada.

The GPG differs from equal pay, as the latter is the legal requirement for men and women to be paid the same for performing identical work, or work of equal value. We conduct annual pay audits to ensure that we fully comply with equal pay regulation.

*Fewer than 10 employees reported their gender as "Woman" or "non-binary" and therefore those gender classifications are not included in this report.



WHAT IS REPORTED?

>HOURLY PAY GAP

This measures the differences in earnings between genders, based on basic, regular pay during the reporting period. This is reported as a mean and median figure.

>OVERTIME PAY GAP

This measures the differences in overtime hours worked and overtime earnings paid between genders during the reporting period. This is reported as a mean and median figure.

>PROPORTION OF MEN AND WOMEN RECEIVING OVERTIME PAY

>BONUS PAY GAP

This measures the differences in earnings between genders based on bonus (any additional renumeration), paid during the reporting period. This is reported as a mean and median figure.

>PROPORTION OF MEN AND WOMEN RECEIVING BONUS PAY

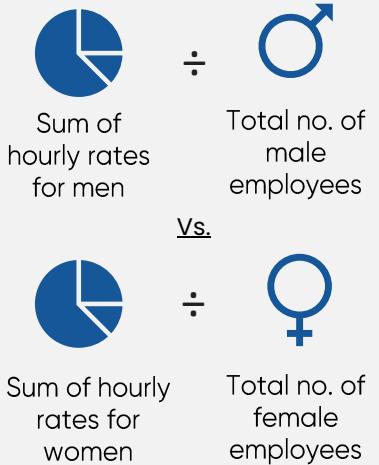
>PROPORTION OF MEN AND WOMEN IN DIFFERENT PAY QUARTILES

All salaries are ranked from highest to lowest and divided into four evenly-sized groups. This measure shows the percentage of men and women in each group.

HOW THE GENDER PAY GAP IS CALCULATED

>MEAN

The mean is determined by summing the total pay for employees and dividing it by the number of employees. This calculation is performed individually for both men and women, and their respective totals are compared. Although this provides an 'absolute' average, this figure can be easily skewed by a small number of high or low earners or a small population size. Reporting both mean and median figures provides a more rounded appreciation of the GPG.



>MEDIAN

Simply put, the median is the value that falls exactly in the middle when arranging pay from lowest to highest. It is widely regarded as a reflection of 'typical' pay because it is less affected by extreme low or high pay values.



OUR GENDER PAY GAP RESULTS

Central to our compensation strategy is a performance-driven pay philosophy, rewarding employees based on individual contributions and achievements. This approach fosters a meritocratic environment where talent and effort are recognized and rewarded.

Our gender pay gap analysis this year is shaped by significant limitations in self-identification data. The B.C. Pay Transparency Act requires organizations to report compensation data based on gender, not sex.

While our internal systems have historically collected sex data for regulatory and administrative purposes, gender data can only be captured through voluntary employee self-identification. This distinction is critical, as it means our ability to report on gender-based pay outcomes is entirely dependent on employees choosing to self-identify.

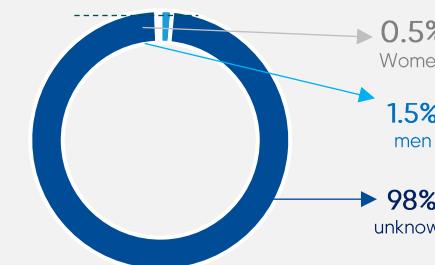
This distinction does not imply inequality in pay practices. PepsiCo's compensation programs are designed to support our employees—regardless of sex or gender—and support fair pay for their roles and contributions. While we use sex data for purposes of running pay equity analysis, gender data, when voluntarily provided, enhances our ability to report more inclusively and transparently under provincial legislation.

Despite our efforts this year to encourage voluntary disclosure, the number of responses across gender categories was insufficient to support meaningful analysis of gender-based pay outcomes. As a result, the available data only reflects comparisons between "Men" and "Unknown" categories, which does not provide a representative or actionable view of gender pay for this reporting exercise.

Despite the data limitations, we continue to strive to foster a workplace where all employees—regardless of gender—have equal access to opportunity, recognition, and reward. We continue to invest in recruitment strategies, inclusive career development programs, and transparent pay practices to support this goal.

As we move forward, increasing participation in self-identification will be a critical focus, as it will enable us to better understand the experiences of all employees.

OUR WORKFORCE



HOURLY PAY RESULTS

Mean

Men	\$1.00
Unknown	\$0.94

Median

Men	\$1.00
Unknown	\$0.97

OVERTIME PAY RESULTS

Mean & Median Overtime Pay

These measures cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean & Median Overtime Paid Hours

These measures cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

These measures cannot be displayed because there is insufficient data to meet disclosure requirements.

BONUS PAY RESULTS

Mean & Median Bonus Pay

These measures cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

These measures cannot be displayed because there is insufficient data to meet disclosure requirements.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

Upper hourly pay quartile (highest paid)*	Upper middle hourly pay quartile*
Unknown (100%)	Unknown (100%)
Lower middle hourly pay quartile*	Lowest hourly pay quartile (lowest paid)*
Unknown (100%)	Unknown (100%)

*The pay quartiles were reduced to suppress gender categories consisting of less than ten (10) employees.

INCLUSION FOR GROWTH

Supporting inclusion for growth is not only the right thing to do for society, but it's also critical to the long-term success of our business. This is woven into our values and our vision of Winning with PepsiCo Positive (pep+), our end-to-end transformation strategy for creating growth and shared value with sustainability and human capital at the center.

By building a workforce that reflects society, the better we are at meeting the needs of our consumers and customers, and the faster we can grow our business and create value for our stakeholders. We strive to discover, attract, retain and develop top talent, all while fostering an inclusive working environment.



>RECRUITMENT

DIVERSIFYING OUR RECRUITMENT STRATEGIES

We work to complement our existing recruiting practices to reach broad talent pools.

PROMOTING INCLUSIVITY THROUGH SELF-IDENTIFICATION

We continue to strive to create a collaborative and inclusive space where everyone has a voice. We invite all associates to voluntarily self-identify their gender, among other identities and statuses.

>RETENTION

PROVIDING SUPPORT FOR WORK-LIFE BALANCE

We are dedicated to fostering a healthy work-life balance with a variety of initiatives. We offer flexible work options and schedules to meet individual needs while maintaining business efficiency. Our vacation purchase program allows employees to buy extra time off, and we provide both unpaid leave and a six-month paid sabbatical for extended breaks. Additionally, our comprehensive parental leave policies include paid maternity, adoption, and parental leave, along with structured return-to-work programs and gradual return options to ensure a smooth transition back to work.



INCLUSIVE AND FAMILY-FORMING BENEFITS

We strive to support employee well-being through a range of inclusive benefits for various life stages. Our comprehensive coverage includes fertility treatments, and select surrogacy, adoption, and gender affirmation expenses. We provide extensive resources for women's and men's health, menopause support, and mental health services for the whole family. Our benefits also cover support resources for children and elderly caregivers. Financial wellness is also a priority, with resources and flexible spending accounts available to help manage expenses. To further improve access to care, we offer virtual health care services that provide timely, confidential medical consultations regardless of location, schedule, or mobility ensuring employees and their families can get the support they need when they need it. Furthermore, we offer general wellness and wellbeing resources to promote a balanced and healthy lifestyle for our employees and their families.

GATHERING EMPLOYEE FEEDBACK

A strong culture is a cornerstone of PepsiCo. The One PepsiCo Way behaviors foster a passionate culture of engagement that motivates employees to be their best and do their best work. One of our behaviors is to Include Every Voice, encouraging employees to communicate openly and effectively. We offer multiple channels for employees to provide feedback on workplace inclusivity at PepsiCo Canada. Employees can share their experiences regarding discrimination and harassment through our PepsiCo Speak Up hotline. We have processes in place to track and address reports to continue to provide a responsive and supportive environment.

>DEVELOPMENT

EMPOWERING OUR WORKFORCE THROUGH EMPLOYEE RESOURCE GROUPS (ERGs)

Our ERGs are critical in helping drive our culture while fostering innovation and growth. These communities are spaces where all voices are listened to and valued. They truly connect, educate, and celebrate associates, allies, and our communities. Participation in ERGs is open to all and fosters a sense of belonging and helps support personal development by empowering employees to bring their whole selves to work. They also provide opportunity for employees to connect with and learn from others.

PROVIDING TOOLS FOR EMPLOYEES TO ELEVATE THEIR BUSINESS IMPACT AND ACHIEVE CAREER AMBITIONS

Our training and development programs are designed to empower every employee to reach their full potential. We foster an inclusive environment where all perspectives are valued, and continuous learning is encouraged. Through a wide range of learning opportunities, from leadership development to functional skill-building, we support personal and professional growth at every stage of an employee's career.

BUILDING A STRONG INTERNAL BENCH OF TALENT FOR FUTURE LEADERSHIP ROLES

Through succession planning and development strategies, we strive for wholistic, and proactive talent growth fueled by an environment that provides equal opportunity career growth for all.