

Statement of Use	Sysco Corporation has reported the information cited in this GRI content index for the period July 3, 2023 to July 2, 2024 with reference to the GRI Standards.	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard/Other Source	Disclosure	Location/Response
GRI 2: General Disclosures 2021		
The Organization and Its Reporting		
2-1	Organizational details	Sysco Corporation Houston, TX, USA
2-2	Entities included in the organization's sustainability reporting	2024 Annual Report , Business, page 3
2-3	Reporting period, frequency and contact point	Reporting Frequency: Annually Reporting Period: July 3, 2023 to July 2, 2024 For questions or comments concerning this report, please contact the Sysco Sustainability Team at sustainability@sysco.com .
2-4	Restatements of information	No restatements of information for this reporting period.
2-5	External assurance	Sysco's financial data provided from the Company's Annual Report and Form 10-K are independently assured by Ernst & Young. Sysco also engaged Ernst & Young (EY) to perform review-level assurance over various FY2024 ESG metrics. See the EY Assurance Statement in the Appendix of the Sustainability Report.
Activities and Workers		
2-6	Activities, value chain and other business relationships	2024 Annual Report , Business, pages 3-8
2-7	Employees	2024 Annual Report , Human Capital Resources, pages 5-6
2-8	Workers who are not employees	2024 Annual Report , Human Capital Resources, pages 5-6

GRI Standard/Other Source	Disclosure	Location/Response
Governance		
2-9	Governance structure and composition	2024 Proxy Statement , Corporate Governance, pages 10-17 Governance—Board of Directors, pages 56-57
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement , Board of Directors Matters, pages 18-32
2-11	Chair of the highest governance body	2024 Proxy Statement , Director Independence, page 12
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement , Corporate Governance, pages 10-17 Governance—Board of Directors, pages 56-57
2-13	Delegation of responsibility for managing impacts	2024 Proxy Statement , Corporate Governance, pages 10-17 Governance—Board of Directors, pages 56-57
2-14	Role of the highest governance body in sustainability reporting	2024 Proxy Statement , Corporate Governance, pages 10-17 Governance—Board of Directors, pages 56-57
2-15	Conflicts of interest	2024 Proxy Statement , Corporate Governance, pages 10-17; Global Code of Conduct, page 38
2-16	Communication of critical concerns	Contact the Board
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement , Board Refreshment and Director Orientation and Education, page 18; Management Development and Succession Planning, page 42; Executive Officers, pages 39-42
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement , Corporate Governance, pages 10-17
2-19	Remuneration policies	2024 Proxy Statement , Executive Compensation, pages 68-83
2-20	Process to determine remuneration	2024 Proxy Statement , Executive Compensation, pages 68-83
2-21	Annual total compensation ratio	2024 Proxy Statement , CEO Pay Ratio, page 77

GRI Standard/Other Source	Disclosure	Location/Response
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Introduction—Our Sustainability Strategy, page 4
2-23	Policy commitments	Global Code of Conduct Modern Slavery Act Transparency Statement Public Policy Engagement Animal Welfare Policy for Suppliers Supplier Code of Conduct
2-24	Embedding policy commitments	Products—Animal Welfare, page 22; Human Rights, page 26 Governance—Enterprise Risk Management, page 58; Government Relations, page 60
2-25	Processes to remediate negative impacts	Global Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Sysco Ethics Line Global Code of Conduct
2-28	Membership associations	A complete list of membership associations can be found on Sysco.com .
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Appendix—Materiality and Stakeholder Engagement, page 65
2-30	Collective bargaining agreements	2024 Annual Report , Human Capital Resources, page 5

GRI Standard/Other Source	Disclosure	Location/Response
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Appendix—Materiality and Stakeholder Engagement, page 65
3-2	List of material topics	Appendix—Materiality and Stakeholder Engagement, page 65
GRI 200: Economic		
GRI 204: Procurement Practices		
3-3	Management of material topic	Products—Responsible Sourcing, pages 15-21 2024 Annual Report , Customers and Products, pages 4-5; Sources of Supply, page 5
204-1	Proportion of spending on local suppliers	Products—Responsible Sourcing, pages 15-21
GRI 300: Environmental		
GRI 301: Materials		
3-3	Management of material topic	Products—Packaging, pages 28-30
301-1	Materials used by weight or volume	Products—Packaging, pages 28-30
301-2	Recycled input materials used	Products—Packaging, pages 28-30
301-3	Reclaimed products and their packaging materials	Products—Packaging, pages 28-30
GRI 302: Energy		
3-3	Management of material topic	Planet—Energy and Climate, pages 41-49 2023 CDP Climate Change , C8.1-8.2g
302-1	Energy consumption within the organization	2023 CDP Climate Change , C8.2a
302-4	Reduction of energy consumption	2023 CDP Climate Change , C8.2a
302-5	Reductions in energy requirements of products and services	Planet—Energy and Climate, pages 47-48

GRI Standard/Other Source	Disclosure	Location/Response
GRI 304: Biodiversity		
3-3	Management of material topic	Planet—Sustainable Agriculture, pages 50-53
304-2	Significant impacts of activities, products, and services on biodiversity	Planet—Sustainable Agriculture, pages 50-53
GRI 305: Emissions		
3-3	Management of material topic	Planet—Energy and Climate, pages 41-49
305-1	Direct (Scope 1) GHG emissions	Planet—Energy and Climate, page 44
305-2	Energy indirect (Scope 2) GHG emissions	Planet—Energy and Climate, page 44
305-3	Other indirect (Scope 3) GHG emissions	Planet—Energy and Climate, page 44
305-4	GHG emissions intensity	2023 CDP Climate Change , C6.10
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Planet—Energy and Climate, pages 44-49
GRI 306: Waste		
3-3	Management of material topic	Planet—Waste and Water Stewardship, page 54
306-2	Management of significant waste-related impacts	Planet—Waste and Water Stewardship, page 54
306-4	Waste diverted from disposal	Planet—Waste and Water Stewardship, page 54
306-5	Waste directed to disposal	Planet—Waste and Water Stewardship, page 54
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	Products—Supplier Sustainability, pages 24-25
308-1	New suppliers that were screened using environmental criteria	Products—Supplier Sustainability, pages 24-25
308-2	Negative environmental impacts in the supply chain and actions taken	Products—Supplier Sustainability, pages 24-25

GRI Standard/Other Source	Disclosure	Location/Response
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	People, pages 31-39
401-1	New employee hires and employee turnover	2024 Annual Report , Human Capital Resources, pages 5-6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People—Safety, Health and Wellness, page 39 Sysco Benefits
401-3	Parental leave	Leave of Absence
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	People—Learning, Training and Development, page 37; Safety, Health and Wellness, pages 38-39 Global Code of Conduct , page 13 Supplier Code of Conduct
403-1	Occupational health and safety management system	People—Safety, Health and Wellness, pages 38-39
403-2	Hazard identification, risk assessment, and incident investigation	People—Safety, Health and Wellness, pages 38-39
403-3	Occupational health services	Sysco Benefits , People—Safety, Health and Wellness, pages 38-39
403-4	Worker participation, consultation, and communication on occupational health and safety	People—Safety, Health and Wellness, pages 38-39
403-5	Worker training on occupational health and safety	People—Learning, Training and Development, page 37; Safety, Health and Wellness, pages 38-39
403-6	Promotion of worker health	People—Safety, Health and Wellness, pages 38-39
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People—Safety, Health and Wellness, pages 38-39
403-8	Workers covered by an occupational health and safety management system	People—Safety, Health and Wellness, pages 38-39
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	People—Diversity, Equity and Inclusion, page 36
405-1	Diversity of governance bodies and employees	People—Diversity, Equity and Inclusion, page 36 2024 Annual Report —Human Capital Resources, pages 5-6

GRI Standard/Other Source	Disclosure	Location/Response
GRI 406: Non-discrimination		
3-3	Management of material topic	Products—Human Rights, pages 26-27 People—Diversity, Equity, and Inclusion, page 36 Governance—Enterprise Risk Management, page 58
406-1	Incidents of discrimination and corrective actions taken	Governance—Enterprise Risk Management, page 58
GRI 408: Child Labor		
3-3	Management of material topic	Products—Human Rights, pages 26-27 Governance—Enterprise Risk Management, page 58
408-1	Operations and suppliers at significant risk for incidents of child labor	Products—Human Rights, pages 26-27 Governance—Enterprise Risk Management, page 58
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topic	Products—Human Rights, pages 26-27 Governance—Enterprise Risk Management, page 58
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Products—Human Rights, pages 26-27 Governance—Enterprise Risk Management, page 58
GRI 413: Local Communities		
3-3	Management of material topic	People—Global Good, pages 32-34
413-1	Operations with local community engagement, impact assessments, and development programs	People—Global Good, pages 32-34
413-2	Operations with significant actual and potential negative impacts on local communities	People—Global Good, pages 32-34
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	Products—Supplier Sustainability, pages 24-25
414-1	New suppliers that were screened using social criteria	Products—Supplier Sustainability, pages 24-25
414-2	Negative social impacts in the supply chain and actions taken	Products—Supplier Sustainability, pages 24-25
GRI 416: Customer Health and Safety		
3-3	Management of material topic	Products—Responsible Sourcing, pages 15-16
416-1	Assessment of the health and safety impacts of product and service categories	Products—Responsible Sourcing, pages 15-16