



Becky Schmitt

Executive Vice President and Chief People Officer, PepsiCo

Becky Schmitt is Executive Vice President and Chief People Officer, PepsiCo. PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$91 billion in net revenue in 2023, driven by a complementary beverage and convenient foods portfolio that includes Lay's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, Quaker, and SodaStream. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Becky joined PepsiCo in 2023 and leads the global HR organization, including all aspects of people management and advancing the company's efforts to attract world-class talent and future-proof its workforce.

Becky has more than 25 years of HR leadership experience. Prior to joining PepsiCo, she served as Chief People Officer at Cognizant, a multinational information technology services and consulting company. Prior to joining Cognizant, she served in various executive HR roles at Walmart, including Senior Vice President and Chief People Officer (CPO) of Sam's Club where she championed the people experience and career development of 100,000 associates across nearly 600 locations. She also served as Chief People Officer for Walmart's U.S. eCommerce and Corporate Functions, a role in which she supported an employee base of 40,000+ employees in 13 markets.

Prior to joining Walmart, Becky spent 21 years with Accenture in multiple senior HR roles globally, including an assignment in India where she designed the HR strategy and led an operating model that supported growth from 45,000 to 70,000+ employees.

Becky earned a bachelor's degree from the University of Michigan, Ann Arbor. She is currently a Board Member at Tropicana Brands Groups and the PepsiCo Foundation.

Becky is based in Purchase, N.Y.