2023 Corporate Responsibility Report

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A LETTER FROM OUR CHIEF EXECUTIVE OFFICER AND CHIEF CORPORATE AFFAIRS OFFICER

Drink Well. Do Good. For years, these words have defined our approach to corporate responsibility for environmental and social issues. Recently, we decided to elevate our aspiration to Drink Well and Do Good to be our company purpose as part of our evolved strategic framework. This framework provides a blueprint to guide how we direct our time, attention and resources - and the values we practice while pursuing our goals. It is grounded in our culture and driven by the incredible people of Keurig Dr Pepper (KDP).

As a leader in the beverage industry, we have the opportunity and the responsibility to enhance every beverage occasion from dawn to dusk, aspiring to create a positive impact on the lives we touch and the places where we operate. This includes our consumers, our employees, everyone with whom we do business and, importantly, the communities and environment all around us.

Our purpose supports an impactful, multi-year agenda against which we continuously measure and report our progress, as you'll read about in these pages. Here are a few of the highlights of our efforts in 2023 to advance our sixteen public goals for corporate responsibility:

Environmental impact — We made significant progress toward our 2030 climate targets, including a 21% reduction in Scope 1 and 2 emissions and a 12% reduction in Scope 3 emissions in select categories since 2018. We also continued to support a circular economy, achieving a 15% virgin plastic reduction across our packaging portfolio since 2019. This fall, we'll begin testing K-Rounds, our innovative plastic and aluminum-free coffee pods, to be used in our new Keurig Alta brewer.

Sustainable supply chains — We supported regenerative agriculture and conservation practices on more than 43,000 acres of land, which contributed to building supply chain and climate resiliency. We also continued to deliver on our responsible sourcing commitment and, in 2023, we responsibly sourced 100% of our coffee and cocoa.

Health and well-being — We advanced our work to offer consumers more balanced beverage choices, with 59% of our product portfolio providing positive hydration. We also expanded distribution of our better-for-you offerings in new and varied markets, including Chicago where we additionally collaborated with local community partners and a regional grocery chain to host a food and beverage drive, sponsor a fitness event and provide samples of our better-for-you products in-store.

People and culture — We activated our multi-year community impact partnership with the Red Cross and created many opportunities for our employees and customers to participate in blood drives, contribute to food drives and support emergency relief efforts through donations and volunteer efforts. We also continued to cultivate a culture of top beverage talent with a challenger mindset and furthered our diversity and inclusion goals. Of note, our female representation of Director+ roles reached 32% in 2023, versus our baseline of 26% in 2020.

It's an exciting time at KDP — a time of real progress and great possibility. With our elevated company purpose guiding us, an evolved strategic framework defining our next steps and our employees' collective desire to make a positive impact with every drink, we are poised to build upon our progress and learnings of the past year. We cannot wait to see what Team KDP can achieve together in the years ahead.

TIM COFER
Chief Executive Officer

MONIQUE OXENDER
Chief Corporate Affairs Officer

OVERVIEW

OUR COMPANY

KDP is a leading beverage company in North America, with a portfolio of more than 125 owned, licensed and partner brands and powerful distribution capabilities to provide a beverage for every need, anytime, anywhere. Driven by a purpose to Drink Well. Do Good., our approximately 28,000 employees aim to enhance the experience of every beverage occasion and to make a positive impact for people, communities and the planet.

North American Category Leadership[1]

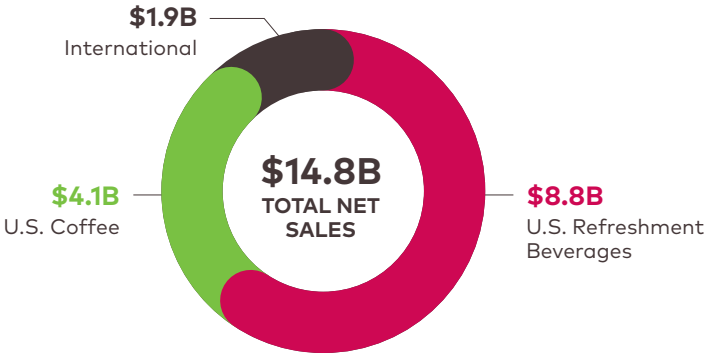
- #1 single-serve coffee brewing systems in the U.S. and Canada
- #1 flavored carbonated soft drinks in the U.S. and Canada; #2 in Mexico
- #2 premium waters in the U.S.; #1 mineral water in Mexico
- #2 shelf-stable premium ready-to-drink teas in the U.S.
- #1 apple juice in the U.S.; #1 tomato seafood cocktail in Canada and Mexico
- #1 mixers in the U.S.; #1 low alcohol cocktail in Canada

125+
Owned, Licensed and Partner Brands

~28,000
Employees

30
Manufacturing Locations

150+
Principal Warehouses/ Distribution Centers



STRATEGIC FRAMEWORK

OUR PURPOSE
Drink Well. Do Good.

OUR VISION
A beverage for every need, anytime, anywhere

OUR STRATEGIES

- Champion consumer-obsessed brand building
- Shape our now and next beverage portfolio
- Amplify our route to market advantage
- Generate fuel for growth
- Dynamically allocate capital

OUR CULTURE

Top beverage talent with a challenger mindset

Team First // Deliver Big // Think Bold // Be Fearless and Fair

KDP Drink In The Possibilities

2023 AWARDS & RECOGNITION

- Canada's Top 100 Employers
- CDP Score: A- on Climate and A- on Water
- CDP Supplier Engagement Leader: A on Climate Change
- Forbes America's Best Employers for Women
- Human Rights Campaign Foundation Equality 100 Winner: Leader in LGBTQ+ Workplace Inclusion
- Mexico Center of Philanthropy (ESR)'s Best Socially Responsible Companies
- Newsweek America's Most Responsible Companies
- TIME World's Best Companies
- USA Today America's Climate Leaders

CORPORATE RESPONSIBILITY

Our ambition is to ensure our beverages make a positive impact with every drink. We focus on our greatest opportunities for impact in the environment, our supply chain, as well as for health and well-being, people and communities. We are committed to transparency of corporate responsibility strategies, programs, progress and governance.

AN INTEGRATED APPROACH

Corporate responsibility issues are fundamentally integrated. We continue to see the intersection and interconnectedness of the work in one area create a positive outcome in another.

In 2024 and beyond, we are working to maximize our integrated approach to advance our corporate responsibility strategy. By adding measurement for related social and environmental impacts for the topics in the graphic, we are creating overlapping and interconnected systems within KDP's operations and across our value chain – ultimately helping to build resiliency and delivering on our ambition to make a positive impact with every drink as demonstrated in this report.

Throughout this report, we showcase the interconnectedness of our work. Look out for this icon for more examples of this in practice.

Read more in About this Report: Glossary ▶

2023 GOALS & PROGRESS

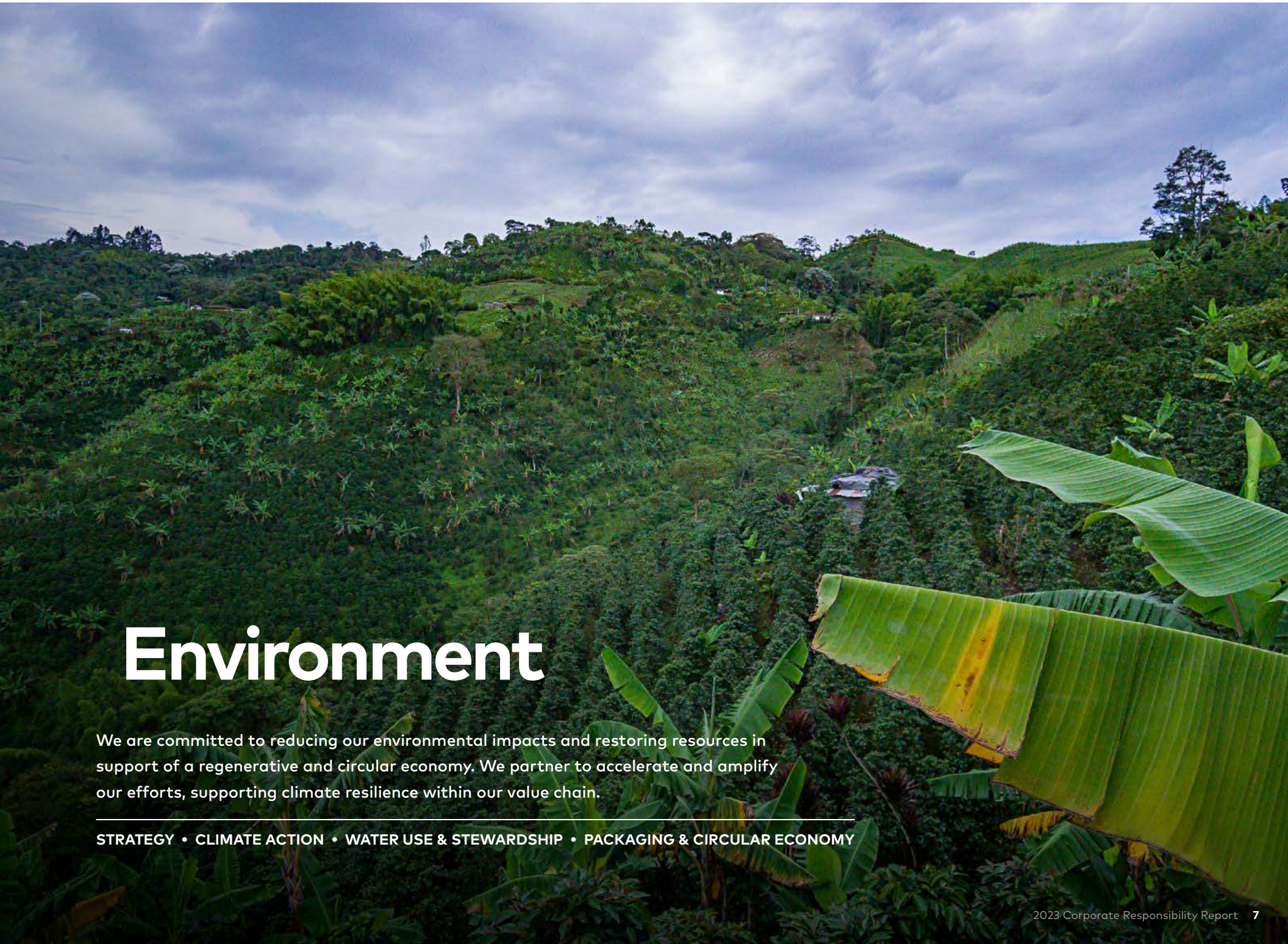
For detail on methodologies and boundaries for our goals, see our Goal Methodology Table. For 2023, we have obtained limited third-party assurance of certain sustainability performance metrics by ERM Certification and Verification Services (ERM CVS). The assured data points are flagged in the Data Summary and Sustainability Accounting Standards Board (SASB) Standards, located in the Appendix of this report.

	Year	Goal	2021 Actual	2022 Actual	2023 Actual
ENVIRONMENT	2024	Engage bottlers and select suppliers representing 50% of Scope 3 emissions to set a science-based target	36%	44%	46%
	2025	Obtain 100% of electricity from renewable sources	62%	74%	83%
	2025	Improve our water use efficiency by 20%	7%	7%	5%
	2025	Convert 100% of packaging to be recyclable or compostable*	95%	94%	95%
	2025	Use 30% post-consumer recycled content across our packaging portfolio	24%	24%	27%
	2025	Use 25% post-consumer recycled content in our plastic packaging	11%	18%	17%
	2025	Achieve a 20% virgin plastic reduction across our plastic packaging portfolio	6%	11%	15%
	2025	Send zero waste to landfill across our operations	92%	92%	93%
	2030	Reduce Scope 1 and 2 emissions by 30%	9%	13%	21%
	2030	Reduce Scope 3 emissions in select categories by 15%	3%	5%	12%
	2030	Partner with our highest water-risk operating communities to replenish 100% of water used in our beverages in those communities	49%	55%	55%
SUPPLY CHAIN	Ongoing	Responsibly source our brewers and priority inputs			
		Responsibly source our coffee**	100%	100%	100%
		Responsibly source our cocoa***	81%	100%	100%
	2030	Support regenerative agriculture and conservation on 250,000 acres of land	N/A	11,296	43,435
HEALTH & WELL-BEING	2025	Provide positive hydration in 60% of our products	56%	57%	59%
PEOPLE & COMMUNITIES	2025	Increase female representation in Director+ positions by 25% to 33% of the total	28%	31%	32%
	2025	Increase people of color representation in Director+ positions by 25% to 21% of the total	17%	18%	19%

*Updated to include the addition of plastic packaging that are categorized as "recyclable with detrimental qualities" per the Association of Plastic Recyclers (APR).

**During 2021 and 2022, a small amount of coffee was received as conventional (0.38% and 0.36%, respectively) due to COVID-19 impacts, supplier error or shipping delays. In 2023, 0.002% of coffee (a single shipment) was received as conventional per a customer requirement.

***2021 was our final transition year, with 19% of cocoa purchased as conventional. At the end of 2021, all cocoa contracted going forward was 100% responsibly sourced through verification or third-party certification programs. This metric is updated from our 2022 Corporate Responsibility Report to reflect the percentage of responsibly sourced cocoa received during the year ended December 31, 2021.



Environment

We are committed to reducing our environmental impacts and restoring resources in support of a regenerative and circular economy. We partner to accelerate and amplify our efforts, supporting climate resilience within our value chain.

STRATEGY • CLIMATE ACTION • WATER USE & STEWARDSHIP • PACKAGING & CIRCULAR ECONOMY

Progress & Highlights

BY 2024	2023 ACTUAL
Engage bottlers and select suppliers representing 50% of Scope 3 emissions to set a science-based target	46%

BY 2025	2023 ACTUAL
Obtain 100% of electricity from renewable sources	83%
Improve our water use efficiency by 20%	5%
Convert 100% of packaging to be recyclable or compostable	95%
Use 30% post-consumer recycled content across our packaging portfolio	27%
Use 25% post-consumer recycled content in our plastic packaging	17%
Achieve a 20% virgin plastic reduction across our plastic packaging portfolio	15%
Send zero waste to landfill across our operations	93%

BY 2030	2023 ACTUAL
Reduce Scope 1 and 2 emissions by 30%	21%
Reduce Scope 3 emissions in select categories by 15%	12%
Partner with our highest water-risk operating communities to replenish 100% of water used in our beverages in those communities	55%

Read more in About this Report: Glossary ▶
Read more in Appendix: Goal Methodology ▶

ONGOING CHALLENGES

- Maintaining business growth while mitigating and adapting to climate change challenges, such as operational disruptions and material shortages
- Navigating the evolving policy and regulatory landscape for compliance and reporting
- Mapping a feasible glidepath to fleet decarbonization at scale in the U.S., given the lack of required technology, policy and infrastructure
- Balancing progress toward our goal for water use efficiency while enhancing and evolving our strict product quality and ingredient water standards
- Managing the inconsistency and underdevelopment of recycling and refillable packaging infrastructure, including the availability of post-consumer recycled (PCR) materials, alongside fragmented state and federal policies

FUTURE OPPORTUNITIES

- Continuing to reduce resource use while increasing climate resiliency measures
- Exploring new technology and electric heavy-duty trucks in support of fleet decarbonization
- Investing in water replenishment projects and deploying innovative and efficient water treatment infrastructure to enhance the benefits of water stewardship and work toward maximizing water efficiency
- Accelerating the rollout of innovative packaging and reuse solutions that reduce virgin plastic use or increase the value and availability of recycled materials
- Collaborating to secure federal packaging collection policy or other national-level mechanisms that harmonize efforts to build a circular economy

STRATEGY

At KDP, our environmental sustainability strategy focuses on the areas of climate, water and packaging in an effort to reduce environmental impact, help to mitigate climate change risks and to build climate resiliency.

Our efforts include pursuing energy efficiency in our operations and products and working to decarbonize portions of our fleet and manufacturing operations through renewable and low carbon energy sources and technologies. In addition, we engage with key value chain partners as we work to advance joint climate goals. Our interconnected efforts and collaborations in biodiversity, deforestation, packaging, regenerative agriculture, conservation and water are fundamental to positively impact our climate journey.

We focus our water stewardship approach on water efficiency in our operations, water replenishment in our highest water-risk areas and water use within our value chain. We are also committed to supporting the reuse, recycling, repurposing and composting of our products and packaging in support of a more circular economy.

Core to our approach is the use of credible standards, disclosures and intentionally designed roadmaps to goals based on the tools and technologies available to us today. Addressing climate change and driving the transition to a circular economy is complex and requires scalable systems changes. Therefore, both individual and company responsibility and collective action are critical to advancing effective and efficient policy solutions, investing in infrastructure modernization and engaging consumers to act in more sustainable ways. To help make this happen, we partner with organizations, including state/provincial and municipal government leaders, recyclers, nonprofit organizations (NGOs), industry peers and suppliers.

MANAGEMENT APPROACH

KDP's cross-functional teams across all geographies, including Procurement, Packaging Innovation, Supply Chain, Environmental Health & Safety (EHS), Engineering and Sustainability, work to meet our established environmental goals across our supply chain, operations and products.

Our Environmental Policy, Climate Policy, Water Policy, Supplier Code of Conduct and Human Rights Position Statement govern how we assess and work to mitigate risks associated with climate change and water. We also identify near-term and long-term strategies to address environmental-related risks to our business as noted in our CDP Climate Disclosure, CDP Water Disclosure and our Task Force on Climate-related Financial Disclosures (TCFD).

Specific to sustainable packaging, we leverage third-party design standards and guidelines, such as the APR Design® Guide for Plastics Recyclability to inform our packaging's compatibility with recycling against industry accepted criteria. We track and measure the impact of our efforts by reporting them through organizations including the Global Commitment, led by the Ellen MacArthur Foundation (EMF) in collaboration with the UN Environment Programme, U.S. Plastics Pact, Canada Plastics Pact and WWF's ReSource: Plastic.

We also work with regulatory agencies to meet and report on various packaging compliance regulations in place across North America, such as Extended Producer Responsibility (EPR) programs, Deposit Return Systems (DRS) and minimum recycled content requirements in place in certain jurisdictions.

Read more in Governance: Ethical Business Practices ▶

Read more in About this Report: Glossary ▶

Read more in Corporate Responsibility Topics A-Z ▶

OUR PATH TO 2030

We assess climate change risks most important to our business via a climate scenario analysis, a fleet operations assessment and periodic evaluations of our water risk in our operations and within our supply chain. This helps us to identify opportunities and implement measures for the communities and regions in which we operate. More detail can be found in our CDP Climate Disclosure and CDP Water Disclosure.

2020-2025

- Engage bottlers and select suppliers representing 50% of Scope 3 emissions to set a Science-Based Target (SBT)
- Obtain 100% electricity from renewable sources

2025-2030

- Reduce Scope 1 and 2 emissions by 30%
- Reduce Scope 3 emissions in select categories by 15%
- Encourage our value chain partners to set and make progress toward SBTs and transition to low carbon energy
- Scale regenerative agriculture solutions across the value chain

2030+

- Scale decarbonization of our fleet, including heavy-duty trucks, to electric and low carbon fuels, as infrastructure and technology allows
- Explore sustainable, low carbon fuels for our manufacturing operations
- Scale low carbon packaging solutions across brand portfolio
- Accelerate path to Net Positive Water Impact[2] aspiration by investing in watershed health

CLIMATE ACTION

We are working to reduce resource use and to increase resiliency measures to account for a changing environment. Our current 2030 Greenhouse Gas (GHG) emissions-reduction targets, validated by the Science-Based Target initiative (SBTi) are aligned to levels required to meet the Paris Agreement climate change goal of limiting global warming to well below 2°C[3]. Our future ambitions will be informed by evolving standards, such as SBTi's Forest, Land and Agriculture (FLAG) Guidance[4] and the GHG Protocol's Land Sector and Removals Guidance[5].

In 2023, we made progress toward our climate targets by increasing the electricity obtained from renewable sources to 83%. This is an increase from 74% in 2022. This continued transition to renewables contributes in part to reduction of our Scope 1 and 2 emissions which in 2023 totaled 21%, compared to 13% the year prior. We also reduced emissions from our selected Scope 3 categories by 12% from the 2018 baseline, versus 5% in 2022. This decrease was driven in part by the improvement in the energy efficiency of our Keurig brewers. KDP continues to engage with our suppliers and bottlers to encourage them to set their own SBTs. At the end of 2023, suppliers and bottlers representing 46% of our Scope 3 emissions have set SBTs.

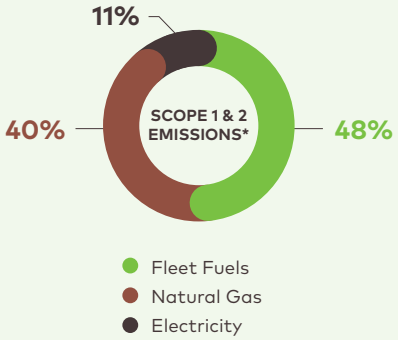
Read more in About this Report: Glossary ▶

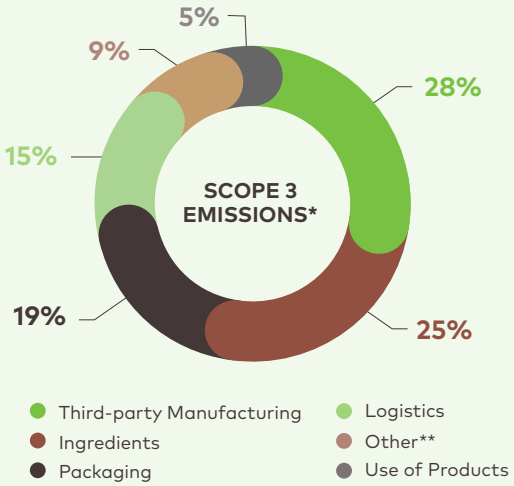
Read more in Appendix: Data Summary ▶

Read more in Appendix: Goal Methodology ▶

GHG EMISSIONS BY CATEGORY

96% Scope 3 emissions accounted for more than 96% of KDP's 2023 GHG emissions.





% of GHG Emissions by Category may not sum to 100% due to rounding.

***Ingredients and packaging are included in purchased goods and services; logistics includes upstream and downstream transportation and distribution; Other includes employee commuting, business travel, upstream energy-related activities, capital goods, professional services, etc. A more detailed breakdown of Scope 3 emissions can be found in the Data Summary.*

PUBLIC POLICY SUPPORT

KDP knows that governments play an essential role in addressing climate change. We join other corporate leaders in acknowledging the important role we have in establishing and maintaining open dialogue with governments in support of healthy economies, substantial reductions in GHG emissions and robust adaptation measures. We support the creation of incentives to expedite investments in clean energy and transportation projects, along with initiatives to streamline permitting processes for the faster deployment of clean energy and enhanced grid resiliency.

FLEET DECARBONIZATION

The KDP-operated fleet is 48% of our Scope 1 and 2 emissions, and as a beverage company, it is critical that we transport heavy loads of products on a timely and regular schedule to serve our customers and consumers. We are committed to fleet optimization in the near- and mid-term, addressing our existing reduction goals while we plan, invest and collaborate to deliver a long-term strategy.

ELECTRIC FLEET EXPANSION

In 2023, Van Houtte Coffee Services (VHCS), a subsidiary of KDP, purchased and deployed 18 electric vehicles across four Canadian provinces. At year-end 2023, our electric vehicle representation within our Canadian fleet totaled more than 8%, which is a 1.2% reduction in Scope 1 emissions for KDP Canada. There are additional advantages to expanding our electric fleet, including lower maintenance and operating costs and greater comfort in winter since the vehicles have a programming feature to be warmed for departure time. Moreover, in British Columbia, electric vehicles are given preference on expressways via a fast lane during peak traffic hours. In 2024, VHCS has added an additional 13 electric vehicles to its fleet, bringing the total to 31.

Read more in About this Report: Glossary ▶

Read more in Appendix: Data Summary ▶

ENERGY EFFICIENCY & LOW CARBON ENERGY IN OUR OPERATIONS

RENEWABLE ELECTRICITY PURCHASES

We increased our renewable electricity purchases by more than 80,000 Megawatt-hours (MWhs), resulting in 83% of our electricity needs being sourced from renewable sources.

ENERGY OPTIMIZATION EVENTS

We held energy optimization events at 21 plants to identify energy and GHG emissions savings and to create cultures of energy management. These efforts resulted in over 700 metric tons of avoided GHG emissions, a small but important step toward raising energy use awareness.

REWEWABLE THERMAL COLLECTIVE

We joined the Renewable Thermal Collective (RTC), a coalition of manufacturers, state and local governments and suppliers that are committed to scaling renewable heating and cooling at their facilities and cutting carbon emissions.

CERTIFICATION ALIGNED TO ISO 14001

Three of our manufacturing sites in Mexico and one in Ireland obtained ISO 14001 certification by adhering to the internationally recognized standard for environmental management[6].

CLIMATE ACTION IN OUR VALUE CHAIN

KDP's environmental sustainability efforts in the interconnected areas of biodiversity, deforestation, packaging, regenerative agriculture, conservation and water can offer many benefits, including the potential for increased biodiversity of native species, improved soil health, habitat protection, enhanced watersheds and reduced GHG emissions. These initiatives can ultimately lead to long-term benefits that are critical to helping to sustain healthy ecosystems and strengthen climate resilience.

SMARTWAY PROGRAM

KDP's participation in the U.S. Environmental Protection Agency's Smartway program helps us to advance measurement and improve freight transportation efficiencies.

SUPPLIER ENGAGEMENT

KDP was named a Supplier Engagement Leader by the CDP, a designation reserved for the top 25% of companies assessed for supplier engagement on climate change.

SUSTAINABLE FORESTRY PILOT

An initiative in collaboration with ECOTIERRA in which we voluntarily purchase carbon credits with the goal to finance conservation efforts, extend harvest cycles and support biodiversity enhancement and community empowerment in Quebec's Hereford Community forest. In 2023, KDP Canada purchased nearly 3,000 carbon credits, which is equivalent to the total of emissions from VHCS mobile, coffee roasting, employee commuting and remote working combined[7].

STAKEHOLDER ROUNDTABLE

KDP hosted an in-person roundtable, convening a select group of external climate experts to advise KDP and discuss critical impact areas related to our climate action strategy. The dialogue identified shared priorities and future opportunities on topics such as the decarbonization of transport, logistics and manufacturing as well as regenerative agriculture. The engagement opened salient discourse and highlighted the areas in which we can have the greatest impact in the climate space as KDP and while working collaboratively with others.

BUILDING CLIMATE RESILIENCE

We assess climate change risks most important to our business so that we can identify opportunities and implement measures that help build climate resiliency for our business and the communities and regions in which we operate.

Read more in Environment: Water Use & Stewardship ▶
Read more in Supply Chain: Nature ▶
Read more in About this Report: Glossary ▶
Read more in Appendix: TCFD ▶

RISKS

- Changing weather patterns have the potential to disrupt ingredient supply chains
- Heat stress and drought may impact the water availability in the communities in which we operate
- Carbon taxes may influence the way we make and distribute our products
- Changes to climate may pose a risk to critical infrastructure and utilities

OPPORTUNITIES

- Advance regenerative agriculture practices for climate sensitive crops
- Invest in watershed health to improve availability, access and quality
- Explore fleet electrification and low carbon technologies for manufacturing
- Deploy energy efficient infrastructure and utilities powered from renewable sources

WATER USE & STEWARDSHIP

Water is the primary ingredient in our products and used across our operations. It is also a shared resource that is critical to the health of communities and ecosystems where we live and work. KDP believes we have a unique opportunity to help address local and global water challenges. We do this in our own operations by finding ways to use water more efficiently and helping to replenish the water we use, particularly in areas that are more prone to water challenges like water scarcity, water stress, flooding and drought.

WATER EFFICIENCY

KDP has a goal to improve our water use efficiency in our beverage bottling and concentrate facilities by 20% by 2025. At these sites, we focus on best practices for water use measurement and management through continuous improvement activities and infrastructure investments. In 2023, our water use ratio was 1.85 in our total cold beverage manufacturing plant network. This reflects a 5% improvement from our 2017 baseline and is an approximate 2% decline in efficiency compared to our 2022 performance. Although we made significant improvements at key sites, our network performance has been challenged by changing operational demands and increasing requirements related to water standards. In 2023, and continuing into the future, we will be investing in water treatment technology with the goal to improve water use efficiency. We remain committed to our glidepath to attain our 2025 goal with a continued focus on improving water use ratio.

SITE-LEVEL WATER RATIO DASHBOARDS

Implemented water use ratio dashboards at 12 sites to monitor, understand and trend daily water use and efficiency.

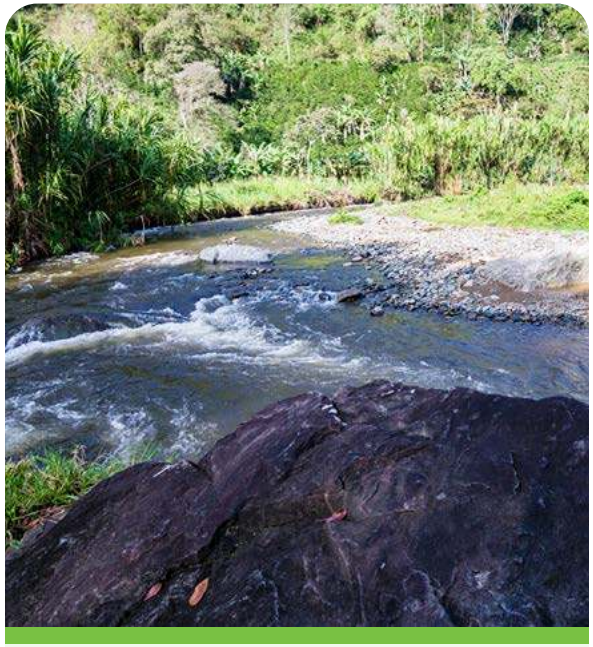
UPGRADED WATER TREATMENT INFRASTRUCTURE

Installed 2nd-Stage reverse osmosis technology to improve the efficiency of our existing treatment infrastructure at our Columbus, Ohio site.

WATER OPTIMIZATION EVENTS

Conducted a water efficiency continuous improvement exercise and invested in water reuse treatment infrastructure at our Tehuacán Site in Mexico. The enhanced water treatment allows water discharge from our bottle rinsers to be reused in the site's auxiliary systems, such as cooling towers, condensers and restrooms. Since holding the event, the site has improved its water use ratio by over 20% and saved over 30 million gallons of water.

Read more in About this Report: Glossary ▶
Read more in Appendix: Data Summary ▶
Read more in Appendix: Goal Methodology ▶



WATER REPLENISHMENT

KDP has a goal to partner with our highest water-risk operating communities, so that by 2030 we are annually replenishing 100% of water used in our beverages in those communities. We conduct periodic water risk assessments of our operations and supply chain. To refine our understanding of challenges for our high water-risk sites and to identify opportunities to implement water-related measures, we assess each site in the context of the surrounding watershed, the local water issues and other local entities' interest and perspective on those issues. Through various collaborations with NGOs and industry partners, we achieved 55% replenishment for high water-risk operating communities through the end of 2023. Key to driving progress were additional investments and implementation projects in these high water-risk operating areas.

WATER STEWARDSHIP IN OUR VALUE CHAIN

KDP aspires to achieve Net Positive Water Impact by 2050. This means we are working to reduce water stress by focusing on water availability, quality and access and that our contributions exceed impacts on water stress in the same region. With approximately 96% of our water footprint coming from indirect water use by our suppliers who grow agricultural raw materials, we are working to safeguard water at the farm level through specific projects related to regenerative agriculture, conservation and replenishment practices. This includes working with fellow members of the Water Resilience Coalition, local NGOs and other industry partners to scale our impact through collective action on projects in key regions. Our interconnected efforts and collaborations in biodiversity, deforestation, packaging, regenerative agriculture, conservation and climate action are fundamental to positively impact our water stewardship work.

NEW WATER STEWARDSHIP PROJECTS

CANADA

Safe Water Access and Sanitation: KDP has teamed up with the One Drop Foundation as a founding Water Impact Partner of the Indigenous Water Allyship — a multi-year partnership to help improve living conditions and health in First Nations, Métis and Inuit communities across Canada through increased knowledge, leadership and equitable access to safe water. Since the partnership's inception, KDP supported two major events in Quebec to raise awareness of water access issues with financial giving and product donations.

CALIFORNIA

Agriculture Water Conservation: KDP is working with precision irrigation solutions company Netafim, Oriba Precision Agriculture to implement drip irrigation on farms in the Sacramento watershed and San Joaquin Valley. As part of this effort, we are helping to incentivize farmers to deploy state-of-the-art crop management practices and robust reporting and data collection.

TEXAS

Wetland Creation: Water scarcity in the Trinity Water Basin leaves little to no water in-stream to protect wildlife habitat. In partnership with Ducks Unlimited, Texas Parks and Wildlife Department and the Texas Water Action Collaborative, KDP and partners are constructing approximately 111 acres of wetlands and installing water control infrastructure to enhance the water holding capacity of the Wildcat Marsh on Richland Creek Wildlife Management Area which will help replenish water, improve water quality and provide habitat for a variety of wildlife species.

MEXICO

Agricultural Interventions: KDP is supporting Cauce Bajio, the Guanajuato Water Fund, in their work with local farmers to promote best irrigation management practices. This includes land leveling, which is a process to efficiently distribute irrigation water, and the provision of targeted recommendations for farmers on irrigation systems performance improvements. This initiative positively impacts water quality and availability for the Lerma River which eventually flows into Lake Chapala, near Guadalajara.

Read more in Environment: Climate Action ▶
Read more in Supply Chain: Nature ▶
Read more in About this Report: Glossary ▶
Read more in Appendix: Data Summary ▶

PACKAGING & CIRCULAR ECONOMY

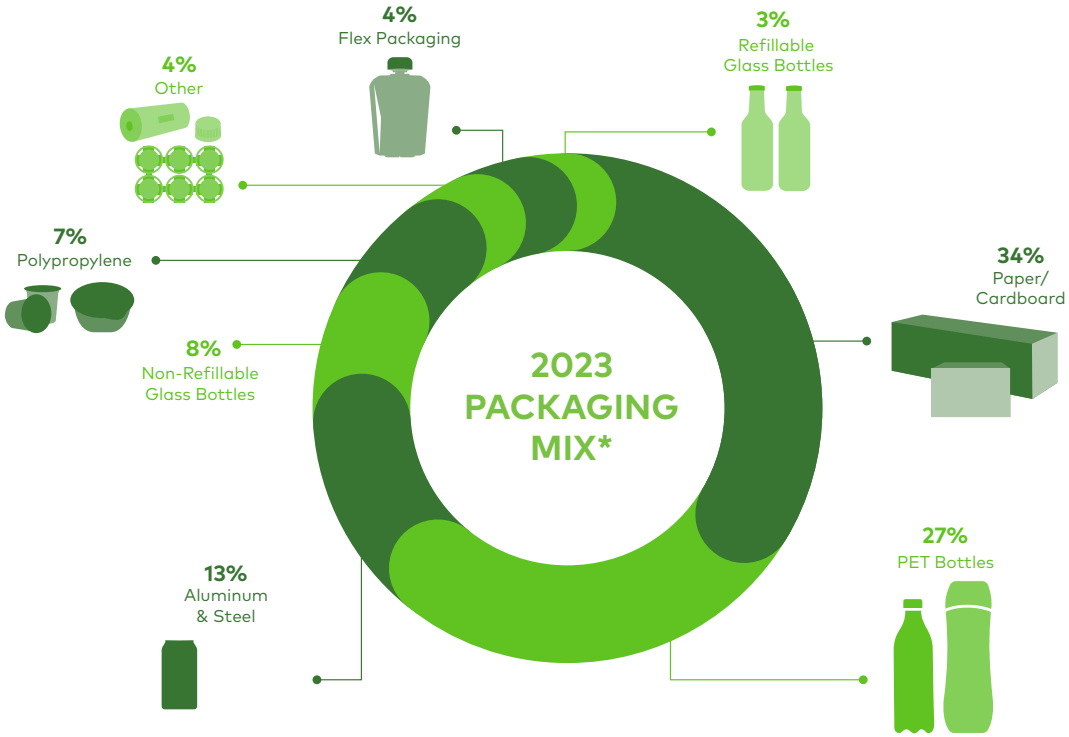
KDP is committed to designing for, collaborating on, advocating for and investing in circularity models so the materials we use can be kept in the economy and continue to be reused. Our packaging strategy is centered on advancing the use of more sustainable packaging materials and designs that use less virgin plastic. This means incorporating more PCR content, eliminating unnecessary materials, redesigning packaging to be compatible with recycling and composting systems and exploring reuse and refill models.

In 2023, we continued to work toward our 2025 sustainable packaging goals. We began the conversion of Bai to 100% recycled plastic bottles and completed the conversion of Core Hydration+ products to 100% recycled plastic bottles[8]. This effort, along with several lightweighting accomplishments, helped to reduce our virgin plastic footprint by 15% versus the 2019 baseline. Our PCR content across our plastic packaging portfolio was 17% in 2023, ultimately impacted by the overall reduction of virgin plastic. Across our entire packaging portfolio, we achieved 27%, an increase from 24% in 2022. Also in 2023, 2% of our plastic portfolio was reusable versus 1% in 2022. Approximately 95% of our packaging in 2023 was designed to be recyclable or compostable. In 2024, we performed a review of cold beverage packaging that meets our definition of recyclable and updated our measurement to include plastic packaging that is considered "recyclable with detrimental qualities" by the APR. We applied this adjustment to our recyclability metric reported for 2023 and all prior years included in this report. We remain committed to our glidepath to attain our 2025 sustainable packaging goals.

Read more in About this Report: Glossary ▶

Read more in Appendix: Data Summary ▶

Read more in Appendix: Goal Methodology ▶



% of total weight procured; % of 2023 Packaging Mix may not sum to 100% due to rounding.

NEXT-GENERATION INNOVATION AND EXPANDED RECYCLING OPTIONS

In early 2024, we announced a new innovation aimed at meeting the needs of the next-generation of coffee consumers. The foundations of our new innovation are new K-Rounds plastic-and aluminum-free pods as well as a new Keurig brewing system, the Keurig Alta brewer. K-Rounds are created from roasted coffee beans that are ground, pressed and wrapped in a proprietary, protective plant-based coating preserving the coffee's flavor and aroma. Consumers will have the opportunity to provide essential feedback in the ongoing development in various beta testing phases beginning in the fall of 2024. Also in late 2024, Keurig will offer a mail-back recycling program for K-Cup pods via Keurig.com as an option for those consumers who cannot currently recycle their coffee pods locally. K-Cup pods are made from recyclable polypropylene, which is widely accepted in communities across North America[9]. However, many communities do not yet accept certain polypropylene containers, including coffee pods, for recycling. This is often due to outdated recycling infrastructure or lack of equipment that can effectively sort polypropylene plastic. We are working with individual communities and recyclers so more consumers can recycle their pods in local community recycling programs through investment, collaboration and advocacy.

CIRCULAR DESIGN & INNOVATION

Innovation in sustainable packaging materials and design is critical to KDP's strategy. Our smart design efforts aim to use less virgin plastic while also working on improved designs and delivery models that can have broader benefits and influence positive consumer recycling behaviors.

RECYCLED PLASTIC IN BEVERAGE BOTTLES

We moved our Bai and Core Hydration+ products into bottles made from recycled polyethylene terephthalate (PET) plastic, joining Core Hydration, Snapple 16 oz. & 20 oz., Mistic Juice Drink 16 oz., Aguafiel and Peñafiel bottles that are already made from recycled PET plastic[10]. Across our portfolio, we incorporated more than 39,000 metric tons of recycled PET into our packaging portfolio.

We also continued to use PCR in our brewers with our black K-Mini and K-Mini Plus Keurig brewers containing at least 50% PCR content and our black K-Compact, K-Supreme Plus and K-Supreme Plus SMART Keurig brewers all containing at least 30% PCR content.

RECYCLING COMPATIBILITY & BEHAVIORS

We converted labels on the majority of Bai, and all of Mr & Mrs T 1 liter and 1.75 liter products and Rose's products to meet the APR Design® Guide for Plastics Recyclability Preferred criteria for circularity status.

We also encouraged "recycle right" behaviors by continuing to update additional labels so that recycling instructions are visible, including extending the use of the standardized How2Recycle® symbol further across all of our K-Cup pod packages and the majority of our cold product packages.

MATERIAL OPTIMIZATION

We lightweighted nearly all of our K-Cup pods by reducing the plastic in each pod by 18%, and also removed polypropylene plastic discs in select K-Cup pods, resulting in the elimination of over 14 million pounds of virgin plastic from the packaging portfolio in 2023.

We maximized space within our 80 count K-Cup pod packaging by arranging pods in a nested format. This practice results in the use of less packaging material and helps to optimize transportation.

We also utilized software to improve the way we evaluate the impact of packaging decisions holistically to understand the tradeoffs between climate benefits and recycling compatibility.

Read more in Environment: Climate Action ▶
Read more in Health & Well-Being: Choice ▶

REFILLABLE PACKAGING

We continue to advance our work on refillable packaging by exploring new partnerships that are critical to develop and scale reuse and refillable delivery models. For example, we are working with our foodservice sales team in university campus settings as well as event arenas for potential pilots. We are also working with peers in the beverage industry to establish a common methodology for the measurement of reuse and refill servings delivered.

- In 2023, we joined the Green Sports Alliance (GSA), a nonprofit that convenes professional sports leagues, governing bodies, teams, venues and fans for a more sustainable future. This partnership will help KDP build relationships and explore piloting reuse and refill delivery models in sports venues in the U.S. As part of our membership, KDP funded the Reuse Playbook that published in 2024. The playbook explores the current landscape in the U.S. for reusable opportunities and actions that venues and brands can take.
- We continue to offer refillable glass bottles in Mexico where the infrastructure for collection, sanitation and refill currently exists. Specifically, our plant in Tehuacán, Mexico has over 70 years of experience in producing and managing our refillable glass bottles. In just the last five years, we have seen a 90% increase in production in volume of beverages in this reusable format, which includes Peñafiel flavors, mineral water, Squirt and Crush, available in both 12 oz. and 6.5 oz. sizes.

ADVOCACY & INFRASTRUCTURE

We advocate for policies at all levels of government to accelerate the development of a circular economy for packaging materials, particularly for the modernization and standardization of recycling and industrial composting infrastructure. Across North America, a patchwork of regulations, inadequate investment and lack of minimum performance standards are preventing economies of scale in our recycling system and confusing consumers[11]. That is why we support smart policy solutions focused on efficient and equitable ways to increase material recovery, while reducing the economic and environmental costs of disposal.

Our advocacy is focused on enhancing consumer education, increasing access to collection infrastructure, expanding recycling capacities and supporting sustainable funding mechanisms, particularly well-designed EPR programs. We also support policies that encourage design for recyclability standards, support innovation and provide for studies of packaging and delivery alternatives.

KDP has co-founded three pre-competitive organizations that amplify both dollars and action to enhance recycling infrastructure and educate consumers on proper recycling behaviors.

The Recycling Partnership's Polypropylene Recycling Coalition

Since its start in 2020, $13 million has been awarded in grant funding across 51 facilities, enabling over 46 million people in the U.S. to have new or improved access to polypropylene recycling.

American Beverage Association's Every Bottle Back Initiative

At year-end 2023, commitments made in 52 communities across the U.S. are estimated to yield more than 750 million additional pounds of PET plastic to be recycled over the next 10 years.

Circular Plastics Taskforce in Canada

In 2023, the CPT mobilized 20 circularity leaders from across the industry to advance the circular economy in Canada. The projects, which are valued at an estimated $600,000 CAD, are working to optimize plastics recycling.

$43 MILLION

Since 2014, KDP has committed more than $43 million in support of a more circular economy through collaborative projects, partnerships and investments in communities across North America.

EXTENDER PRODUCER RESPONSIBILITY PROGRAMS

KDP plays a leading role in supporting the modernization and standardization of recycling processes via EPR programs in both the U.S. and Canada. KDP is a founding member of two nonprofit producer responsibility organizations (PROs): Circular Action Alliance (CAA) in the U.S. and Circular Materials (CM) in Canada.

In the U.S., KDP played a key role in launching the country's first PRO, CAA, and currently chairs the National Board of Directors. Several recent CAA accomplishments include:

Colorado: Selected by the Colorado Department of Public Health & Environment as the single PRO to implement Colorado's Producer Responsibility Program for Statewide Recycling Act.

California: Selected by CalRecycle as the single PRO to implement the Plastic Pollution Prevention and Packaging Producer Responsibility Act.

Oregon: Submitted an initial program plan to the Oregon Department of Environmental Quality, a requirement to become a PRO and implement Oregon's Plastic Pollution and Recycling Modernization Act.

Maryland: Approved to represent producer interests and serve as the single nonprofit PRO on the Producer Responsibility Advisory Council in Maryland, which will make recommendations on future proposed legislation to create a producer responsibility program for packaging materials.

In Canada, CM is at the forefront of advancing EPR operations throughout Canada and KDP Canada has supported as a founding member since 2021. Key areas of focus include:

Emerging Packaging EPR Programs: The transition to EPR continues to progress in several provinces, with particular emphasis on operations within Ontario, where the transition to EPR began on July 1, 2023 and New Brunswick where the transition began on November 1, 2023. Preparations are also underway for transitions in Alberta, Nova Scotia and Yukon in 2025.

Collaboration with PROs in Provinces with Established Packaging EPR Programs: Strengthening our collaborative efforts, CM's memorandum of understanding with Éco Entreprises Québec (ÉEQ) underscores our commitment to advancing joint interests and EPR initiatives across Canada. This strategic approach highlights CM's commitment to fostering a circular economy nationwide.

WASTE REDUCTION

Our commitment to the circular economy also means achieving zero waste to landfill at our facilities. Each of our sites supports this commitment through production optimization and investing in reducing, reusing and recycling materials and resources.

In 2023, we kept 93% of our manufacturing waste from entering landfills and maintained zero waste to landfill at multiple manufacturing sites. Specific to our hot manufacturing sites, we maintained a landfill diversion rate of more than 98% in 2023. Highlights from our cold manufacturing sites include:

- Our Allentown, Pennsylvania facility increased the waste kept out of landfill at the site from 95% in 2022 to 99% in 2023.
- Our Irving, Texas facility increased the waste kept out of landfill at the site from 89% in 2022 to 92% in 2023.
- In 2023, we achieved 100% landfill avoidance at our Aspers, Pennsylvania and Ottumwa, Iowa facilities.
- In Mexico, our Tecámac and Tehuacán sites implemented a waste composting project which significantly reduced the shipment to landfill.

In addition, our KDP Canada team works with Quantum Lifecycle Partners to help recycle end-of-life assets like electronics, commercial Keurig brewers and in-store consumer brewer returns. Over 750,000 pounds of these materials were diverted from landfill as a result of this program in 2023.

Read more in About this Report: Glossary ▶

Read more in Appendix: Data Summary ▶

Supply Chain

We aim to use our buying power for good through responsible sourcing actions in key supply chains and focused work with suppliers. We collaborate with a range of innovative partners around the world with the goal of improving livelihoods and supporting regenerative agriculture and conservation.

STRATEGY • RESPONSIBLE SOURCING • NATURE • LIVELIHOODS

Progress & Highlights

ONGOING	2023 ACTUAL
Responsibly source our brewers and priority inputs*	
Responsibly source our coffee	100%
Responsibly source our cocoa	100%

**For coffee and cocoa, we rely on verification or third-party certification programs to help foster fundamental social, environmental and economic protections. In 2023, 0.002% of coffee (a single shipment) was received as conventional per a customer requirement.*

BY 2030	2023 ACTUAL
Support regenerative agriculture and conservation on 250,000 acres of land	43,435 ACRES

Read more in About this Report: Glossary ▶
Read more in Appendix: Goal Methodology ▶

ONGOING CHALLENGES

- Mitigating the risks to agriculture, food systems and communities resulting from climate change
- Navigating the increased demand for traceability of raw materials
- Managing the economic pressures that are driving up the cost of production for all players in value chains, but especially for agricultural raw materials

FUTURE OPPORTUNITIES

- Expanding responsible sourcing strategies to more of our supply base
- Implementation of regenerative agricultural practices and incorporating deforestation and biodiversity considerations in our approach to sustainable supply chains
- Integrating our enterprise supply chain, climate and water strategies to ensure connectivity and quantifiable impacts
- Applying learnings gathered from farmer economic impact projects to explore a new livelihoods approach

STRATEGY

KDP's supply chain touches many parts of the world, from the farms that produce coffee, cocoa and other priority crops, to the facilities that process those raw materials and the factories that build our brewers. Our supply chain strategy focuses on a foundational commitment to responsible sourcing of our priority inputs, supporting regenerative agriculture and conservation, as well as advancing inclusion and improving livelihoods for the people in KDP's upstream supply chain. We recognize that interconnected environmental and social issues require holistic solutions, including shared investment and collaboration with a variety of stakeholders. Partnerships in key locations with producer organizations, suppliers and contract manufacturers, NGOs, academia and government are a critical component of our approach.

MANAGEMENT APPROACH

KDP's cross-functional teams, including Procurement, Quality, Sustainability, Marketing, Research & Development and Legal, collaborate to source materials and agricultural inputs that meet our established quality requirements and advance our sustainability goals.

Within KDP's priority supply chains, we focus our resources on advancing responsible sourcing, supporting regenerative agriculture and conservation and positively impacting livelihoods — or a combination of all three. We develop a tailored approach for each priority input that recognizes the unique combination of inherent risk, availability of risk mitigation tools and KDP's influence and opportunity to drive positive impact. That specific context determines which aspects of our complementary tools and approaches we prioritize to help safeguard fundamental human rights, incorporate environmental protections and/or invest to improve livelihoods in our priority supply chains. These tools may include risk assessments, verification or third-party certification programs, traceability and transparency strategies, audits, impact investments and ongoing engagement and collaboration with strategic partners.

Specific to responsible sourcing, we are evolving how we report progress toward our ongoing goal. For coffee and cocoa, we will continue to disclose the percentage responsibly sourced through verification or third-party certification programs. For our factory-based inputs, such as apple juice concentrate (AJC) and tomato paste, we will report on the outcomes of audits via our Supplier Rating System, which is the same approach used for our brewer supply chain.

For supply chains like apple and corn, we recognize they are better served through investments to support regenerative agriculture, conservation or livelihoods. This evolved approach allows us to prioritize the specific needs of each supply chain and enable us to build on the interdependence of systems, such as natural ecosystems and communities, in an effort to achieve impact at scale.

KDP has also established several policies and statements that reinforce our commitment to responsibly source our products. They include Supplier Code of Conduct, Brazilian Coffee Purchasing Policy, Conflict Minerals Policy, Forced Labor and Child Labor Statement and Human Rights Position Statement.

To measure progress toward our regenerative agriculture and conservation goal, we have developed a standardized set of metrics outlined in KDP's Regenerative Agriculture & Conservation Monitoring & Evaluation Guide.

Read more in Governance: Ethical Business Practices ▶
Read more in Governance: Human Rights ▶
Read more in About this Report: Glossary ▶
Read more in Corporate Responsibility Topics A-Z ▶

2023 PRIORITY INPUTS

Priority status is determined by the input's importance to KDP, measured by the magnitude of spending, the social and environmental risk profile of the input and our unique opportunity for impact within the supply chain.

APPLE

- KDP sources whole apples to make Mott's Applesauce.
- Sourced directly from North American farmers with the vast majority from upstate New York, and a small amount from other regions.

APPLE JUICE CONCENTRATE

- KDP sources AJC to make certain flavored waters, juices and juice drinks.
- Our AJC supply chain has a global footprint that takes in apples from farms and processes them in factories into juice concentrate. We source the juice concentrate from a variety of suppliers in Europe, Latin America and Asia.

BREWERS

- KDP sources a variety of components and materials to make our coffee brewers.
- Components are sourced from all over the world and brewers are assembled in Indonesia, Thailand, Malaysia and China.

COCOA

- KDP sources raw cocoa and blended powders containing cocoa for our owned, licensed and partner brands.
- Sourced primarily from the Ivory Coast, Ghana and Cameroon, with smaller volumes coming from other global cacao-producing countries.

COFFEE

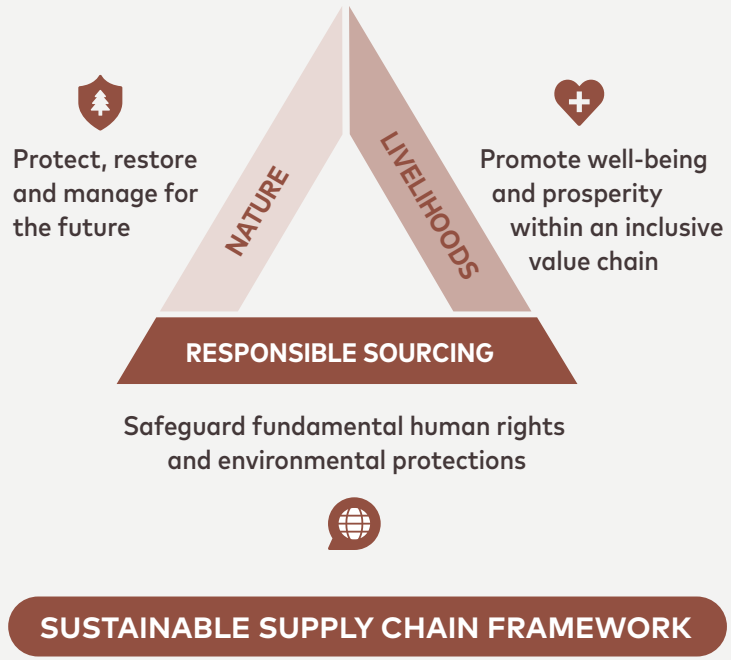
- KDP sources coffee for our owned, licensed and partner brand K-Cup pods, whole bean and ground coffee.
- Sourced from over 20 countries across Latin America, Africa and Asia.

CORN

- KDP sources high-fructose corn syrup for our full calorie beverages and concentrates.
- Sourced primarily from the U.S., with a smaller amount sourced from Mexico and Canada.

TOMATO PASTE

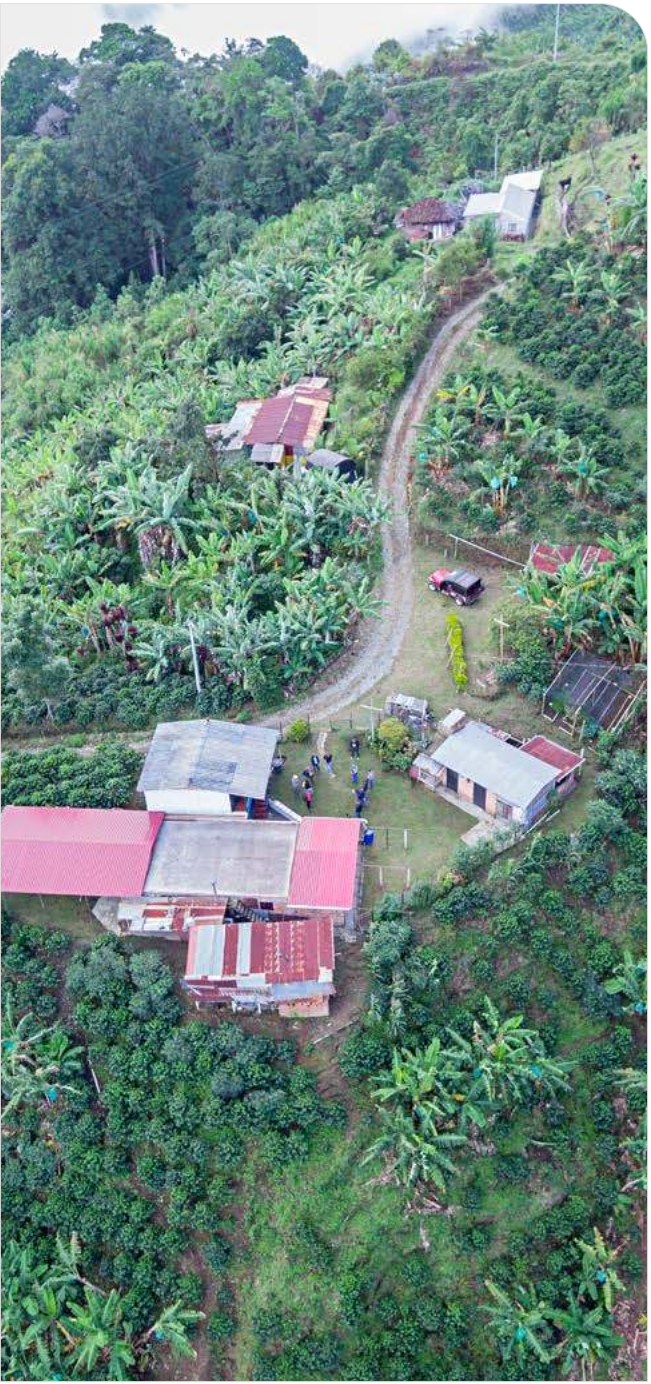
- KDP sources tomato paste for our Clamato, Mr & Mrs T products and other tomato-based beverages.
- Sourced from the U.S. and Chile.



SUSTAINABLE SUPPLY CHAIN FRAMEWORK

Our pursuit of a resilient supply chain is critical to our ability to secure a reliable supply of the inputs needed to make our products, while aiming to create shared prosperity for farmers, workers and KDP alike.

Read more in About this Report: Glossary ▶



RESPONSIBLE SOURCING: FARM

We are committed to responsibly source agricultural inputs, such as coffee and cocoa. For these specific supply chains, we use verification or third-party certification programs to help foster fundamental social, environmental and economic protections. In 2023, a small amount of coffee (0.002%) was received as conventional due to a requirement to source a unique coffee cup profile for a new coffee brand partner that was unavailable from KDP's accepted responsible sourcing programs. Moving forward, we have found an appropriate responsible sourcing program that can supply us with the needed cup profile. For cocoa, we received 100% responsibly sourced cocoa in 2023.

14 YEARS KDP is the largest buyer of Fair Trade Certified coffee in the world for the 14th consecutive year[12].

RESPONSIBLY SOURCED COFFEE AT KDP

Responsibly sourced means the coffee we purchase for our owned and partner brands is grown and sold in adherence to a credible sourcing program that aligns with KDP's Supplier Code of Conduct and industry-aligned environmental, social and governance criteria. KDP's coffee responsible sourcing program consists of:

- Working with second-party verification and third-party certification partners that have been vetted by the Global Coffee Platform (GCP)[13]. GCP is a multi-stakeholder association that has established a set of principles for global sustainable coffee production and has created a standardized process for assessing sustainable sourcing programs[14].
- Requiring the completion of independent, third-party audits on coffee farms to verify compliance with standards and remediation of key issues[15].
- Mandating our external partners share standardized data with us on traceability, risk and impact.

We recognize there is no single tool that can completely eliminate the human rights risks associated with complex and systemic issues. This is why KDP views verification and certification systems as a valuable starting point but goes further to invest in impact projects in certain places within our supply chains that aim to address root causes of these issues, such as farmer profitability.

Read more in About this Report: Glossary ▶

Read more in Appendix: Data Summary ▶

RESPONSIBLE SOURCING: FACTORY

We aim to responsibly source manufactured products, such as AJC, brewers and tomato paste by prioritizing and engaging key suppliers to implement and maintain effective social and environmental management systems in their own operations. For these factory-based inputs, we work with our contracted processing facilities and the contract manufacturers (Tier 1) and several of our Tier 2 suppliers within the brewer supply chain, employing KDP's Supplier Rating System. This evaluation structure uses a uniform methodology that enables us to align and rate our suppliers within one audit program.

KDP determines which suppliers are in scope for responsible sourcing audits based on third-party, country-level risk data. All suppliers receive a risk score of Low, Medium or High. In some cases, supplier risk is further refined via a Self-Assessment Questionnaire (SAQ). Factories that have a high-risk score must undergo a third-party audit adhering to one of KDP's accepted audit standards[16]. We consider a high-risk factory compliant if it earns an audit rating that Meets or Exceeds Expectations. For any that receive a Below Expectations rating, we work directly with those suppliers to remediate issues and verify corrective actions through additional onsite audits and specific trainings.

Read more in Environment: Climate Action ▶
Read more in About this Report: Glossary ▶
Read more in Appendix: Data Summary ▶

2023 FACTORY-BASED PRIORITY INPUTS AUDIT RESULTS

APPLE JUICE CONCENTRATE

72% of our AJC supplier facilities were located in high-risk countries, representing 36% of our total volume of AJC.

Of the high-risk facilities, 48% received an audit rating that Meets or Exceeds Expectations, with 52% not yet rated. Approximately one-third of those unrated factories are in Ukraine, where onsite audits remain difficult due to the ongoing Russian-Ukrainian conflict. We took an additional step this year to utilize an SAQ to evaluate these suppliers' social and environmental management systems. The remaining suppliers outside Ukraine will undergo audits during 2024 to align with harvest and workforce presence in the facilities that reflects peak season.

BREWERS

80% of our Tier 1 brewer suppliers were rated Meets or Exceeds Expectations, with 20% of suppliers receiving a Below Expectations rating. The underperforming supplier sites had a drop in performance this year due to new manufacturing lines that were added to accommodate non-KDP customer demand[17]. The speed of expansion led to several health and safety findings.

Among the selected Tier 2 high-risk brewer component suppliers, 53% received a rating of Meets or Exceeds Expectations, 7% received a Below Expectations and 40% were being onboarded to the KDP Supplier Rating System as of December 2023.

TOMATO PASTE

We expanded our audit program to include tomato paste in 2023. 100% of our supply base was sourced from suppliers located in high-risk countries, and 100% of facilities received an audit rating of Meets or Exceeds Expectations.

ENGAGEMENT WITH BREWER SUPPLIERS

We work with our brewer suppliers to provide training, improve capacity building, safeguard human rights and collaborate on environmental initiatives.

TRAINING & CAPACITY BUILDING

Labor shortages in Malaysia have led to increasing recruitment of migrant workers from countries like Myanmar, Bangladesh and Nepal. In May 2023, we partnered with Verité, a nonprofit specializing in preventing and remedying labor rights violations in supply chains, to host a three-day workshop with our Malaysian suppliers and their labor brokers to discuss topics such as implementing an employer-led payment model for recruitment fees, also known as the Employer Pays Principle, that helps to reduce forced labor risks, strengthen contracts and service agreements with labor brokers and provide fair systems for remedy.

ENVIRONMENTAL INITIATIVES

In 2023, we partnered with our Tier 1 suppliers to map their facilities' GHG emissions. This exercise resulted in the identification and implementation of more energy efficient practices, such as replacing energy inefficient machinery, swapping fluorescent light bulbs with LED light bulbs and installing solar panels.

NATURE

A critical strategy to supporting supply chain resiliency is implementing regenerative agriculture and conservation initiatives. A regenerative approach to agricultural production can create many benefits, such as the potential to mitigate climate change, enhance soil health, improve water quality, support resilient landscapes, increase biodiversity and boost farmer livelihoods.

We have committed to support regenerative agriculture and conservation on 250,000 acres of land by 2030 via targeted projects within our apple, coffee and corn supply chains[18]. Of the 43,435 acres achieved since 2022, 41,229 acres supported regenerative agriculture practices with individual farmers on their farms, while 2,206 acres supported conservation efforts on non-agricultural land located near farms. Despite each cropping system varying in geography and climate, we measure progress toward our goal using a standardized set of metrics outlined in KDP's Regenerative Agriculture & Conservation Monitoring & Evaluation Guide published on our website. This document was developed in partnership with experts including farmers, NGOs and industry organizations. We will continue to evolve our approach as we implement projects and learn through collaboration with our community partners.

As we strive to make progress toward our regenerative agriculture and conservation goal, we will continue to evaluate the interconnectivity of positive climate and water benefits in conjunction with KDP's broader environmental commitments and aspirations. As a result, we are looking to better integrate our measurement and reporting to ensure that progress from our supply chain efforts is also captured within our relevant enterprise climate and water goals going forward.

Read more in Environment: Climate Action ▶

Read more in Environment: Water Use & Stewardship ▶

Read more in About this Report: Glossary ▶

Read more in Appendix: Data Summary ▶

Read more in Appendix: Goal Methodology ▶

REGENERATIVE AGRICULTURE & CONSERVATION INVESTMENTS

Apple Pollinator Program

KDP, the IPM Institute and Cornell University's Danforth Lab are partnering to provide safe pest management practices and habitat conservation techniques to apple farmers in upstate New York. The goal of the three-year program is to provide a solution for apple farmers to grow healthy apples, benefit the local ecosystem and protect native pollinators, which are vital for apple pollination. Since 2022, the program has supported regenerative practices on 1,780 acres of land.

Todos Al Agua Regenerative Coffee Program

In partnership with RGC Coffee, we are implementing a program that aims to improve regenerative practices within our Colombian coffee supply chain. These practices promote soil health, water management, agroforestry, biodiversity and net reductions in GHG emissions.

Nebraska Farmer Resilience Project

KDP, the Practical Farmers of Iowa, Archer Daniels Midland and PepsiCo are working together to help improve productivity, profitability and environmental outcomes for corn farmers in Nebraska. The project provides direct financing to supply technical assistance to these farmers and subsidized cover crop seed. Over the last two years, the project has supported regenerative practices on approximately 15,920 acres of farmland for KDP.

CLIMATE/NATURE NEXUS

The interconnectedness of climate and nature can vastly impact the global economy, businesses and communities. KDP takes a holistic and integrated approach to building climate and supply chain resiliency by investing in initiatives that have the potential to reduce GHG emissions and create additional benefits to nature. These include water replenishment, regenerative agriculture and conservation initiatives in key regions in parts of our value chain. For example, in 2023, our Van Houtte brand partnered with One Tree Planted, an environmental nonprofit dedicated to planting trees in areas of need around the world. In addition, Grupo Peñafiel launched a program in Tecámac, Mexico that included a donation of a variety of trees to improve environmental conditions and update urban appearance throughout the municipality. KDP's contribution assisted in funding reforestation in forests in Quebec, Ontario and British Colombia.

KDP has also engaged with two pre-competitive industry coalitions with the goal to improve collection of and access to farm-level GHG emissions data to enhance the accuracy of target-setting and reporting across the coffee industry.

The Sustainable Coffee Challenge
A coalition, led by Conservation International, that is working together to increase transparency, align around a common vision for sustainability and accelerate progress toward sector-wide goals. As part of its efforts, the Challenge is implementing a collaborative study to develop and apply an aligned approach to carbon measurement and related data collection for the coffee sector. The aim is to produce accurate and reliable national carbon footprint baselines as a starting point for scaling action toward a low-carbon future in Brazil, Colombia, Honduras, Mexico and Peru.

The Cool Farm Alliance
A group committed to accelerate the transition to regenerative and sustainable agriculture by providing globally aligned, credible and science-based metrics, tools and resources to create impact. The Cool Farm Alliance manages the Cool Farm Tool, a scientifically-based carbon accounting tool that is tailored to perennial cropping systems, such as cocoa, coffee, citrus and apple.

PUBLIC POLICY SUPPORT

KDP supports federal agriculture policies to advance climate-smart regenerative agriculture and conservation. This includes advocating for increased federal incentives to promote voluntary methods of environmental stewardship, such as cover cropping. We also support policies to increase farmer access to technical and financial assistance programs, including opportunities offered through the U.S. Department of Agriculture's (USDA) Natural Resources Conservation Service. KDP and World Coffee Research (WCR), a nonprofit agricultural research organization seeking to protect and enhance supplies of quality coffee, are jointly advocating for public policy, including the Coffee Plant Health Initiative Amendments Act, which authorizes additional federal research, development and deployment of science-based tools, treatments and integrated pest management programs needed to help secure the future of coffee in the face of mounting climate pressures.

Read more in Environment: Climate Action ▶

Read more in Environment: Water Use & Stewardship ▶

Read more in About this Report: Glossary ▶

LIVELIHOODS

We are committed to supporting the economic resilience of farmers and workers in our supply chains. Decades of working with smallholder coffee communities have propelled us to focus on advancing inclusion by addressing barriers to entry and prosperity in these supply chains. Farmers and workers are better positioned to contribute to positive outcomes, such as preserving biodiversity, mitigating and adapting to climate change, improving water stewardship and boosting personal and community well-being, when they have economic stability and access to financial opportunities and prosperity. We are continuing to build out an updated approach in support of our Livelihood ambition, taking learnings from our key impact investments to shape a refreshed approach.

LONG-TERM PUBLIC-PRIVATE PARTNERSHIPS

Climate pressures, coupled with the growing costs of production, place significant burdens on farmers and can result in them switching crops or abandoning their farms altogether. Therefore, KDP advocates for expanded investments in agricultural research and development and public-private partnerships that encourage innovation to improve resiliency and sustainability. This includes being a founding member of WCR, to help support accelerating new approaches to grow, protect and enhance supplies of quality coffee. We are also partnering with Cornell University to fund a 10-year study on the impact of new planting technologies for apple farmers in upstate New York.

KDP is a supporter of the reauthorization of the Global Food Security Act, which authorizes foreign assistance funding and international development programs benefiting smallholder farmers in low-income countries that are critical suppliers to the U.S. coffee industry.

FARMER LIVELIHOOD INVESTMENTS

IMPACT SOURCING GROUPS

Through a combination of purchasing practices and direct investments, KDP has continued testing a new model for improving farmer income among three coffee producer groups in Honduras and Colombia. In 2023, KDP's procurement and sustainability teams hosted a roundtable in Intibucá, Honduras to convene leaders of these three producer groups. Throughout the two-day event, the group exchanged learnings, proposed new ideas for solving persistent challenges and built relationships to leverage in the future.

COFFEE INNOVATION PARTNERSHIP

One of KDP's iconic coffee brands, Green Mountain Coffee Roasters, teamed up with renowned Academy Award Winner Kevin Costner to craft a series of freshly inspired coffee blends in 2023. Along with Costner, the brand shares a mutual passion for giving back to farming communities and actively invests in organizations supporting sustainable agriculture. To celebrate the partnership, Green Mountain Coffee Roasters donated $100,000 to Root Capital, a nonprofit organization which invests in agricultural enterprises to build more prosperous, inclusive and resilient rural communities. KDP has been a partner of Root Capital for 25 years, and with our support, Root Capital has delivered financing and critical advisory services to more than 170 coffee cooperatives to help them grow into sustainable businesses.

FARMWORKER PROSPERITY PROGRAM

KDP continued its support for the Las Manos del Cafe program in central Colombia, an initiative implemented by RGC Coffee that delivers strategic services to farmworkers who are often excluded from formal employment protections. In alignment with the International Labor Organization's Decent Work Agenda, the program employs a holistic approach encompassing access to health and well-being services, education and improved working conditions, resulting in improved worker well-being and a positive transformation in the relationship dynamics between workers and farmers.

Health & Well-Being

We strive to offer a broad, well-balanced portfolio of quality products that is accessible to all consumers and marketed responsibly. We aim to understand root causes of health inequities and look for opportunities to address them through our portfolio and partnerships.

STRATEGY • CHOICE • ACCESS • TRANSPARENCY & MARKETING • PRODUCT QUALITY & SAFETY

Progress & Highlights

BY 2025	2023 ACTUAL
Provide positive hydration in 60% of KDP products	59%

Read more in About this Report: Glossary ▶
Read more in Appendix: Goal Methodology ▶

ONGOING CHALLENGES

- Expanding equitable access to nutrition for consumers across diverse markets
- Combating public misinformation about ingredients and product safety
- Renovating and innovating products that both promote a healthier lifestyle and satisfy taste preferences

FUTURE OPPORTUNITIES

- Providing information about our ingredients and products to empower consumers to make informed choices
- Exploring in-store merchandising and marketing strategies to expand distribution of better-for-you beverages in varied markets
- Continuing to engage key stakeholders, including NGOs, government and public health officials and advocacy groups

STRATEGY

Our health and well-being strategy focuses on accelerating innovation, renovation and partnerships to provide more better-for-you beverage options in our portfolio and expanding distribution of those offerings in new and varied markets. Working alongside credentialed health and well-being experts, we are committed to empowering consumers to make informed choices that support their holistic health and well-being journeys.

We know that trust and transparency about our marketing practices, ingredients and product safety are fundamental to our business. KDP pursues safety and quality standards throughout product development, sourcing, manufacturing and commercialization for all beverages and Keurig brewers that we manufacture and market.

MANAGEMENT APPROACH

KDP's cross-functional teams work to develop and distribute a broad portfolio of products that are aimed at meeting evolving and diversified wellness needs. The teams working to innovate, renovate and distribute more better-for-you beverages include Strategy, Product Development, Scientific & Regulatory Affairs, Procurement, Marketing and Commercial Sales. In 2023, we hired a Director of Nutrition within our Research & Development function to expand existing capabilities, engage external stakeholders and provide additional guidance for our health and well-being strategy.

Specific to our positive hydration goal, we collaborate with Partnership for Healthier America (PHA), a nonprofit committed to transforming the food landscape in pursuit of health equity in the U.S. Through our multi-year partnership, PHA is providing KDP health and well-being advice and annual validation of our positive hydration goal progress.

We also have compliance programs and review systems to oversee KDP's product safety and quality standards aligned to legal and regulatory requirements. This work is led by a cross-functional team of Food Safety, Engineering, Quality Assurance and Scientific & Regulatory Affairs experts. KDP offers products that comply with U.S. regulations, such as the U.S. Food and Drug Administration (FDA) and the USDA Smart Snacks in School standards; Canadian regulations, such as the Canadian Food Inspection Agency (CFIA) and Health Canada (HC); and Mexican regulations, such as the Federal Commission for Protection against Health Risks (COFREPRIS) and Office of the Federal Prosecutor for the Consumer (PROFECO). For our Keurig coffee makers, rigorous development and safety processes and procedures are overseen by teams within our Global Product Organization, including the Appliance Safety Management Committee and the Appliance Product Safety Council.

Our Chemicals Management Policy, Responsible Marketing Policy and Supplier Code of Conduct are ways in which we govern our commitment to providing our consumers safe products that are marketed responsibly.

Read more in Governance: Ethical Business Practices ▶
Read more in About this Report: Glossary ▶
Read more in Corporate Responsibility Topics A-Z ▶

CHOICE

KDP is committed to providing a balanced portfolio of beverage options and the resources consumers need to make informed choices. Over the past few years, we have expanded our product offerings with lower sugar and calories and/or deliver nutritional and functional benefits.

POSITIVE HYDRATION INNOVATION

We have committed that, by 2025, 60% of our product portfolio in the U.S. will provide positive hydration[19]. At year-end 2023, 59% of our products provided positive hydration, an increase from 57% at year-end 2022. We achieved this progress by continuing to expand our range of positive hydration choices across our brands, including Intelligensia K-Cup pods, new Green Mountain Coffee Roasters flavors, Nutrabolt's C4 Energy drink portfolio and certain flavors of La Colombe ready-to-drink coffee. At the close of 2023, 46% of our U.S. corporate marketing budget promoted the 48% of our cold products and 91% of our hot products that met the definition of positive hydration.

POSITIVE HYDRATION

A product meets the positive hydration criteria if it:

Provides a serving of fruit or vegetables (with no added sugar)

—OR—

Is 40 calories or less per serving[20] with a functional attribute[21] or at least 10% Daily Value of a nutrient to encourage[22]

U.S. sales only; examples of products that meet these criteria include non-caloric coffees and teas, 100% fruit juice with no added sugar, low-calorie energy and soft drinks and sparkling, still and functional waters.

PRODUCT RENOVATION

We have transformed our portfolio over the past decade, offering a low- or no-calorie option for virtually every full-calorie brand in our portfolio. In 2023, we continued to invest in the reformulation of existing options to expand consumer choices that complement a balanced lifestyle. In Mexico, we introduced Peñafiel Soft Seltzer, a natural mineral water with a touch of 100% natural flavors, containing no sugar and no calories.

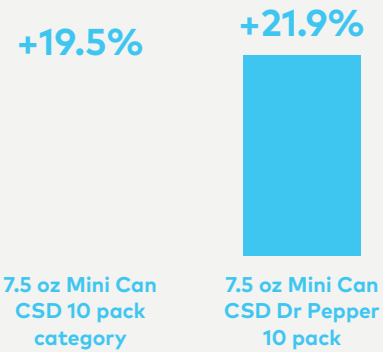
5.6% **Over the last three years, KDP has reduced added sugar from its cold portfolio by 5.6% through product innovation and renovation to meet evolving consumer preferences[23].**

Read more in About this Report: Glossary ▶
Read more in Appendix: Data Summary ▶
Read more in Appendix: Goal Methodology ▶

PORTION-SIZE EXPANSION

We have added smaller portion sizes of our full-calorie beverages in mini sizes to give people the opportunity for treat occasions while being mindful of their calorie consumption. In 2023, we began rolling out Snapple Minis in 8 oz., 8 pack sizes. The can carbonated soft drinks (CSD) category saw significant growth, and our Dr Pepper regular CSD 7.5 oz., 10 pack was our top selling mini can pack[24].

Mini Can Volume Growth*



**Circana MULO+C Volume % Change v. Year Ago; Calendar Year 2023.*

KDP participates in the Portion Balance Coalition, a group of public health organizations and food and beverage manufacturers that promote awareness of how portion sizes can fit within a healthy diet. KDP continues to invest in the manufacturing and distribution of emerging beverage categories and in the reformulation of existing options to expand consumer choices that complement a balanced lifestyle.

ACCESS

KDP continues to expand the distribution of better-for-you offerings to new and varied markets to reach a diverse mix of consumers. Over the last year, we have advanced that access through engagement locally and nationally.

IN-STORE MARKETING & MERCHANDISING STRATEGIES

To build off our successful 2022 in-store marketing and merchandising pilot[25], we expanded our work to additional neighborhoods and retailers in 2023. Specifically, we partnered with regional grocer Jewel-Osco to provide samples of KDP's better-for-you products in stores located in South Side Chicago, a community with a high poverty rate, a high sugar-sweetened beverage consumption rate and a lack of access to varied food options. In tandem with the sampling in-store, we worked with a local NGO, Project H.O.O.D to provide community members with information about our low and zero sugar beverages as well as direct food and beverage donations. We also sponsored a fitness event with Project H.O.O.D and local fitness instructors to make exercise more accessible to the community. In Pennsylvania, we teamed up with the retail dietitian team from supermarket chain Redner's Markets to promote our Bai and Core Hydration products in 44 stores via price promotions and a "HealthCents" merchandise wall. By partnering with retailers in varying geographies to test different in-store marketing and merchandising strategies, we are gathering insights from consumers on how access and placement of beverages impacts their purchase behaviors and on what types of choices they are looking for when shopping.

CROSS-SECTOR COLLABORATION

KDP is a member of the Leadership Council for the Hunger to Health Collaboratory (H2HC), a convening of cross-sectional leaders that explores systemic solutions to food, health and nutrition challenges. In 2023, KDP invested, alongside its fellow members of H2HC, to issue its inaugural "Prizes for Innovation" award — a $100,000 grant that identifies and highlights creative, systemic efforts to address food and nutrition inequities and advance health equity in U.S. communities. The first two grant recipients were Alameda County Recipe4Health and DC Central Kitchen. H2HC has committed to awarding $1 million over 5 years via the Innovation Prize. This commitment was recognized and applauded by the White House as a meaningful step towards achieving the Administration's goal to end hunger and reduce diet-related diseases by 2030.

We also engaged consumers nationally by participating in a Giving Tuesday campaign with Instacart and PHA. For one week, a shoppable pop-up was launched within the Instacart app that featured KDP brands Core Hydration and Mott's. For every $1 purchased of the select better-for-you products, KDP, Instacart and other participating brands donated one serving of fruits and vegetables to PHA. In total, the campaign provided one million servings of nutritious food for families in need across the country.

POLAR NATIONAL DISTRIBUTION RESULTS*

In 2020, we entered a long-term franchise agreement with Polar Beverages to drive national distribution of Polar Seltzer, a zero-calorie offering with a variety of flavors and the #1 sparkling water brand in the Northeastern U.S. As a result, Polar Seltzer has become the #3 unsweetened sparkling water brand in the U.S.

+2X Total points of distribution

+1.7X Grocery number of displays

**Circana MULO+C 2019 and 2023.*

TRANSPARENCY & MARKETING

To advance transparency and empower consumers to make informed choices, we provide detailed public information about our ingredients and products. We comply with local nutrition labeling regulations and display voluntary front-of-pack calorie labels on many beverage containers. In addition, we regularly monitor third-party communications regarding our products and services to identify and address any emerging issues, safety concerns or misleading information to protect the interests and well-being of our consumers.

PRODUCT FACTS WEBSITES

KDP hosts websites for the U.S. and Canada that provide detailed information about our product facts. These websites offer comprehensive nutrition, allergen and certification information, allowing visitors to easily compare products, check compliance with USDA Smart Snacks in schools[26] or verify Fair Trade certification and review packaging attributes such as recycled content and nutritional information for fountain beverages based on product, cup size and ice level.

PUBLIC POLICY SUPPORT

We actively participate in public-private discussions aimed at replicating and accelerating the implementation of pilot initiatives designed to increase access to our full portfolio of products. This extends to working collaboratively to address health disparities in communities to help ensure that all consumers can benefit from our offerings, including our positive hydration products. We continue to advocate for informed consumer decision-making by providing transparent, straightforward and easily comprehensible information on our packaging and products. More information can be found in our Responsible Public Policy Advocacy in the United States Policy.

In 2023, we participated in a two-day public meeting held by the FDA on strategies to reduce added sugar consumption in the U.S. KDP discussed industry approaches to promote better-for-you beverage options to consumers, presenting our in-store marketing and merchandising pilot with Stop & Shop as a case study and our work to better engage with retail dietitians.

RESPONSIBLE MARKETING

KDP published a Responsible Marketing Policy in 2023 for the U.S. It serves as a guiding framework for how we present the benefits of our products to consumers and applies to all KDP-authorized products, brands and communications. The policy also outlines the commitment that our advertising does not appear on or near content that is discriminatory or harassing. Employees and media agencies with primary responsibility for adhering to the Responsible Marketing Policy are trained and educated on the Policy. We are in the process of developing a similar policy in Canada, expected to publish in 2024.

When it comes to marketing to children, KDP recognizes the need for intentional guardrails for this specific audience. In the U.S., we are a member of the Better Business Bureau's Children's Food and Beverage Advertising Initiative (CFBAI). As participants in CFBAI, we comply with the advertising standards set in CFBAI's Core Principles and report annually on our pledge to not engage in advertising directed to children 13 and under unless the product being advertised meets CFBAI's strict nutrition criteria[27].

PRODUCT QUALITY & SAFETY

We understand that trust and transparency for ingredient and product safety is fundamental to our business. We pursue safety and quality standards throughout product development, sourcing, manufacturing and commercialization for all beverages and Keurig coffee makers that we manufacture and market. We also have compliance programs and review systems to oversee KDP's product safety and quality standards aligned to legal and regulatory requirements. In addition, we actively engage with outside experts and resources to understand emerging science and regulations to improve our processes and products.

KDP works to manage Chemicals of Concern and the identification of opportunities to reduce or eliminate the use of certain chemicals where feasible or required by law within packaging and products by engaging our supply chain per our Chemicals Management Policy and Supplier Code of Conduct. Specific to animal testing, we state that our suppliers shall strive to avoid animal testing altogether. Where it cannot be avoided, suppliers shall have a responsible animal testing policy and procedures in place. KDP does not test our products on animals.

FOOD & PACKAGING SAFETY SYSTEMS

Our food safety systems include the Preventative Controls and Hazard Analysis and Critical Control Point (HACCP) method, an internationally recognized system of identifying and managing food safety-related risks. Every KDP manufacturing site is audited annually to confirm it meets or exceeds requirements set by the Global Food Safety Initiative (GFSI), an industry-recognized coalition that oversees food safety standards. These programs include internal and third-party audits to review our food safety processes and controls. In addition, annual food safety and quality training is required for 100% of our KDP manufacturing facility employees.

BREWER QUALITY & SAFETY INITIATIVES

Producing both household and commercial appliances, our Keurig coffee brewers have unique engineering and safety requirements. All our brewers meet or exceed the market-leading safety standards of Underwriters Laboratories (UL) and UL of Canada under normal use. Our Keurig Commercial brewers also meet or exceed the safety standards of the National Sanitation Foundation under normal use. In 2023, we continued the expansion of our UL Certified Labs with the addition of our new Witness Test Certified Appliance test center in Shenzhen, China. For all of our brewers, we employ a robust testing program throughout the brewer development and production lifecycle to identify potential use cases and failure modes to support appliance quality and consistency of operation over time.

People & Communities

We aim to cultivate top beverage talent with a challenger mindset. We are committed to creating an inclusive, high-performing work environment in which all employees feel supported and talent can thrive. We also engage locally by investing in meaningful social impact programs to build strong, vibrant communities.

STRATEGY • EMPLOYEE DEVELOPMENT, ENGAGEMENT & WELL-BEING • DIVERSITY & INCLUSION
WORKPLACE HEALTH & SAFETY • COMMUNITY ENGAGEMENT

Progress & Highlights

BY 2025	2023 ACTUAL
Increase female representation in Director+ positions by 25% to 33% of the total	32%
Increase people of color representation in Director+ positions by 25% to 21% of the total	19%

Read more in About this Report: Glossary ▶
Read more in Appendix: Goal Methodology ▶

ONGOING CHALLENGES

- Competing for highly sought-after talent while navigating employee turnover, particularly in frontline roles
- Supporting community resilience given the increasing frequency and severity of natural disasters as a result of climate change

FUTURE OPPORTUNITIES

- Accelerating leadership development programs with mid-level and senior leaders for both frontline and non-frontline roles
- Investing in and implementing enhanced tools, resources and data to help us attract, train and retain diverse talent, improving the overall employee experience
- Increasing awareness, access and opportunities for participation of employees in volunteer opportunities and community engagement initiatives

STRATEGY

At KDP, we recognize that our employees make our success possible. We strive to provide rich and meaningful career experiences to help attract, develop and retain a highly talented, engaged and diverse workforce. To foster an engaged and inclusive employee culture, we use a variety of tools, resources and programs to encourage open dialogue and frequent feedback. In addition, we offer competitive benefits that support our employees' total well-being, including their physical, mental and financial health. To further support our employees in advancing their careers, we provide a wide variety of onboarding and talent development programs aimed at cultivating and retaining a team of creators, collaborators and achievers. In addition, workplace safety is a priority for KDP that is reinforced through continuous improvement programs and investment in tools and technologies that enhance how we capture metrics and identify, report and solve health and safety issues.

KDP's community engagement strategy aims to build community resilience through corporate partnerships, employee giving, volunteerism and brand and retail activations. Each country, region and local community in which we operate has a distinct set of challenges that we seek to address through a combination of employment opportunities, financial contributions, product donations and volunteer time.

MANAGEMENT APPROACH

KDP's Human Resources team manages the total employee rewards experience, including company-wide benefits and compensation. Business leaders, along with Human Resources, provide oversight for recruitment, training and development programs, as well as employee programs that foster and strengthen our culture of inclusiveness. In support of our Diversity and Inclusion (D&I) efforts, we have established executive-level governance, including participation by our CEO, as well as a D&I leadership team, comprised of committed leaders from across KDP to help set priorities and lead dialogue throughout the organization, including within our Employee Resource Groups (ERGs). Our EHS team manages oversight of our programs designed to safeguard the health and safety of our people.

Specific to community engagement, our Corporate Affairs and Human Resources teams, as well as ERGs, collaborate to deliver impactful volunteerism and charitable giving opportunities for employees. We follow our Charitable Giving Guidelines and use the Benevity system to screen all community partners and ensure they are reputable, registered NGOs.

Our Corporate Code of Conduct outlines the expectations we have of our employees to conduct business legally and ethically. In addition, our Human Rights Position Statement outlines core standards and expectations we have established for our employees in areas including human rights and building inclusive workplaces.

Read more in Governance: Ethical Business Practices ▶

Read more in Corporate Responsibility Topics A-Z ▶

EMPLOYEE DEVELOPMENT, ENGAGEMENT & WELL-BEING

KDP offers competitive benefits, well-being and development opportunities to support our employees in advancing their careers.

RECRUITMENT & TALENT DEVELOPMENT

We continue to refine our processes to increase the quality and quantity of touchpoints with potential and current employees[28]. In 2023, initiatives included enhancing our KDP's Careers website by producing more than 50 videos that share employees' experiences and perspectives about working at KDP. We also expanded our outreach to non-traditional candidates to fill frontline roles. For example, we partnered with local shelters in Vermont to offer job opportunities to unhoused community members and coordinated with local transportation to add a designated bus stop at the KDP facility.

WORKFORCE BENEFITS & WELL-BEING

Our employee benefits programs strive to deliver diverse, competitive benefits that are effective in attracting and retaining talent and help us to create a culture of well-being and inclusiveness. Our total package of benefits is designed to support the physical, mental and financial health of our employees. We currently provide access to medical, dental, vision, life insurance, retirement benefits and disability benefits, as well as assistance with major life activities such as adoption, childbirth and back-up childcare, among other benefits.

EMPLOYEE ENGAGEMENT

KDP invests in enabling conversations at the team level to create a dynamic and rewarding workplace. Our annual employee engagement survey solicits feedback from all team members on topics including culture, engagement, well-being, development, leadership, diversity, inclusion and work environment. With 89% of employees participating in the 2023 survey, findings showed that 80% of KDP employees are engaged, committed to staying with KDP and have a strong sense of accomplishment from their work.

DIVERSITY & INCLUSION

We understand that embracing our team's diverse experiences, perspectives and backgrounds is key to inspiring innovation, fostering and retaining talent, driving change and better connecting with our customers and consumers. We also aim to create a culture of trust and respect in which all employees feel like they belong and different perspectives are valued.

In 2020, we set representation goals for management at or above the Director level, known as Director+, and have made demonstrable progress. As of December 31, 2023, our global workforce was approximately 21% female, while our global Director+ workforce was approximately 32% female, as compared to our baseline of 26% in 2020. Approximately 48% of our U.S. workforce was comprised of people of color, with our U.S. Director+ workforce comprised of approximately 19% people of color, as compared to our baseline of 17% in 2020.

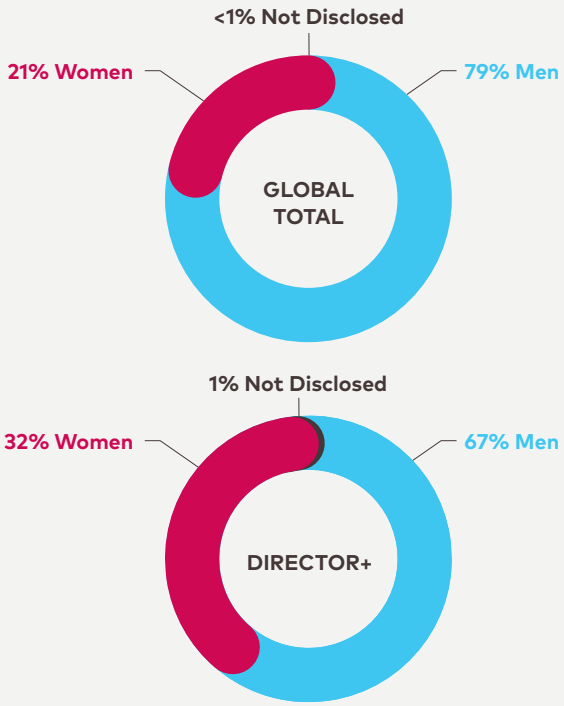
Stronger with you
DIVERSITY & INCLUSION

- DIVERSITY
- INCLUSION
- DRIVING CHANGE

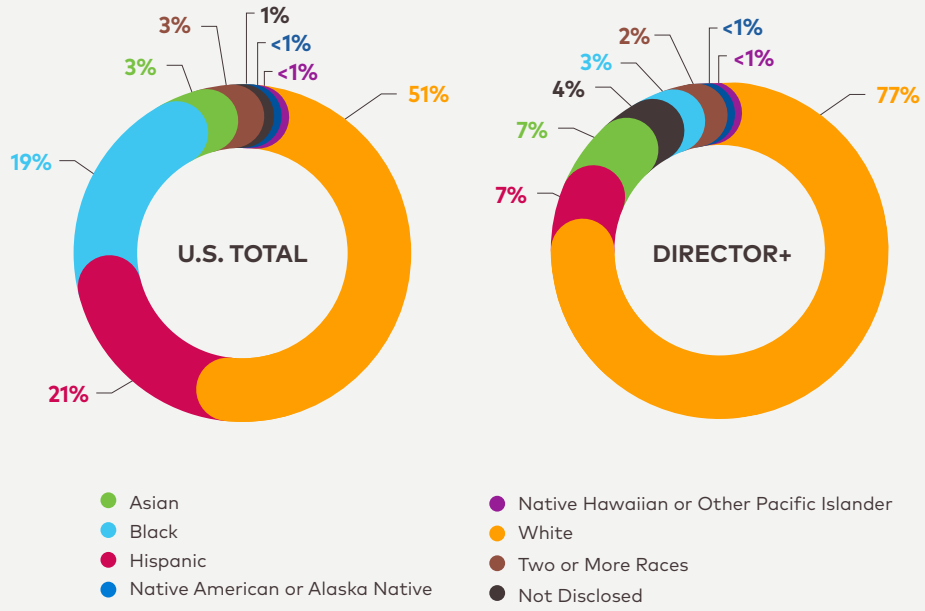
WORKFORCE DEMOGRAPHICS

A snapshot of KDP employee demographics as of December 31, 2023. We have also made available our EEO-1 Report.

Global Gender Demographics*



U.S. Racial/Ethnicity Demographics*



% of Gender Demographics and U.S. Racial/Ethnicity Demographics may not sum to 100% due to rounding.

Read more in About this Report: Glossary ▶
Read more in Appendix: Data Summary ▶
Read more in Appendix: Goal Methodology ▶

TARGETED HIRING EFFORTS, ENGAGEMENT & WELL-BEING

We strategically focused our hiring efforts to ensure our candidate pool for frontline and Director+ roles included females and people of color. In 2023, we provided a variety of D&I training courses and tools to our talent acquisition team equipping them to source candidates from diverse backgrounds, including women, LGBTQ+, military and other groups. In addition, we are working closely with local hiring managers to consider talent from non-traditional backgrounds, such as refugees and people who are currently unhoused. These localized efforts prioritize helping these employees acclimate and be successful at KDP.

To foster retention and the advancement of our current top talent, we focused on providing employee well-being and learning initiatives that meet the needs of diverse populations. For example, our expanded employee wellness and benefits offerings were informed by the perspectives of our diverse employees. Also, we encouraged all employees to complete a formal development plan, and in 2023, we identified emerging and high performing leaders from select functions to align their formal development plan with their career ambitions. This included matching them with a senior leader to provide mentorship and guidance on their career journey.

PAY EQUITY

At KDP we are committed to fair and equitable pay. We engage with an independent third party to conduct periodic assessments, ensuring parity across similar job roles striving to eliminate any statistically significant gaps based on gender or race. Our last pay equity analysis confirmed our commitment, demonstrating consistent pay levels across comparable job functions, regardless of gender globally. Furthermore, in 2024, we are expanding our efforts and are actively ensuring pay equity for people of color in the U.S. through a comprehensive pay analysis.

SUPPLIER DIVERSITY

KDP's supplier diversity program aims to expand opportunities for diverse suppliers within our procurement processes. By seeking out and engaging with minority, women, LGBTQ+, veteran, disabled-owned and small businesses, we are working to create a more equitable supply chain while supporting economic growth in communities nationwide.

In 2023, we spent more than $200 million with diverse and small businesses. In addition, we formed partnerships with two leading organizations to help connect us with and support minority-owned and women-owned businesses. They include the Women's Business Enterprise National Council (WBENC) and the National Minority Supplier Development Council (NMSDC). Moving forward, we are committed to furthering our efforts in supplier diversity, fostering meaningful relationships with diverse suppliers and driving positive impact through our procurement practices.

Read more in People & Communities: Community Engagement ▶

- African American & Allies
- LGBTQ+ & Allies
- Asian & Pacific Islanders & Allies
- Parents & Caregivers & Allies
- Early Career Professionals & Allies
- Veterans & First Responders & Allies
- Hispanic & Allies
- Women & Allies

EMPLOYEE RESOURCE GROUPS

More than 4,600 KDP employees are members of one or more of our eight ERGs that help build connection and community. In 2023, these groups hosted 112 events and activities focused on KDP culture, career, community and company.

WORKPLACE HEALTH & SAFETY

The safety and well-being of our employees are top priorities for KDP. We reinforce workplace safety through continuous improvement programs and investing in tools and technologies to enhance how we capture metrics and identify, report and address health and safety issues.

Our employees receive a wide range of safety training, depending on their role and site location, which can include daily safety huddles, annual refresher courses, emergency response, specialized training and more. KDP also continues to make operational upgrades to enhance safety protocols and routinely reviews emergency preparedness and response plans.

KDP has implemented management systems and tools that support safety. Total Productive Maintenance Principles (TPM) is a globally recognized framework designed to help improve manufacturing productivity which can have employee health and safety benefits. By encouraging employees to share the responsibility of watching for developing hazards, TPM can prevent employee accidents, as well as reduce unplanned downtime and personnel errors. We also use the Global Safety Tracking System which monitors safety metrics and trends. In addition, KDP develops programs and procedures to advance compliance with federal (e.g. Occupational Safety and Health Administration [OSHA]), state and provincial laws and standards applicable to our workplaces.

2023 MANUFACTURING & DIRECT STORE DELIVERY SAFETY INITIATIVES

- Completed a baseline ergonomic analysis for job tasks at our manufacturing sites and within our direct store delivery (DSD) services by using wearable technology. The evaluation resulted in revamping our pre-shift stretching program and implementing an early intervention program using athletic trainers to help reduce the number and severity of musculoskeletal injuries in locations with higher injury numbers.
- Onboarded a new management system for contractors to enhance our safety protocols for personnel working on our property.
- Updated our electrical safety program by conducting electrical safety training specific to EHS Managers.
- Upgraded select beverage production machinery with additional automatic controls to improve machine safety.
- Expanded the training of new and existing certified drivers, including the use of in-cab event recorders, for enhanced fleet safety.

COMMUNITY ENGAGEMENT

KDP, and our family of brands, are dedicated to supporting positive local impact and building community resilience through corporate partnerships, employee giving and volunteerism and brand and retail activations. Many of our flagship brands have long-standing relationships with local, national and international organizations and have supported through in-kind and direct donations for years. We choose to work with strategic NGOs via long-term corporate partnerships that enable us to maximize our impact. After surveying our employees and analyzing data from the past five years, we determined that our employees wanted more opportunities to spend time giving back to communities beyond just monetary donations. As such, in 2023 we prioritized increasing volunteer events organized by the Corporate Affairs team for both headquarters and manufacturing sites.

ENGAGE FOR GOOD

KDP's employee match and volunteer program raises donations for NGOs through matching employee donations and rewarding employees who volunteer in their communities with grants to donate to NGOs of their choice. In this way, we support causes that matter most to our employees. Each year, we allot employees eight hours of paid time off to volunteer in their communities. We also collaborate with our ERGs to support activations with specific causes and organizations tied to their mission. Key 2023 highlights include:

- Increased employee volunteerism significantly from the prior year, in part, by bringing opportunities to our frontline employees. For example, we held volunteer events at two manufacturing sites where our employees packed more than 5,000 hygiene kits for unhoused veterans and young people in crisis.
- Enhanced team building by working within specific functions for community activations. For example, our Supply Chain team supported Driving for a Cure to help fight breast cancer. KDP doubled employee donations and the campaign raised more than $18,000 in one month.

FEATURED CORPORATE PARTNERSHIP

Red Cross

- KDP has teamed up with the Red Cross in a multi-year partnership to provide support to families and communities in need across the U.S. and Canada through both financial support and in-kind donations.
- We also create opportunities for employees and our customers to volunteer with the Red Cross, participate in blood drives, contribute to food drives and donate to emergency relief efforts.
- U.S. Year-One Red Cross Impact Highlights:
  - Held five blood drives across three U.S. sites
  - Donated 1,400 bottles of Mott's Apple Juice to blood drive distribution centers and brewers and coffee to Red Cross blood donation centers nationally
  - Participated in certified CPR training for KDP emergency management responders and hands-only CPR trainings for team members
  - Purchased and packaged disaster relief kits for distribution in vulnerable communities
- Canada Year-One Red Cross Impact Highlights:
  - Provided 66 employee volunteer hours and $50,000 to support disaster response efforts
  - Held food drives across two offices and 30 VHCS branches and donated an additional $30,000 to programs supporting food insecurity as part of its Nutrition Month fundraising campaign
  - Sponsored the organization's Annual Giving Tuesday and Holiday Giving Campaign and helped raise a record breaking $4.5 million

DISASTER RELIEF & EMPLOYEE RELIEF FUND

KDP provides critical products and resources to individuals and families in the wake of crises and natural disasters. Working with key partners like Good360 and Operation Blessing, KDP stocks warehouses with water throughout the year so the organizations can respond swiftly by supplying beverages to those impacted by natural disasters such as wildfires, flooding and hurricanes. In this way, our partners always have water ready and do not have to wait on our deliveries to respond to communities in need. This is a key logistical change we have made over the past two years after analyzing our support programs. We also facilitate grants to U.S. employees through our Employee Relief Fund, a 501(c)(3) nonprofit that supports KDP employees and their family members who experience a disaster or emergency hardship.

FEATURED BRAND COMMUNITY ENGAGEMENT INITIATIVES

Dr Pepper Tuition Giveaway

Since 1990, Dr Pepper has awarded more than $19 million in tuition assistance to deserving students through its various programs, including at the annual football throwing competition during halftime at five marquee NCAA conference championship games.

Ronald McDonald House Charities®

We celebrated KDP and McCafé® At Home coffee's partnership with Ronald McDonald House Charities® (RMHC) to support families with children who are sick. To launch year two of the partnership, McCafé® At Home committed to an increased donation and partnered with Alexander Schulz, Slackliner and World Record Holder. Through the partnership, Schulz brought awareness to how the most daring of stunts cannot measure up to the resilience of RMHC families. Via our partnership, the brand is on track to donate $450,000 to RMHC. We also supplied select RMHC Chapters in the U.S. with additional McCafé® At Home K-Cup pods, to use with Keurig brewers donated as part of the partnership.

Peñafiel Pink Campaign for Breast Cancer Awareness

In Mexico, Peñafiel partners with the COI Foundation to create awareness and support for breast cancer patients during October's Breast Cancer Awareness month. Since 2018, we have raised $285,000 MXN to help provide access to treatment, increase timely detection and improve quality of life for patients.

Governance

We have strong governance structures in place to foster a culture built on integrity, transparency and responsibility.

STRATEGY • ETHICAL BUSINESS PRACTICES • ESG MATERIALITY & STAKEHOLDER ENGAGEMENT

STRATEGY

We believe strong corporate governance and ethics provides the foundation for fostering a culture of integrity, transparency and responsibility. Our strong governance structures and ethical business practices help to build trust with our stakeholders and generate sustainable business performance. This includes our focus in the areas of corporate policies, compliance, human rights, advocacy, public policy, data privacy and cybersecurity.

MANAGEMENT APPROACH

The KDP Board of Directors oversees KDP's Environmental, Social, and Governance (ESG) strategy and goals, as outlined in our Corporate Governance Principles. In this role, the Board approves our commitments and monitors progress in topics including climate, water, circular economy, health and well-being, sustainable practices within our supply chain, human rights and D&I. While the full Board is responsible for oversight of KDP's overall ESG strategy, the Remuneration and Nomination Committee of the Board, along with KDP's Executive Leadership Team, Sustainability Governance Committee, Chief Corporate Affairs Officer and cross-functional KDP teams that include leaders from all areas of the business, provide specific management, advisory, accountability and collaboration capabilities in support of ESG efforts.

Read more in Environment: Management Approach ▶

Read more in Supply Chain: Management Approach ▶

Read more in Health & Well-Being: Management Approach ▶

Read more in People & Communities: Management Approach ▶

Read more in Corporate Responsibility Topics A-Z ▶

BOARD COMPOSITION

The diverse personal and professional backgrounds and experiences of our Board enhance its effectiveness and ability to provide broad perspectives and constructive feedback to management. When selecting and recruiting director candidates, the Board seeks experienced, qualified members with a diversity of backgrounds, including professional experience, skills, education and international experience and perspectives, as well as characteristics such as age, gender, race and national origin. More information on our Board is available on our website and in our 2024 Proxy Statement.

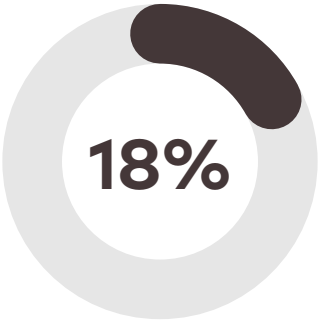
As of this report publication, the composition of the Board is as follows:

are "independent" under Nasdaq listing rules

6 OUT OF 11

are women

4 OUT OF 11



are racially or ethnically diverse

2 OUT OF 11

ESG OVERSIGHT

BOARD OF DIRECTORS

Provides primary board-level oversight of strategy and goals.

REMUNERATION AND NOMINATION COMMITTEE

Assists the Board with oversight of human capital management strategy and corporate governance.

EXECUTIVE LEADERSHIP TEAM

Ensures alignment of our corporate responsibility approach and strategies with our long-term business objectives, provides advisory support on programs and monitors progress.

SUSTAINABILITY GOVERNANCE COMMITTEE

Provides cross-functional decision-making and alignment with business strategy, oversees progress toward commitments and reviews and monitors the preparation of our Corporate Responsibility Report and other ESG disclosures, comprised of select Executive Leadership Team members and other key leaders.

CHIEF CORPORATE AFFAIRS OFFICER IN COLLABORATION WITH CROSS-FUNCTIONAL TEAMS

Establishes robust ESG agenda and strategic priorities throughout the organization, identifies and addresses challenges, enhances disclosure and monitors emerging trends.

ETHICAL BUSINESS PRACTICES

CORPORATE POLICIES & COMPLIANCE

Our suite of policies and programs outline the expectations we have of our Company and employees to act in a professional, ethical and legal manner. KDP's Corporate Code of Conduct is an expression of our values and provides the guideposts for employees and directors to make the right decisions and act responsibly. Our policies cover topics including anti-bribery, anti-competitive behavior, insider trading and disclosure in addition to the statements and policies covered in other sections in this report. KDP employees are required to hold themselves and each other accountable to all policies and the law. We offer a 24/7 "Speaking Up" hotline, managed by an independent third party, for employees to anonymously report any potential violations of our Code of Conduct or related concerns.

In 2023, we provided an enterprise-wide annual compliance training program with curriculum tailored to specific roles and employee populations. The program allows teams to predict, prioritize and plan for dedicated training time once a year and participate through an engaging and modernized learning experience, with courses available in multiple languages on any device.

HUMAN RIGHTS

We recognize our responsibility to uphold and promote human rights for all people and communities impacted by our operations and business activities. Our commitment to human rights is embedded across a range of policies, including our Corporate Code of Conduct, Supplier Code of Conduct, Conflict Minerals Policy and Forced Labor and Child Labor Statement. In addition, the standards in the Human Rights Statement cover topics including discrimination and humane treatment, freedom of association and collective bargaining, child labor, working hours, wages and benefits, among others. We also are supporters of a number of international initiatives focused on sustainability and human rights, including the United Nations (UN) Global Compact, the Responsible Business Alliance (RBA) and the GCP.

KDP is dedicated to transparency, accountability and continuous improvement with respect to human rights. We provide a grievance mechanism for employees, communities and certain workers in our supply chain. We encourage stakeholders to report any violations or ethical concerns without delay and without fear of reprisal or concern for retaliation. In the event that KDP is found to have caused or contributed to adverse human rights impacts, we will provide for or cooperate in the remediation of the adverse impacts through processes informed by internal guidance, as well as external expertise, when necessary, to achieve effective remedy.

ADVOCACY & PUBLIC POLICY

We believe we have a duty and responsibility to participate in the collaborative public policy-making process and strive to maintain a strong voice in shaping policy agendas that are critical to our continued growth and corporate responsibility strategy. These include, but are not limited to, working to restore resources for a more circular economy, supporting sustainable global agricultural supply chains, reinforcing responsible marketing and labeling and ensuring product quality and food safety.

KDP's advocacy efforts include direct engagement with public officials, participation in trade associations, coalitions and stakeholder meetings. All advocacy activities and contributions comply with applicable U.S. laws and regulations. KDP discloses its U.S. federal, state and local lobbying activity and expenditures as required by law via the Lobbying Disclosure website. We also voluntarily publish a report every year which details our trade association memberships, including those associations that received more than $25,000 per year in non-deductible fees for federal lobbying expenditures. In 2024, we began voluntarily publishing a report which details third parties who are registered to directly advocate on KDP's behalf. This information is outlined in our recently refreshed Policy on Responsible Public Policy Advocacy in the United States.

We also administer the Keurig Dr Pepper Political Action Committee (PAC) which is registered with the Federal Election Commission and funded solely through voluntary contributions from eligible employees. PAC contributions are bipartisan and given to federal and state candidates, without regard to political

party affiliation. KDP has not solicited any KDP PAC contributions since 2018. The KDP PAC's Executive Committee has oversight over all political contributions and maintains a fund in a segregated account with Treasury oversight. All contributions are administered by an independent third party. The KDP PAC did not make contributions in 2023. KDP does not make direct corporate political contributions to candidates, parties, nor their committees even where permitted by applicable law. More information on the governance of campaign contributions and factors that guide contributions can be found in our Policy on Responsible Public Policy Advocacy in the United States.

DATA PRIVACY & CYBERSECURITY

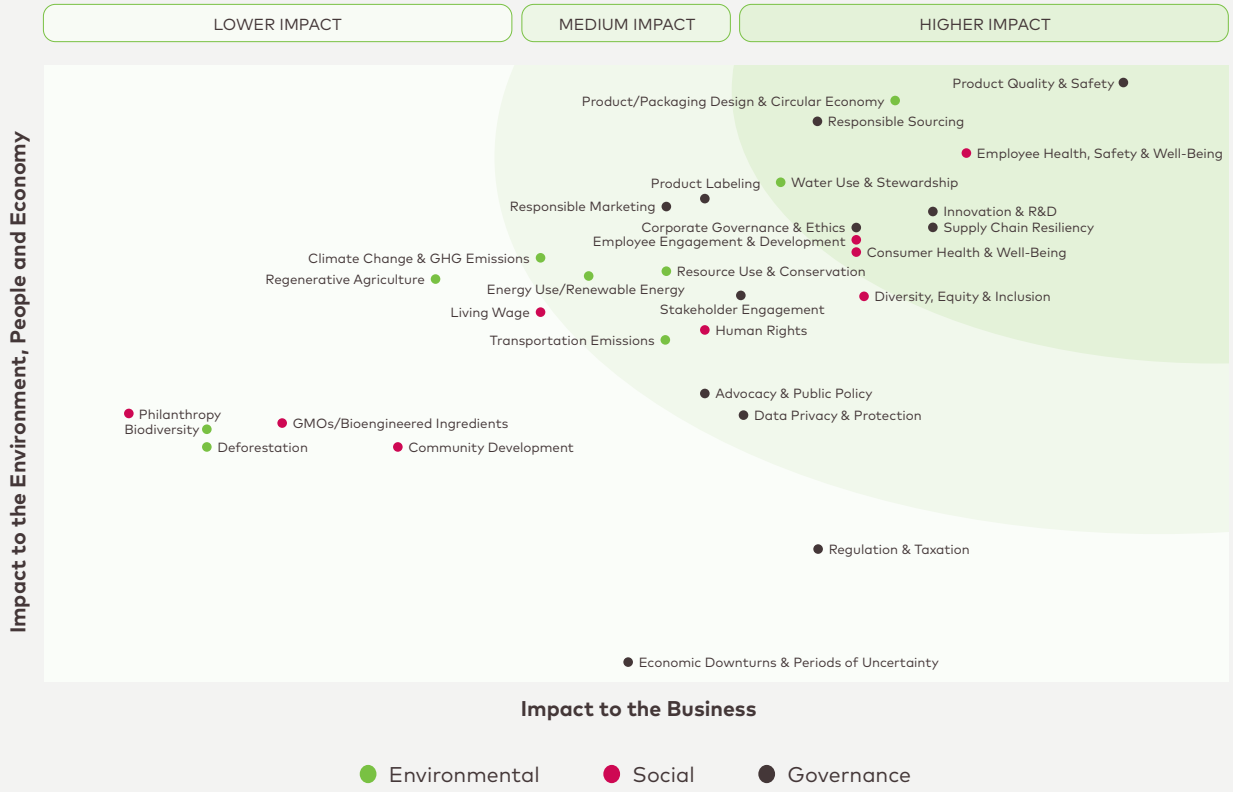
We are committed to protecting the personal information entrusted to us by our consumers, customers, employees and business partners. In accordance with applicable privacy and security laws and in alignment with the National Institute of Standards Framework, KDP's Privacy and Cybersecurity Programs implement and maintain a range of trainings, policies, processes and technical safeguards designed to protect our systems and preserve the confidentiality and integrity of personal information in our care. We take precaution to avoid using data and technology in ways that are unethical or could lead to discrimination and exploitation or cause harm.

ESG MATERIALITY & STAKEHOLDER ENGAGEMENT

We understand the importance of focusing our efforts on the ESG issues for which we can have the greatest impact. In 2023, we performed an ESG double materiality analysis to identify and understand the issues that are most important to our organization and stakeholders and included an evaluation of emerging trends and internal and external stakeholder input. The outcome of this process was our materiality matrix, which outlines a total of 30 non-financial issues ranked in relation to importance to stakeholders and most impactful to the business. We supplement this with our up-to-date understanding of our material ESG issues through ongoing dialogue and engagement with key stakeholders as well as continuous monitoring of evolving sustainability issues and macroeconomic events globally.

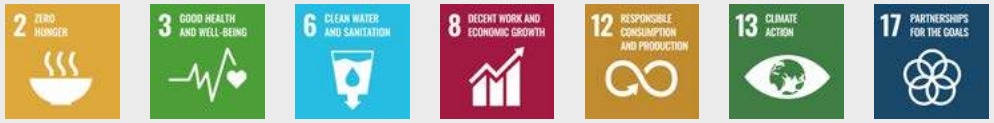
The top-ranking issues identified in our matrix remained aligned with our corporate responsibility approach and will continue to play a prominent role in our corporate responsibility strategies and related programs and policies. We also use these responses to validate priorities and identify gaps while meeting disclosure standards. In addition, we have aligned our corporate responsibility approach with seven UN Sustainable Development Goals (SDGs) most relevant to our business.

The definition of materiality with respect to ESG issues in this report is different than the definition of materiality in the context of our filings with the U.S. Securities and Exchange Commission (SEC). The identification of material issues that guide our corporate responsibility approach should not be construed as a characterization regarding the materiality or financial impact of such issues or related information to investors in KDP. A discussion of the risks that are material to investors in KDP can be found on our Form 10-K for the year ended December 31, 2023, filed with the SEC, our subsequent Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K. All can be found on our website.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The UN SDGs were developed to address the global challenges facing our current world and represent the transformative power of collective action. We have aligned our corporate responsibility approach with the seven UN SDGs most relevant to our business.



STAKEHOLDER ENGAGEMENT

Through formal and informal methods and within every level of the organization, we engage with our employees, suppliers, consumers, customers, NGOs, investors, regulatory agencies, policy makers, communities, partners and others. These collaborations and partnerships foster trust, elevate our performance, help to identify emerging trends and allow us to find solutions to shared challenges.

EMPLOYEES

- Intranet
- Employee communications website and app
- Online collaboration tools: Workplace and KDP wellness platforms
- Weekly newsletters, executive communications and team information cascades
- Quarterly Town Hall meetings for the company and for individual functions or Business Units
- Regular VP+ leadership meetings
- Employee engagement surveys
- ERGs

SUPPLIERS

- Individual and broad-based communications
- Supplier trainings, assessments and remediation processes
- Social impact investment directly or through NGOs

CONSUMERS

- Marketing and advertising campaigns
- Consumer Care hotlines
- Brand social media channels and websites
- Influencer engagement
- Sponsorships, sweepstakes and giveaways

CUSTOMERS

- Direct engagement
- Industry conferences/trade shows
- In-store promotions
- Joint community events

NGOS

- Corporate and organizational memberships
- Direct engagement
- Collective action coalitions

INVESTORS

- Quarterly earnings reports, including conference calls and SEC filings
- Financial conferences, investor events and meetings, with involvement from management
- Financial publications and other filings, including Annual Report and Proxy Statement
- Company website

REGULATORS/POLICY MAKERS

- Direct engagement
- Industry trade associations
- Policy coalitions
- KDP U.S. PAC

COMMUNITIES

- Employee volunteering and financial giving
- Partnerships with local and national NGOs

ABOUT THIS REPORT

This progress report focuses on the goals, programs and initiatives that encompass our key corporate responsibility efforts for 2023. Unless otherwise noted, this report covers data and activities for the calendar year 2023 from KDP's wholly owned operations. The content covers the parts of our business in which we have operational control and does not include joint ventures, entities in which we hold a minority interest or franchised or outsourced operations, except where noted. Selected data and information on our global supply chain activities are also included.

This report was created with reference to the Global Reporting Initiative (GRI) Index and is in alignment with the Sustainable Accounting Standards Board (SASB) Standards and the Task Force on Climate-related Financial Disclosures (TCFD).

For 2023, we have obtained limited third-party assurance of certain sustainability performance metrics by ERM CVS. The assured data points are flagged in the Data Summary and SASB Standards, located in the Appendix of this report. The ERM CVS Independent Assurance Report can also be viewed on our website.

KDP welcomes questions about, and feedback on, our corporate responsibility work and invites anyone to contact us at sustainability@kdrp.com.

Read more in Appendix ▶

FORWARD-LOOKING STATEMENTS

Certain statements contained herein are "forward-looking statements" within the meaning of applicable securities laws and regulations. These forward-looking statements can generally be identified by the use of words such as "outlook," "guidance," "anticipate," "expect," "believe," "could," "estimate," "feel," "forecast," "intend," "may," "plan," "potential," "project," "should," "target," "will," "would" and similar words. Forward-looking statements by their nature address matters that are, to different degrees, uncertain. These statements are based on the current expectations of our management, are not predictions of actual performance, and actual results may differ materially. Forward-looking statements are subject to a number of risks and uncertainties, including the factors disclosed on our Form 10-K and subsequent filings with the SEC. We are under no obligation to update, modify or withdraw any forward-looking statements, except as required by applicable law.

Glossary

TERM	DEFINITION
Circular Economy & Circularity	Terms used to describe the efforts made to design products, packaging and processes for durability, reuse, recycling and/or composting while helping to support the necessary infrastructure to enable circularity.
Compostable Packaging	Packaging that is able to be broken down into carbon dioxide, water and biomass within a specific time frame under specific conditions. This can mean either home compostable (at specific temperatures and with a natural microbial community) or industrially compostable (under increased temperatures, humidity and specifically formulated microbial conditions). Compostable material can be made from either bio-based or petrochemical inputs and is subject to third-party certification.
Consumers	People who buy and use our products for the purpose of personal use and consumption.
Customers	Retailers that buy products from KDP and sell to consumers.
Extended Producer Responsibility	A policy approach that assigns producers responsibility for the end-of-life of their products. This can include both financial responsibility and operational responsibility.
Fleet Decarbonization	Efforts to remove or reduce the levels of carbon emissions (such as carbon dioxide) caused by or involved in fleet operations.
GHG Emissions – Scope 1, 2 and 3	**Scope 1 emissions** Direct GHG emissions from sources that are controlled or owned by KDP (e.g. fuel used in fleet and manufacturing).
	Scope 2 emissions Indirect GHG emissions associated with the purchase or operations of sources that are not controlled or owned by KDP (e.g. electricity).
	Scope 3 emissions Indirect GHG emissions from sources not owned by the company throughout our value chain (e.g. upstream transportation, materials processing, use of sold products, etc.).
Net Positive Water Impact	Efforts to reduce water stress by focusing on water availability, quality and access and that contributions exceed impacts on water stress in the same region, as quantified by established methodologies and measured via both short-term outputs and long-term outcomes.
Positive Hydration	**Positive hydration** When a KDP product provides a serving of fruits or vegetables (with no added sugar) OR is 40 calories or less per serving with a functional attribute or at least 10% Daily Value of a nutrient to encourage.
	Functional attribute A food product that together with its basic nutritional impact has a beneficial effect on one or more functions of the human organism either improving the general physical conditions or/and decreasing the risk of the evolution of disease.
	Nutrient to encourage Essential nutrients such as protein, fiber, vitamins and minerals.
Priority Inputs	Materials of importance to KDP's business, including apple, apple juice concentrate, cocoa, coffee, corn and tomato paste, as well as certain of our brewer components critical to brewer function and quality. Priority status is determined by the input's importance to KDP by magnitude of spending, its social and environmental risk profile and our unique opportunity for impact within the supply chain.
Recyclable Packaging	Packaging for which design is not a barrier to the packaging being successfully collected, sorted and reprocessed into another material, a product component or a recycled raw material. Packaging we consider to be recyclable includes materials and formats for which recovery, sortation and end markets exist or can practically be scaled across North America, noting that many communities may not accept or sort certain materials or formats today. We likewise consider plastic packaging to be recyclable if it is deemed "recyclable with detrimental qualities" by the APR.
Regenerative Agriculture & Conservation	Regenerative Agriculture is a holistic, localized approach to agricultural production and land management that seeks to mitigate climate change, increase soil health, support resilient landscapes and improve farmer livelihoods. Conservation is the act of bringing non-agricultural land into conservation protection or supporting an increase in protections and/or stewardship on already conserved lands.

TERM	DEFINITION
Responsible Sourcing	Our approach to help safeguard fundamental human rights and environmental protections across our supply chain. For coffee and cocoa, we rely on verification or third-party certification programs. For factory-based inputs, we employ KDP's Supplier Rating System.
KDP-managed Brewer Suppliers	**KDP-managed brewer component suppliers** Suppliers that are critical to brewer function and quality where KDP negotiates volume and price. These include all Tier 1 Brewer Suppliers and a portion of Tier 2 Brewer Suppliers.
	Tier 1 brewer suppliers Contract manufacturers that assemble our brewers.
	Tier 2 brewer suppliers Component suppliers that provide component parts to final assembly manufacturers.
Value Chain	A value chain is the complete journey of a product or process, covering all stages from material sourcing to end-of-life. It includes sourcing, production, distribution and disposal, highlighting the interconnectedness of each step.
Virgin Plastic	Newly manufactured resin produced from petrochemical or biomass feedstock used as the raw material for the manufacture of plastic products and which has not been used or processed before.
Workforce Definitions	"Director+ Professional" - CEO, CFO, ELT, SVP, VP, Sr. Director, Director "Other Professional" - Any employee with a pay rate type of salaried, below Director "Hourly"- Any employee with a pay rate types "Hourly-Bi-weekly", "Hourly-Weekly", "Daily", "Commission Only"

Endnotes

1. Circana MULO+C 52W ended 12/31/23; NPD Crest 52W ended 12/30/23; Nielsen Discover full year 2023; NielsenIQ full year 2023.
2. Net Positive Water Impact are efforts to reduce water stress by focusing on water availability, quality and access and that our contributions exceed impacts on water stress in the same region, as quantified by established methodologies and measured via both short-term outputs and long-term outcomes, per the Water Resilience Coalition.
3. SBTi 2025 scenarios were aligned to the Paris Agreement climate change goal of limiting global warming to well below 2°C above pre-industrial levels. In 2021, SBTi scenarios were adjusted for companies to be aligned to a 1.5°C pathway by 2030 and Net Zero by 2050 (90% reduction across all Scope 1, 2 and 3 emissions, with all remaining value chain GHG emissions neutralized by purchases of carbon removal offsets). Our actions in 2023 and 2024 are allowing KDP to explore revising our goals relative to the new SBTi targets, as appropriate, no later than year-end 2024, prior to the expiration of existing SBTs in 2025.
4. In 2022, the SBTi launched a new methodology for the forest, land and agriculture sector. The SBTi FLAG Guidance is a standard for companies in land-intensive sectors to set SBTs that include land-based GHG emissions, reductions and removals.
5. In 2024, the GHG Protocol will publish its Land Sector and Removals Guidance to explain how companies should account for and report GHG emissions and removals from land management, land use change, biogenic products, carbon dioxide removal technologies and related GHG inventories.
6. According to ISO 14001 Standard.
7. KDP does not account for the purchase of these voluntary carbon credits with respect to its climate targets, nor does KDP claim to reduce any portion of its reported carbon footprint on the basis of these purchases.
8. Excluding lid and cap.
9. According to The Recycling Partnership's National Recycling Database.
10. Excluding lid and cap.
11. According to The Recycling Partnership, the U.S. recycling system is not a unified or governmental entity, but rather a network of more than 9,000 separate local recycling programs. Each individual program has specific parameters for which materials can be recycled, and municipalities collect recyclables in different ways.
12. Largest buyer status designated by Fair Trade USA and based on purchases for both KDP and KDP-owned and partner brands.
13. As of June 2024, KDP's accepted responsible sourcing programs include: Fair Trade Certified, Fairtrade International, Rainforest Alliance, 4C, AtSource Entry Verified by ofi, Volcafe Verified, Volcafe Excellence, NKG Verified, LDC's RSP Advanced, RGC Coffee 3E Guaxupé Planet, Sucafina IMPACT and SMS Verified by ECOM.
14. Between 2021 and 2023, the GCP updated its Coffee Sustainability Reference Code (Coffee SR Code), which lays out a global set of "primary principles of sustainable coffee production". GCP also created the "Equivalence Mechanism", a standardized process for benchmarking responsible sourcing programs with respect to the Coffee SR Code and other operating criteria. No verification or third-party certification program can guarantee there are no challenges with human rights or other risks in a supply chain. However, programs that meet the Equivalence Mechanism have demonstrated credible and effective systems for implementation, remediation of issues identified and continuous improvement over time. More detail on the Equivalence Mechanism can be found here.
15. In responsible sourcing programs only a representative sample of farms is audited. Under the commonly employed industry approach, the baseline number of farms to audit equals the square root of the total number of farms. That baseline can be adjusted up or down based on risk, and each verification or third-party certification program will approach this differently. The GCP, through its equivalence process, assesses third-party certification programs to help ensure a robust management system is in place that is fit-for-purpose. KDP likewise requires second-party verification programs to disclose their sampling methodology as part of KDP's approval process.
16. We accept audit reports from the RBA, Sedex Member Ethical Audits (SMETA), Social Accountability International (SAI) SA8000 and the Business Social Compliance Initiative (BSCI). In cases where factories have another comparable audit standard, we consider them for approval on a case-by-case basis.
17. Any changes to manufacturing lines within a site, regardless of whether they are manufacturing KDP products, can negatively impact a supplier's overall audit score.
18. 250,000 acres represent approximately 50% of the land area used to grow the crops in scope for the goal, which include coffee, corn and apple, based on our 2019 purchasing footprint.
19. U.S. sales only; includes all owned, licensed and partner beverage brands, excludes private label.
20. U.S. FDA definition of "low calorie", Code of Federal Regulations, Title 21.
21. European Commission: "A food product that together with its basic nutritional impact has a beneficial effect on one or more functions of the human organism either improving the general physical conditions or/and decreasing the risk of the evolution of disease." Orrù S, et al. Nutrients. 2018.
22. Drewnowski A, et al. Nutr Rev. 2019; Dietary Guidelines for Americans, 2020-2025.
23. Based on sales-weighted average.
24. Circana MULO+C; Calendar Year 2023.
25. In 2022, we partnered with Stop & Shop and PHA to conduct a pilot in the Roxbury neighborhood of Boston, Massachusetts, an area known to have food access disparities. We tested in-store marketing and merchandising strategies that prioritized the placement of our better-for-you beverages, such as Core Hydration, Bai, Evian, Snapple Zero and Polar in front of consumers at the store entrance and check out. The pilot successfully marketed healthier beverage options and provided key learnings to inform our efforts in the future.
26. For U.S. only.
27. KDP considers child-directed advertising to be a program or website where the audience generally consists of 25% or more of children under the age of 13. This is a stricter standard than required by CFBAI, which considers media primarily directed at children under 13 when the audience is 35% or more of that age group.
28. 100% of our U.S. salaried employees receive an annual performance review. Our hourly workforce receives ongoing feedback throughout the year.

Photo Credits: Lucia Bawot (page 1: Report Cover; page 23: Responsible Sourcing: Farm); AP Images for Keurig (page 15: Next-Generation Innovation and Expanded Recycling Options); Corgan (page 18: Waste Reduction); E11evate, LLC (page 32: Access); Lindsay Rapier (page 38: Employee Development, Engagement & Well-Being); Operation Blessing (page 43: Disaster Relief & Employee Relief Fund); AP Images for Dr Pepper (page 43: Dr Pepper Tuition Giveaway); FireTheCanon.com (page 44: Governance); Isabela Gomes (page 50: About this Report).
All amounts expressed in U.S. dollars unless otherwise noted.
All brands owned by their respective trademark owners. All rights reserved.

Data Summary

For detail on methodologies and boundaries for the goals that these data support, see our Goal Methodology Table.

Year ended December 31	2019	2020	2021	2022	2023
GHG Emissions & Energy					
SCOPE 1: Direct Emissions ($MTCO_2e$)*	268,712†	289,755†	294,455†	298,188†	286,787†
Stationary	128,958†	116,081†	116,495†	134,628†	128,976†
Mobile	152,631†	160,797†	162,642†	162,435†	156,686†
SCOPE 2: Indirect Emissions, Purchased Energy ($MTCO_2e$)*					
Market-based	97,345†	93,280†	81,091†	57,680†	36,721†
Location-based	162,746†	165,076†	167,493†	168,450†	174,778†
SCOPE 3: Indirect Emissions, Value Chain ($MTCO_2e$)*	9,138,787§	8,455,045	10,039,170	10,872,567	10,048,420
Category Breakdown:					
Purchased Goods and Services	4,048,579	3,245,733	4,762,340	5,511,255	4,966,238
Capital Goods	34,831	45,134	53,177	51,757	51,623
Fuel-and-energy-related Activities (not included in Scope 1 or 2)**	93,618	97,180	88,351	83,121	78,273†
Upstream Transportation and Distribution	476,052	455,091	432,347	488,178	408,034
Waste Generated in Operations	6,120	7,365	7,323	9,536	9,771
Business Travel	9,335	4,243	2,616	1,337	9,474
Employee Commuting	53,681	50,833†	52,268†	49,103†	45,820†
Downstream Transportation and Distribution	960,902	1,073,631	1,106,642	1,115,535	1,081,598
Processing of Sold Products	2,648,284	2,726,216	2,856,423	2,876,039	2,772,831
Use of Sold Products***	675,627§	664,521	559,947	529,557	479,915†
End-of-life Treatment of Sold Products	131,058	85,058	117,735	157,149	143,524
Downstream Leased Assets	700	0	0	0	1,320
Total Energy Use (MWh)	1,687,239†	1,812,598†	1,895,189†	1,924,265†	1,862,927†
Total Direct Energy Usage (MWh)	1,248,290†	1,352,299†	1,398,647†	1,398,100†	1,337,084†
Total Purchased Electricity Wse (MWh)	438,949†	460,299†	496,542†	526,165†	525,843†
% Grid Electricity	N/A	100%	100%	100%	100%

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.

§Updated from the prior year.

*Scope 1, 2 and 3 emissions are accounted for in accordance with the GHG Protocol. We use the most current GHG emission factors in our inventory each year and site- and supplier-specific factors where available. Scope 1 emissions are calculated with U.S. EPA Emission Factors for Greenhouse Gas Inventories. Scope 2 emissions are calculated following both the location-based and the market-based methodologies as defined in the GHG Protocol. Location-based factors are taken from the eGRID and International Energy Agency (IEA) datasets for U.S. and international sites, respectively; where applicable, market-based factors are taken from supplier-specific utility factors (for larger sites), Green-e (U.S.), AIB (Europe) and IEA. The latest datasets available at time of publication are used.

**GHG emissions from Fuel-and-energy-related Activities are based on KDP direct fuel consumption and purchased electricity. Fuel consumption is multiplied by the relevant GHG emission factor for each fuel type. Electricity consumption is multiplied by a country-specific GHG emission factor. Calculation takes into account renewable electricity procured via market instruments and green tariff contracts.

***Use of Sold Products GHG emissions are limited to brewer energy use and consumer refrigeration. Brewer energy use is estimated using brewer annual shipments and lifetime electricity consumption for each model. GHG emissions from consumer refrigeration are estimated by lifecycle analysis.

Key: N/A = disclosures are not applicable; N/R = disclosures are not reported

	2019	2020	2021	2022	2023
% Renewable Electricity (Renewable Electricity as % of Total Purchased Electricity)****	47%	50%†	62%†	74%†	83%†
Fleet Fuel Management (Total Fuel Consumed) (Gigajoules)	N/R	2,325,866	2,312,032	2,316,494	2,264,898
Fleet Fuel Management (% Renewable)	0%	0%	0%	0%	0%

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.
§Updated from the prior year.
****Renewable electricity in 2020, 2021, 2022 and 2023 was sourced through a mix of Green-e certified REC products. Our Newbridge, Ireland facility is supplied with 100% wind electricity by the local utility.

Water					
Total Withdrawal (Million Liters)	12,653†	13,166†	13,355†	13,716†	13,175†
% Withdrawal, Municipal	74%†	75%†	79%†	78%†	76%†
% Withdrawal, Groundwater	26%†	25%†	21%†	22%†	24%†
Total Consumption (Million Liters)	7,290†	7,407†	7,463†	7,326†	7,193†
% Consumed in High Baseline Water Stress Areas	38%	37%	38%	59%	59%
Total Discharge (Million Liters)	5,363†	5,759†	5,893†	6,390†	5,982†
% Discharge to Municipal	66%†	66%†	66%†	62%†	66%†
% Discharge to Waterbody	34%†	34%†	34%†	38%†	34%†
Water Use Ratio (L/L)* (Liters of Water Required to Make One Liter of Product)	1.88	1.82†	1.82†	1.82†	1.85†
Water Replenished in Highest Water-risk Areas (Million Liters per Year)**	97	725	1,817	2,084	2,169
Water Replenished in Highest Water-risk Areas (% Replenished)***	3%	20%	49%	55%	55%

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.
*The Water Use Ratio is calculated based on water withdrawals and production volumes, for cold beverage sites only. 2017 was our baseline year with a Water Use Ratio (L/L) of 1.95.
**Based on WRI's Aqueduct Water Risk Atlas v3.0 (2019) locations with High or Extremely High baseline water stress, aligned with SASB metric. Prior years used v2.1 of Aqueduct and additional indicators. Total water capacity "replenished" or otherwise restored, protected, conserved in nature through our water stewardship partner projects.
***Based on WRI's Aqueduct Water Risk Atlas v3.0 (2019) locations with High or Extremely High baseline water stress, aligned with SASB metric. Prior years used v2.1 of Aqueduct and additional indicators. Progress is the volume of water capacity replenished versus the volume of water consumed by in-scope locations within the same year.

All Packaging*					
% Packaging Recyclable or Compostable**	91%	94%	95%	94%	95%†
% PCR across Total Packaging Portfolio	20%	22%	24%	24%	27%†
Plastic Packaging					
% Plastic Packaging Recyclable or Compostable**, ***	73%	88%	92%	89%	91%†
% Plastic Packaging Reusable or Refillable	0.10%	1%	1%§	1%§	2%
% PCR across Total Plastic Packaging Portfolio	0.40%	2%	11%	18%	17%†
Total Virgin Plastic Packaging (Metric Tons)	229,000	226,000	215,000	202,740	195,015
Total Plastic Packaging (Metric Tons)	230,000	230,000	243,000	246,588	234,334†
Packaging Mix† (% of Total Weight Procured)					
% Paper/Cardboard	26%	26%	32%	34%	34%

Key: N/A = disclosures are not applicable; N/R = disclosures are not reported

	2019	2020	2021	2022	2023
% PET Bottles	23%	24%	27%	26%	27%
% Aluminum and Steel	11%	12%	14%	14%	13%
% Non-Refillable Glass Bottles	23%	22%	10%	10%	8%
% Polypropylene	6%	8%	8%	9%	7%
% Other	8%§	4%	4%	5%	4%
% Flexible Packaging and Plastic Film	2%	3%	3%	3%	4%
% Refillable Glass Bottles	2%	1%	2%	0%	3%

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.

§Updated from the prior year.

*This report encompasses the packaging data for KDP-owned and operated facilities, which include primary secondary, and tertiary packaging, as well as brewer packaging. Materials procured by external bottlers and brewer accessory contract manufacturers are not included. Recyclable packaging is packaging for which design is not a barrier to the packaging being successful collected, sorted and reprocessed into another material, a product component or a recycled raw material. Packaging we consider to be recyclable includes materials and formats for which recovery, sortation and end markets exist or can be practically be scaled across North America, noting that many communities may not accept or sort certain materials or formats today. We likewise consider plastic packaging to be recyclable if it is deemed "recyclable with detrimental qualities" by the APR. For all other material categories, our recyclability determinations are informed by applicable law and the guidance of several organizations, including the Sustainable Packaging Coalition, the Aluminum Association, the Can Manufacturers Institute, the Institute of Scrap Recycling Industries, the Glass Packaging Institute, the Carton Council and the American Forest & Paper Association. Packaging specifications — weight, composition and PCR content — are sourced from our suppliers. In the absence of specific data, KDP estimates are based on analogous products, ensuring our reporting reflects the most accurate information possible.

**Data is updated from the 2022 Corporate Responsibility Report to include the addition of cold beverage plastic packaging that is categorized as "recyclable with detrimental qualities" per the APR.

***The EMF Global Commitment definition of "recyclable" differs from the KDP definition. EMF specifies that a package type must be recycled at a 30% recycling rate across geographies of 400 million or more inhabitants, which moves beyond the traditional definition of "recyclable". In 2019, 46% of KDP plastic packaging fit this definition. In 2020, 50% of KDP plastic packaging fit this definition. In 2021, 58% of KDP plastic packaging fit this definition. In 2022, 58% of KDP plastic packaging fit this definition. In 2023, EMF included the category "polypropylene other rigid" as recyclable. As a result, we are evaluating KDP's plastic packaging against this updated information for 2023 and will report to EMF later in 2024.

Waste					
Total Waste Generated (Short Tons)	72,407	114,241	124,859	142,824	140,620
% Waste Diverted from Landfill	88%	92%	92%	92%	93%
Responsible Sourcing — Farm					
Coffee Fair Trade Community Development Premiums (Millions USD) (Cumulative since 2001)	$96	$107	$116	$129	$142
% Coffee Responsibly Sourced*	65%	81%	100%	100%	100%
% Cocoa Responsibly Sourced**	N/A	N/A	81%	100%	100%
Total Volume of Green Beans Received (Million Pounds)	N/R	N/R	278	294	256

*2020 was our final transition year, with 19% of coffee purchased as conventional. At the end of 2020, all coffee contracted going forward was 100% responsibly sourced through verification or third-party certification programs. This metric is updated from our 2022 Corporate Responsibility Report to reflect the percentage of responsibly sourced coffee received during the year ended December 31, 2020. During 2021 and 2022, a small amount of coffee was received as conventional (0.38% and 0.36%, respectively) due to COVID-19 impacts, supplier error or shipping delays. In 2023, 0.002% of coffee (a single shipment) was received as conventional per a customer requirement.

**2021 was our final transition year, with 19% of cocoa purchased as conventional. At the end of 2021, all cocoa contracted going forward was 100% responsibly sourced through verification or third-party certification sourcing programs. This metric is updated from our 2022 Corporate Responsibility Report to reflect the percentage of responsibly sourced cocoa received during the year ended December 31, 2021.

Responsible Sourcing — KDP Supplier Rating System for Factories Summary*					
Tier 1 Brewer Suppliers					
Meets or Exceeds Expectations	N/A	N/A	N/A	90%	80%
Below Expectations	N/A	N/A	N/A	10%	20%
Not Yet Rated	N/A	N/A	N/A	0%	0%

Key: N/A = disclosures are not applicable; N/R = disclosures are not reported

	2019	2020	2021	2022	2023
Tier 2 Brewer Suppliers					
Meets or Exceeds Expectations	N/A	N/A	N/A	38%	53%
Below Expectations	N/A	N/A	N/A	13%	7%
Not Yet Rated	N/A	N/A	N/A	49%	40%
Apple Juice Concentrate Suppliers from High-Risk Countries					
Meets or Exceeds Expectations	N/A	N/A	N/A	59%§	48%
Below Expectations	N/A	N/A	N/A	0%	0%
Not Yet Rated	N/A	N/A	N/A	41%§	52%
Tomato Paste					
Meets or Exceeds Expectations	N/A	N/A	N/A	N/A	100%
Below Expectations	N/A	N/A	N/A	N/A	0%
Not Yet Rated	N/A	N/A	N/A	N/A	0%

§Updated from the prior year.

*In 2022, we began to execute on an evolved responsible sourcing program with a uniform methodology and supplier rating system that enables us to align and expand our audit program across more of our supply base where the risk is focused in manufacturing factories.

Responsible Sourcing — Brewer Audit Summary*					
Total Number of KDP Managed Tier 1/Tier 2 Suppliers	N/A	N/A	N/A	33§	77
Tier 1 Suppliers Risk Assessed	N/A	N/A	N/A	100%	100%
Tier 2 Suppliers Risk Assessed	N/A	N/A	N/A	51%	62%
Total Audits Conducted for Tier 1/Tier 2 Suppliers	N/A	N/A	N/A	33	77
Total Priority Findings Violations	N/A	N/A	N/A	14	0
Tier 1 Priority Findings	N/A	N/A	N/A	3	0
Tier 2 Priority Findings	N/A	N/A	N/A	11	0
Priority Findings Violations Closed	N/A	N/A	N/A	62%	0%

§Updated from the prior year.

*We met our responsible sourcing goal for brewers in 2021. In 2022, we adjusted our methodology for our Responsible Sourcing Brewer Program and report these metrics. Read more in Appendix: Goal Methodology.

Nature					
KDP Supported Regenerative Agriculture and Conservation (Acres) (Cumulative since 2022)	N/A	N/A	N/A	11,296†	43,435†

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.

Livelihoods					
Investments Improving Livelihoods of Coffee Farmers (Millions USD) (Cumulative through 2023, since 2003)	$63	$64	$71	$72	$73

Key: N/A = disclosures are not applicable; N/R = disclosures are not reported

	2019	2020	2021	2022	2023
Health & Well-Being					
% Products that Provide Positive Hydration*	N/A	54%	56%	57%†	59%†

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.
*U.S. sales only; includes partner brands and fountain, excludes private label. We define a positive hydration product as one that provides a serving of fruits or vegetables (with no added sugar) OR is 40 calories or less per serving with a functional attribute or at least 10% Daily Value of a nutrient to encourage.

Employee Engagement					
% Annual Survey Participation Rate	65%	81%	89%	87%	89%
% Employee Engagement	60%	62%	71%	81%	80%
% Total Employee New Hire Rate	N/R	32%	16%	15%	38%
% Total Employee Turnover Rate	N/R	32%	41%	43%	38%
Workplace Safety — Manufacturing*					
Lost Time Injury Rate	0.23	0.28	0.18	0.19	0.27
Total Fatalities (work-related)	0.00	0.00	0.00	0.00	0.00
Total Recordable Injury Rate	1.23	0.97	0.89	0.96	0.88

*Owned and operated KDP manufacturing facilities; rates are calculated as frequency of injuries per 100 employees. 2022 data revised due to incidents becoming recordable or resulting in lost time after end of calendar year.

Workplace Safety — Direct Store Delivery*					
Lost Time Injury Rate	1.60	1.90	1.30	1.41	1.99
Total Recordable Injury Rate	8.20	6.70	5.20	6.27	7.35

*U.S. operations. Rates are calculated as frequency of injuries per 100 employees.

Diversity & Inclusion					
Female Representation in Director+ Positions	N/A	26%	28%	31%†	32%†
% People of Color Representation in Director+ Positions*	N/A	17%	17%	18%†	19%†
Diverse Supplier Spend (Millions USD)	N/R	N/R	N/R	N/R	$212

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.
*Includes only U.S. employees

	TOTAL	DIRECTOR+ PROFESSIONAL	OTHER PROFESSIONAL	HOURLY
2023 Global Employee Gender Demographics†				
Total Global KDP	28,124	672	9,080	18,372
Female	5,769	217	2,614	2,938
Male	22,224	447	6,399	15,378
Not Disclosed	131	8	67	56

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.

Key: N/A = disclosures are not applicable; N/R = disclosures are not reported

2023 U.S. Employee Racial/Ethnicity Demographics†		TOTAL	DIRECTOR+ PROFESSIONAL	OTHER PROFESSIONAL	HOURLY
Total U.S. KDP		21,677	596	5,620	15,461
White	Total	11,061	458	3,768	6,835
	Female	2,572	148	1,125	1,299
	Male	306	306	2,638	5,519
	Not Disclosed	26	4	5	17
Hispanic	Total	4,558	41	767	3,750
	Female	559	8	161	390
	Male	3,997	33	605	3,359
	Not Disclosed	2	0	1	1
Black	Total	4,147	18	570	3,559
	Female	818	9	161	648
	Male	3,323	9	407	2,907
	Not Disclosed	6	0	2	4
Asian	Total	736	41	286	409
	Female	264	20	133	111
	Male	470	21	152	297
	Not Disclosed	2	0	1	1
Two or More Races	Total	694	14	140	540
	Female	162	7	54	101
	Male	530	7	86	437
	Not Disclosed	2	0	0	2
Native Hawaiian or Other Pacific Islander	Total	96	1	9	86
	Female	36	0	5	31
	Male	59	1	4	54
	Not Disclosed	1	0	0	1
Native American or Alaska Native	Total	76	1	9	66
	Female	10	0	1	9
	Male	66	1	8	57
	Not Disclosed	0	0	0	0
Not Disclosed	Total	309	22	71	216
	Female	77	6	27	44
	Male	203	15	36	152
	Not Disclosed	29	1	8	20

†Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our website.

Key: N/A = disclosures are not applicable; N/R = disclosures are not reported

Goal Methodology

GOAL	UNIT OF MEASURE	BASELINE (YEAR)	COMMITMENT MADE (YEAR)	TARGET COMPLETION (YEAR*)	BOUNDARIES	EXCLUSIONS	OTHER/COMMENTS
Engage bottlers and select suppliers representing 50% of Scope 3 emissions to set a science-based target by 2024	% of Scope 3 emissions covered by bottler and supplier SBTs	N/A	2019	2024	The suppliers and bottlers targeted cover the Scope 3 categories of purchased goods and services, downstream transportation and distribution, processing of sold products and the end-of-life treatment of sold products.	None	Validated by SBTi. For more information on our GHG emissions calculation methodology and boundaries please refer to our CDP Climate Disclosure.
Obtain 100% of electricity from renewable sources by 2025	Renewable electricity purchases as % of total electricity purchases	N/A	2019	2025	All KDP-owned and operated facilities' electricity consumption is included. Consumption is estimated for some small sites.	None	Validated by RE100.
Reduce Scope 1 and 2 emissions by 30% by 2030	MTCO2e (metric tons carbon dioxide equivalents)	2018	2019	2030	The reductions targeted are against all KDP energy use from owned and operated assets and purchased electricity.	Refrigerant leaks from HVAC systems in facilities.	Validated by SBTi. For more information on our GHG emissions calculation methodology and boundaries please refer to our CDP Climate Disclosure.
Reduce Scope 3 emissions in select categories by 15% by 2030	MTCO2e (metric tons carbon dioxide equivalents)	2018	2019	2030	The reductions targeted cover the Scope 3 categories of purchased goods and services (PET and glass packaging), fuel and energy-related activities, upstream transportation and distribution and the use of sold products.	None	Included categories account for approximately 20% of our Scope 3 emissions. Validated by SBTi. For more information on our GHG emissions calculation methodology and boundaries please refer to our CDP Climate Disclosure.
Improve our water use efficiency by 20% by 2025	% improvement in water use ratio (water use ratio = water withdrawal divided by total finished product)	2017	2019	2025	Cold beverage manufacturing sites.	Excludes coffee production, applesauce production, third-party production and all other cold beverage facilities that were not fully operational in the reporting year.	Approach is aligned to Beverage Industry Environmental Roundtable definitions and approach.

*Goals will be met by the end of the specified year

GOAL	UNIT OF MEASURE	BASELINE (YEAR)	COMMITMENT MADE (YEAR)	TARGET COMPLETION (YEAR*)	BOUNDARIES	EXCLUSIONS	OTHER/COMMENTS
Partner with our highest water-risk operating communities to replenish 100% of water used in our beverages in those communities by 2030	% water replenished of volume used in products produced at highest water-risk sites	N/A	2019	2030	Ten focus communities were determined by a water risk assessment that utilized the Ecolab Water Risk Monetizer and the World Resources Institute's Aqueduct Water Risk Atlas, and expert knowledge from LimnoTech. The locations are: Miami and Jacksonville, Florida; Houston and Irving, Texas; Sacramento, Vernon and Victorville, California; and Tecámac, Tehuacán and Tlajomulco, Mexico. Water replenishment project water volumes are calculated on a yearly basis (ML/yr), based on the annual volume benefit they deliver. Replenish volumes are only counted toward the cold beverage sites sharing the same watershed and only up to 100% of that site's water use volume.	None	Prior to 2022, progress toward this goal was calculated as a percentage of the forecasted goal, not as a percentage of the reporting year's water consumption for sites in scope. Following the expansion of the goal boundary from six to 10 sites, as well as extending the target completion year to 2030, performance for 2022 and 2023 is reported as volume replenished in the reporting year per volume of consumption in the reporting year. Duration of volumetric benefit varies and is based on project characteristics. Benefit duration is capped at 10 years. Validated by Limnotech.
Convert 100% of packaging to be recyclable or compostable by 2025	% of total packaging by weight	N/A	2019	2025	Primary, secondary and tertiary packaging from KDP-owned and operated food and beverage manufacturing facilities as well as packaging used for brewers.	Third-party bottlers' packaging material. Plastic strapping, adhesives, tapes, wood pallets, brewers, brewer components and brewer accessory packaging.	Ongoing projects to recycle coffee brewers are additional to this goal.
Use 30% post-consumer recycled content across our packaging portfolio by 2025	% of total packaging by weight	N/A	2019	2025	Primary, secondary and tertiary packaging from KDP-owned and operated food and beverage manufacturing facilities as well as packaging used for brewers.	Third-party bottlers' packaging material. Plastic strapping, adhesives, tapes, wood pallets, brewers, brewer components and brewer accessory packaging.	Ongoing projects to incorporate PCR in coffee brewers are additional to this goal.
Use 25% post-consumer recycled content in our plastic packaging by 2025	% of total plastic packaging by weight	N/A	2019	2025	Primary, secondary and tertiary plastic packaging from KDP-owned and operated food and beverage manufacturing facilities, as well as plastic packaging used for brewers.	Third-party bottlers' packaging material. Plastic strapping, adhesives, tapes, wood pallets, brewers, brewer components and brewer accessory packaging.	Ongoing projects to incorporate PCR in coffee brewers are additional to this goal.

*Goals will be met by the end of the specified year

GOAL	UNIT OF MEASURE	BASELINE (YEAR)	COMMITMENT MADE (YEAR)	TARGET COMPLETION (YEAR*)	BOUNDARIES	EXCLUSIONS	OTHER/COMMENTS
Achieve a 20% virgin plastic reduction across our plastic packaging portfolio by 2025	% of virgin plastic packaging by weight	2019	2019	2025	Primary, secondary and tertiary virgin plastic packaging from KDP-owned and operated food and beverage manufacturing facilities as well as virgin plastic packaging used for brewers.	Third-party bottlers' packaging material. Plastic strapping, adhesives, tapes, wood pallets, brewers, brewer components and brewer accessory packaging.	None
Send zero waste to landfill across our operations by 2025	% solid waste, by weight, diverted from landfill	N/A	2019	2025	Solid waste at manufacturing sites only.	Does not include offices or warehouses/ distribution centers except in some instances of co-location with the manufacturing site, or any other properties that are not production facilities. Nonetheless, many of these excluded facilities have robust recycling and waste diversion practices.	None
Responsibly source our brewers and priority inputs	% of responsibly sourced coffee by volume	N/A	2014	Ongoing	All green coffee purchased by KDP for owned and partner brands.	Soluble and freeze-dried coffee; other coffee-based ingredients; green coffee extract; green coffee or other coffee inputs purchased by partners.	Accepted verification or third-party certification programs: Fairtrade International, Fair Trade USA, the Rainforest Alliance, 4C, AtSource Entry Verified by ofi, NKG Verified, RSP Advanced by Louis Dreyfus Company, Volcafe Verified, Volcafe Excellence, Sucafina, RGC Coffee 3E, Guaxupe Planet, ECOM SMS.
	% of responsibly sourced cocoa by volume	N/A	2021	Ongoing	All cocoa purchased by KDP, including if sourced as a standalone ingredient or within a blended powder finished product; including if sourced directly or from a co-manufacturer or processor.	Cocoa purchased by partners.	Accepted verification or third-party certification programs. Purchased volumes validated by the Rainforest Alliance, Fair Trade USA and Fairtrade International. KDP's evaluation tool to accept partner programs was independently reviewed by Conservation International and WWF.

*Goals will be met by the end of the specified year

GOAL	UNIT OF MEASURE	BASELINE (YEAR)	COMMITMENT MADE (YEAR)	TARGET COMPLETION (YEAR*)	BOUNDARIES	EXCLUSIONS	OTHER/COMMENTS
Responsibly source our brewers and priority inputs	# of brewer suppliers that Meets or Exceeds Expectations in a social compliance audit	N/A	2021	Ongoing	All KDP managed Tier 1 and Tier 2 brewer and brewer component suppliers.	Contract manufacturer-managed Tier 2 suppliers and spot buy suppliers.	Validated by third-party auditors.
Support regenerative agriculture and conservation on 250,000 acres of land by 2030	Number of cumulative acres supported since 2022	N/A	2021	2030	Coffee, corn (for high fructose corn syrup), apple supply chains.	Coffee: Soluble and freeze-dried coffee; other coffee-based ingredients; green coffee extract; green coffee or other coffee inputs purchased by partners. Corn: corn starch, citric acid, erythritol, corn syrup, soluble corn fiber, gin, vodka, brown caramel color. Apple: purees, flakes.	Methodology was developed in partnership with Terra Genesis International with significant stakeholder outreach to farmers, NGOs and industry organizations. All regenerative agriculture and conservation projects follow the guidelines established in KDP's Regenerative Agriculture & Conservation Monitoring and Evaluation Guide. One project, implemented in KDP's coffee supply base by Root Capital, also necessitates application of a calculation that assumes an 80% overlap of land area where the qualifying outcomes have been supported.
Provide positive hydration in 60% of our products by 2025	% of total number of KDP products; U.S. sales	N/A	2021	2025	U.S. sales only. Positive hydration is defined as a product that provides a serving of fruits or vegetables (with no added sugar) OR is 40 calories or less per serving with a functional attribute or at least 10% Daily Value of a nutrient to encourage. Serving size is defined on product label. A product is defined as any unique portion size of a beverage or sauce. Includes all hot, cold, owned, licensed and partner brands and fountain beverages.	Excludes multi-packs, co-packed brands and private label.	Validated by PHA.
Increase female representation in Director+ positions by 25% to 33% of the total by 2025	% of Director+ employees	2020	2021	2025	Director+ employees in all geographies.	All employees below Director-level.	None
Increase people of color representation in Director+ positions by 25% to 21% of the total by 2025	% of Director+ employees	2020	2021	2025	Director+ employees in the U.S. only.	All employees below Director-level.	None

*Goals will be met by the end of the specified year

Global Reporting Initiative (GRI) Index

KDP has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	
2-1 Organizational details	Overview, page 4 2023 Form 10-K
2-2 Entities included in the organization's sustainability reporting	About this Report, page 50
2-3 Reporting period, frequency and contact point	About this Report, page 50
2-4 Restatements of information	Data Summary, page 54 SCOPE 3: Indirect Emissions, Value Chain (MTCO2e)*, 2019, page 54 Scope 3 : Indirect Emissions, Value Chain (MTCO2e)*, Use of Sold Products, 2019, page 54 % Packaging Recyclable or Compostable, page 55 % Plastic Packaging Recyclable or Compostable, page 55 % Plastic Packaging Reusable or Refillable, 2021, 2022, page 55 Packaging Mix (% of Total Weight Procured), Other, 2019, page 55 % Cocoa Responsibly Sourced, 2021, page 56 Responsible Sourcing — KDP Supplier Rating System for Factories, Apple Juice Concentrate Suppliers, 2022, page 57
2-5 External assurance	About this Report, page 50
2-6 Activities, value chain and other business relationships	2023 Form 10-K
2-7 Employees	People & Communities, pages 35-43 2023 Form 10-K
2-8 Workers who are not employees	People & Communities, pages 35-43 2023 Form 10-K
2-9 Governance structure and composition	Governance, pages 44-49 2024 Proxy Statement Corporate Governance Principles
2-10 Nomination and selection of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-11 Chair of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	Governance, pages 44-49 2024 Proxy Statement

DISCLOSURE	LOCATION
2-13 Delegation of responsibility for managing impacts	Governance, pages 44-49 2024 Proxy Statement Corporate Governance Principles Audit and Finance Committee Charter
2-14 Role of the highest governance body in sustainability reporting	Governance, pages 44-49
2-15 Conflicts of interest	Governance, pages 44-49 2024 Proxy Statement Corporate Code of Conduct
2-16 Communication of critical concerns	Governance, pages 44-49 2024 Proxy Statement
2-17 Collective knowledge of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-18 Evaluation of the performance of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-19 Remuneration policies	2024 Proxy Statement Remuneration and Nomination Committee Charter
2-20 Process to determine remuneration	2024 Proxy Statement Remuneration and Nomination Committee Charter
2-21 Annual total compensation ratio	2024 Proxy Statement
2-22 Statement on sustainable development strategy	A Letter from our Chief Executive Officer and Chief Corporate Affairs Officer, page 3
2-23 Policy commitments	Governance, pages 44-49 Our Policies
2-24 Embedding policy commitments	Governance, pages 44-49 Our Policies
2-25 Processes to remediate negative impacts	Governance, pages 44-49 Our Policies
2-26 Mechanisms for seeking advice and raising concerns	Governance, pages 44-49 Our Policies
2-27 Compliance with laws and regulations	In the normal course of business, KDP is subject to a variety of federal, state and local environmental, health and safety laws and regulations. KDP maintains environmental, health and safety policies and quality, environmental, and health and safety programs designed to foster compliance with applicable laws and regulations. KDP had instances of non-compliance in 2023. However, the costs of such compliance matters did not have a material financial impact on KDP operations.

DISCLOSURE	LOCATION
2-28 Membership associations	Environment, pages 7-18 Supply Chain, pages 19-27 Health & Well-Being, pages 28-34 People & Communities, pages 35-43
2-29 Approach to stakeholder engagement	Governance, pages 44-49
2-30 Collective bargaining agreements	2023 Form 10-K
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Governance, pages 44-49
3-2 List of material topics	Governance, pages 44-49
3-3 Management of material topics	Environment, pages 7-18 Supply Chain, pages 19-27 Health & Well-Being, pages 28-34 People & Communities, pages 35-43 Governance, pages 44-49
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	2023 Form 10-K
201-2 Financial implications and other risks and opportunities due to climate change	2023 Form 10-K 2023 CDP Climate Submission
201-3 Defined benefit plan obligations and other retirement plans	2023 Form 10-K
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Governance, pages 44-49 Corporate Code of Conduct
205-2 Communication and training about anti-corruption policies and procedures	Governance, pages 44-49 Corporate Code of Conduct
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, pages 44-49 Corporate Code of Conduct
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	Environment, pages 7-18 Data Summary, pages 54-59
301-2 Recycled input materials used	Environment, pages 7-18 Data Summary, pages 54-59
301-3 Reclaimed products and their packaging materials	Environment, pages 7-18 Data Summary, pages 54-59

DISCLOSURE	LOCATION
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Environment, pages 7-18 Data Summary, pages 54-59
302-2 Energy consumption outside of the organization	Environment, pages 7-18 Data Summary, pages 54-59
302-3 Energy intensity	Environment, pages 7-18 Data Summary, pages 54-59
302-4 Reduction of energy consumption	Environment, pages 7-18 Data Summary, pages 54-59
302-5 Reductions in energy requirements of products and services	Environment, pages 7-18 Data Summary, pages 54-59
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Environment, pages 7-18 Data Summary, pages 54-59
303-2 Management of water discharge-related impacts	Environment, pages 7-18 Data Summary, pages 54-59
303-3 Water withdrawal	Environment, pages 7-18 Data Summary, pages 54-59
303-4 Water discharge	Environment, pages 7-18 Data Summary, pages 54-59
303-5 Water consumption	Environment, pages 7-18 Data Summary, pages 54-59
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59
304-2 Significant impacts of activities, products and services on biodiversity	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59
304-3 Habitats protected or restored	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59

DISCLOSURE	LOCATION
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
305-2 Energy indirect (Scope 2) GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
305-3 Other indirect (Scope 3) GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
305-4 GHG emissions intensity	Environment, pages 7-18 Data Summary, pages 54-59
305-5 Reduction of GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Environment, pages 7-18 Data Summary, pages 54-59
306-2 Management of significant waste-related impacts	Environment, pages 7-18 Data Summary, pages 54-59
306-3 Waste generated	Environment, pages 7-18 Data Summary, pages 54-59
306-4 Waste diverted from disposal	Environment, pages 7-18 Data Summary, pages 54-59
306-5 Waste directed to disposal	Environment, pages 7-18 Data Summary, pages 54-59
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	Supplier Code of Conduct
308-2 Negative environmental impacts in the supply chain and actions taken	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	People & Communities, pages 35-43 Data Summary, pages 54-59
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People & Communities, pages 35-43
401-3 Parental leave	People & Communities, pages 35-43

DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	People & Communities, pages 35-43
403-2 Hazard identification, risk assessment, and incident investigation	People & Communities, pages 35-43
403-3 Occupational health services	People & Communities, pages 35-43
403-4 Worker participation, consultation, and communication on occupational health and safety	People & Communities, pages 35-43
403-5 Worker training on occupational health and safety	People & Communities, pages 35-43
403-6 Promotion of worker health	People & Communities, pages 35-43
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People & Communities, pages 35-43
403-9 Work-related injuries	Data Summary, pages 54-59
403-10 Work-related ill health	Data Summary, pages 54-59
GRI 404: Training and Education 2016	
401-1 Average hours of training per year per employee	Our non-frontline, full-time, salaried team members have completed more than 66,000 hours of training in 2023.
404-2 Programs for upgrading employee skills and transition assistance programs	People & Communities, pages 35-43
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	People & Communities, pages 35-43 Governance, pages 44-49 Data Summary, pages 54-59
405-2 Ratio of basic salary and remuneration of women to men	People & Communities, pages 35-43
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	People & Communities, pages 35-43 Human Rights Position Statement
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain, pages 19-27 Governance, pages 44-49 Human Rights Position Statement
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain, pages 19-27 Governance, pages 44-49 Supplier Code of Conduct Brazilian Coffee Purchasing Policy Forced Labor and Child Labor Statement Human Rights Position Statement

DISCLOSURE	LOCATION
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain, pages 19-27 Governance, pages 44-49 Supplier Code of Conduct Brazilian Coffee Purchasing Policy Forced Labor and Child Labor Statement Human Rights Position Statement
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	Supply Chain, pages 19-27 Human Rights Position Statement
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	Supply Chain, pages 19-27 Human Rights Position Statement
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Environment, pages 7-18 Supply Chain, pages 19-27 Health & Well-Being, pages 28-34 People & Communities, pages 35-43
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Supply Chain, pages 19-27
414-2 Negative social impacts in the supply chain and actions taken	Environment, pages 7-18 Supply Chain, pages 19-27
GRI 415: Public Policy 2016	
415-1 Political contributions	Governance, pages 44-49
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Health & Well-Being, pages 28-34
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Health & Well-Being, pages 28-34
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Health & Well-Being, pages 28-34
417-2 Incidents of non-compliance concerning product and service information and labeling	Health & Well-Being, pages 28-34
417-3 Incidents of non-compliance concerning marketing communications	Health & Well-Being, pages 28-34
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, pages 44-49

Sustainability Accounting Standards Board (SASB) Standards

In alignment with the SASB Standards, we report against the two sector standards that most closely reflect our business: Non-Alcoholic Beverages and Appliance Manufacturing. The following index provides KDP's disclosures and references relevant sections within this current 2023 Corporate Responsibility Report. For additional detail, including assurance on data for the report, see Data Summary.

Non-Alcoholic Beverages

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-NB-110a.1	2,264,898, 0%
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-NB-130a.1	(1) 4,515,667 (2) 42% (3) 35%
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m3), Percentage (%)	FB-NB-140a.1	(1) 13,175, 49% (2) 7,193, 59%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	FB-NB-140a.2	We operate in areas of high baseline water stress, and stress is projected to increase over time. Our water efficiency target aims to reduce KDP's impact to local water supplies and our water stewardship efforts implement water replenishment and conservation in areas of highest water risk where we have operations. Water Use & Stewardship, pages 13-14 Data Summary, pages 54-59
Health & Nutrition	Revenue from (1) zero- and low-calorie, (2) no-added-sugar, and (3) artificially sweetened beverages	Quantitative	Reporting Currency	FB-NB-260a.1	We do not report this publicly. We have a goal that 60% of our beverages will provide positive hydration by 2025. Positive hydration is defined as a product that provides a serving of fruits or vegetables (with no added sugar) or is 40 calories or less per serving with a functional attribute or at least 10% Daily Value of a nutrient to encourage. Choice, page 31
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	N/A	FB-NB-260a.2	Health & Well-Being, pages 28-34
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-NB-270a.1	(1) 0% (2) 0% Transparency & Marketing, page 33

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Product Labeling & Marketing	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting Currency	FB-NB-270a.2	We do not report this publicly. Per our ESG materiality assessment, we have determined this is not a material issue for KDP. We comply with the federal bio-engineered labeling law in the U.S. for any product containing a bioengineered ingredient.
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-NB-270a.3	We do not report this publicly.
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	Reporting Currency	FB-NB-270a.4	We do not report this publicly.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	FB-NB-410a.1	(1) 572,630 (2) 27% (3) 95%
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	FB-NB-410a.2	Packaging & Circular Economy, pages 15-18
Environmental & Social Impacts of Ingredient Supply Chain	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-NB-430a.1	We do not report this publicly. Because our risk assessments show that the major social and environmental risks are at the farm and factory levels, we focus our efforts on upstream suppliers. For coffee and cocoa, we rely on verification or third-party certification programs. For our factory-based inputs, such as AJC and tomato paste, we report on the outcomes of audits via KDP's Supplier Rating System. Both approaches include audits and corrective action processes for major and minor non-conformities. Supply Chain, pages 19-27
Ingredient Sourcing	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-NB-440a.1	In alignment with our CDP Water Disclosure, we report the percentage of key ingredients (by volume) sourced from areas of water stress, which corresponds very closely to reporting the percentage by cost. Based on our most recent water risk assessment in 2021, the data was as follows: Apple: 0% Cane Sugar: 64% Coffee: 0.04% Corn (for High Fructose Corn Syrup): 5%

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Ingredient Sourcing	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	Discussion and Analysis	N/A	FB-NB-440a.2	We use third-party risk data, as well as other industry group data, to assess our ingredients based on environmental and social risk factors. We consider risk level, spend, volume purchased, KDP influence and opportunity for impact, and other factors to determine the prioritization of our ingredients. Our 2023 priority beverage ingredients are: coffee, cocoa, corn, apple, AJC and tomato paste. Key environmental risks for these ingredients include climate change, deforestation, agrochemical use and biodiversity. Our strategy to address these risks is shaped by our regenerative agriculture efforts. Supply Chain, pages 19-27 KDP Forced Labor and Child Labor Statement

Activity Metric

TOPIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Volume of products sold	Quantitative	Millions of hectoliters (Mhl)	FB-NB-000.A	KDP discloses revenues by segment. 2023 Form 10-K
Number of production facilities	Quantitative	Number	FB-NB-000.B	2023 Form 10-K
Total fleet road miles traveled	Quantitative	Miles	FB-NB-000.C	102,287,375

[i] Note to **FB-NB-270a.1** – The entity shall disclose the applicable dietary guidelines and the methodology used to estimate advertising impressions.

[ii] Note to **FB-NB-270a.4** – The entity shall briefly describe the nature, context and any corrective actions taken as a result of the monetary losses.

Appliance Manufacturing

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Product Safety	Number of (1) recalls issued and (2) total units recalled	Quantitative	Number	CG-AM-250a.1	0 appliance recalls
	Discussion of process to identify and manage safety risks associated with the use of its products	Discussion and Analysis	N/A	CG-AM-250a.2	Product Quality & Safety, page 34
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting Currency	CG-AM-250a.3	We do not report this publicly.
Product Lifecycle Environmental Impacts	Percentage of eligible products by revenue certified to the ENERGY STAR® program	Quantitative	Percentage (%) by revenue	CG-AM-410a.1	0%
	Percentage of eligible products certified to an Association of Home Appliance Manufacturers (AHAM) sustainability standard	Quantitative	Percentage (%) by revenue	CG-AM-410a.2	0%
	Description of efforts to manage products' end-of-life impacts	Discussion and Analysis	N/A	CG-AM-410a.3	In the U.S. and Canada, we offer a program to select retailers to send in-store returned Keurig brewers to be recycled through a third-party partner. Utilization of this program by our retailers varies. In Canada, we also offer a recycling program for our commercial brewers through VHCS.

Activity Metric

TOPIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Annual production	Quantitative	Number of units	CG-AM-000.A	KDP discloses revenues by segment. 2023 Form 10-K

[i] Note to **CG-AM-250a.1** – The entity shall discuss notable recalls such as those that affected a significant number of units of one product or those related to serious injury or fatality.

[ii] Note to **CG-AM-250a.3** – The entity shall briefly describe the nature, context and any corrective actions taken as a result of the monetary losses.

[iii] Note to **CG-AM-000.A** – Production shall be disclosed as the number of units produced by product category, where relevant product categories may include small appliances and major appliances.

Task Force on Climate-Related Financial Disclosures (TCFD) Index

In alignment with the TCFD recommendations, the following index provides references to KDP's disclosures on climate change, including our CDP Climate Disclosure and the relevant sections within this 2023 Corporate Responsibility Report.

TCFD METRICS		RESPONSE
Governance	Describe the board's oversight of climate-related risks and opportunities.	2023 CDP Climate Submission (FY 2022 Reporting): C1.1a, C1.1b 2023 Form 10-K Climate Action, pages 7-12 Governance, pages 44-49
	Describe management's role in assessing and managing climate-related risks and opportunities.	2023 CDP Climate Submission (FY 2022 Reporting): C1.2 2023 Form 10-K Climate Action, pages 7-12 Governance, pages 44-49
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2023 CDP Climate Submission (FY 2022 Reporting): C2.1a, C2.3, C2.3a, C2.4, C2.4a 2023 Form 10-K Climate Action, pages 7-12
	Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	2023 CDP Climate Submission (FY 2022 Reporting): C2.3a, C2.4a, C3.1, C3.2, C3.2a, C3.2b, C3.3, C3 2023 Form 10-K Climate Action, pages 7-12
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2023 CDP Climate Submission (FY 2022 Reporting): C3.2, C3.2a, C3.2b Climate Action, pages 7-12
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	2023 CDP Climate Submission (FY 2022 Reporting): C2.1, C2.2, C2.2a Climate Action, pages 7-12 Governance, pages 44-49
	Describe the organization's processes for managing climate-related risks.	2023 CDP Climate Submission (FY 2022 Reporting): C2.1, C2.2 Climate Action, pages 7-12
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2023 CDP Climate Submission (FY 2022 Reporting): C2.1 Climate Action, pages 7-12 Governance, pages 44-49
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2023 CDP Climate Submission (FY 2022 Reporting): C4.2, C4.2a, C4.2b, C9.1 Climate Action, pages 7-12
	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2023 CDP Climate Submission (FY 2022 Reporting): C6.1, C6.3, C6.5, C6.5 Climate Action, pages 7-12 Data Summary, pages 54-59
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 CDP Climate Submission (FY 2022 Reporting): C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b Climate Action, pages 7-12