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PEPSICO INC (PEP)

2026 DEF 14A · filed 2026-03-27 · CIK 0000077476

Headline facts

CEO TOTAL PAY

$5,771,000

Ramon L. Laguarta · 2025 · “ 15% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

449 to 1

Median employee: $53,296

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from PEP’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
NKE NIKE, Inc.	$26,018,068	545 to 1	$48,723	Compensation Committee
PFE PFIZER INC	$27,585,301	277 to 1	—	Compensation Committee
PG PROCTER & GAMBLE Co	—	276 to 1	$79,510	Compensation Committee
VZ VERIZON COMMUNICATIONS INC	$34,311,016	248 to 1	—	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Ramon L. Laguarta Chairman of the Board and Chief Executive Officer	$1,804,615	$11,550,008	$3,136,000	$652,355	**$5,771,000**
Silviu Popovici CEO, EMEA	$841,667	$2,425,560	$1,045,350	$1,182,553	**$1,589,350**
Steven Williams CEO, NA	$999,231	$3,795,011	$825,000	$130,302	**$1,505,000**
Becky Schmitt EVP and CPO	$746,154	$1,781,963	$777,760	$128,740	**$1,219,760**
Steve Schmitt EVP and CFO	$121,154	$6,999,980	$1,066,500	$8,955	**$1,066,500**
Jamie Caulfield Former EVP and CFO	$742,308	$2,144,966	$790,990	$25,350	**$790,990**

CEO pay mix (latest year)

Base salary	11%
Cash incentive	18%
Equity	67%
Other	4%
At-risk	**86%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 05:16:54Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 449 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

"NEOs in the Summary Compensation Table, including the value of retirement benefits.   As reported in the Summary Compensation Table on page 69, our CEO's compensation was $23,903,545. Based on this information, the ratio of Mr. Laguarta's annual total compensation to the median employee compensation for 2025 was estimated to be 449 to 1. 84 | PEPSICO 2026 Proxy Statement (2) The following table describes the adjustments for 2025, each of which is prescribed by SEC rules, to calculate the CAP Amounts from the Summary Compensation Table ("SCT") Amounts. The SCT Amounts and the CAP Amounts do not…"

Median employee compensation = $53,296

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

"benefits. PEPSICO 2026 Proxy Statement | 83 Back to Contents Executive Compensation The Ratio The following ratio of Mr. Laguarta's annual total compensation to the median employee's for our last completed fiscal year is a reasonable estimate calculated in a manner consistent with applicable SEC rules.   The median employee's total compensation was $53,296.   The total compensation was calculated in the same manner in which we determine the compensation shown for our NEOs in the Summary Compensation Table, including the value of retirement benefits.   As reported in the Summary Compensation Ta…"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"The Compensation Committee adopted the PepsiCo, Inc"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"Clawback Provisions"

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Prohibition on Hedging and Pledging"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Prohibition on Hedging and Pledging"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"stock ownership guidelines."