

Our Global Leadership Team

PepsiCo's strong results are driven by a deeply experienced, global leadership team that is aligned to position our new business structure for future growth.

Our PepsiCo Executive Committee provides a solid bench of leadership talent, with over 415 years combined PepsiCo experience. We are also continually feeding and developing the leadership pipeline with our Leadership Development MBA internship program, through our annual "Ring of Honor" sales awards and leadership development program, our Multicultural Inclusion Summit, and by hiring the very best experienced leaders into strategic roles. And our new organizational structure provides more executives with the opportunity to run large businesses and gain global operating experience.

Our leadership team is ready to instill the best of PepsiCo across all of our divisions and geographies to generate profitable growth, expand our global presence and continue our journey for Performance with Purpose.

Diversity and Inclusion Statistics

	Total	Women	%	Minority	%
Board of Directors*	10	3	30	3	30
Senior Executives**	28	3	11	12	43
Executives (U.S.)	2,326	763	33	470	20
All Managers (U.S.)	10,862	4,037	37	3,003	28
All Employees (U.S.)***	58,532	15,125	26	17,936	31

At year-end we had approximately 185,000 associates worldwide.

*Our Board of Directors is pictured on page 29.

**Includes PepsiCo Executive Committee members listed on the next page.

***Includes full-time employees only.

OUR NEW BUSINESS STRUCTURE

In the fourth quarter of 2007, PepsiCo announced a strategic realignment of our organizational structure. Beginning in 2008, we are now organized into three business units, as follows:

- 1) PepsiCo Americas Foods (PAF)**, which includes Frito-Lay North America, Quaker Foods North America and all of our Latin America food and snack businesses, including our Sabritas and Gamesa businesses in Mexico.
- 2) PepsiCo Americas Beverages (PAB)**, which includes PepsiCo Beverages North America and all of our Latin America beverage businesses.
- 3) PepsiCo International (PI)**, which includes all PepsiCo businesses in the United Kingdom, Europe, Asia, Middle East and Africa.

The financial section of this annual report (pages 31-86) is based on the 2007 reporting structure. Turn to pages 12-17 of this annual report for highlights of the successes and capabilities of the new business structure, as shared by the CEOs of PAF, PAB and PI.



PepsiCo Executive Committee

Corporate

25 Indra K. Nooyi
Chairman of the Board and
Chief Executive Officer

13 Mitch Adamek
Senior Vice President and
Chief Procurement Officer

3 Rich Beck
Executive Vice President
PepsiCo Chicago

12 Robert Dixon
Senior Vice President, Global
Chief Information Officer
PBSG

19 Richard Goodman
Chief Financial Officer

20 Julie Hamp
Senior Vice President
PepsiCo Communications

10 Mehmood Khan
Chief Scientific Officer

15 Ronald C. Parker
Senior Vice President
Chief Global Diversity and
Inclusion Officer

17 Larry D. Thompson
Senior Vice President
Government Affairs, General
Counsel and Secretary

6 Cynthia M. Trudell
Senior Vice President
PepsiCo Human Resources

PepsiCo Americas Foods

22 John C. Compton
Chief Executive Officer
PepsiCo Americas Foods

24 Albert P. Carey
President and
Chief Executive Officer
Frito-Lay North America

28 Mark Schiller
President
Quaker Foods and Snacks
North America

18 Pedro Padierna
President
Sabritas Region

14 Jose Luis Prado
President
Gamesa-Quaker

16 Olivier Weber
President
South America Foods

26 Tom Greco
President
PepsiCo Sales

PepsiCo Americas Beverages

21 Massimo F. d'Amore
Chief Executive Officer
PepsiCo Americas Beverages

8 Hugh Johnston
President
Pepsi-Cola North America

23 Todd Magazine
President
Gatorade

2 Luis Montoya
President
Latin America Beverages

27 Chris Furman
President
PepsiCo Foodservice

5 Neil Campbell
President
Tropicana

PepsiCo International

7 Michael D. White
Chief Executive Officer
PepsiCo International
Vice Chairman, PepsiCo

1 Tim Minges
President
PepsiCo Asia Pacific

9 Zein Abdalla
President
PepsiCo Europe

11 Saad Abdul-Latif
President
PepsiCo SAMEA Region

4 Salman Amin
President
PepsiCo United Kingdom

