

## **Corporate Social Responsibility (CSR) Policy**

As updated on:  
12th June, 2025

### **PepsiCo India**

PepsiCo India Holdings Private Ltd. (“**PepsiCo India**”) has been operating in India since 1989 and is one of the leading food and beverage companies in the country. Guiding PepsiCo India is our vision that captures PepsiCo’s competitive spirit, intense focus and shared values: to Be the Global Leader in Beverages and Convenient Foods by Winning with PepsiCo Positive (pep+). Pep+ is our roadmap for how we operate within planetary boundaries and promote positive change for the planet and people. Our business is intrinsically tied to the health of the planet and the resilience of our food system so investing in community, environment and people is essential and will help our business thrive in the long term.

As a responsible Corporate, PepsiCo India is committed and dedicated in fostering sustainable development and promoting inclusive growth through CSR implementation in communities where we operate.

### **Title and Applicability**

The CSR Policy has been prepared by PepsiCo India in line with the provisions of Section 135 of the Companies Act 2013 (as amended from time to time). This policy shall apply to all Corporate Social Responsibility (CSR) initiatives, projects, programmes, and activities undertaken by PepsiCo India and its subsidiaries in India.

This Policy shall serve as a guiding document to help identify, execute, and monitor CSR projects in keeping with the spirit of the Policy.

### **CSR Program Areas - India**

The CSR program areas shall be aligned with PepsiCo India philosophy of promoting positive change to the planet and people which is in keeping with those in schedule VII of Section 135 of the Companies Act 2013. PepsiCo India through its CSR will support programs/projects from any one or more of the following activities:

CSR Activities (Items from the list of activities in schedule VII to the Companies Act, 2013)

1. Eradicating poverty, hunger and malnutrition, promoting health care which includes sanitation and preventive health care, contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
2. Improvement in education which includes special education and employment strengthening vocation skills among children, women, elderly and the differently-abled and livelihood enhancement projects.

3. Improving gender equality, setting up homes and hostels for women and orphans, empowering women, setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
4. Safeguarding environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining a quality of soil, air and water which also includes a contribution for rejuvenation of river Ganga.
5. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts.
6. Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows.
7. Training to stimulate rural sports, nationally recognized sports, Paralympic sports and Olympic sports.
8. Contribution to the Prime Minister's National Relief Fund, Prime Minister's Central Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development providing relief and welfare of the Scheduled Castes, the Scheduled and backward classes, other backward classes, minorities and women.
9. a. Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government, State Government, Public Sector Undertaking or any agency of the Central Government or State Government.
9. b. Contributions to public funded Universities, IITs, National Laboratories and autonomous bodies established under DAE, DBT, DST, Department of Pharmaceuticals, Ministry of AYUSH, Ministry of Electronics and Information Technology and other bodies, namely DRDO, ICAR, ICMR and CSIR, engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
10. Rural development projects.
11. Slum area development. Slum area means any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.
12. Disaster management, including relief, rehabilitation and reconstruction activities.

PepsiCo India will focus on putting its efforts in implementing the CSR projects around the local areas / community where the company operates in India. In addition, on need basis, PepsiCo India will also implement CSR projects in other areas which may demand larger community requirements (Eg. Disaster management or protection of natural heritage etc).

## Responsibility of Board of Directors

As per the provisions of the Companies Act 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014 (“CSR Rules”), the Board of Directors of PepsiCo India shall:

1. After taking into account the recommendations made by the Corporate Social Responsibility Committee, approve the Corporate Social Responsibility Policy for the company and disclose contents of such Policy in its report and also place it on the company's website, if any, in such manner as may be prescribed.
2. Align the company’s CSR activities to keep up with the Corporate Social Responsibility Policy.
3. Spend, in every financial year, at least two per cent of the average net profits of the company made during the three immediately preceding financial years, in pursuance of its Corporate Social Responsibility Policy.
4. The Board of Directors shall have the power to make any change(s) in the constitution of the CSR Committee.

## Composition of CSR Committee

The composition of the CSR Committee of PepsiCo India is as under:

### PepsiCo India Holdings Pvt. Ltd.

S. No.	Name
1	Mr. Rinkesh Satija
2	Mr. Prateek Gupta

### PepsiCo India Sales Pvt. Ltd.

S. No.	Name
1	Mr. Mridul Rawal
2	Mrs. Shailee Chatrath

## Roles and Responsibilities of CSR Committee

As defined under the provisions of the Companies Act 2013, the CSR Committee shall:

1. Prepare, revise and modify the CSR Policy for PepsiCo India and place the same with the Board of Directors for its approval.
2. Ensure that the programmes/projects undertaken by PepsiCo India are aligned with the approved CSR policy and Schedule VII of the Companies Act 2013.
3. Review and approve annual budgets with respect to CSR programmes.
4. Develop a framework for monitoring of the CSR projects/programmes, and focus on evaluating the need for undertaking an Impact Assessment for applicable CSR projects.
5. Assist the Board of Directors in preparation of the annual CSR report as required to be filed under the provisions of the Companies Act 2013/CSR Rules;
6. Reviewing the findings and recommendations regards the CSR initiatives from any investigation or audit conducted by regulatory agencies or external auditors or consultants;

7. In case PepsiCo India is not able to spend the stipulated two percent of the average net profits of the preceding three financial years or any part thereof, the CSR Committee shall provide the reasons for not spending the amount to the Board of Directors;
8. Respond to any query, observation or clarification sought by the Ministry of Corporate Affairs or any other regulatory authority with regard to PepsiCo India's CSR initiatives;

### **CSR Budget**

The CSR Committee shall recommend the amount of expenditure to be incurred on the CSR activities to be undertaken by PepsiCo India as specified in Schedule VII of the Companies Act 2013. In case of any surplus arising out of CSR projects, the same shall not form part of business profits of PepsiCo India. At the close of a financial year, any unspent Corporate Social Responsibility (CSR) amount will be dealt with in accordance with the applicable provisions of Companies Act 2013 and the applicable CSR Rules.

### **Implementation**

PepsiCo India may implement its CSR programmes/projects directly or through an implementation partner that may be a public charitable trust or a society registered under applicable Act or a Company registered under Section 8 of the Companies Act, 2013 or any entity established under an act of parliament or a state legislature subject to applicable provisions of Companies Act, 2013.

### **Monitoring**

PepsiCo India shall institute a monitoring and review mechanism to monitor its CSR project/programmes as per applicable law. The monitoring mechanisms may include:

1. Clear targets, time lines and measurable indicators, wherever possible;
2. A progress monitoring and reporting framework that is aligned with the requirements of Section 135 of the Companies Act 2013 and the CSR Rules

### **Reporting**

PepsiCo India will report CSR performance in its annual report as per the structure and format prescribed in the notified CSR Rules.

### **Validity and amendments of CSR Policy**

This policy shall remain in force unless amended/modified in accordance with applicable law. This policy can be amended/modified in such manner as may be specified under law, or with the approval of the Board of Directors on the recommendations made by the CSR Committee.