



# 2025 Report

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# A Letter from Our Chief Executive Officer and Chief Corporate Affairs & Sustainability Officer

On behalf of our dedicated colleagues at Keurig Dr Pepper (KDP), we are proud to present our 2025 KDP Impact Report. This past year marked a pivotal chapter for our company and our people, as we delivered strong results, advanced key elements of our strategy and laid the groundwork for our next chapter. Throughout it all, our company purpose — Drink Well. Do Good. — has remained our guiding light, inspiring us to create value and deliver great brands, experiences and impact.

On April 1, 2026, we completed the acquisition of JDE Peet’s, a move that brings together complementary capabilities in coffee and is a milestone on our journey to creating two winning companies — a global coffee powerhouse and a scaled, North America-focused refreshment beverages challenger. Accordingly, this report is intentionally scoped as a look back on KDP’s performance within the 2025 calendar year and how our social and environmental efforts have continued to drive progress and meaningful impact.

In this report, you’ll see how our KDP Impact work is rooted in action, realized through partnerships and measured in results. We are happy to preview a few highlights here:

- We achieved a 10% reduction in added sugar from our U.S. Refreshment Beverages portfolio since 2020, demonstrating an intentional commitment to offer consumers more choices with less sugar.
- We made steady progress in climate and nature action, continuing our efforts to reduce emissions and investing in projects that support regenerative agriculture and conservation.
- We reduced our use of virgin plastic and increased the acceptance of K-Cup pods for recycling in Canada, reflecting an ongoing focus on material choices, design improvements and cross-sector collaboration to modernize recycling systems. In fact, 96% of our packaging was designed to be recyclable or compostable.

- We worked to strengthen supply chain resilience, including ongoing efforts to responsibly source our coffee and cocoa and supporting projects to help improve farmer livelihoods.
- We nearly doubled employee volunteerism and community engagement hours, bringing our purpose to life through service and partnership in the communities where we operate.

The progress showcased in this report inspires us, and we are committed to carrying that momentum forward into the future. Achieving meaningful change requires all of us, and we deeply appreciate the dedication and involvement of our employees, partners and stakeholders. By continuing to listen, learn and take action together, we can deliver a lasting impact that will be the foundation for two new companies in the future.



**Tim Cofer**  
Chief Executive Officer



**Monique Oxender**  
Chief Corporate Affairs  
& Sustainability Officer

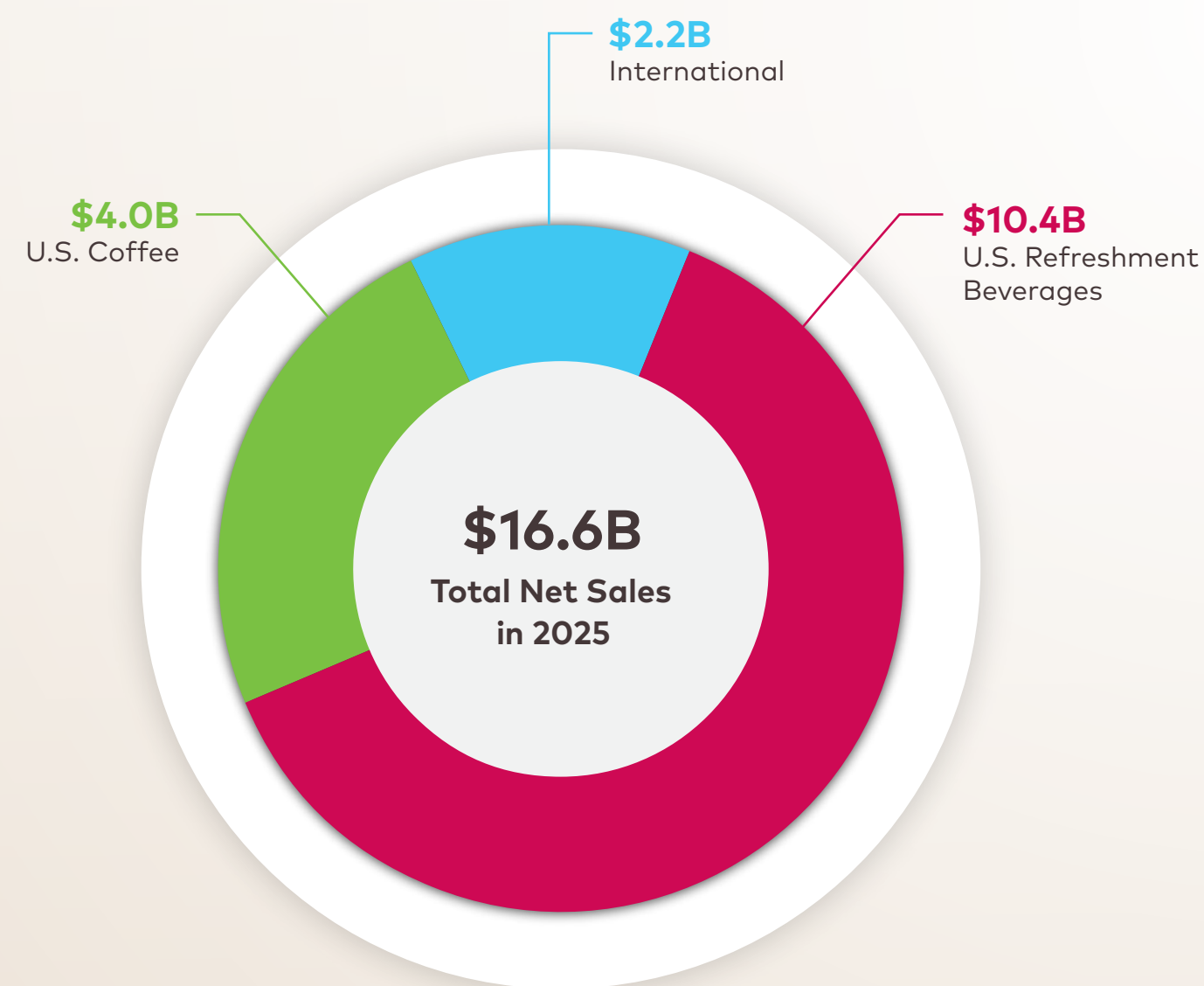
# 2025 Overview

## About KDP

KDP is a leading beverage company in North America, with a portfolio of owned, licensed and partner brands, as well as powerful distribution capabilities to provide a beverage for every need, anytime, anywhere. In 2025, our approximately 30,000 employees shared the goal of enhancing the experience of every beverage occasion and making a positive impact for people, communities and the planet. On April 1, 2026, KDP acquired JDE Peet's N.V., bringing together world-class coffee brands, deep global category expertise and complementary capabilities. Unless otherwise noted, this 2025 Impact Report reflects KDP's performance prior to the acquisition and does not include information on the newly combined entity. For details on the combined company, please see [here](#).

## North American Category Leadership in 2025<sup>1</sup>

-  #1 single-serve coffee brewing system in the U.S. and Canada
-  #1 flavored carbonated soft drinks (CSD) in the U.S. and Canada; #3 in Mexico
-  #2 premium waters in the U.S.; #1 mineral water in Mexico
-  #3 shelf-stable premium ready-to-drink teas in the U.S.
-  #1 apple juice in the U.S.; #2 branded apple sauce in the U.S.; #1 tomato seafood cocktail in Canada and Mexico
-  #1 mixers in the U.S.; #1 low alcohol cocktail in Canada



## Strategic Framework

<b>Our Purpose</b>		<b>Our Vision</b>		
Drink Well. Do Good.		A beverage for every need, anytime, anywhere		
<b>Our Strategies</b>				
Champion consumer-obsessed brand building	Shape our now and next portfolio	Amplify our route to market advantage	Generate fuel for growth	Dynamically allocate capital
<b>Our Culture</b>				
Top beverage talent with a challenger mindset				
Team First • Deliver Big • Think Bold • Be Fearless and Fair				
				

## 2025 Awards & Recognition

<b>Barrons 100 Most Sustainable Companies</b>	<b>Canada's Top 100 Employers</b>	<b>Forbes America's Best Large Employers</b>	<b>Forbes Best Brands for Social Impact</b>
<b>Fortune America's Most Innovative Companies</b>	<b>Fortune World's Most Admired Companies</b>	<b>Newsweek America's Greatest Workplaces for Culture, Belonging and Community</b>	
<b>Newsweek America's Greatest Workplaces for Parents &amp; Family</b>	<b>TIME World's Best Companies</b>	<b>USA Today America's Climate Leaders</b>	



**KDP Impact** is our multi-year social and environmental agenda comprised of strategic initiatives that aim to make a positive impact with every drink. Rooted in action, realized through partnerships and measured in results, we focus our efforts in the areas where we can contribute to meaningful change.

**KDP's seven Key Impact Areas are as follows:**

- Climate & Nature Action
- Water Use & Stewardship
- Packaging & Circular Economy
- Human Rights, Responsible Sourcing & Supply Chain Livelihoods
- Consumer Health & Well-Being
- Employee Health, Safety & Well-Being
- Corporate Governance & Ethics

We are committed to transparency and disclosure of our strategies, programs, progress and governance.

**KDP Impact Commitments**

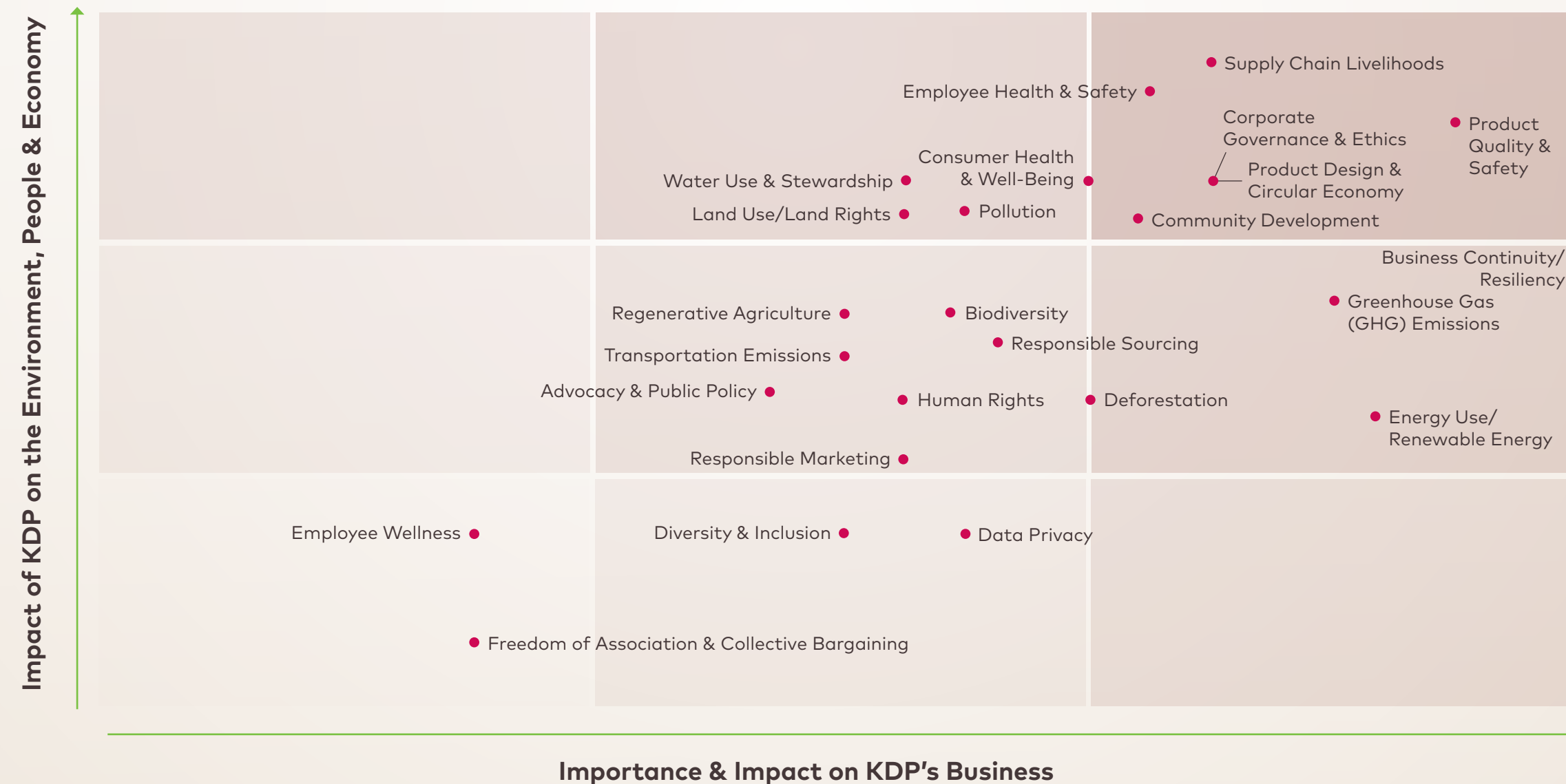
These targets are aligned to our Environmental, Social and Governance (ESG) double materiality assessment and acknowledge operational and systemic realities. See our KDP [Impact Commitments Summary](#) for more information.

**ESG Materiality**

In 2024, we performed an ESG double materiality<sup>2</sup> analysis using guidance from the European Sustainability Reporting Standards (ESRS) to identify and understand the social and environmental issues that are most important to our organization and stakeholders. The outcome of this process was our ESG materiality matrix, which outlines a total of 25 topic areas that were mapped to over 100 impact, risk and opportunity statements scored by both internal and external stakeholders in relation to importance to the environment and society and impact 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 high impact topics identified in our matrix remain aligned with our KDP Impact Areas and will continue to play a prominent role in our strategies and related programs and policies. We also use these responses to validate priorities and identify gaps while meeting disclosure standards.

**KDP's Materiality Matrix**



**The United Nations Sustainable Development Goals**

The UN SDGs were developed to address the global challenges facing our world and represent the transformative power of collective action. KDP Impact Areas are aligned with the UN SDGs most relevant to our business.

- Zero Hunger**
- Good Health and Well-Being**
- Clean Water and Sanitation**
- Decent Work and Economic Growth**
- Responsible Consumption and Production**
- Climate Action**
- Partnerships for the Goals**

# CLIMATE & NATURE ACTION

Climate and nature action is essential for addressing climate change and building resilience for communities and the future of our business.

**Read more:**

[Commitments Methodology](#)

## **KEY HIGHLIGHTS**

- Supported regenerative agriculture and conservation on 198,132 acres of land since 2022
- Published our [Forests Position Statement](#)
- Increased KDP Canada's electric fleet inventory to 67 vehicles, representing more than a quarter of our total Canadian fleet

# Strategy

As a leading beverage company, KDP recognizes the risks that climate change presents to people and the planet. Addressing climate change and its impacts on nature is complex and requires scalable systems changes. Core to our approach is the use of credible standards, robust disclosures, intentionally designed roadmaps to targets, public policy support and collective action.

## Climate & Nature Action Strategy

 Energy Efficiency & Low Carbon Energy Use in Our Operations

 Fleet Decarbonization

 Regenerative Agriculture & Conservation

We assess climate change risks that are most important to our business via a climate scenario analysis and a fleet operations assessment. This helps us identify opportunities and implement climate mitigation measures for the communities and regions in which we operate. More details can be found in KDP's [Climate Risk Management Report](#), which is structured around four thematic areas: Governance, Risk Identification, Risk

Management Strategy and Metrics and Targets. This report is aligned with TCFD's Final Report of Recommendations.

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 focus on climate adaptation specifically in farming communities. Our approach is to work with partners to support regenerative agriculture and conservation initiatives within our coffee, corn and apple supply chains. A regenerative approach to agricultural production can create many benefits, such as enhancing soil health, improving water quality, mitigating deforestation, increasing biodiversity and ecosystem resilience and strengthening the stability and profitability of farm operations. To measure progress toward our regenerative agriculture and conservation target, we have developed an outcomes-based methodology outlined in KDP's [Regenerative Agriculture & Conservation Monitoring & Evaluation Guide](#).

Collective action is critical in addressing climate change impacts. Because Scope 3 emissions account for more than 97% of KDP's GHG emissions, we continue to engage with our value chain partners on a shared climate journey. We also know 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 in clean energy and transportation projects, along with initiatives to streamline permitting processes for the faster deployment of clean energy and enhanced grid resiliency.

## Management Approach

We leverage third-party standards and guidelines and collaborate with many industry organizations to inform our strategy, as well as comply with regulatory agency requirements to report our progress. KDP's cross-functional teams, including Procurement, Operations, Engineering, Marketing, Research & Development (R&D), Legal and Sustainability, collaborate to advance our climate and nature targets.

We have established several policies that outline our approach and reinforce our commitment to climate and nature action. They include KDP's [Environmental Policy](#), [Climate Policy](#), [Water Policy](#), [Forests Position Statement](#) and [Supplier Code of Conduct](#).

## Ongoing Challenges

- Mitigating and adapting to climate challenges, such as operational and supply chain disruptions, shortages of materials and risks to agriculture, food systems and communities
- Navigating compliance with the evolving policy and regulatory landscape while harmonizing measurement and progress in reporting
- Mapping a feasible glidepath to fleet decarbonization at scale in the U.S., given the lack of required technology, policy and infrastructure

## Future Opportunities

- Continuing to reduce resource use while increasing climate resiliency measures such as supporting nature-based solutions and regenerative agriculture and conservation
- Exploring new technology and electric heavy-duty trucks in support of fleet decarbonization
- Scaling decarbonization projects at manufacturing facilities through public-private partnerships and engaging suppliers to implement their own decarbonization activities

## Read more:

[Water Use & Stewardship](#)

[Packaging & Circular Economy](#)

[Corporate Governance & Ethics](#)

[Glossary](#)

[Our Impact](#)

# 2025 Performance

In 2025, we updated our 2030 GHG emissions-reductions targets, validated by the Science-Based Target initiative (SBTi), to align with the most current guidance, the Paris Agreement climate change goal of limiting global warming to well below 1.5°C above pre-industrial levels. We continued our efforts to obtain electricity from renewable sources in 2025 and achieved 84% in 2025. This contributed in part to the 18% reduction of our Scope 1 and 2 emissions compared to the 2018 baseline. Our performance decreased from 21% in 2024 due to expanded owned operations and total miles driven by our fleet for distribution of product in the U.S. and Mexico.

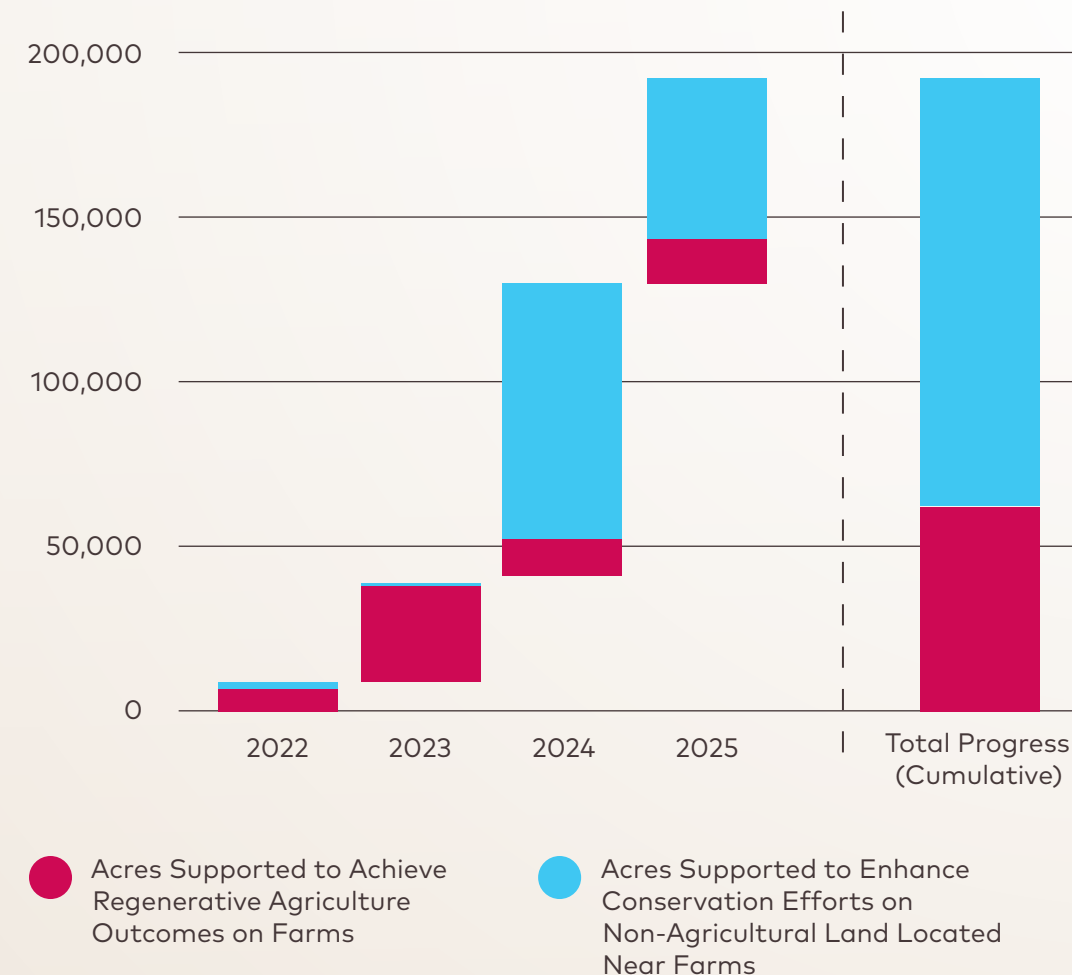
We also tracked indirect GHG emissions across our value chain, which in 2025, accounted for more than 97% of KDP's total GHG emissions. We reduced Scope 3 Forest, Land and Agriculture (FLAG) GHG emissions by 4% compared to the 2022 baseline, and Scope 3 Energy and Industry GHG emissions, comprised of Ingredient Processing, Packaging, Logistics and Use of Sold Products, by 8% from the 2022 baseline.

Importantly, we committed to no deforestation across our primary deforestation-linked commodities, specifically green coffee, cocoa and pulp/paper, and issued a new [Forests Position Statement](#). KDP recognizes that certain agricultural commodities are linked to deforestation and ecosystem conversion, which can contribute to biodiversity loss, climate change and social conflict. As part of our commitment to responsible sourcing and to our SBTi-aligned climate targets, KDP is taking steps to reduce deforestation risks within these supply chains<sup>3</sup>.

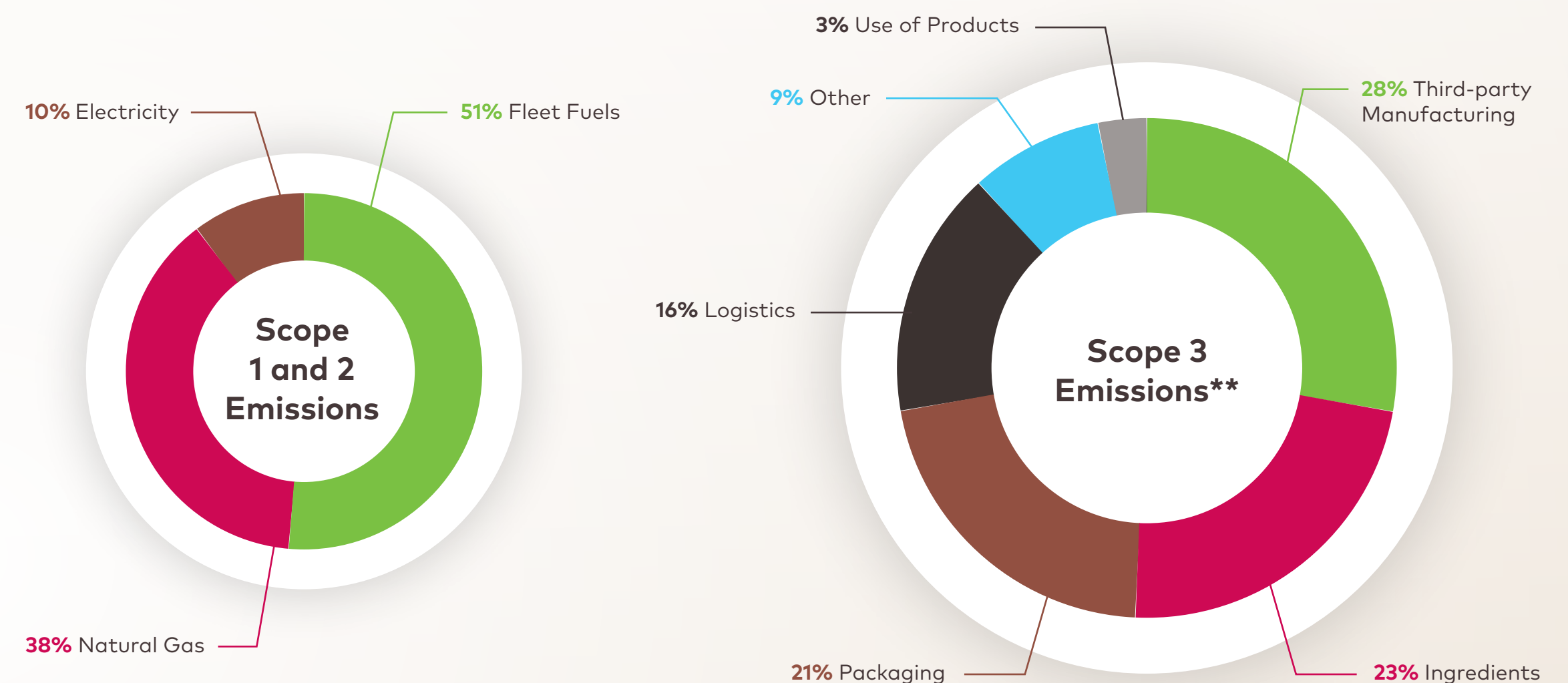
We have also committed to support regenerative agriculture and conservation on 250,000 acres of land by 2030 via targeted projects within our apple, coffee and corn supply chains<sup>4</sup>. At year-end 2025, we have supported a total of 198,132 acres contributing progress toward our target.

We continue to evaluate the interconnectivity of climate, nature and water benefits and are working to better integrate our measurement and reporting to ensure that progress from our broader environmental efforts is captured within our relevant climate, nature and water targets going forward.

## Regenerative Agriculture & Conservation Acres Supported



## 2025 GHG Emissions by Category\*



Scope 3 emissions accounted for more than 97% of KDP's 2025 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 and Investments. A more detailed breakdown of Scope 3 emissions can be found in the [Data Table](#).

### Read more:

[Commitments Methodology](#)

[Glossary](#)

[Data Table](#)

[KDP's Regenerative Agriculture & Conservation Monitoring & Evaluation Guide](#)

# Our Work in Action



## Reducing Emissions Across our Fleet

A critical part of our Climate Action work is aimed at decarbonizing portions of our fleet in the U.S. and Canada via low carbon energy sources and technologies. In late 2025 and early 2026, we retrofitted 1,200 trailers in the U.S. with aerodynamic devices to reduce emissions and improve fuel efficiency. These technologies are EPA SmartWay-verified and compliant with California Air Resources Board (CARB) standards and are estimated to save approximately 1.1 million gallons of diesel fuel and reduce more than 3,000 MTCO<sub>2</sub> emissions annually compared to trailers without the devices.

In Canada, we continued to accelerate the electrification of our vehicle fleet, now representing over a quarter of our total Canadian fleet and accounting for more than 15% of total fleet distance traveled in Canada. Electric vehicles contributed to a 10% reduction of emissions from the Canadian fleet over the past year, a small but important reduction to our overall emissions.

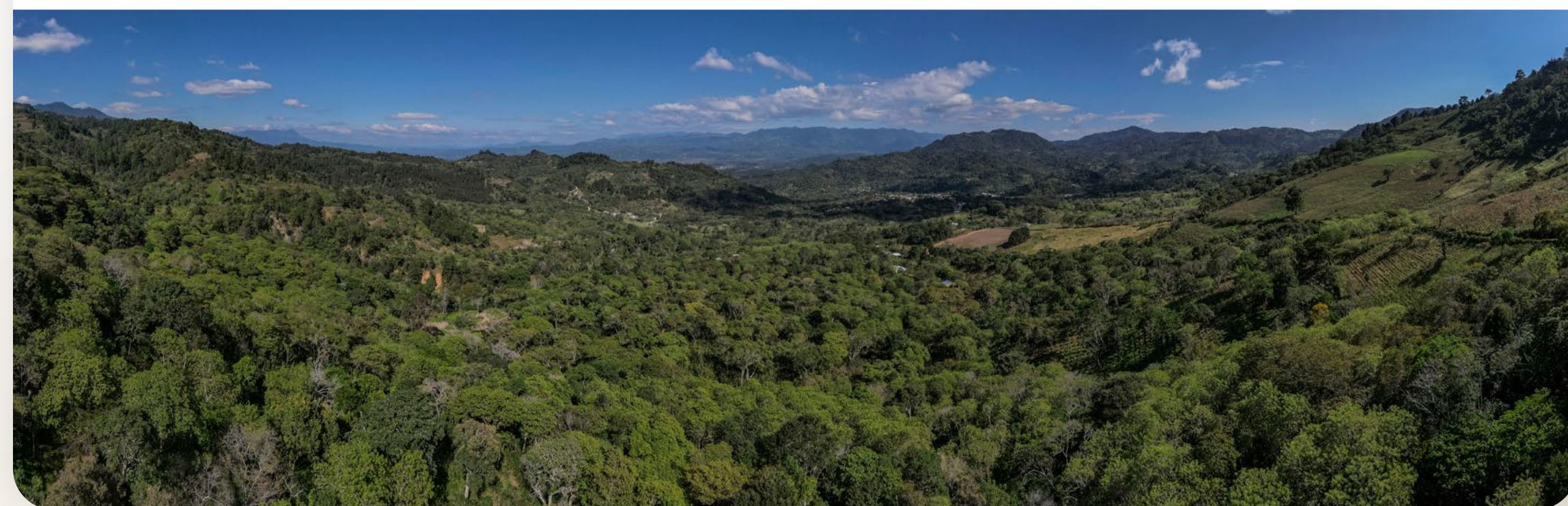
**Read more:**  
[Our Impact](#)

## Restoring Natural Resources in Central American Landscapes

Since 2014, KDP has partnered with Catholic Relief Services (CRS) to implement the Blue Harvest Regenerative program. The project aims to improve the climate resilience of coffee farming communities in Honduras and Nicaragua by working with farmers to implement practices that restore soil fertility, build soil structure, improve rainwater infiltration and reduce water contamination.

Beyond individual farms, Blue Harvest Regenerative promotes conservation of critical natural landscapes. Leveraging its network and strong reputation, the team collaborates with a wide array of local government agencies and organizations to contribute to the restoration and protection of water resources and to help improve water security for coffee farming households and downstream communities.

More than 4,000 coffee farmers have adopted these methods since 2022, leading to healthier soil and an average yield increase of 8.6%. This scaled approach to restoring coffeelands across Central America serves as a replicable model of connecting farm-level improvements with broader landscape protection. Read more [here](#).



# WATER USE & STEWARDSHIP

Water is a shared resource that is critical to the health of communities and ecosystems where we live and work.

[Read more:](#)

[Commitments Methodology](#)

## KEY HIGHLIGHTS

- Invested in 17 targeted water replenishment projects in California, Texas, Florida and Mexico since 2016
- Supported projects that delivered 3,283 megaliters of water volumetric benefit to areas of high-water stress
- Achieved 100% of our target water replenishment volumes in three of 11 high water-risk sites

# Strategy

Water is the primary ingredient in our products and used across our operations. As a leading beverage company, we have a responsibility to help address local and global water challenges, particularly in those areas that are more prone to conditions like scarcity, water stress and drought.

As part of our aspiration to achieve Positive Water Impact<sup>5</sup> by 2050, we focus our water stewardship efforts on water availability, quality and access. Core to our approach is the use of periodic water assessments of our operations and supply chain. To refine our understanding of challenges for our high water-risk sites and to identify opportunities

## Water Use & Stewardship Strategy



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 perspectives on those issues. More details can be found in KDP's [Climate Risk Management Report](#), which is structured around four thematic areas: Governance, Risk Identification, Risk Management Strategy and Metrics and Targets. The report is aligned with TCFD's Final Report of Recommendations.

In addition, we invest in targeted water security and access projects within our value chain and in underserved communities. Specific to indirect water use from our suppliers who grow agricultural raw materials, we are working to protect water quality in select watersheds through projects related to regenerative agriculture. For the underserved First Nations, Métis and Inuit communities in Canada, we are supporting and collaborating to increase access to safe water. Our interconnected efforts and collaborations in climate and nature action are fundamental to our water stewardship work.

## Management Approach

We collaborate with many nonprofit organizations and industry organizations to inform our strategy and report our progress. For example, we use resources such as a benchmarking analysis from



the Beverage Industry Environmental Roundtable (BIER) and Ceres' Valuing Water Finance Initiative to set targets and evaluate our performance. KDP's cross-functional teams, including Procurement, Operations and Sustainability, collaborate to advance our water targets.

We have established several policies that outline our approach and reinforce our commitment to water use and stewardship. They include KDP's [Environmental Policy](#), [Water Policy](#), [Climate Policy](#) and [Supplier Code of Conduct](#).

## Ongoing Challenges

- Mitigating and adapting to climate change impacts in water-stressed areas such as operational disruptions
- Engaging in long-term planning that accounts for aging infrastructure, population growth and fair access to safe water and sanitation
- Balancing progress toward our target for water use efficiency while supporting need for quality ingredient water and evolving regulatory requirements

## Future Opportunities

- Upgrading efficient water treatment infrastructure to work toward maximizing water efficiency
- Investing in watershed health with the aim to improve water availability, quality and access
- Exploring the co-benefits of water replenishment by measuring how our efforts might positively impact water quality, access, biodiversity and ecosystem resilience

### Read more:

[Climate & Nature Action](#)

[Corporate Governance & Ethics](#)

[Glossary](#)

[Our Impact](#)

# 2025 Performance

KDP is committed to improve our water use efficiency in our beverage bottling and concentrate facilities. In 2025, we expanded the scope and aspiration of our water use efficiency target and now strive to attain an average water use ratio of 1.8 across all beverage facilities, and an average water use ratio of 1.6 for beverage facilities in high water-risk locations by 2030. Our efforts resulted in a 2.03 water use ratio across all beverage facilities and 1.87 water use ratio for beverage facilities in high water-risk locations. Although we made significant improvements at key sites, we have much more work to do to achieve our targets. Our total network performance has been challenged by changing operational demands, a need for quality ingredient water and the expansion of our target scope to include an additional site. We continue to identify and invest in capital programs and water treatment technology intended to improve water use efficiency and reduce the amount of water required in our production processes.

In addition, KDP is committed to partnering with our highest water-risk operating communities, so that by 2030 we will be replenishing 100% of water used in our beverages in those communities on an annual basis. At year-end 2025, KDP's strategic collaborations with nonprofit and industry partners on water replenishment projects contributed to an annual total volumetric water benefit of over 3,283 megaliters, or approximately 866 million gallons, an increase of 9% compared to 2024. Despite an overall increase in total water volume replenished, our target performance decreased from 70% in 2024 to 62% in 2025 because we expanded our scope from 10 to 11 sites and expanded production in five of 11 sites.

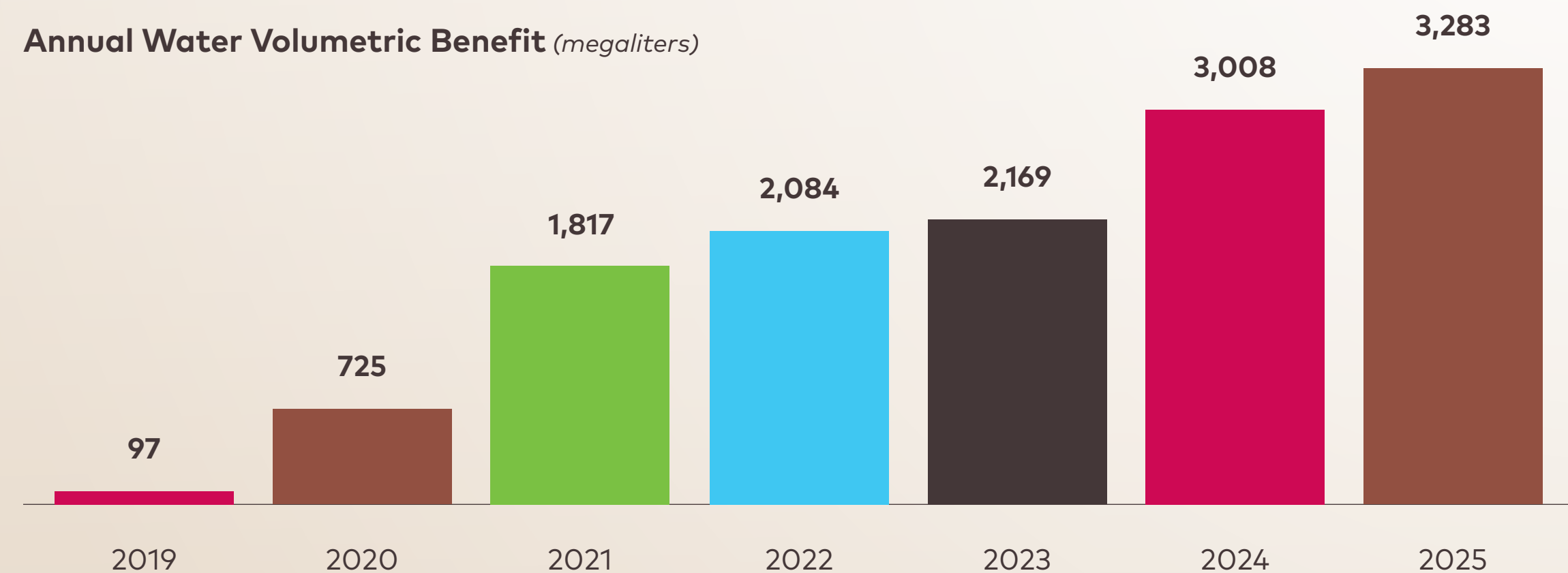
**Read more:**

[Commitments Methodology](#)

[Glossary](#)

[Data Table](#)

**Annual Water Volumetric Benefit** (megaliters)



# Our Work in Action



## Rehabilitating Wetlands in Texas

Water scarcity in the Trinity River Basin leaves little to no water in-stream dedicated to wildlife habitat. In partnership with Ducks Unlimited, Texas Parks and Wildlife Department and the Texas Water Action Collaborative (managed by Texan by Nature), KDP supported the construction of 111 acres of wetlands by installing water control infrastructure to enhance the water holding capacity, improve surface water quality and increase aquatic habitat availability for the Wildcat Marsh on Richland Creek Wildlife Management Area. Construction was completed in late 2024, making 2025 the first full year of realized water benefits. With four flood occurrences in 2025, the project retained, cleaned and replenished approximately 345 million liters before flowing back into the Trinity River.

[Read more:](#)  
[Our Impact](#)

# PACKAGING & CIRCULAR ECONOMY

Supporting the circular economy is critical to reduce resource use and environmental impacts.

**Read more:**

[Commitments Methodology](#)

## KEY HIGHLIGHTS

- 96% of packaging converted to be recyclable or compostable
- 21% virgin plastic reduction across our packaging portfolio since 2019
- More than \$51 million committed in support of a more circular economy since 2014



# Strategy

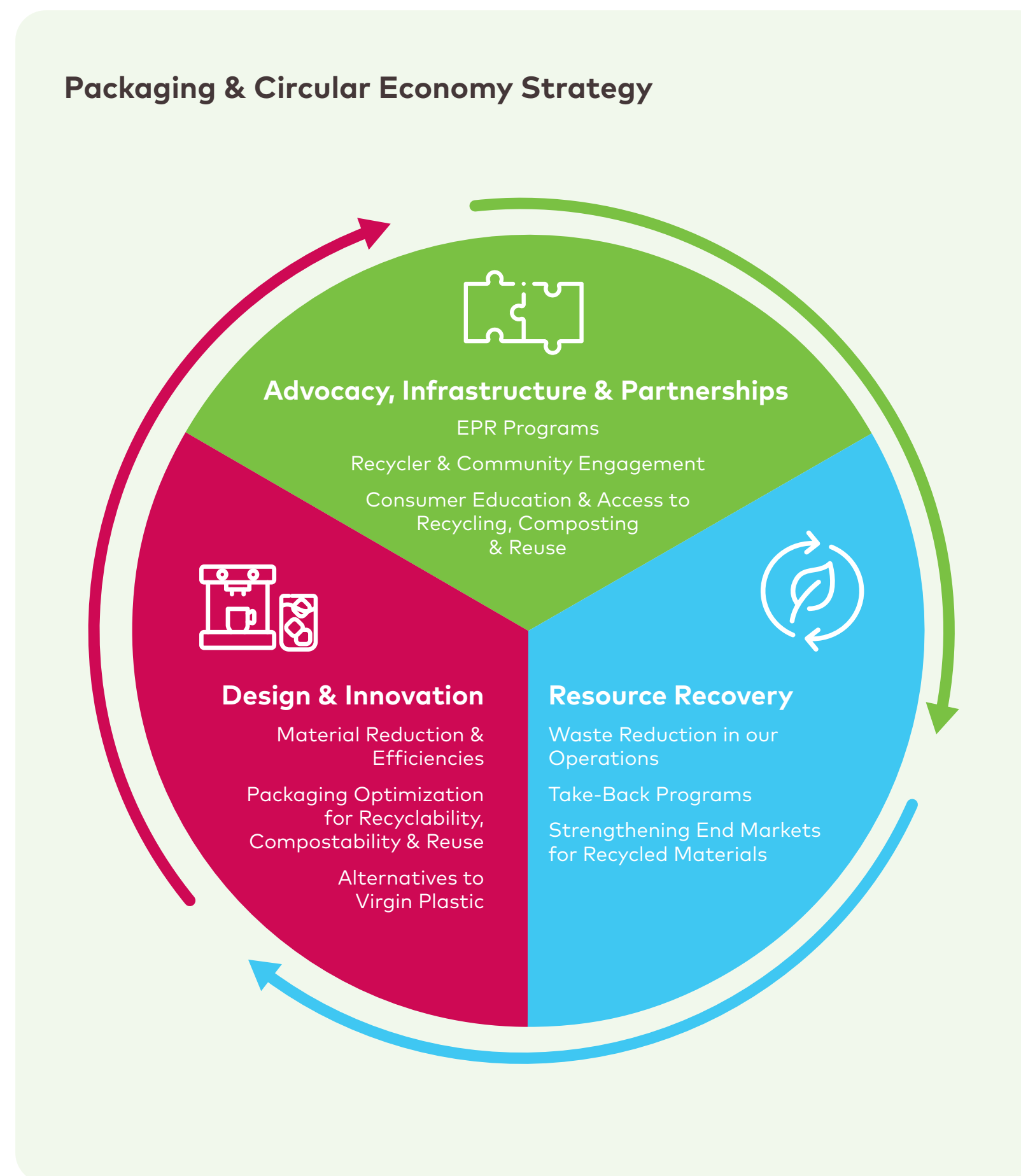
KDP supports the reuse, recycling, repurposing and composting of our products and packaging in support of a more circular economy. Driving the transition to a circular economy is complex and requires scalable systems change. Therefore, individual company responsibility as well as collective action are critical to advancing effective and efficient policy solutions, investing in infrastructure and engaging consumers to act in sustainable ways.

Our strategy aims to use more sustainable packaging materials and designs that use less virgin plastic. This means incorporating post-consumer recycled (PCR) content where possible, working to reduce or eliminate unnecessary materials, redesigning packaging to be compatible with recycling and composting systems and partnering to evolve reusable and refillable packaging models, where appropriate.

Beyond KDP's design innovations, collective action is critical to advancing effective and efficient policy solutions, such as well-designed Extended Producer Responsibility (EPR) programs, investing in circular infrastructure, supporting resilient end markets and engaging consumers to act in more sustainable ways<sup>6</sup>. To help make this happen, we partner with a wide variety of external organizations, including federal, state, provincial and municipal government leaders, recyclers, composters, NGOs, industry peers and suppliers.

We also strive to improve resource recovery so that valuable materials are reused, recycled and composted, rather than ending up in landfills. Each of our manufacturing sites supports this commitment through production optimization and investing in reducing, reusing and recycling materials and resources.

To further support closing the loop of a circular economy, we offer a take-back recycling program intended for U.S. consumers who live in communities where Keurig K-Cup pods are not currently accepted for recycling and work with partners to help recycle our coffee makers<sup>7</sup>. In addition, we purchase and incorporate PCR content where we can across our packaging portfolio and in our coffee makers to help strengthen end markets for recycled materials.



## Management Approach

KDP's cross-functional teams across all geographies, including Procurement, R&D, Packaging Innovation, Marketing, Operations, Government Affairs and Sustainability, collaborate to advance our packaging and circular economy targets.

We leverage third-party design standards and guidelines, such as the Association of Plastic Recyclers (APR) Design Guide<sup>®</sup> for Plastics Recyclability, to inform our packaging's compatibility with recycling infrastructure 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, and the Canada Plastics Pact.

We also work with regulatory agencies to meet and report on various packaging compliance regulations across North America, such as EPR programs, Deposit Return Systems (DRS) and minimum recycled content requirements in place in certain jurisdictions. We continue to update and modernize our technology and data reporting systems so we can optimize our measurement and reporting for compliance and regulatory requirements.

## Ongoing Challenges

- Balancing the availability, quality and cost of more sustainable materials, including PCR plastics, compostable and non-plastic alternatives, with the current state of recycling, composting and refillable packaging infrastructure
- Collaborating to scale recycling and composting solutions for items like compostable, flexible and other packaging with less developed end markets
- Improving consumer access, affinity and affordability to products that use more sustainable materials, with particular attention to the recyclability or reuse of product packaging and reconciling impact trade-offs that occur at different stages of a product and package's lifecycle

## Future Opportunities

- Accelerating the rollout of innovative products, packaging and reuse solutions that reduce or eliminate plastic, reduce virgin plastic use or increase the value and availability of recycled materials and compost
- Continuing to advocate for well-designed EPR program adoption through the EPR Leadership Forum and not-for-profit producer responsibility organizations (PROs) like Circular Materials in Canada as well as Circular Action Alliance in the U.S.
- Engaging consumers to encourage increased participation in recycling, composting and reuse behaviors, through our support of the American Beverage Association's Every Bottle Back initiative and Closed Loop Partner's NextGen Consortium

## A Note on the Evolution of "Recyclable" in the U.S.

With the implementation of packaging regulations like EPR in the U.S., the term "recyclable" is increasingly being defined by law as opposed to industry or NGO standards. However, there is currently no harmonized, national definition of the term "recyclable."

KDP discloses our percentage of "recyclable" products according to the following definition: "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 features' by the APR."

The EMF Global Commitment definition of "recyclable" plastic packaging differs slightly from the KDP definition and states that: "A packaging material or component is 'recyclable' if its post-consumer collection, sorting, and recycling is proven to work in practice and at scale."

KDP discloses the percentage of products we produce that meet both the KDP definition as well as the EMF definition. As states begin implementing EPR programs, each state may vary in terms of the products they accept in their recycling programs and thus deem "recyclable," including recycling rate thresholds. Overall, we find a common theme across most definitions of "recyclable": that the package should be designed in a way that is compatible with recycling systems, that there are collection systems in place, that the material can be effectively sorted and there are end markets to accept the recycled material.



### Read more:

[Climate & Nature Action](#)
[Corporate Governance & Ethics](#)
[Glossary](#)
[Our Impact](#)



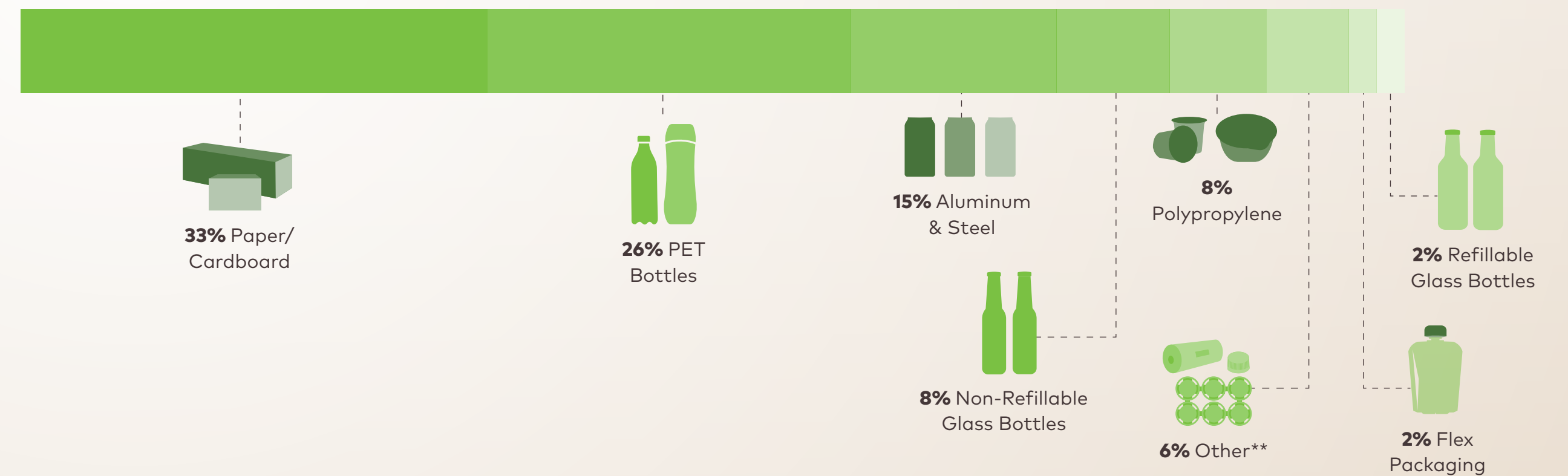
# 2025 Performance

We continue to work toward more sustainable packaging solutions. Through packaging design and material procurement efforts in 2025, 96% of our packaging portfolio was designed for recyclability or compostability. Compared to a 2019 baseline, we have reduced our 2025 virgin plastic use by 21%, versus 17% in 2024, attributed to lightweighting of certain packaging and a shift in our packaging mix. In 2025, we also updated our target to use 25%-35% PCR content in our primary<sup>8</sup> plastic portfolio by 2035. The shift in the packaging mix resulted in 16% PCR content in our primary plastic packaging, challenged by lower sales performance of those formats using 100% recycled plastic in 2025.

Importantly, our engagement with PROs and regulators that are responsible for the implementation of expanded recycling programs has led to the acceptance of K-Cup pods into Canadian province-run recycling programs in Ontario and Quebec. In 2025, acceptance coverage reached more than 36% of the Canadian population, with further expansion expected in 2026.

We also aim to minimize waste from our operations. Each of our sites supports this commitment through production optimization as well as investing in the reduction, reuse, energy recovery and recycling of materials and resources. In 2025, we kept 92% of our manufacturing waste from entering landfills and maintained zero waste to landfill at multiple manufacturing sites. Our manufacturing network that produces coffee recorded a diversion rate of 97%.

## 2025 Packaging Mix\*



\*% of total weight procured.

\*\*Category includes filters, high-density polyethylene (HDPE), foam and aseptic carton.

[Read more:](#)

[Commitments Methodology](#)

[Glossary](#)

[Data Table](#)

# Our Work in Action



## Innovating to Create Coffee Without Limits

2025 was an important year in the product development journey of the Keurig Alta system with plastic-free AltaRounds pressed coffee, including listening and engaging with key stakeholders. We completed in-home beta testing with consumers and hosted an exclusive tasting and feedback session with sustainability opinion leaders during Climate Week NYC. In addition, we enlisted the help of an external advisory panel to guide us in brand perception, sustainability attributes, system transition and demand scale-up. The system is a central part of our long-term strategy to significantly reduce virgin plastic use across our coffee packaging portfolio.

We also focused on obtaining key sustainability qualifications, and have attained the following certifications in 2026:

- BPI home and industrial compostable for the AltaRounds pressed coffee
- Plant-based certification from the NSF for the AltaRounds pressed coffee and coating
- Sustainable Forestry Initiative certification for the paper-based AltaRounds overwrap and cardboard packaging

The Keurig Alta system is expected to launch exclusively on [KeurigAlta.com](https://KeurigAlta.com), and [KeurigAlta.ca](https://KeurigAlta.ca) in Canada, in late 2026.

## Partnering to Impact Systems Change

Since 2014, KDP has committed more than \$51 million in support of a more circular economy through collaborative projects, partnerships and investments in communities across North America. In fact, we have co-founded three 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:** At year-end 2025, KDP concluded its \$10 million investment in the Coalition. Our support, along with other members, has resulted in \$19 million in grant funding being awarded across 68 facilities to improve infrastructure, capacity and education since 2020. This has enabled more than 48 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 2025, commitments made in 66 communities across the U.S. to modernize recycling facilities are estimated to yield more than 737 million additional pounds of PET plastic to be recycled over the next 10 years.



**Circular Plastics Taskforce:** In 2025, 20 circularity leaders from across the industry mobilized to advance the circular economy in Canada. Projects underway in 2025, which are valued at an estimated \$415,000 CAD, aim to optimize plastics recycling along the value chain with a focus on challenging resins and formats.

**Read more:**

[Glossary](#)

[Our Impact](#)

# HUMAN RIGHTS, RESPONSIBLE SOURCING & SUPPLY CHAIN LIVELIHOODS

Working to safeguard social and environmental protections and support economic resilience are key to building a reliable and secure supply chain for the long term.

**Read more:**

[Commitments Methodology](#)

## **KEY HIGHLIGHTS**

- 97% of coffee<sup>9</sup> and 100% of cocoa was responsibly sourced
- Expanded our responsibly sourced audit program to include citrus juice concentrate, functional ingredients, preservatives and tropical juice concentrate
- Supported 10,061 farmers and workers in our coffee supply chain<sup>10</sup> with the aim to improve their economic resilience since 2024

# Strategy

We aim to use our buying power for good through responsible sourcing actions in specific supply chains and strategic work with key suppliers. Central to our work is the recognition that we have a responsibility to uphold and promote human rights for all people and communities impacted by our operations and business activities and, through our procurement practices, we aim to create a dynamic supply chain and support growth in communities by working with a variety of suppliers. In addition, the work we do is intended to position workers and farmers within our value chain to contribute to positive outcomes, such as boosting personal and community well-being and mitigating and adapting to climate change, when they have economic stability and access to financial opportunities.

We recognize that interconnected social and environmental issues require holistic solutions, including shared investment and collaboration with a variety of stakeholders. Partnerships with key producer organizations, suppliers and contract manufacturers, nonprofit organizations and governments are a critical component to our approach.

## Human Rights, Responsible Sourcing & Supply Chain Livelihoods Strategy



Respect for the Human Rights of People & Communities Where We Operate



Responsible Sourcing of Our Priority Inputs



Economic Resilience of Farmers & Workers in Key Parts of Our Value Chain

## Management Approach

KDP's cross-functional teams, including Procurement, Operations, Sustainability, R&D, Human Resources and Legal, collaborate on our approach to source materials and agricultural inputs that meet our established quality requirements, advance sustainability targets and uphold our commitment to human rights throughout our value chain.

KDP has established several policies and statements that reinforce our commitments. These include KDP's [Corporate Code of Conduct](#), [Supplier Code of Conduct](#), [Brazilian Coffee Purchasing Policy](#), [Conflict Minerals Policy](#) and [Forced Labor and Child Labor Statement](#). Our [Human Rights Position Statement](#) covers topics including discrimination and humane treatment, freedom of association and collective bargaining, child labor, working hours, wages and benefits, among others.

In addition, KDP is dedicated to transparency, accountability and continuous improvement with respect to human rights. Our [Conflict Minerals Report](#) describes our due diligence process and compliance with the sourcing of minerals. We also provide a grievance mechanism open to employees and communities in our supply chain, encouraging stakeholders to report any violations or ethical concerns without delay and without fear of reprisal or concern for retaliation. More information can be found in our [Corporate Code of Conduct](#) and [Supplier Code of Conduct](#).

## Ongoing Challenges

- Mitigating the risks to agriculture, food systems and communities resulting from climate change, adverse weather conditions and local economic and political conditions
- Navigating increased demands from stakeholders on the traceability of certain raw materials
- Managing the economic pressures that are driving up the cost of production for all players in value chains, but especially for raw materials and supplies such as quality coffee and cocoa

## Future Opportunities

- Continuing to expand our responsible sourcing strategies to additional inputs that meet our priority input criteria
- Applying learnings gathered from our impact investments to strengthen and refine our approach to supporting the economic resilience of farmers and workers in key parts of our value chain
- Exploring public-private partnerships that support grievance mechanisms and interventions related to labor protections in key supply chains

### Read more:

[Climate & Nature Action](#)

[Corporate Governance & Ethics](#)

[Glossary](#)

[Our Impact](#)

# 2025 Performance

We are committed to responsibly sourcing our brewers and 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.

That specific context determines which of our complementary tools and approaches we prioritize to help safeguard fundamental human rights, incorporate environmental protections and/or invest to support the economic resilience of farmers and workers in our priority supply chains. These tools may include risk assessments, verification or third-party certification programs, traceability systems, audits, impact investments and ongoing engagement and collaboration with strategic partners.

## 2025 Priority Inputs

- Apples
- Apple Juice Concentrate
- Brewers
- Citrus Juice Concentrate
- Cocoa
- Coffee
- Corn
- Functional Ingredients<sup>11</sup>
- High-Intensity Sweeteners<sup>12</sup>
- Preservatives<sup>13</sup>
- Tomato Paste
- Tropical Juice Concentrate

## Agricultural Inputs

We regard the coffee and cocoa we purchase for our owned and partner brands as Responsibly Sourced if it is grown and sold in adherence to a credible sourcing program that aligns with KDP's [Supplier Code of Conduct](#) and industry-aligned ESG criteria<sup>14</sup>. Read more [here](#).

In 2025, 2.65% of coffee was received as conventional due to the impact of U.S. tariffs on coffee imports. The accelerated nature of these tariffs, relative to standard coffee contracting terms, required us to purchase green coffee from the spot market to meet our production timelines. As a result, 97% of coffee was responsibly sourced. We received 100% responsibly sourced cocoa in 2025.

We recognize that there is no single tool, or combination of tools, that can completely eliminate the human rights risks associated with complex and systemic issues. That is why KDP views verification and certification systems as a valuable starting point but works to invest in impact projects in targeted areas within our supply chains. These projects aim to address the root causes of these issues, such as farmer profitability and climate change.

## Manufactured Inputs

We also aim to responsibly source manufactured products and ingredients, such as apple juice concentrate, brewers, citrus juice concentrate,

functional ingredients, high-intensity sweeteners, preservatives, tomato paste and tropical juice concentrate, by prioritizing and engaging key suppliers to implement and maintain effective social and environmental management systems in their factories.

For these factory-based inputs, we work with our processing facilities, contract manufacturers (Tier 1) and several of our Tier 2 suppliers within the brewer supply chain, to apply KDP's Supplier Rating System<sup>15</sup>. This evaluation structure uses a uniform methodology that enables us to align and rate our suppliers with one audit program.

## 2025 Factory Performance Summary (Consolidated)\*

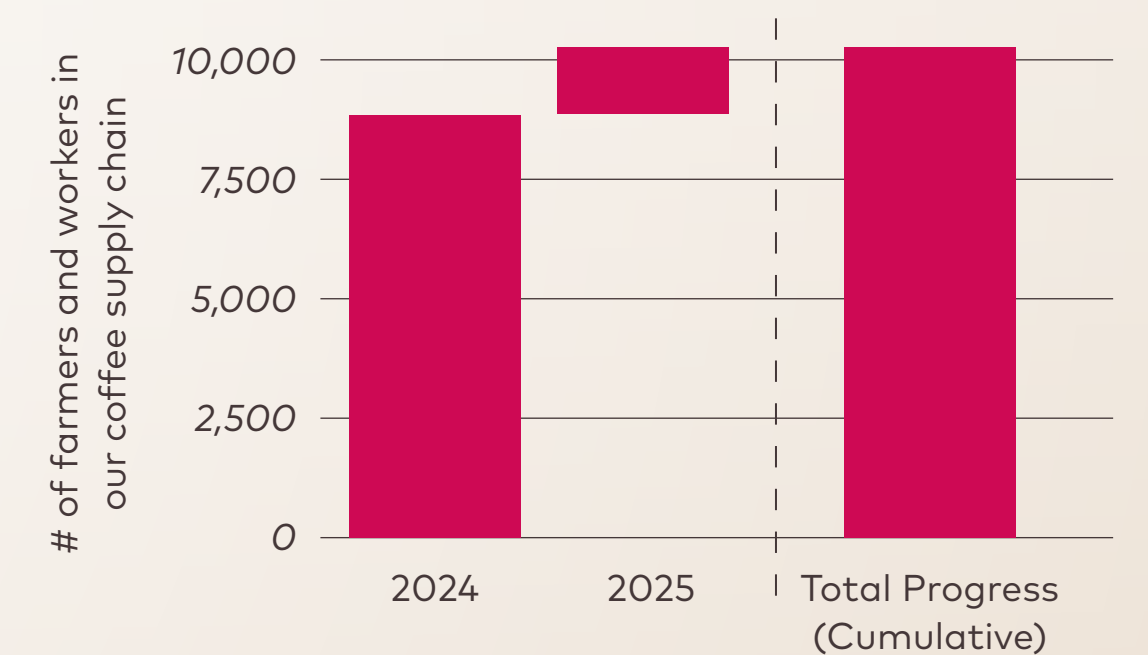
	# of Suppliers	% Performance
Meets or Exceeds Expectations	121	94%
Below Expectations	5	4%
Not Yet Rated	3	2%
Not Acceptable	0	0%

\*Evaluated per KDP's Supplier Rating System.

## Economic Resilience for Farmers & Workers

We remain steadfast in our commitment to help support farmer and worker livelihoods. Informed by the lessons we have learned from decades-long work in this space, we are supporting economic resilience for farmers and workers via investments that aim to improve the security and stability of income or result in increased income. Since 2024, KDP supported improved economic resilience for 10,061 farmers and workers in our coffee supply chain.

## Coffee Supply Chain Economic Resilience Progress\*



\*Total progress cumulative; read more in KDP's [Livelihoods Ambition Monitoring and Evaluation Guide](#).

### Read more:

- Commitments Methodology
- Glossary
- Data Table
- KDP's Livelihoods Ambition Monitoring and Evaluation Guide

# Our Work in Action

## Supporting Grievance Mechanisms Related to Labor Protections

In 2025, KDP joined the Nossa Voz initiative, a comprehensive grievance mechanism that provides a safe, accessible and proactive way for coffee farm workers in coffee producing regions of Brazil to report labor and human rights concerns. Implemented by LRQA, the initiative brings together organizations at the global, sectoral and local levels across the coffee supply chain to support the proactive communication and management of grievances. Using accessible and tech-enabled channels, trained operators who understand the local context address reported grievances through the development and execution of customized remediation plans. In addition to supporting human rights in Brazil's coffee producing regions, Nossa Voz serves as a tool to identify and mitigate supply chain risk and help meet regulatory requirement. Read more [here](#).



Read more:

Our Impact

# CONSUMER HEALTH & WELL-BEING

Supporting consumers on their health and well-being journeys and providing transparency about our marketing practices, ingredients and product safety are fundamental to our business.

**Read more:**

[Commitments Methodology](#)

## KEY HIGHLIGHTS

- 10% reduction in added sugar from U.S. Refreshment Beverages since 2020
- Partnered with nutritionists to promote a variety of product options within a balanced portfolio
- Continued to deliver on our commitment to not market or advertise any of our products to children 13 and under



# Strategy

As a leading beverage company, KDP recognizes there are systemic issues relating to health, hunger and nutrition that are complex and require individual and collective action to address. Core to our approach is working alongside community and public health organizations as well as credentialed health and well-being experts to understand needs and how KDP can support solutions. With a company vision to provide a beverage for every need, anytime, anywhere, we are committed to offering product options within a balanced portfolio. This means less sugar, more functionality and nutrients and smaller portion offerings.

We actively participate in discussions with stakeholders aimed at replicating and accelerating

## Consumer Health & Well-Being Strategy



initiatives designed to increase access to our full portfolio of products, including our low calorie, lower sugar and nutrient-dense offerings. This extends to collaborating with groups who are working to address health disparities in communities. We continue to advocate for informed consumer decision-making by providing transparent, straightforward and easily comprehensible information on our packaging and online. In addition, we comply with applicable laws and regulations and regularly engage with stakeholders such as investors, nonprofit organizations, public health groups and government agencies and officials to identify and respond to emerging issues, address potential safety concerns and combat public confusion and misinformation about ingredients and product safety.

## Management Approach

KDP's cross-functional teams, including Product Development, Scientific & Regulatory Affairs, Operations, Marketing, Commercial Sales, Engineering and Corporate Affairs, collaborate to advance our consumer health and well-being efforts. This includes a regular review of our products, including those that meet our internal nutritional standards<sup>16</sup>.

We also pursue safety and quality standards throughout product development, sourcing, manufacturing and commercialization for all



beverages and Keurig coffee makers that we manufacture and market. Our compliance programs and review systems help us implement KDP's product safety and quality standards, which are aligned to legal and regulatory requirements. All of KDP's products comply with applicable regulations set by the U.S. Food and Drug Administration (FDA), the Canadian Food Inspection Agency (CFIA), Health Canada (HC) and Mexico's Federal Commission for Protection against Health Risks (COFREPRIS) and Office of the Federal Prosecutor for the Consumer (PROFECO). In addition, we comply with the U.S. Department of Agriculture's (USDA) Smart Snacks in School standards. We go one step further in the U.S. by displaying voluntary front-of-pack calorie labels on many beverage containers and host websites for the [U.S.](#) and [Canada](#) to provide comprehensive product details, such as nutrition, allergen and certification information. 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.

We have established several policies that outline our approach and reinforce our commitment to consumer health and well-being. They include KDP's [Chemicals Management Policy](#), [Responsible Public Policy Advocacy in the United States Policy](#) and [Supplier Code of Conduct](#). Specific to animal testing, we state in our Supplier Code of Conduct 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.

As part of our commitment to Responsible Marketing, we established an [Enterprise Responsible Marketing Policy](#) and are a member of the Better Business Bureau's Children's Food and Beverage Advertising Initiative (CFBAI) in the U.S. As participants, we comply with the advertising standards set in CFBAI's Core Principles and [report annually](#) on our pledge not to engage with advertising directed to children 13 and under unless the product being advertised meets CFBAI's strict nutrition criteria<sup>17</sup>.

### Ongoing Challenges

- Expanding equitable access to low calorie/ lower sugar beverage options for consumers across diverse and varied markets
- Navigating a varied, fragmented policy and regulatory landscape for compliance and combating public confusion and misinformation about ingredients and product safety
- Balancing consumer taste and visual preferences with stakeholder expectations

### Future Opportunities

- Renovating and innovating products that reduce sugar and calories and/or deliver functional benefits
- Exploring in-store merchandising and marketing strategies to expand distribution of beverages that meet retailer nutrition criteria
- Continuing to engage key stakeholders, including NGOs, government and public health officials and advocacy groups

**Read more:**

[Corporate Governance & Ethics](#)

[Glossary](#)

[Our Impact](#)



# 2025 Performance

In 2025, 61% of our U.S. products met KDP's definition of positive hydration, supported by 40% of our U.S. marketing budget<sup>18</sup>. This reflects our commitment to expanding our range of choices across our brands through innovation within KDP's portfolio as well as investments and acquisitions with our partner brands. We also discontinued certain products in favor of those that better meet the needs of the consumer and optimize our supply chain. In addition, we have reduced added sugar in U.S. Refreshment Beverages by approximately 3% in 2025 and 10% since 2020 and, in the juice drinks category alone, we reduced added sugar by approximately 28% since 2020<sup>19</sup>. KDP also upheld our CFBAI pledge in 2025 and did not advertise to children under the age of 13, regardless of a product's nutritional profile.

for products ≤30 milliliters) of the Daily Value of nutrients of concern (i.e., sugar, sodium, and saturated fat) to display a front-of-pack symbol. Beyond regulatory compliance, we use this threshold to assess, monitor and improve the nutritional profile of our beverage portfolio, guiding reformulation and innovation. In 2025, 73% of beverages in our portfolio were below this threshold, bringing us closer to our ambition to maintain at least 75% of our products falling below these recommended amounts. To support informed consumer choice, we dedicated 54% of our marketing budget in Canada to promoting beverages that meet these standards. To learn more about our Canadian Health & Well-Being strategy, including category-specific targets and results, read more [here](#).

In Canada, our health and well-being strategy aligns with HC's Front-of-Pack labelling regulation, which requires products exceeding 15% (or 10%

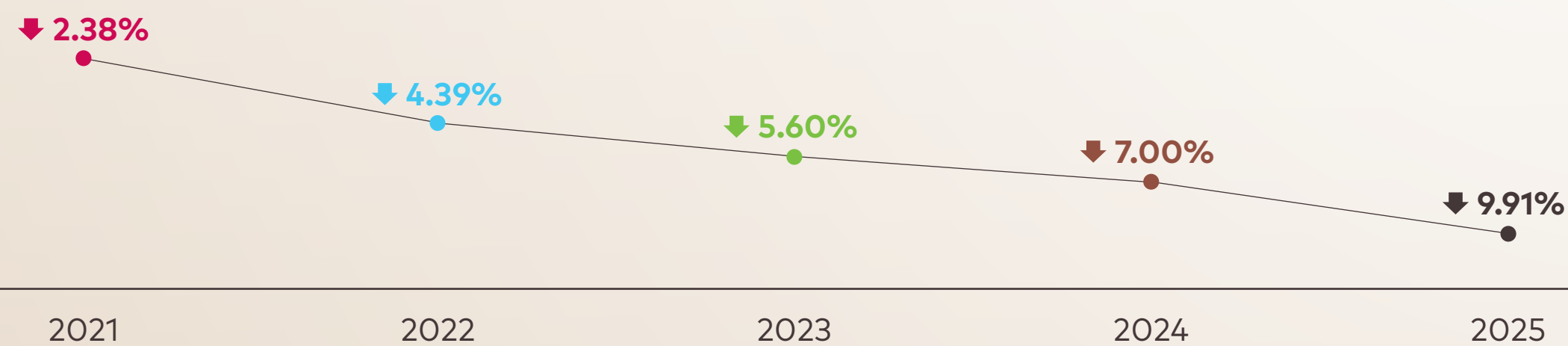
**Read more:**

[Commitments Methodology](#)

[Glossary](#)

[Data Table](#)

Reduction of Added Sugar Across Beverage Portfolio\*



\*Total progress cumulative since 2020 baseline.



# Our Work in Action



## Expanding Access to a Balanced Product Portfolio

We continuously team up with retailers to drive awareness and increase access to a variety of product options within a balanced portfolio. For the second straight year, grocer Giant Food designated select KDP products – Core Hydration, Bai or Snapple Zero Sugar – as “Handpicked by Our Nutritionists,” highlighting the featured product of the month in the grocer’s circular and offering at a special price.

**Read more:**  
[Our Impact](#)

# EMPLOYEE HEALTH, SAFETY & WELL-BEING

Supporting our employees is the foundation for generating sustainable business performance and for building strong, vibrant communities where we live and work.

 **Read more:**

[Commitments Methodology](#)

## **KEY HIGHLIGHTS**

- 82% of KDP employees who responded to the survey reported feeling engaged
- Recognized on Forbes America's Best Large Employers, Fortune World's Most Admired Companies and Newsweek America's Greatest Workplaces for Culture, Belonging and Community lists
- Nearly doubled employee volunteerism and community engagement to more than 13,500 hours



# Strategy

We recognize that our employees make our success possible, so we strive to provide rich and meaningful career experiences to help attract, develop and retain a team of top beverage talent that embraces a challenger mindset. We encourage our team members to “Drink in the Possibilities” of a career at KDP. That is why we aim to create an environment where all of our employees can do their best work. Our culture is based around our values that guide how we engage with each other in an open and inclusive environment, while pushing each other with high standards and accountability.

## Employee Health, Safety & Well-Being Strategy

### Bring Your Flavor: Connection & Engagement

We encourage our employees to collaborate and learn from each other every day. We emphasize that KDP is a place where we all belong, everyone has a voice and different perspectives are valued. This is essential to both creating a great experience for our team members and for the success of our company. Efforts in this area include our engagement survey, our recognition and listening programs and our Employee Resource Groups (ERGs).

### Fuel Your Well-Being: Total Rewards & Workplace Health & Safety

KDP is committed to offering our employees resources to personalize their physical, mental and emotional health, and ensuring team members feel safe, valued and cared for at work and at home. Efforts in this area include our KDP benefits and wellness programs and the hybrid work environment we offer, along with our health and safety programs.

### Uncap Your Potential: Career Development

We strive to offer our employees opportunities for growth, learning and becoming a key ingredient in the company's growth. We encourage team members to own their career paths and help set their professional trajectory. Efforts in this area include learning and development programs, talent and performance management processes<sup>20</sup>, trainings for managers and the launch of a comprehensive career development platform.

### Proudly Delivered: Positive Impact

We celebrate the shared satisfaction in building a strong company with a bright future, and we strive to give our team members an understanding of how their roles fuel the success of the company and the communities we serve together. Efforts in this area include our community engagement programs and our employee communications efforts to ensure team members are up to date on our brand news and KDP Impact work.

## Management Approach

KDP's cross-functional teams, including business leaders, Human Resources, Legal & Security, Operations and Corporate Affairs, collaborate to advance our Employee Health, Safety & Well-Being initiatives.

Our [Corporate Code of Conduct](#) defines 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. Specific to community engagement, we follow our Charitable Giving Guidelines and use the Benevity system to screen all community partners and ensure they are reputable, registered nonprofit organizations.

## Ongoing Challenges

- Competing for a highly skilled workforce while navigating labor shortages, inflation in labor costs and employee turnover, particularly in frontline roles
- Strengthening our ability to reach, engage and coach frontline employees and people leaders who work across diverse operational environments
- Supporting operational and community resilience given the increasing frequency and severity of natural disasters

## Future Opportunities

- Investing in and implementing enhanced tools, resources and data to help us attract, develop and retain top talent, improving the overall employee experience
- Evaluating our total reward package to ensure our benefits and wellness offerings remain competitive and inspire our employees to prioritize their total well-being
- Engaging our workforce to strengthen digital capabilities, build new skills and create efficiencies with evolving artificial intelligence (AI) technologies

### Read more:

[Corporate Governance & Ethics](#)

[Our Impact](#)

# 2025 Performance

Our commitment to fostering a strong, inclusive culture that values the voices and perspectives of all our team members remains at the forefront. With the aspiration to have top beverage talent with a challenger mindset, we supported our teams through competitive benefits, career development opportunities and a workplace culture built on safety, respect, inclusivity and trust.

Our team members benefited from total rewards packages that provided eligible employees 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. In 2025, we announced an increase in paid parental leave and expanded medical plan offerings effective in 2026. We have enhanced many of our voluntary benefits by improving coverage or lowering cost for programs such as increased telemedicine coverage and new support for surgeries, menopause and mid-life care. We also confirmed our commitment to fair and equitable pay practices by conducting annual pay equity assessments. These reviews help ensure parity across comparable roles and are aimed at identifying and addressing any statistically significant gaps that may exist in similar roles among those of different genders or races.

[Read more:](#)

[Commitments Methodology](#)

[Data Table](#)

[Our Impact](#)

A key focus in 2025 was to enable conversations at the team level to help create a dynamic and rewarding workplace. Our annual employee engagement survey solicited feedback from all team members on topics that included culture, engagement, well-being, development, leadership and work environment. 93% of employees shared their voice in the 2025 survey, an increase in participation from 91% in 2024. Findings showed that 82% of KDP employees who responded to the survey are engaged, committed to staying with KDP and have a strong sense of accomplishment from their work, up from 81% in 2024. In addition, more than 3,700 KDP employees were members or allies of one or more of our eight ERGs that help build connection and community.

In 2025, our safety results reflected a year of transition, as we worked to establish KDP safety programs in newly acquired facilities, renew focus on regulatory compliance and promote a culture of health and safety with new site leadership. We also invested in continuous workplace safety programs and strengthened workplace safety engagement through targeted trainings, supervisor bootcamps and proactive risk prevention initiatives. Efforts also included trialing new communications strategies, such as launching an internal podcast covering various workplace safety topics to reach frontline employees.

## 2025 Global Community Engagement Highlights

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. In 2025, we strengthened KDP's community engagement efforts by simplifying the tools through which people engage, volunteer and give.



**283,000+**  
products provided in disaster relief

**33,000+**

bottles of Mott's apple juice provided to American Red Cross blood donation centers

**13,500+**

hours volunteered by KDP employees



**30 years**

of supporting students through the Dr Pepper Tuition Giveaway Program, including awarding over \$21 million in tuition support

**55+ grants**

issued to employees in need from the Employee Relief Fund

**\$250,000+**

in employee donations and KDP match contributions to charitable organizations



# Our Work in Action

## Uncapping Potential with the Launch of Career Hub

In 2025, KDP advanced our commitment to employee growth and supported the talent needs of the organization with the launch of Career Hub, an AI-powered, employee-centric platform designed to increase visibility into skills, career paths, development planning and internal opportunities. Created in response to employee feedback, Career Hub centralized career development resources into a single experience accessible to employees and represents our commitment to helping employees see, own and uncap their potential.

To build capability and confidence in Career Hub, we implemented robust engagement and training opportunities. Employees were invited to hands-on workshops, live demonstrations and in-person and virtual sessions focused on profile creation, skill identification and refinement, career navigation and preparation for growth conversations. Our ERGs also played a role in engaging employees through career-focused programming and discussions to highlight how to use the platform with their members. Managers received targeted guidance to enable stronger, more productive career conversations with their teams. KDP employees are now using Career Hub to increase clarity around their professional skills and prepare for future growth opportunities.



Read more:

[Our Impact](#)

[KDP Careers](#)

# CORPORATE GOVERNANCE & ETHICS

Strong governance structures and ethical business practices help to build trust with our stakeholders and generate sustainable business performance.

 **Read more:**

[Commitments Methodology](#)

# Strategy

We believe strong corporate governance and ethics provide the foundation for a culture of integrity, transparency and responsibility.

## Corporate Governance & Ethics Strategy



KDP Impact Oversight



Corporate Policies & Compliance



Advocacy & Public Policy



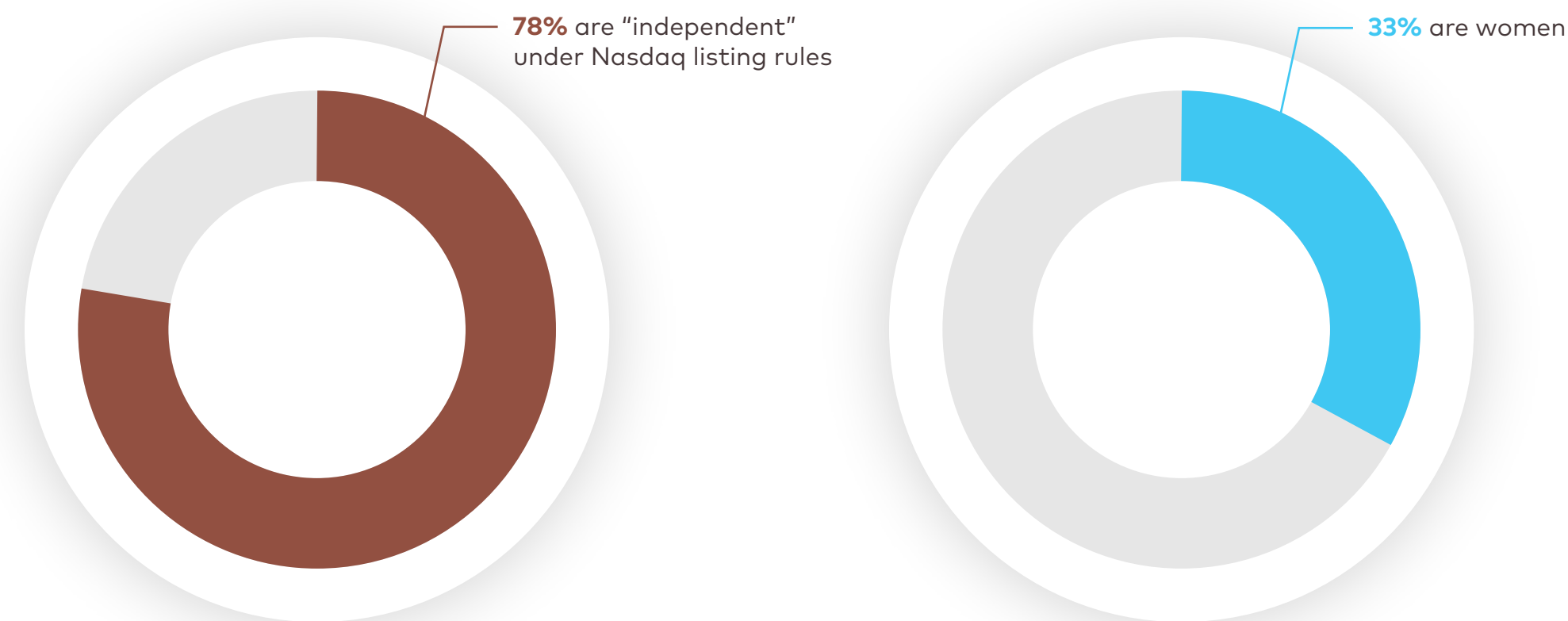
Data Privacy & Cybersecurity

## Management Approach

The KDP Board of Directors oversees environmental sustainability, social responsibility and corporate governance strategies and commitments, as outlined in our [Corporate Governance Principles](#). In this role, the Board approves our commitments and monitors progress in our Key Impact Areas: Climate & Nature Action, Water Use & Stewardship, Packaging & Circular Economy, Human Rights, Responsible Sourcing & Supply Chain Livelihoods, Consumer Health & Well-Being and Employee Health, Safety & Well-Being.

The personal and professional backgrounds and experiences of our Board enhance its effectiveness and ability to provide broad perspectives and constructive feedback to management. More information on our Board is available on our [website](#) and in our [2026 Proxy Statement](#).

## Board Composition\*



\*As of December 31, 2025.



### Read more:

- Climate & Nature Action
- Water Use & Stewardship
- Packaging & Circular Economy
- Human Rights, Responsible Sourcing & Supply Chain Livelihoods
- Consumer Health & Well-Being
- Employee Health, Safety & Well-Being
- Our Impact

# Our Work in Action



## KDP Impact Oversight in 2025

The full Board oversaw the KDP Impact strategy and initiatives as aligned to the Company's aspiration to make a positive impact for people, communities and the planet. The Board worked with KDP's Executive Leadership Team and cross-functional KDP teams that included leaders from all areas of the business, to provide specific management, advisory, accountability and collaboration capabilities in support of these efforts:

- **Board of Directors:** Provided primary board-level oversight of strategy and commitments.
- **Remuneration and Nomination Committee:** Assisted the Board with oversight of human capital management strategy and corporate governance.
- **KDP Executive Leadership Team:** Worked to promote alignment of our KDP Impact agenda and strategies with our business objectives, provided advisory support on programs and monitored progress.
- **Sustainability Governance Committee:** Provided cross-functional decision-making and alignment with business strategy, oversaw progress towards commitments and reviewed and

monitored the preparation of our Impact Report and other related disclosures, comprised of select Executive Leadership Team members and other key leaders.

- **Chief Corporate Affairs & Sustainability Officer:** In collaboration with cross-functional teams, established a robust social and environmental agenda and strategic priorities throughout the organization, identified and addressed challenges, enhanced disclosure and monitored emerging trends.

In March 2026, the Remuneration and Nomination committee was separated into the newly created Nominating and Governance Committee and Compensation Committee to further align our governance structures with best practices. Going forward, the Nominating and Governance Committee will work with the Board to further our KDP Impact strategy and initiatives by assisting with corporate governance matters while the Compensation Committee will assist with human capital management strategies. In addition, the oversight provided by the Sustainability Governance Committee was integrated into the Beverage Operating Unit Leadership Team and Coffee Operating Unit Leadership Team, led by a KDP Leadership Team. For the latest information on KDP's Corporate Governance, read more [here](#).

## 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 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.

## 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 KDP Impact agenda. These include, but are not limited to, doing our part to work 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 and 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. We voluntarily publish a report which details third parties who are registered to directly advocate on KDP's behalf. This information is outlined in our [Policy on Responsible Public Policy Advocacy in the United States](#).

We also administer the KDP 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. The KDP PAC's Executive Committee has oversight of all political contributions and maintains a fund in a segregated account with Treasury oversight. All contributions are administered by an independent third party. KDP does not make direct corporate political contributions to candidates, parties, nor their committees even where permitted by applicable law. Read more 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. KDP aims to comply with the privacy laws and regulations in all jurisdictions in which we operate. 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. This information is outlined in our [Privacy Policy](#).



Read more:

[Glossary](#)

[Our Impact](#)

# About this Report

This progress report focuses on the targets, programs and initiatives that encompass our KDP Impact efforts for 2025. Unless otherwise noted, this report covers data and activities for the calendar year 2025 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, or the business of JDE Peet's N.V. 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 [Sustainability Accounting Standards Board \(SASB\) Standards](#). KDP is electing to use these frameworks to communicate our disclosures for this 2025 Impact Report. Given the evolving reporting landscape, we are evaluating the reporting frameworks we will use in the future.

For 2025, we have obtained limited third-party assurance of certain sustainability performance metrics by ERM CVS. The assured data points are flagged in the [Data Table](#) and [SASB Standards](#). The [ERM CVS Independent Assurance Report](#) can also be viewed on our [website](#).

KDP welcomes questions about, and feedback on, our KDP Impact work and invites anyone to contact us at [sustainability@kdrp.com](mailto:sustainability@kdrp.com).

 **Read more:**

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.

## ESG Materiality

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 KDP Impact 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, 2025, 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](#).



# 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.
Functional Ingredients	Ingredients that provide a functional effect, such as caffeine, quinine and L-theanine.
GHG Emissions – Scope 1, 2 and 3	<b>Scope 1 emissions</b> Direct GHG emissions from sources that are controlled or owned by KDP (e.g., fuel used in fleet and manufacturing).
	<b>Scope 2 emissions</b> Indirect GHG emissions associated with the purchase or operations of sources that are not controlled or owned by KDP (e.g., electricity).
	<b>Scope 3 emissions</b> 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.).

Term	Definition
High-Intensity Sweeteners	Sugar substitutes or sugar alternatives that are used in a variety of beverages across our portfolio. These include Acesulfame-K, Aspartame, Erythritol, monk fruit extract, stevia, sodium saccharine and sucralose.
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	<b>Positive hydration</b> A KDP 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.
	<b>Functional attribute</b> 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.
	<b>Nutrient to encourage</b> Essential nutrients such as protein, fiber, vitamins and minerals.
Preservatives	Ingredients used to prevent beverage spoilage, such as potassium sorbate and sodium benzoate.
Primary Packaging	Packaging that directly contains or comes into contact with the product, including the main container (e.g., bottle, K-cup pod or pouch) and any packaging elements that touch the product or are inseparable from it at the point of use.
Priority Inputs	Materials of importance to KDP's business, including apple, apple juice concentrate, citrus juice concentrate, cocoa, coffee, corn, functional ingredients, high-intensity sweeteners, preservatives, tomato paste and tropical juice concentrate, as well as our brewers and certain 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.

Term	Definition
Producer Responsibility Organization	A company or entity, often a nonprofit like the Circular Action Alliance, established by manufacturers to fulfill their legal EPR obligations related to the collection, recycling and disposal of waste generated by their products, particularly in sectors like packaging.
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 features" 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.
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 use KDP's Supplier Rating System.
KDP-Managed Brewer Suppliers	<b>KDP-managed brewer component suppliers</b> 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.
	<b>Tier 1 brewer suppliers</b> Contract manufacturers that assemble our brewers.
	<b>Tier 2 brewer suppliers</b> Component suppliers that provide component parts to final assembly manufacturers.

Term	Definition
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.
Volumetric Water Benefit Accounting	A method to estimate the volumetric water benefits of water stewardship activities, and associated guidance related to planning, project selection and assessment.
Volumetric Water Benefits	Water stewardship activity outputs, estimated in volume per unit of time, that help reduce shared water challenges.

# Endnotes

<sup>1</sup> Circana MULO+ w/ convenience 52W ended 12/28/25, Nielsen Discover FY 2025 (ended 12/27/25), NPD and company analysis. In retail \$ sales.

<sup>2</sup> 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 KDP Impact 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, 2025, 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](#).

<sup>3</sup> Green coffee, cocoa and pulp/paper are the key raw materials in scope for our commitment, as these are by far the largest commodities we source with forest-related exposure. For coffee, most of our accepted responsible sourcing programs align to the criteria set out by the Accountability Framework Initiative (AFi) for utilization of third-party programs to verify no deforestation. In 2025, 65% of our green coffee was purchased through programs meeting all of AFi's criteria. Currently our soluble, freeze-dried and green coffee extract purchases are out of scope, as they represent a minimal portion of our coffee portfolio. For cocoa, our responsible sourcing commitment currently allows for mass balance certified purchases, which we recognize is not fully traceable to deforestation-free farms. Our pulp/paper purchases are primarily from forests located in the U.S. and Canada, which are considered low-risk countries. We will continue to improve our monitoring of all purchases linked to forests outside the U.S. and Canada and to gauge any changes in risk over time.

<sup>4</sup> 250,000 acres represent approximately 50% of the land area used to grow the crops in scope for the target, which include coffee, corn and apple, based on our 2023 purchasing footprint.

<sup>5</sup> Positive Water Impact is defined as contributing more to basin health than what is taken from it, per the [Water Resilience Coalition \(Global Business Leaders Unite for Water Resilience\)](#).

<sup>6</sup> 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. According to [The Recycling Partnership \(TRP\)](#), 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. Also per [TRP](#), 60% of people are confused about how and what to recycle.

<sup>7</sup> In the U.S., we collaborate with partners to offer consumers an end-of-life recycling option for in-home coffee makers. KDP Canada works with Quantum Lifecycle Partners to help recycle end-of-life assets like electronics, commercial Keurig brewers and in-store consumer brewer returns.

<sup>8</sup> Primary packaging refers to any packaging component that directly contains or comes into contact with the product.

<sup>9</sup> In 2025, 2.65% of coffee was received as conventional due to the impact of U.S. tariffs on coffee imports. The accelerated nature of these tariffs, relative to standard coffee contracting terms, required us to purchase green coffee from the spot market to meet our production timelines.

<sup>10</sup> We estimate that our global coffee supply chain includes over 100,000 farmers, plus many more workers employed on the farms. This means that our products are intricately linked to the work and livelihoods of those people. More details can be found in KDP's [Livelihoods Ambition Monitoring and Evaluation Guide](#).

<sup>11</sup> Ingredients that provide a functional effect, such as caffeine, quinine and L-theanine.

<sup>12</sup> High-Intensity Sweeteners include Acesulfame-K, Aspartame, Erythritol, monk fruit extract, stevia, sodium saccharine and sucralose.

<sup>13</sup> Ingredients used to prevent beverage spoilage, such as potassium sorbate and sodium benzoate.

<sup>14</sup> KDP's coffee responsible sourcing program consists of: (1) working with second-party verification and third-party certification partners that have been vetted by the [Global Coffee Platform \(GCP\)](#) (as of June 2026, KDP's accepted partners include Fairtrade International, Fair Trade USA, the Rainforest Alliance, 4C, Agri Evolve's ACE 2030, AtSource Entry Verified by ofi, ECOM SMS, Guaxupe Planet, HACOFECO Connect, NKG Verified, RGC Coffee 3E, RSP Advanced by Louis Dreyfus Company, Sucafina IMPACT, Volcafe Excellence, Volcafe Verified); (2) requiring the completion of independent, third-party audits on coffee farms to verify compliance with standards and remediation of key issues; (3) mandating our external partners share standardized data with us on traceability, risk and impact. Second-party verification and third-party certification partners audit a representative sample of farms. 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 partner will approach this differently. The GCP, through its [equivalence process](#), assesses programs to help ensure a robust management system is in place that is fit-for-purpose. For all programs, KDP likewise requires them to disclose their sampling methodology as part of KDP's approval process.

<sup>15</sup> KDP determines which suppliers are in scope for responsible sourcing audits based on third-party, country- and product-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. We consider a high-risk factory compliant if it earns an audit rating of 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. KDP accepts audit reports from the Responsible Business Alliance

(RBA), Sedex Member Ethical Trade Audits (SMETA), Pharmaceutical Supply Chain Initiative (PSCI), Sustainability Initiative of South Africa (SIZA), Social Accountability International (SAI) SA8000 and the Business Social Compliance Initiative (BSCI), all of which have created a mechanism to assess responsible business practices in supply chains. In cases where factories have another comparable audit standard, we consider them for approval on a case-by-case basis.

<sup>16</sup> We define our internal nutritional standards as a product meeting the positive hydration criteria if it: 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. Read more [here](#) and [here](#). U.S. sales only; includes owned, licensed and partner brands and fountain beverages, excludes private label; 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.

<sup>17</sup> 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.

<sup>18</sup> Based on full-year 2025 marketing spend (not including brewer marketing), with both full calorie and low- and no-calorie option trademarks allocated using the sales share of products that meet our positive hydration definition.

<sup>19</sup> Based on sales-weighted average calculated in grams of added sugar per 100 milliliters. Total full-year 2025 U.S. case sales for direct store delivery and warehouse delivery.

<sup>20</sup> 100% of our U.S. non-frontline employees receive an annual performance review. Our frontline workforce receives ongoing feedback throughout the year.

*Photo Credits: Oscar Leiva/Silverlight (page 1: Report Cover — Middle Right); page 9: Restoring Natural Resources in Central American Landscapes); RJ Wiley/Audubon (page 10: Water Use & Stewardship); Ryan Smith, The Nature Conservancy (page 11: Water Use & Stewardship Strategy); Sydney Walsh/Audubon (page 12: 2025 Performance); E11evate, LLC (page 25: Ongoing Challenges & Future Opportunities); Katie Schmidt, Reef Taylor Productions (page 30: Dr Pepper Tuition Giveaway Program); Curt Braden (page 40: Appendix)*

*All amounts expressed in U.S. dollars unless noted.*

*All brands owned by their respective trademark owners.*

*All rights reserved.*

# APPENDIX



# Data Table

For details on the methodologies and boundaries of the targets and disclosures that these data support, see our [Commitments Methodology](#).

Year ended December 31	2021	2022	2023	2024	2025
<b>GHG Emissions Reductions</b>					
Scope 1 and 2 Emissions	375,546	355,868	323,508	327,496	340,170
% Scope 1 and 2 Emissions % YoY Change	-2%	-5%	-9%	1%	4%
Scope 3 SBTi Energy & Industry Emissions*	N/R	5,459,343	4,595,097	4,801,340	4,996,728
% Scope 3 Energy & Industry Emissions % YoY Change	N/R	N/R	-16%	4%	4%
Scope 3 SBTi Forest, Land & Agriculture Emissions*	N/R	484,527	526,818	499,942	467,023
% Scope 3 Forest, Land & Agriculture Emissions % YoY Change	N/R	N/R	9%	-5%	-7%

\*See [Commitments Methodology](#) for SBTi target boundaries.

<b>All GHG Emissions &amp; Energy</b>					
SCOPE 1: Direct Emissions (MTCO <sub>2</sub> e)*	294,455 <sup>+</sup>	298,188 <sup>+</sup>	286,787 <sup>+</sup>	295,720 <sup>+</sup>	305,468 <sup>+</sup>
Stationary	116,495 <sup>+</sup>	134,628 <sup>+</sup>	128,976 <sup>+</sup>	127,501 <sup>+</sup>	130,536 <sup>+</sup>
Mobile	162,642 <sup>+</sup>	162,435 <sup>+</sup>	156,686 <sup>+</sup>	167,189 <sup>+</sup>	173,902 <sup>+</sup>
SCOPE 2: Indirect Emissions, Purchased Energy (MTCO <sub>2</sub> e)*					
Market-based	81,091 <sup>+</sup>	57,680 <sup>+</sup>	36,721 <sup>+</sup>	31,776 <sup>+</sup>	34,702 <sup>+</sup>
Location-based	167,493 <sup>+</sup>	168,450 <sup>+</sup>	174,778 <sup>+</sup>	180,744 <sup>+</sup>	173,386 <sup>+</sup>
SCOPE 3: Indirect Emissions, Value Chain (MTCO <sub>2</sub> e)*					
Category Breakdown:	10,039,170	11,271,169	10,600,175	11,286,588	11,140,669
Purchased Goods and Services	4,762,340	5,663,774	5,106,764	5,172,729	5,301,687
Capital Goods	53,177	51,757	51,623	43,856	40,831
Fuel-and-energy-related Activities (not included in Scope 1 or 2)**	88,351	82,976	78,273 <sup>+</sup>	80,016 <sup>+</sup>	82,015 <sup>+</sup>
Upstream Transportation and Distribution***	432,347	657,611	656,403	493,610 <sup>+</sup>	481,377 <sup>+</sup>
Waste Generated in Operations	7,323	11,184	11,103	10,229	11,438
Business Travel	2,616	17,187	35,603	28,156	25,235

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

	2021	2022	2023	2024	2025
Employee Commuting****	52,268 <sup>+</sup>	49,103 <sup>+</sup>	45,820 <sup>+</sup>	46,981 <sup>+</sup>	44,113 <sup>+</sup>
Downstream Transportation and Distribution	1,106,642	1,115,535	1,081,598	1,235,700	1,248,805
Processing of Sold Products	2,856,423	2,876,039	2,772,831	3,146,180	3,137,659
Use of Sold Products*****	559,947	529,557	479,915 <sup>+</sup>	490,724 <sup>+</sup>	378,015 <sup>+</sup>
End-of-life Treatment of Sold Products	117,735	158,387	144,552	164,037	161,983
Downstream Leased Assets	0	890	1,320	836	0
Investments	N/R	57,169	134,370	373,534	227,509
Total Energy Use (MWh)	1,895,189 <sup>+</sup>	1,924,265 <sup>+</sup>	1,862,927 <sup>+</sup>	1,919,385 <sup>+</sup>	1,968,789 <sup>+</sup>
Total Direct Energy Usage (MWh)	1,398,647 <sup>+</sup>	1,398,100 <sup>+</sup>	1,337,084 <sup>+</sup>	1,372,211 <sup>+</sup>	1,411,627 <sup>+</sup>
Total Purchased Electricity Use (MWh)	496,542 <sup>+</sup>	526,165 <sup>+</sup>	525,843 <sup>+</sup>	547,174 <sup>+</sup>	557,162 <sup>+</sup>
% Grid Electricity	100%	100%	100%	100%	100%
% Renewable Electricity (Renewable Electricity as % of Total Purchased Electricity)*****	62% <sup>+</sup>	74% <sup>+</sup>	83% <sup>+</sup>	85% <sup>+</sup>	84% <sup>+</sup>
Fleet Fuel Management (Total Fuel Consumed) (Gigajoules)	2,312,032	2,316,494	2,264,898	2,418,434	2,475,720
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](#).

\*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. Environmental Protection Agency (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. Scope 3 emissions are calculated with a methodology that was updated in 2024 and now reflects the inclusion of improved data sources and updated emissions factors. Historical figures have been updated to reflect these changes where appropriate. The latest datasets available at time of publication are used, and where data were not available, estimated data were used. 2018 was our baseline year with Scope 1 and 2 emissions of 411,136 MTCO<sub>2</sub>e. Scope 3 emissions are not inclusive of activity data from Ghost or Dyla, acquired in 2024 and 2025 respectively.

\*\*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.

\*\*\*Upstream Transportation and Distribution GHG emissions include outbound transportation of finished products, inbound packaging, ingredients and appliances via third-party logistics carriers. This category excludes transportation of inbound ingredients and packaging for our operations in Mexico. Upstream Transportation and Distribution GHG emissions are calculated using vendor-specific (EPA SmartWay) and industry average emission factors applied to weight-distance and spend based activity data. GHG emissions associated with the inbound transportation of green coffee are calculated using purchased volumes by country and distances estimated using origin and destination locations. GHG emissions associated with the inbound transportation of appliances and beverage concentrate are provided by our logistics vendor. In 2024, EPA EEIO version 1.3 emission factors are used to calculate GHG emissions using spend-based approach.

\*\*\*\*Category 7 GHG Emissions include emissions from employee commuting to work and working from home. Non-remote employees are assumed to commute 5 days a week except for those located in HQ locations, who are assumed to commute 3 days a week. Average commuting distance is taken from the 2022 National Household Travel Survey. Category 7 calculations use a market-based method to estimate emissions and assume 245 working days per year.

\*\*\*\*\*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.

\*\*\*\*\*All KDP-owned and operated facilities' electricity consumption is included. Consumption is estimated for some small sites. Renewable electricity in 2020, 2021, 2022, 2023, 2024 and 2025 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.

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

	2021	2022	2023	2024	2025
<b>Nature</b>					
KDP Supported Regenerative Agriculture and Conservation (Acres) (Cumulative since 2022)*	N/A	11,296 <sup>†</sup>	43,435 <sup>†</sup>	129,013 <sup>†</sup>	198,132 <sup>†</sup>

<sup>†</sup>Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our [website](#).

\*Regenerative Agriculture & Conservation Acres may not sum due to rounding of hectares to acres conversion.

<b>Water</b>					
Total Withdrawal (Million Liters)	13,355 <sup>†</sup>	13,716 <sup>†</sup>	13,175 <sup>†</sup>	12,595 <sup>†</sup>	13,562 <sup>†</sup>
% Withdrawal, Municipal	79% <sup>†</sup>	78% <sup>†</sup>	76% <sup>†</sup>	75% <sup>†</sup>	74% <sup>†</sup>
% Withdrawal, Groundwater	21% <sup>†</sup>	22% <sup>†</sup>	24% <sup>†</sup>	25% <sup>†</sup>	26% <sup>†</sup>
Total Consumption (Million Liters)	7,463 <sup>†</sup>	7,326 <sup>†</sup>	7,193 <sup>†</sup>	6,997 <sup>†</sup>	7,047 <sup>†</sup>
% Consumed in High Baseline Water Stress Areas	38%	59%	59%	61%	63%
Total Discharge (Million Liters)	5,893 <sup>†</sup>	6,390 <sup>†</sup>	5,982 <sup>†</sup>	5,962 <sup>†</sup>	6,515 <sup>†</sup>
% Discharge to Municipal	66% <sup>†</sup>	62% <sup>†</sup>	66% <sup>†</sup>	66% <sup>†</sup>	67% <sup>†</sup>
% Discharge to Waterbody	34% <sup>†</sup>	38% <sup>†</sup>	34% <sup>†</sup>	34% <sup>†</sup>	33% <sup>†</sup>
Water Use Ratio (L/L) Across All Beverage Facilities* (Liters of Water Required to Make One Liter of Product)	1.84 <sup>§</sup>	1.85 <sup>§</sup>	1.93 <sup>§</sup>	1.91 <sup>§</sup>	2.03 <sup>†</sup>
Water Use Ratio (L/L) Across Beverage Facilities in High Water-Risk Areas	1.80 <sup>§</sup>	1.75 <sup>§</sup>	1.77 <sup>§</sup>	1.74 <sup>§</sup>	1.87 <sup>†</sup>
Water Replenished in Highest Water-Risk Areas (Million Liters per Year)**	1,817	2,084	2,169	3,008	3,283
Water Replenished in Highest Water-Risk Areas (% Replenished)***	49%	55%	55%	70% <sup>§</sup>	62%

<sup>†</sup>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 across all beverage facilities. Prior to this 2025 Impact Report, the Water Use Ratio excluded our Williamson apple facility. Historic values were revised to reflect this change.

\*\*Based on WRI's Aqueduct Water Risk Atlas v3.0 (2019) locations with High or Extremely High baseline water stress, aligned with SASB Standards 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 Standards 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. In 2025, the percentage of water replenished in KDP's highest water-risk areas decreased from the prior year due to expansion of scope from 10 to 11 sites and increase in production at five of 11 sites, which resulted in a higher volume to be replenished overall compared to prior years.

<sup>§</sup>Updated calculations from the prior year.

<b>All Packaging*</b>					
% Packaging Recyclable or Compostable**	95%	94%	95% <sup>†</sup>	96% <sup>†</sup>	96% <sup>†</sup>
% PCR across Total Packaging Portfolio	24%	24%	27% <sup>†</sup>	26% <sup>†</sup>	26% <sup>†</sup>

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

	2021	2022	2023	2024	2025
<b>Plastic Packaging</b>					
% Plastic Packaging Recyclable or Compostable**	92%	89%	91% <sup>†</sup>	94% <sup>†</sup>	94% <sup>†</sup>
% Plastic Packaging Reusable or Refillable	1%	1%	2%	3%	6%
% PCR across Total Plastic Packaging	11%	18%	17% <sup>†</sup>	16% <sup>†</sup>	18% <sup>†</sup>
% PCR in our Primary Plastic Packaging***	N/R	N/R	N/R	16%	16%
% Virgin Plastic Reduction****	6%	11%	15%	17%	21%
Total Virgin Plastic Packaging (Metric Tons)****	215,000	202,740	195,015	190,567	180,659
Total Plastic Packaging (Metric Tons)	243,000	246,588	234,334 <sup>†</sup>	227,846 <sup>†</sup>	220,936 <sup>†</sup>

<b>Packaging Mix<sup>†</sup> (% of Total Weight Procured)</b>					
% Paper/Cardboard	32%	34%	34%	34%	33%
% PET Bottles	27%	26%	27%	27%	26%
% Aluminum and Steel	14%	14%	13%	14%	15%
% Non-Refillable Glass Bottles	10%	10%	8%	8%	8%
% Polypropylene	8%	9%	7%	7%	8%
% Other*****	4%	5%	4%	4%	6%
% Flexible Packaging and Plastic Film	3%	3%	4%	3%	2%
% Refillable Glass Bottles	2%	0%	3%	3%	2%

<sup>†</sup>Third-party data assurance completed by ERM CVS with limited assurance. The report is available on our [website](#).

<sup>\*</sup>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. Wooden pallets are also excluded from the packaging metrics. Recyclable packaging is 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 be practically 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 features" 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 obtained 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. The data are not inclusive of figures from Ghost or Dyla, acquired in 2024 and 2025 respectively.

<sup>\*\*</sup>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." As a global NGO, EMF's threshold for recyclable product may be substantiated by data in geographies where KDP does not sell product. 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 and 89.9% of KDP plastic packaging fit this definition. In 2024, 93.4% of KDP plastic packaging fit this definition. We will report the percentage of KDP plastic packaging that fit this definition in 2025 to EMF in late 2026.

<sup>\*\*\*</sup>Primary packaging refers to any packaging component that directly contains or comes into contact with the product.

<sup>\*\*\*\*</sup>Includes 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. Excludes third-party bottlers' packaging material, plastic strapping, adhesives, tapes, wood pallets, brewers, brewer components and brewer accessory packaging. 2019 was our baseline year with Total Virgin Plastic Packaging of 229,000 Metric Tons.

<sup>\*\*\*\*\*</sup>Category includes filters, high-density polyethylene (HDPE), foam and aseptic carton.

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

	2021	2022	2023	2024	2025
<b>Waste</b>					
Total Waste Generated (Short Tons)	124,859	142,824	140,620	137,655	145,450
% Waste Diverted from Landfill*	92%	92%	93%	93%	92%

\*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.

<b>Responsible Sourcing – Farm</b>					
% Coffee Responsibly Sourced*	100%	100%	100%	100%	97%
% Cocoa Responsibly Sourced**	81%	100%	100%	100%	100%
Total Volume of Green Beans Received (Million Pounds)	278	294	256	288	281

\*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. In 2024, 0.32% of coffee was received as conventional due to irregular rain patterns delaying the crop in Uganda and logistical challenges resulting from the unavailability of the Suez Canal as a transport route. In 2025, 2.65% of coffee was received as conventional due to the impact of U.S. tariffs on coffee imports. The accelerated nature of these tariffs, relative to standard coffee contracting terms, required us to purchase green coffee from the spot market to meet our production timelines.

\*\*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.

<b>Responsible Sourcing – KDP Supplier Rating System for Factories Summary*</b>					
Apple Juice Concentrate Suppliers from High-Risk Countries					
Meets or Exceeds Expectations	N/A	59%	48%	82%	100%
Below Expectations	N/A	0%	0%	4%	0%
Not Yet Rated**	N/A	41%	52%	10%	0%
Not Acceptable***	N/A	N/A	N/A	4%	0%
Tier 1 Brewer Suppliers					
Meets or Exceeds Expectations	N/A	90%	80%	80%	100%
Below Expectations	N/A	10%	20%	20%	0%
Not Yet Rated	N/A	0%	0%	0%	0%
Not Acceptable	N/A	N/A	N/A	0%	0%
Tier 2 High-Risk Brewer Suppliers					
Meets or Exceeds Expectations	N/A	38%	53%	95%	76%
Below Expectations	N/A	13%	7%	0%	24%
Not Yet Rated	N/A	49%	40%	5%	0%
Not Acceptable	N/A	N/A	N/A	0%	0%

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

	2021	2022	2023	2024	2025
Citrus Juice Concentrate					
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%
Not Acceptable	N/A	N/A	N/A	N/A	0%
Functional Ingredients					
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%
Not Acceptable	N/A	N/A	N/A	N/A	0%
High-Intensity Sweeteners					
Meets or Exceeds Expectations	N/A	N/A	N/A	100%	100%
Below Expectations	N/A	N/A	N/A	0%	0%
Not Yet Rated	N/A	N/A	N/A	0%	0%
Not Acceptable	N/A	N/A	N/A	0%	0%
Preservatives					
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%
Not Acceptable	N/A	N/A	N/A	N/A	0%
Tomato Paste					
Meets or Exceeds Expectations	N/A	N/A	100%	100%	100%
Below Expectations	N/A	N/A	0%	0%	0%
Not Yet Rated	N/A	N/A	0%	0%	0%
Not Acceptable	N/A	N/A	N/A	0%	0%
Tropical Juice Concentrate					
Meets or Exceeds Expectations	N/A	N/A	N/A	N/A	91%
Below Expectations****	N/A	N/A	N/A	N/A	9%

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

	2021	2022	2023	2024	2025
Not Yet Rated	N/A	N/A	N/A	N/A	0%
Not Acceptable	N/A	N/A	N/A	N/A	0%

\*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. The data do not include totals from Ghost and Dyla, acquired in 2024 and 2025 respectively.

\*\*The apple juice concentrate suppliers rated as Not Yet Rated were located in Ukraine where on-site audits remain difficult due to the ongoing Russian-Ukrainian conflict. We took an additional step in 2024 to utilize an SAQ to evaluate these suppliers' social and environmental management systems.

\*\*\*In 2024, one apple juice concentrate supplier submitted an audit report outside the KDP-accepted audit standards. Future sourcing from this supplier was contingent on the supplier being audited to a KDP-accepted audit standard during the harvest when workforce is present on site.

\*\*\*\*Following a risk assessment and due diligence review, KDP identified allegations of non-compliance associated with one of our manufacturing suppliers. We promptly engaged the supplier to address the concerns; however, they declined to participate in the process. Consequently, KDP decided to suspend the business relationship due to non-alignment with our standards for responsible and ethical business conduct.

### Responsible Sourcing – Brewer Audit Summary\*

Total Number of KDP Managed Tier 1/Tier 2 Suppliers	N/A	46	65	68	70
Tier 1 Suppliers Risk Assessed	N/A	100%	100%	100%	100%
Tier 2 Suppliers Risk Assessed	N/A	51%	62%	95%	95%
Total Audits Conducted for Tier 1/Tier 2 Suppliers	N/A	33	77	21	27
Total Priority Findings Violations	N/A	14	0	0	7
Tier 1 Priority Findings	N/A	3	0	0	0
Tier 2 Priority Findings	N/A	11	0	0	7
Priority Findings Violations Closed	N/A	62%	0%	N/A	57%

\*We met our responsible sourcing target for brewers in 2021. In 2022, we adjusted our methodology for our Responsible Sourcing Brewer Program and report these metrics. Read more in [Commitments Methodology](#).

### Responsible Sourcing – KDP Owned Operations

Number of Facilities Audited*	N/A	N/A	N/A	14	13
% of Facilities that Meet/Exceed Expectations	N/A	N/A	N/A	100%	100%

\*We are auditing KDP's facilities through a phased approach. The number of facilities audited in 2025 represents approximately 45% of KDP's total owned manufacturing sites.

### Livelihoods

Investments Improving Livelihoods of Coffee Farmers (Millions USD) (Cumulative through 2025, since 2003)	\$71	\$72	\$73	\$74	\$76
Number of Farmers and Workers in our Coffee Supply Chain that KDP Supported with the Aim to Improve Economic Resilience (Cumulative since 2024)*	N/A	N/A	N/A	8,570	1,491

\*We estimate that our global coffee supply chain includes over 100,000 farmers, plus many more workers employed on the farms. Read more in [KDP's Livelihoods Ambition Monitoring and Evaluation Guide](#).

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

	2021	2022	2023	2024	2025
<b>Health &amp; Well-Being</b>					
% Products that Provide Positive Hydration*	56%	57% <sup>†</sup>	60% <sup>†</sup>	60% <sup>†</sup>	61%
% Added Sugar Reduction from Product Portfolio**	2%	4%	6% <sup>§</sup>	7%	10%

<sup>§</sup>Updated from the prior year.

<sup>†</sup>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.

\*\*Based on sales-weighted average calculated in grams of added sugar per 100 milliliters. Total full-year 2025 U.S. case sales. Compared to 2020 baseline.

<b>Employee Engagement</b>					
% Annual Survey Participation Rate	89%	87%	89%	91%	93%
% Employee Engagement*	71%	81%	80%	81%	82%
% Total Employee New Hire Rate	16%	15%	38%	39%	37%
% Total Employee Turnover Rate	41%	43%	38%	34%	34%
Average Employee Training Hours **	N/A	N/A	N/A	9.2	13.2

\*Employee Engagement is calculated as a share of those employees who scored "favorable" in the engagement index, included in the annual survey. The survey is administered annually by a third party and is distributed to all employees. The 2025 survey did not include employees of Ghost or Dyla, acquired in 2024 and 2025 respectively.

\*\*Average training hours are calculated for non-frontline, full-time team members based on reports from internal learning systems.

<b>Workplace Safety — Manufacturing*</b>					
Lost Time Injury Rate (LTIR)	0.18	0.19	0.28	0.24	0.46
Total Fatalities (Work-Related)	0.00	0.00	0.00	0.00	0.00
Total Recordable Injury Rate (TRIR)	0.89	0.96	0.90	0.85	1.13

\*Owned and operated KDP manufacturing facilities; rates are calculated as frequency of injuries per 100 employees.

<b>Workplace Safety — Direct Store Delivery*</b>					
Lost Time Injury Rate	1.30	1.41	2.06	2.13 <sup>§</sup>	2.26
Total Recordable Injury Rate	5.20	6.27	7.37	6.85 <sup>§</sup>	6.74

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

<sup>§</sup>Updated from the prior year.

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

	Total	Director+ Professional	Other Professional	Hourly
<b>2025 Global Employee Gender Demographics*</b>				
Total Global KDP	30,629	676	10,877	19,076
Female	6,019	235	3,030	2,754
Male	24,446	436	7,780	16,230
Not Disclosed	164	5	67	92

\*Definitions of our workforce are as follows: 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." The headcount figures in this table do not include employees of Dyla, acquired in the summer of 2025.



Drink in the Possibilities