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September 2, 2026

Ramon Laguarta
Chief Executive Officer

Becky Schmitt
Chief People Officer

PepsiCo World Headquarters
700 Anderson Hill Road
Purchase, NY 10577

Dear Mr. Laguarta & Ms. Schmitt,

I am contacting you today on behalf of the more than 100,000 members of the Obesity Action Coalition (OAC) and the 100 million people living with obesity across the United States to express my deep concern about PepsiCo's decision to end health plan coverage of GLP-1 medications prescribed for weight loss beginning in October.

The OAC is the leading national nonprofit dedicated to serving people living with obesity through awareness, support, education and advocacy. Our vision is to create a society where all individuals are treated with respect and without discrimination or bias regardless of their size or weight.

Recent news reports that PepsiCo will end coverage of GLP-1 medications prescribed for weight loss while maintaining coverage for other medical conditions are deeply concerning. GLP-1 medications are FDA-approved, science-based treatments for obesity, a complex, chronic disease, with weight loss being one of many health outcomes. Excluding this treatment creates an inequitable standard of care and reinforces weight bias. This decision is particularly troubling as PepsiCo embraces the growing use of GLP-1 medications as a business opportunity, adapting its products to meet the nutritional needs of GLP-1 users. It is difficult to reconcile this approach while limiting access to these same medications for employees who rely on them to treat obesity.

PepsiCo has stated that these benefit changes are necessary to maintain affordable healthcare coverage for all employees. But maintaining coverage for "all" should not mean taking coverage away from employees living with obesity. Singling out obesity treatment for exclusion while continuing to cover care for other chronic diseases creates a clear inequity, leaving these employees to either pay the full cost of treatment out of pocket or go without medically necessary care. PepsiCo has also pointed to lower-cost cash-pay options as an alternative. If these medications are becoming more affordable, those savings should be used to help preserve equitable coverage, not used as justification for shifting the cost of obesity treatment from the health plan directly onto employees.



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We urge PepsiCo to reverse these coverage cuts and continue providing employees with equitable access to science-based obesity treatment, including GLP-1 medications. We are calling on our members and the public to share their concerns about PepsiCo's decision and the impact these coverage cuts will have on employees living with obesity. I would also welcome the opportunity to meet with you and offer OAC's expertise as PepsiCo reconsiders its approach to obesity care. We can provide insight into science-based obesity treatment, the evolving coverage landscape and emerging options and pricing that may help PepsiCo identify a path toward maintaining equitable access to care for its employees.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Nadglowski", is written over a light gray rectangular background.

Joe Nadglowski
President and Chief Executive Officer