



Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Sysco is the global leader in selling, marketing and distributing food products to restaurants, healthcare and educational facilities, lodging establishments and other customers who prepare meals away from home. Its family of products also includes equipment and supplies for the foodservice and hospitality industries. With more than 71,000 colleagues, the company operates 333 distribution facilities worldwide and serves approximately 700,000 customer locations. For fiscal year 2022 that ended July 2, 2022, the company generated sales of more than \$68 billion. Information about our Sustainability program, including Sysco's 2022 Sustainability Report and 2022 Diversity, Equity & Inclusion Report, can be found at www.sysco.com. Sysco provides a complete spectrum of quality-assured food products, from kitchen staples to fine gourmet items. Our non-food products range from kitchen equipment and glassware to eco-friendly disposables and chemicals. Sysco's service offerings include menu consultation, marketing support, and employee training. We succeed by partnering with our customers to understand their needs, and apply the same hands-on approach with the growers, ranchers, and manufacturers who supply Sysco Brand products. We serve approximately 700,000 customer locations around the world through a network of local operating sites complemented by specialty businesses. This structure gives us an effective blend of local knowledge, wide product selection and broad service capabilities. Our operations primarily exist in the United States and Canada, but also include operations in Ireland, the United Kingdom, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas. Sysco's portfolio includes specialty companies that enhance our ability to provide customers with premium-quality, niche, and exclusive products. FreshPoint, our specialty produce company, addresses customers' needs for fresh, unique, organic, and local produce items. Our specialty meat companies are among the industry's largest and most recognized providers of high-quality protein products. European Imports offers foodservice professionals and retail stores



an extensive variety of products from around the world. SYGMA operating locations provide contract customers with logistics and operational expertise. Greco and Sons, was recently added to our portfolio and is a leading independent specialty Italian distributor in the United States Our Guest Worldwide company distributes equipment, textiles, accessories, and personal care amenities to hotels and other lodging facilities. Supplies on the Fly is an innovative, 24/7 online platform offering more than 170,000 foodservice products, including heavy equipment, kitchen supplies, specialty foods, and kitchen staples. Sysco International Food Group (IFG) is the export specialty division of Sysco. Sysco Labs offers a suite of technology solutions that helps our company innovate with digital tools that make it easier for our customers to do business with us. Sysco completed a global carbon footprint exercise for CY19 and our baseline emissions footprint reflect the global scope as noted in the relevant questions. Due to costs required to collect and report on data on an annual basis, as well as relative size of these businesses, we have chosen not to report CY22 information regarding operations related to our international Broadline companies located in Ireland, Sweden, France, Costa Rica, Mexico, Panama and the Bahamas; European Imports (a foodservice import specialty company); Greco and Sons (a foodservice specialty Italian company); Guest Worldwide (a hotel amenities company); International Food Group (a foodservice company that exports products to international customers); and all other calendar year 2022 acquisitions. Collecting information for excluded operations may be evaluated in the future. Note: Certain statements made herein that look forward in time or express management's expectations or beliefs with respect to the occurrence of future events are forward looking statements under the Private Securities Litigation Reform Act of 1995. These statements are based on management's current expectations and estimates; actual results may differ materially due in part to the risk factors discussed at Item 1.A. in the Annual Report on Form 10-K and elsewhere.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1, 2022

End date

December 31, 2022

Indicate if you are providing emissions data for past reporting years

No



C0.3

(C0.3) Select the countries/areas in which you operate.

- Canada
- United Kingdom of Great Britain and Northern Ireland
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

- USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

- Operational control

C-AC0.6/C-FB0.6/C-PF0.6

(C-AC0.6/C-FB0.6/C-PF0.6) Are emissions from agricultural/forestry, processing/manufacturing, distribution activities or emissions from the consumption of your products – whether in your direct operations or in other parts of your value chain – relevant to your current CDP climate change disclosure?

	Relevance
Agriculture/Forestry	Elsewhere in the value chain only [Agriculture/Forestry/processing/manufacturing/Distribution only]
Processing/Manufacturing	Both direct operations and elsewhere in the value chain [Processing/manufacturing/Distribution only]
Distribution	Both direct operations and elsewhere in the value chain [Processing/manufacturing/Distribution only]
Consumption	Yes [Consumption only]



C-AC0.6b/C-FB0.6b/C-PF0.6b

(C-AC0.6b/C-FB0.6b/C-PF0.6b) Why are emissions from agricultural/forestry activities undertaken on your own land not relevant to your current CDP climate change disclosure?

Row 1

Primary reason

Do not own/manage land

Please explain

Sysco does not own or manage any land for agricultural/forestry activities. As Sysco is primarily a foodservice distribution company, Sysco does not control the demand or supply of the products that are distributed. The production, distribution, and preparation of our products do produce emissions, and, therefore, are of higher priority for Sysco in terms of potential future evaluation

C-AC0.7/C-FB0.7/C-PF0.7

(C-AC0.7/C-FB0.7/C-PF0.7) Which agricultural commodity(ies) that your organization produces and/or sources are the most significant to your business by revenue? Select up to five.

Agricultural commodity

Other, please specify

Fresh and frozen meats

% of revenue dependent on this agricultural commodity

10-20%

Produced or sourced

Sourced



Please explain

As described in our Annual Report, fresh and frozen meats is a principal product category that comprised 19% of our sales mix in FY2022.

Agricultural commodity

Other, please specify

Canned and dry products

% of revenue dependent on this agricultural commodity

10-20%

Produced or sourced

Sourced

Please explain

As described in our Annual Report, canned and dry is a principal product category that comprised 17% of our sales mix in FY2022.

Agricultural commodity

Other, please specify

Frozen fruits, vegetables, bakery and other

% of revenue dependent on this agricultural commodity

10-20%

Produced or sourced

Sourced

Please explain

As described in our Annual Report, frozen fruits, vegetables, bakery and other is a principal product category that comprised 14% of our sales mix in FY2022.



C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	SYY

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	i. Climate change responsibility: Sysco’s Board recognizes climate-related issues are important under the broad scope of sustainability. As sustainability is a priority for Sysco, director-level oversight of climate related issues is ensured by assigning responsibility to the Sustainability Committee, allowing dedicated time and expertise to address these issues. The Sustainability Committee of Sysco’s Board of Directors (the “Committee”) provides review for, and acts in an advisory capacity to, the Board of Directors (the “Board”) and management of Sysco Corporation (the “Corporation” or “Sysco”) with respect to those policies and strategies of the Corporation that affect the Corporation’s long-term sustainability and its role as a socially and environmentally responsible organization. In addition, the Committee annually reviews, evaluates, and provides input on Sysco’s strategy, direction and



	<p>policies related to sustainability, CSR, and social and environmental issues.</p> <p>ii. Example of climate-related decision during reporting year: The Board reviewed, evaluated and provided input on Sysco’s strategy and plans to achieve its science-based climate change goals.</p>
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C1.1b

(C1.1b) Provide further details on the board’s oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – some meetings	Reviewing and guiding strategy Reviewing and guiding the risk management process Other, please specify Reviewing and guiding major plans of action	The Sustainability Committee of Sysco’s Board of Directors (the “Committee”) provides review for, and acts in an advisory capacity to, the Board of Directors (the “Board”) and management of Sysco Corporation (the “Corporation” or “Sysco”) with respect to those policies and strategies of the Corporation that affect the Corporation’s long-term sustainability and its role as a socially and environmentally responsible organization. In addition, the Committee annually reviews, evaluates and provides input on Sysco’s strategy, direction and policies related to sustainability, corporate social responsibility, and social and environmental issues. The Committee meets at least three times a year.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

Board member(s) have competence on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future



Row 1	No, and we do not plan to address this within the next two years	Other, please specify Relevant experience exists, though formal assessment does not currently exist, though formal assessment does not currently exist	Through experience, we have several board members who have gained knowledge about climate-related issues. Our proxy statement identifies directors with “Sustainability/ESG” qualifications. We do not currently have plans to define competence on climate issues specifically. However, we are exploring opportunities to do so in the future.
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C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Other, please specify

Senior Vice President of Corporate Affairs, Chief Administrative Officer

Climate-related responsibilities of this position

Integrating climate-related issues into the strategy

Setting climate-related corporate targets

Monitoring progress against climate-related corporate targets

Managing public policy engagement that may impact the climate

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain



Sysco’s SVP of Corporate Affairs and Chief Administrative Officer has management-level responsibility for climate related issues. The Sustainability Committee of the Board receives regular updates, at least three times each year. In addition, the full Board of Directors receives a sustainability update at least once a year.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Corporate executive team

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Achievement of climate transition plan KPI
 Progress towards a climate-related target



Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

In FY23, Sysco added an ESG metric to the company's executive compensation plan, including gender representation, diverse recruiting and carbon reduction representing 10% of the AIP opportunity

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The metrics selected for environmental compensation directly support our science-based targets goals and emissions reducing priorities.

Entitled to incentive

Other, please specify
All eligible employees

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Achievement of climate transition plan KPI
Progress towards a climate-related target

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)



In FY23, Sysco added an ESG metric to the company’s executive compensation plan, including gender representation, diverse recruiting and carbon reduction representing 10% of the AIP opportunity

Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan

The metrics selected for environmental compensation directly support our science-based targets goals and emissions reducing priorities.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	3	
Medium-term	3	5	
Long-term	5	10	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?



Definition and quantitative metrics: Substantive impact is defined and measured operationally and financially. In most cases, substantive impact is defined as "High" (>\$250MM) financial EBITDA impact. Sysco prioritizes risks that could result in a "High" or "Very High" financial impact on EBITDA and a "highly likely/imminent" or "frequently" likelihood as defined in Sysco's proprietary Risk Rating Criteria.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term

Description of process

Sysco Corporation ("Sysco" or "Company") utilizes an Enterprise Risk Management (ERM) process to identify, assess, and mitigate enterprise risks to the Company. These can include strategic, operational, financial, compliance, reputation, regulatory, and/or any other related emerging risk(s). Sysco does not isolate 'climate change risk' into any one of these categories or as a separate category; rather, the effects of climate change are captured in the Company's Risk Registry. For example, an increase in costs due to shortages of food or fuel or any other business interruption event, both potentially caused by the effects of climate change, are captured in the Operational risk category. Non-compliance with climate change regulations is also captured in the Operational Risk category.



Each risk category in Sysco's Risk Registry has an assigned Senior Leader Risk Owner ("Management") and an Executive Risk Sponsor has oversight of enterprise risks owned by Management. Once risk owners are assigned, a risk mitigation plan is established, and a reporting cadence is established. Management is responsible for mitigating and managing enterprise risks and reporting those enterprise risks directly to the Company's Executive Leadership Team, the Audit Committee, and the Board of Directors ("Board") regularly. The Audit Committee reviews Sysco's risk assessment process and makes recommendations to the Board of Directors regarding the process by which members of the Board and relevant committees will be made aware of the Company's enterprise risks, including recommendations regarding identifying a committee of the Board to oversee management of the most material enterprise risks faced by the Company.

On an annual basis, Management reviews key enterprise risks with the Board, as well as Management's process for mitigating the potential negative effects of enterprise risks. The Company assesses and reprioritizes its enterprise risks on an ongoing basis. In 2022 Management activated the Company's response and recovery strategies due to the climate related events of winter storm Elliott, hurricanes Ian and Fiona, and tropical storm Nicole, which included ongoing communications, adjusted operating schedules and ad-hoc business transfers across its geographically dispersed facility network to continue its business.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Current regulations are key enterprise risks that may be informed by climate change related issues and are consistently being assessed relative to Sysco's Global Operations and Compliance with climate change related legislative regulations in various markets. Non-compliance with climate change regulations is captured in the Regulatory risk category.
Emerging regulation	Relevant, always included	Emerging regulations are key enterprise risks that may be informed by climate change related issues and are consistently being assessed relative to Sysco's Global Operations and Compliance with climate change related legislative regulations in various markets. Non-compliance with climate change regulations is captured in the Regulatory risk category.



Technology	Relevant, always included	Technology is a key enterprise risk related to climate change issues and is consistently being assessed relative to Sysco's ability to obtain, store and report information (i.e., product supply) which could be impacted by the effects of climate change related to the increase in the frequency and/or severity of severe weather that may cause technological outages.
Legal	Relevant, always included	Regulatory – and thereby legal – is a key enterprise risk that may be informed by climate change related issues and are consistently being assessed relative to Sysco's Global Operations and Compliance with climate change related legislative regulations in various markets. Non-compliance with climate change regulations is captured in the Regulatory risk category.
Market	Relevant, always included	Financial markets are evaluated as a leading or current key risk indicator, whereby trend information informs investor and stakeholder levels of interest in our climate change sustainability-related work. Changing customer behavior is also evaluated as a market risk.
Reputation	Relevant, always included	Reputational risk is an overarching key enterprise risk that informs several risk categories that have the potential to tarnish our reputation and diminish the value of our brand, which could adversely affect our operations and is consistently being assessed relative to maintaining a good reputation and public confidence in the safety of the products we distribute.
Acute physical	Relevant, always included	Acute physical risks are captured in the operational risk category and are consistently being assessed relative to the Company's operating facilities within our supply chain that could be impacted by the effects of climate change such as the increase in the frequency and severity of severe weather.
Chronic physical	Relevant, always included	Chronic physical risks are captured in the operational risk category and are consistently being assessed relative to Sysco's supply chain and the longer-term effects of climate change.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Current regulation

Carbon pricing mechanisms

Primary potential financial impact

Increased indirect (operating) costs

Company-specific description

Sysco may not be able to fully compensate for increases in fuel costs. Volatile fuel prices have a direct impact on our industry. We require significant quantities of fuel for our delivery vehicles and are exposed to the risk associated with fluctuations in the market price for fuel. The price and supply of fuel can fluctuate significantly based on international, political and economic circumstances, as well as other factors including weather conditions and environmental concerns. The cost of fuel affects the price paid by us for products, as well as the costs we incur to deliver products to our customers. Although we have been able to pass along a portion of increased fuel costs to our customers in the past, there is no guarantee that we will be able to do so in the future. If fuel costs increase in the future, we may experience difficulties in passing all or a portion of these costs along to our customers, which may have a negative impact on the results of operations. In addition, forward fuel purchase commitments, which are intended to contain fuel costs, could result in above market fuel costs. Volatile fuel prices have a direct impact on our business and our industry.

Time horizon

Long-term

Likelihood

About as likely as not



Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

8,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

The cost of fuel affects the cost to transport products to our warehouses, as well as the costs incurred by us to deliver products to customers. Sysco's fuel expense, which reflects fuel used to deliver products to our customers, in FY2022 was approximately 0.5% of sales, which equated to approximately \$343 million. As demonstrated by this example, new regulations that may impact the cost of fuel could also have an impact on our operating costs. Using current, published quarterly market price projections for diesel and estimates of fuel consumption, a 10% unfavorable change in diesel prices from the market price would result in a potential increase of approximately \$8.0 million in our fuel costs on our non-contracted volumes.

Cost of response to risk

0

Description of response and explanation of cost calculation

i. Our activities to mitigate this risk include initiatives aimed at improving fuel efficiency, such as reducing fleet miles via improved routing techniques and improving fleet efficiency (via speed governors, fleet renewal, use of alternative fuel vehicles, etc.). In addition, we routinely enter forward purchase commitments for a portion of our projected monthly diesel fuel requirements with a goal of mitigating the volatility in fuel prices. For example, we use diesel fuel swap contracts to fix the price of a portion of our projected monthly diesel fuel requirements. As of July 3, 2021, we had diesel fuel swaps with a total notional amount of approximately 32 million gallons through June 2022. These swaps are



expected to lock in the price of approximately 50% of our projected fuel purchase needs for fiscal 2022. Our remaining fuel purchase needs will occur at market rates unless contracted for a fixed price or hedged later.

ii. Cost of management: Managing fuel costs, including taxes, is part of our normal course of business. There is zero (\$0) additional cost for this activity.

Comment

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical

Cyclone, hurricane, typhoon

Primary potential financial impact

Increased indirect (operating) costs

Company-specific description

Since Sysco operates as a distributor, short-term weather conditions such as natural disasters (e.g., hurricanes, tornadoes, wildfires) or other catastrophic natural disaster events have the potential to disruption our operating sites and/or impact the transport of products. To keep food products fresh, meet the high expectations of customers, and keep our employees safe, we take a proactive integrated approach to operational risk mitigation, through enhanced business continuity response, recovery, and resilience planning.

Time horizon

Short-term



Likelihood

More likely than not

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

64,000,000

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Short-term natural disasters such as extreme weather or other catastrophic events have the potential to disrupt our operating sites and inbound and outbound transport of products. Since Sysco operates as a food distributor, market conditions are reflected in the cost of goods and are passed on to customers. FY22 financial impacts of climate-related extreme weather events impacting business continuity have ranged from minimal expense to over \$6.4 million (Hurricane Ida), in business interruption loss, demonstrating costs from a climate-related extreme weather event could potentially range from \$0 into the millions of dollars depending upon the nature, location, and duration of the event, inclusive of recovery. Example costs were within Sysco's insurance deductibles, so these represent direct financial implications within this range.

Cost of response to risk

0

Description of response and explanation of cost calculation



i. Sysco experiences several severe weather-related events in the ordinary course of business that cause us to activate our business continuity plans. Sysco's robust business continuity program addresses physical risks by consistently evaluating acute physical risks at our operating facilities. Sysco's emergency preparedness, business continuity, and crisis management procedures ensure swift response and recovery actions. Additionally, the Company utilizes a commercial weather service to proactively identify severe weather risks, including specific potential impact details to operations, and extended long range forecasting. The Company's crisis management plan outlines strategic and tactical response actions for crisis events, inclusive of ongoing communications, and adjusted operating schedules.

ii. Managing this risk is part of our normal business practices; zero (\$0) additional costs are incurred.

Comment

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Emerging regulation

Enhanced emissions-reporting obligations

Primary potential financial impact

Increased indirect (operating) costs

Company-specific description

Potential new regulatory requirements - at the federal and state level - could increase our operating costs. The cost of compliance, or the consequences of non-compliance, could have a material adverse effect on our business and operations. This is particularly true in areas where regulations are more stringent or are rapidly evolving, such as in European countries, Canada, and California – all locations where Sysco



operates. Additionally, governmental municipalities may change regulatory frameworks that may require either the corporation as a whole or individual businesses incur substantial increases in costs to comply with such laws and regulations.

Time horizon

Short-term

Likelihood

More likely than not

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Uncertainty around proposed or future environmental and/or energy regulations has the potential to increase operational cost, for example, through emissions reporting requirements, increased taxes for fuel or other energy, or required cap-and-trade schemes.

Cost of response to risk

0

Description of response and explanation of cost calculation



i. Regulatory risk is an identified category within the Enterprise Risk Management system. As new or additional information emerges about energy or emissions regulations, or as a risk profile changes, the specific risk is re-evaluated and re-prioritized. This risk has an executive champion and receives regular monitoring and reporting to the Board. Additionally, our domestic and international tax teams partner with operations to monitor carbon taxes and/or schemes that may impact Sysco. We utilize a monitoring service that sends updates on potential systems, work closely with several leading accounting firms to stay up to date, and collaborate with the Government Relations team to ensure full compliance with existing and future regulations. Once systems are identified, planning, execution, and ongoing compliance are coordinated through the team/jurisdiction where the tax applies. Local teams are a better source to ensure compliance. Subsequently, the Tax group is responsible for continued advice, monitoring, and audits as needed. Due to the global scope of Sysco, we do anticipate on being regulated in the next three years.

ii. Managing this risk is part of our normal business practices; zero (\$0) additional costs are incurred.

Comment

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1



Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Products and services

Primary climate-related opportunity driver

Shift in consumer preferences

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

Food service operators and their customers are demanding more local and sustainably sourced food products, which influences our product offerings. Additionally, recognition as the industry leader in sustainability is a brand enhancement, with consumers intentionally choosing to work with businesses that demonstrate a commitment to responsibly and sustainably sourced products and operations. We believe we have an opportunity to further enhance customer loyalty and potentially gain new customers by increasing our offerings of locally sourced and sustainable products.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

270,000,000



Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Financial implications depend upon the volume of increasing business specifically related to our customers' desire for sustainably sourced products. For example, sales of locally sourced produce from FreshPoint produce locations, selling produce that exceeds the industry's best standards and is grown, packed, processed and shipped from the source, are estimated at approximately \$270 million during FY2022

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

- i. We believe advancing our sustainability initiatives enhances our relationship with our customers either by elevating their trust in Sysco as an environmentally and socially responsible business, or by enabling us to provide more sustainable products to help them reach their own business goals. For example, Sysco established ambitious targets in Fiscal Year 2018 that would mitigate our impacts on the environment and demonstrate our commitment to sustainability. We released these targets in our 2018 Corporate Social Responsibility Report and began communicating progress to our customers and other stakeholders in our annual sustainability reports. Additionally, we continue to work with small and mid-sized specialty producers to provide customers with locally produced items. Our FreshPoint locations have implemented technology that enables the tracking of local purchases from farm to customer, and our Broadline companies have various local food programs.
- ii. Costs to manage the benefits identified were recently increased mainly to invest in full-time personnel to support a more robust approach to sustainability. Specific pay and benefits related to this investment is proprietary.

Comment

Identifier

Opp2



Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Use of more efficient modes of transport

Primary potential financial impact

Reduced indirect (operating) costs

Company-specific description

Over a period of several years Sysco has explored multiple alternative fuel technology options for our truck fleet, with the goal of reducing vehicle emissions and lowering our overall carbon footprint. These have included low emission compressed natural gas (CNG) tractor units, as well as biodiesel. We replace approximately 10 percent of our fleet annually and have a policy of ensuring replacements are more fuel efficient. With electric vehicles expected to have a major impact on the transportation industry, both in helping reduce carbon emissions as well as fundamentally improving mobility, we continue to test technologies and forge new partnerships to get closer to our fleet target. Specifically, in FY2021, we focused on evaluating various new technologies, designing scalable charging infrastructure, working with partners incentive funding to offset capital and operation costs, and planning curriculum for drivers' training. In FY2022, we received our first set of electric tractors and electric trailers. We also launched our first EV Hub in Riverside, California.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

The financial impact analysis for alternative fuel vehicles is confidential.

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

Over a period of several years Sysco has explored multiple alternative fuel technology options for our truck fleet, with the goal of reducing vehicle emissions and lowering our overall carbon footprint. These have included low emission compressed natural gas (CNG) tractor units, as well as biodiesel. We replace approximately 10 percent of our fleet annually and have a policy of ensuring replacements are more fuel efficient. With electric vehicles expected to have a major impact on the transportation industry, both in helping reduce carbon emissions as well as fundamentally improving mobility, we continue to test technologies and forge new partnerships to get closer to our fleet target. Specifically, in FY2021, we focused on evaluating various new technologies, designing scalable charging infrastructure, working with partners incentive funding to offset capital and operation costs, and planning curriculum for drivers' training. We received our first electric tractor delivery in November 2022. We also launched our first EV Hub in Riverside, California in the spring of 2023..

Comment

We have increased the magnitude of impact from “low” to “medium/high” this year to reflect the opportunity our fleet electrification program has to reduce Sysco’s carbon footprint and serve our customers via an electric fleet.



Identifier

Opp3

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resilience

Primary climate-related opportunity driver

Participation in renewable energy programs and adoption of energy-efficiency measures

Primary potential financial impact

Reduced indirect (operating) costs

Company-specific description

The operation of forklift and pallet trucks, lighting, air conditioning and refrigeration units that store food in our warehouses and redistribution centers requires considerable energy. Refrigeration, lighting and battery charging operations provide our biggest energy savings potential. Refrigeration units typically account for half of our total energy consumption, with lighting and battery charging constituting much of the remaining load. To reduce our energy consumption, Sysco implements energy efficiency measures and renewable energy.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate



Potential financial impact figure (currency)

290,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

At the end of CY2022, 137 facilities were included in the program. In Fiscal Year 2022, we identified emissions- reduction improvements at 19 facilities, representing nearly \$290,000 in annual energy savings. Since the inception of our EM program, we calculate that we have avoided \$375 million in costs over a 16-year period

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

- i. Sysco continually evaluates energy efficiency and renewable energy opportunities to improve resilience of our operations and reduce operating costs. For example, in 2006, we launched an Energy Management Program (EMP) at the U.S. and Canada Broadline, SYGMA and redistribution facilities to improve energy efficiency primarily by identifying and implementing more efficient processes and equipment upgrades. At the end of CY2022, 137 facilities were included in the program, achieving more than \$375 million in total avoided energy costs. In June 2018 we launched the Texas Solar Energy Project, entering into a 10-year agreement with NRG energy to construct three solar energy sites in the Houston and Dallas metro areas. This off-site, large-scale utility scale effort is being supplemented with new on-site solar installations at several Sysco facilities. Three projects were constructed and brought online by late summer 2019 at Sysco Sacramento and Sysco Ventura, California, and SYGMA Lancaster, California. In Sacramento, California, our photovoltaic system has a total capacity of 1,005 kW and is comprised of 2,718 individual 370-watt solar panels. We also added HFM, now Sysco Hawaii, to our portfolio of We are pursuing additional on-site solar installation at Sysco Edmonton in Canada.
- ii. Large-scale solar arrays in 2019 with the Oahu and Maui facilities contributing an additional 1.3 million kWh in solar generation during the year. We now have a total of eight sites generating a total of nearly 10,000 MWh. Our energy conservation efforts were also boosted due to office closures and reduced case volume toward the end of FY2020 because of the COVID-19 pandemic. Despite having to pause capital



investments as planned, continued monitoring and efficient management of our operations throughout the pandemic helped achieve several of our goals ahead of schedule. We calculate that since 2014 our EM program has increased energy efficiency 16.0% across participating locations.

iii. Specific costs related to these investments are proprietary

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, our strategy has been influenced by climate-related risks and opportunities, but we do not plan to develop a climate transition plan within two years

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

In November 2021, Sysco became the first U.S. Foodservice Distributor to announce science-based climate reduction goals. Sysco's new science-based emissions reduction target aligns with the Paris Agreement and is an integral part of the company's roadmap to reducing its carbon footprint over the next decade. The company obtained of the goal by the Science-Based Targets initiative and aims to:

- Reduce its Scope 1 and 2 emissions by 27.5% by 2030, and
- Ensure that suppliers covering 67% of Sysco's Scope 3 emissions establish science-based targets by 2026. Sysco's Scope 1 and 2 reduction efforts will be achieved in part by electrifying 35% of the company's U.S. tractor fleet by 2030, equivalent to adding nearly 2,800 electric trucks to its fleet. In addition, the company will source 100% renewable electricity for its global operations by 2030. We also look for opportunities to



address decarbonization challenges specific to the foodservice distribution industry. For example, there is a lack of electric trailers with multi-temperature storage systems and long-distance electric tractor fleets that also fulfill our high food safety and quality standards. Sysco is committed to addressing these challenges and others while developing the resources, tools and processes needed to elevate the industry. We are currently piloting an electric tractor in our fleet as we continue to pursue aggressive climate reduction activities.

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, and we do not anticipate doing so in the next two years	Other, please specify Next steps are in progress, exploring opportunities to do so in the future.	The company’s focus has been on establishing a science-based climate goal and action plan. This process included consideration of material risks and opportunities for our business, due to climate change. We have begun discussion to pursue scenario analysis and are exploring opportunities in the future.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	i. Description and time horizon: Both transitional and physical climate risks/opportunities as described in 2.3a/2.4a have affected our products and services in the short and long-term time horizons. Our supply chain activities are affected by identifying and engaging vendors that can support our progress toward achieving sustainability goals while saving on operational costs. Meanwhile, our direct operations are affected by changing consumer preferences. Advancing our sustainability initiatives enhances our



		<p>customer relationships either by elevating trust in Sysco as an environmentally and socially responsible business, or by enabling us to provide more sustainable products to help them reach their business goals. ii. Most substantial business decision: To realize this opportunity, one of our most substantial business decisions was to develop and strengthen the capabilities around FreshPoint, our specialty produce company that addresses customers’ needs for fresh, unique, organic, and local produce items. To this end, we work with small and midsized specialty producers to provide customers with locally produced items. Since 2014, FreshPoint has continued to strengthen its capabilities to make sourcing local produce easy and convenient. In the foodservice industry, the definition of “local” can vary widely. FreshPoint developed an online tool that enables customers to “define their own local” within a distance they designate and allows them to sort by crop or growing method. Users can search for in-state purchases. As an active local database with full reporting capabilities, it was an industry first. We also expanded the tool for U.S. Broadline companies and continue to add new suppliers to the program when possible. As a result, sales of locally sourced produce from FreshPoint produce locations are estimated at approximately \$270 million during FY2022.</p>
<p>Supply chain and/or value chain</p>	<p>Yes</p>	<p>i. Description and time horizon: Physical climate risks as described in 2.3a have affected our supply chain in both the short and long-term time horizons, as we obtain our food service and related products from third-party suppliers. Our inability to obtain adequate supplies of foodservice and related products as a result of factors including short-term weather events and more prolonged climate change could impair production capabilities, disrupt our supply chain or impact demand for our product. We consistently evaluate potential impacts on our supply chain to ensure consistent operations and reliable delivery to our customers.</p> <p>ii. Most substantial business decision: Engaging with growers of Sysco Brand canned and frozen fruit, vegetables and potatoes through Sysco’s Sustainable Agriculture/Integrated Pest Management (IPM) program. As a major purchaser of fruit and vegetables, Sysco can play a significant role in improving agricultural standards among growers, processors and distributors. Because maintaining a safe food supply is a priority, we promote responsible use of agricultural inputs such as fertilizers and pesticides in partnership with our suppliers of Sysco Brand canned and frozen fruits, vegetables and potatoes, including small specialty-crops. The IPM program, launched in 2004, works with participating processors and farmers to protect environmentally sensitive growing areas; conserve water and energy; build soil</p>



		health and preserve water quality by using cover crops and crop rotation; improve air quality; reduce, reuse and recycle resources; and promote responsible use of agricultural inputs; thereby helping to reduce the negative impact on the health of local water sources. We are building on this work through our goal to establish five more crops under the IPM program.
Investment in R&D	No	R&D is not a core function of Sysco, as we rely on third-party vendors for product R&D and developments related to our fleet. Therefore, this category is not directly relevant to our business in terms of climate-related impacts.
Operations	Yes	<p>i. Description and time horizon: Physical climate risks as described in 2.3a have affected our facility operations in the short-term, due to the mitigation efforts needed to respond to extreme weather events. The impacts vary from year to year, but during Calendar Year 22 the Company performed ongoing communications with customers, adjusted operating schedules, and transferred business across its geographically dispersed facilities to continue its business based on Hurricanes Ian and Fiona, Tropical Storm Nicole, and Winter Storm Elliott. Sysco consistently evaluates business efficiency opportunities such as those described in 2.4a, which extend to the long-term. ii. Most substantial business decision: An example of a substantial business decision related to operations is that of administering our Energy Management program at our domestic facilities, with an objective of reducing the energy intensity for Broadline locations over a three-year period from July 2015 through June 2018. This program was renewed for another three years in FY2018. We calculate that since 2014 our EM program has increased energy efficiency 16% percent across participating locations. In Fiscal Year 2022, we identified emissions- reduction improvements at 19 facilities, representing nearly \$290,000 in annual energy savings. Since the inception of our EM program, we calculate that we have avoided \$375 million in costs over a 16-year period</p>

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.



	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Indirect costs Capital expenditures Capital allocation Access to capital Assets Liabilities	<p>i. Case study: Physical climate risks and opportunities as described in 2.3a have affected our capital allocation and expenditures, such as our efforts to replace our fleet with new electric vehicles to reduce fuel consumption. We replace approximately 10 percent of our fleet annually and have a policy of ensuring replacements are more fuel efficient. We have explored technologies including low-emission compressed natural gas (CNG) tractor units, as well as biodiesel and hybrid vehicles. As our analysis of alternative fuel vehicles continued, we gravitated toward battery electric vehicles (BEVs), which derive all their power from rechargeable batteries and have no internal combustion engine onboard. We believe electrification is the most promising option to achieve our goals, and Sysco has developed key partnerships with several manufacturers that are developing BEVs and charging equipment. Based on market pricing and other market conditions, we are evaluating all Sysco operating companies but currently focused on approximately 34 Sysco operating companies in 13 states to develop electric vehicle deployment plans in these locations. This analysis includes factors such as availability and cost of utility power at each site, charging infrastructure specifications and availability, location of equipment, and the cost and performance of the vehicle. Following a successful pilot program, we announced a Letter of Intent (LOI) to deploy up to 800 battery electric Freightliner eCascadia Class 8 tractors. The first eCascadia was delivered to Sysco’s Riverside, California site in FY23. The site is the company’s first EV Hub with capability for 40 electric tractors and 40 hybrid-electric trailers. The pilot program provides data that allows for the continuous improvement of future vehicle design. Collaborating with manufacturers to develop new vehicle models that can meet the requirements of food delivery is a vital step toward reducing our impact on the planet. Additional benefits also include reduced carbon emissions, lower maintenance costs, and higher driver enthusiasm.</p> <p>ii. Time horizon: The capital allocation/expenditure planning for our fleet improvements including vehicles and infrastructure to support extend to the long-term (>6 years)</p>

C3.5

(C3.5) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

Identification of spending/revenue that is aligned with your organization's climate transition	
Row 1	No, and we do not plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

Well-below 2°C aligned

Year target was set

2021

Target coverage

Company-wide



Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

1,300,000

Base year Scope 2 emissions covered by target (metric tons CO2e)

320,000

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)



Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)



Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1,620,000

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)



Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)



27.5

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

1,174,500

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

1,064,620

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

227,420

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)



Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)



Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1,292,040

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

73.6161616162

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

The target covers all Scope 1 and 2 emissions for Sysco's global enterprise, excluding CY2021 and CY2022 acquisitions. Note: The auto-calculated field "percentage of target achieved relative the base year" is incorrect due to the difference in geographic boundary reported in base year CY19 and current year CY22. Sysco completed a global carbon footprint exercise for CY19 and our baseline emissions footprint reflect the global scope provided for base year emissions. Due to costs required to collect and report on data on an annual basis, as well as relative size of these businesses, we have chosen not to report CY22 information regarding operations related to our international Broadline companies located in Ireland, Sweden, Costa Rica, France Mexico, Panama and the Bahamas; European Imports (a foodservice import specialty company); Greco and Sons (a foodservice specialty Italian company); Guest Worldwide (a hotel amenities company); International Food Group (a foodservice company that exports products to international customers); and all other calendar year 2021 and 2022 acquisitions.

Plan for achieving target, and progress made to the end of the reporting year

In addition to ongoing energy efficiency and routing projects, Sysco's climate goal will be achieved in part by two new initiatives: 1) electrifying 35% of the company's U.S. tractor fleet by 2030, equivalent to adding nearly 2,800 electric trucks to its fleet; 2) Source 100% renewable electricity for its global operations by 2030. In the last year, took delivery of the first electric Freightliner eCascadia Class 8 tractors and launch our first EV Hub in Riverside California. The company also continued to pursue electric tractor and trailer pilots in our US Broadline fleet. For FY23, Sysco purchased RECs for a portion of the company's US energy load. We will apply these RECs to our calendar year 2023 data. We also continue to pursue renewable electricity procurement opportunities.

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

Other climate-related target(s)

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2021

Target coverage

Company-wide

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only



Base year

2019

Consumption or production of selected energy carrier in base year (MWh)

66,476

% share of low-carbon or renewable energy in base year

1

Target year

2030

% share of low-carbon or renewable energy in target year

100

% share of low-carbon or renewable energy in reporting year

10

% of target achieved relative to base year [auto-calculated]

9.0909090909

Target status in reporting year

Underway

Is this target part of an emissions target?

As part Sysco's science-based target for Scopes 1 & 2, we have committed to transition to 100% renewable electricity globally by 2030. (Abs 1)

Is this target part of an overarching initiative?

Science Based Targets initiative

Please explain target coverage and identify any exclusions

This target is global in scope and is part of Sysco's SBT to Reduce Scopes 1 & 2 emissions 27.5% by 2030 from a 2019 calendar year baseline.



Plan for achieving target, and progress made to the end of the reporting year

Sysco continues to pursue on-site renewable energy installations and off-site energy purchase agreements to transition to low-carbon energy. We are increasing our usage of renewable energy and continuing to benefit from our solar garden sites in Texas. The project consists of three solar energy sites in the Houston and Dallas metro areas that we created in partnership with NRG Energy. These sites, comprised of approximately 200,000 solar panels on 224 acres, eliminate around 37,000 tons of CO2 emissions annually by supporting approximately 10% of Sysco's total U.S. electricity usage. In FY2022, we will develop a renewable energy procurement strategy and plan to expand our renewable energy procurement. For FY23, Sysco purchased RECs for a portion of the company's US energy load. We will apply these RECs to our calendar year 2023 data.

List the actions which contributed most to achieving this target

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2021

Target coverage

Business division

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Renewable fuel consumption



Other, please specify

Percentage of electric fleet

Target denominator (intensity targets only)

Base year

2019

Figure or percentage in base year

0

Target year

2030

Figure or percentage in target year

35

Figure or percentage in reporting year

0.2

% of target achieved relative to base year [auto-calculated]

0.5714285714

Target status in reporting year

Underway

Is this target part of an emissions target?

As part Sysco's science-based target for Scopes 1 & 2, we have committed to electrify 35% of our U.S. Broadline tractor fleet by 2030. (Abs 1)

Is this target part of an overarching initiative?

Science Based targets initiative - other



Please explain target coverage and identify any exclusions

This target covers our U.S. Broadline fleet. We are currently focused on our U.S.-based tractor fleet, as this is our largest contributor of emissions, and will expand our efforts to other markets in the future.

Plan for achieving target, and progress made to the end of the reporting year

In FY2021, we piloted the Freightliner eCascadia, a zero-emission electric Class 8 tractor in real-world applications at our Bay Area operating site. Freightliner is at the forefront of developing and deploying battery electric trucks that will help the foodservice distribution industry to achieve greater decarbonization. Following the successful pilot, we announced a Letter of Intent (LOI) to deploy up to nearly 800 battery electric Freightliner eCascadia Class 8 tractors serving Sysco customers by 2026. We took delivery of the first tractors at our Riverside location in FY2023.

List the actions which contributed most to achieving this target

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation		
To be implemented*		
Implementation commenced*	99	1,147



Implemented*	89	1,105
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Energy efficiency in buildings
 Building Energy Management Systems (BEMS)

Estimated annual CO2e savings (metric tonnes CO2e)

1,105

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)
 Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

150,000

Investment required (unit currency – as specified in C0.4)

250,000

Payback period

1-3 years



Estimated lifetime of the initiative

11-15 years

Comment

Recommissioning for 10 sites in CY2022 and remote system commissioning/ monitoring for operations and maintenance energy efficiency improvements including refrigeration optimization, HVAC control, and lighting.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Financial optimization calculations	Financial optimization is a critical component of operating our business. Since many projects aim to cut costs by increasing efficiency and reducing energy use, this practice often leads to the initiation of emissions reduction activities given the connection between energy use and emissions. A low carbon option or project will be chosen to move forward, provided the cost-benefit analysis meets a targeted return on investment threshold.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

No

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No



C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary	As part of Sysco's science-based target work, we established a company-wide baseline for CY19 emissions. Our CY22 data includes our largest operating segments in the U.S., Canada, and the U.K.. These geographies represent approximately 95% of our company-wide footprint. We continue to work to expand data collection over time. In CY21, we also provided emissions data for our France business unit.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

Base year recalculation	Base year emissions recalculation policy, including significance threshold	Past years' recalculation



Row 1	No, because the impact does not meet our significance threshold	The base year does not need to be recalculated given the larger boundary for base year emissions. As part of Sysco’s science-based target work, we established a company-wide baseline for CY19 emissions. Our CY22 data includes our largest operating segments in the U.S., Canada, and the U.K.. These geographies represent approximately 95% of our company-wide footprint. We continue to work to expand data collection over time.	No
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C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

1,300,000

Comment

Scope 2 (location-based)

Base year start

January 1, 2010

Base year end

December 31, 2010



Base year emissions (metric tons CO2e)

350,000

Comment

Scope 2 (market-based)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

320,000

Comment

Scope 3 category 1: Purchased goods and services

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

63,736,000

Comment



Scope 3 category 2: Capital goods

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

173,000

Comment

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

1,942,000

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1, 2019



Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

6,219,000

Comment

Scope 3 category 5: Waste generated in operations

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

19,000

Comment

Scope 3 category 6: Business travel

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

15,000



Comment

Scope 3 category 7: Employee commuting

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

209,000

Comment

Scope 3 category 8: Upstream leased assets

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

500

Comment

Scope 3 category 9: Downstream transportation and distribution



Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable

Scope 3 category 10: Processing of sold products

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

2,243,000

Comment

Scope 3 category 11: Use of sold products

Base year start

January 1, 2019

Base year end

December 31, 2019



Base year emissions (metric tons CO2e)

59,000

Comment

Scope 3 category 12: End of life treatment of sold products

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

434,000

Comment

Scope 3 category 13: Downstream leased assets

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable.



Scope 3 category 14: Franchises

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable.

Scope 3 category 15: Investments

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable.

Scope 3: Other (upstream)

Base year start

January 1, 2019



Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable.

Scope 3: Other (downstream)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable.

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

The Greenhouse Gas Protocol: Scope 2 Guidance

The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

US EPA Emissions & Generation Resource Integrated Database (eGRID)



C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO₂e?

Reporting year

Gross global Scope 1 emissions (metric tons CO₂e)

1,064,620

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

Please note that emissions totals do not exactly correspond to energy disclosures. Emission totals represent tracked emissions at our US, Canada and UK sites, as well as estimated emissions for our Specialty sites. Due to reporting constraints, electricity totals reported in Section 8 represent tracked electricity consumption at our US and Canada facilities. Electricity totals do not include our estimated Specialty sites.



C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO₂e?

Reporting year

Scope 2, location-based

253,056

Scope 2, market-based (if applicable)

227,420

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

C6.4a

(C6.4a) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Source of excluded emissions



Significant operations not evaluated include our international Broadline companies' facilities located in Ireland, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas; European Imports (a foodservice import specialty company); Guest Worldwide (a hotel amenities company); International Food Group (a foodservice company that exports products to international customers).

Scope(s) or Scope 3 category(ies)

Scope 1

Scope 2 (location-based)

Scope 2 (market-based)

Relevance of Scope 1 emissions from this source

Emissions are relevant but not yet calculated

Relevance of location-based Scope 2 emissions from this source

Emissions are relevant but not yet calculated

Relevance of market-based Scope 2 emissions from this source

Emissions are relevant but not yet calculated

Relevance of Scope 3 emissions from this source

Date of completion of acquisition or merger

Estimated percentage of total Scope 1+2 emissions this excluded source represents

5

Estimated percentage of total Scope 3 emissions this excluded source represents

Explain why this source is excluded

Due to technological constraints in collecting and reporting on data, as well as relative size of these businesses, we have chosen to report on operations related to our U.S. and Canadian Broadline segment, our SYGMA segment, two RDC locations, our Corporate office, our Specialty



companies, and the UK facilities of our Brakes operations, which represent approximately 95% of our US and Canada footprint. Collecting information for excluded operations may be evaluated in the future.

Explain how you estimated the percentage of emissions this excluded source represents

As part of Sysco’s science-based target work, we established a company-wide baseline for CY19 emissions. Our CY22 data includes our largest operating segments in the U.S., Canada, U.K. and France. These geographies represent approximately 95% of our company-wide footprint. We continue to work to expand data collection over time.

C6.5

(C6.5) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

63,736,000

Emissions calculation methodology

Average data method
Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Emissions for Purchased Goods and Services was calculated by a combination of two methods. First, the base year emissions were calculated from EEIO analysis based on spend data. After the EEIO analysis, emissions for the top 15 categories were re-calculated using secondary LCA data obtained from different databases to get more specific emission data.



Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

173,000

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Sysco calculates scope 3 capital goods emissions based on spend data. CAPEX information was provided for different categories which were estimated using Supply Chain GHG Emission Factor for US Commodities and Industries. CAPEX spend categories were mapped against the best applicable US EPA Summary Commodity factors.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1,942,000

Emissions calculation methodology

Average data method



Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Sysco calculates scope 3 fuel- and energy-related emissions resulting from transmission and distribution (T&D) losses. GHG emissions associated with T&D losses were calculated using the same data provided for calculation of electricity emissions.

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

6,219,000

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Upstream transportation and distribution emissions for the US Broadline and IFG businesses, leveraging weight and distance data, were calculated using US Environmental Protection Agency (EPA) Scope 3 Category 4 Upstream Transportation and Distribution Emission Factors. For the remaining business segments, an average emission dollar per pound net and gross cargo weight were used as a representative conversion factor. The average emissions per dollar spent for USBL was then used as a representative emission factor.

Waste generated in operations



Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

19,000

Emissions calculation methodology

Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Sysco's waste generated in operations emissions include solid waste emissions associated with landfilling (mixed Municipal Solid Waste, MSW), recycling (mixed recyclables), and composting (mixed organics). The GHG Protocol's scope 3 guidance was followed with use of emission factors adapted from the US EPA's Waste Reduction Model (WARM).

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

10,660

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain



Emissions for business travel have been calculated for CY22. Individual flight segment distances are used to apply distance-based Department for Environment, Food and Rural Affairs (Defra) emission factors per passenger-mile. Individual flights are categorized as short-haul (=300 miles, = 2,300 miles) segments, corresponding to Defra’s domestic air travel, short-haul air travel, and long-haul air travel emission factors, respectively. Emissions from passenger cars and hotel stays pulled were pre-calculated by their respective service providers.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

209,000

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. The Sysco’s emissions from commuting consist of public transport (commuter rail and transit rail; bus in previous inventories) and vehicle transport (passenger cars – gasoline; light-duty trucks – gasoline). Emissions are estimated from available employee headcount data and employee home-to-work distance data. from employee’s home zipcode to work address zipcode.

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

500



Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. This data includes emissions related to leased data centers.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

As a distribution company, Sysco does not have downstream distribution in our value chain

Processing of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2,243,000

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain



Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Sysco calculated the emissions from the processing of sold intermediate products by third parties subsequent to their sale to end consumers. Sysco defines intermediate products as those sold food products requiring further processing, transformation or inclusion in another product before use. Emissions were calculated using information on the quantities of purchased goods and academic literature on the contribution of food preparation to lifecycle emissions in the food service sector.

Use of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

59,000

Emissions calculation methodology

Methodology for direct use phase emissions, please specify

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. Sysco calculated the total expected lifetime emissions arising from the use of appliances sold over CY2019. These calculations considered the direct use-phase emissions from all sold appliances that consume electricity, natural gas and/or LPG. Emissions were calculated by combining information on the number of products sold with product category-specific energy specifications and assumptions regarding average usage.

End of life treatment of sold products

Evaluation status

Relevant, calculated



Emissions in reporting year (metric tons CO2e)

434,000

Emissions calculation methodology

Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco is reporting CY19 data as its representative of our current Scope 3 footprint and the assessment is not conducted annually. This baseline excludes CY21 acquisitions. End of life treatment of sold products was conducted using a similar approach to waste generated in operations. Additional steps included estimating the weight of food items that entered waste streams, as a percentage of total product procurement. and determining the weight of food waste that enters landfill and composting/codigestion.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Sysco does not have downstream leased assets

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

Sysco does not have franchisees.

Investments



Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

560

Emissions calculation methodology

Investment-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Sysco calculates scope 3 Investments emissions from Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2. These were calculated the same way with Scope 1 and 2 emissions data, but with an equity percent factor. For Pacific Star (Mexico) and Sysco Panama, these two (2) companies were a part of Sysco's joint venture with another company.

Other (upstream)

Evaluation status

Not relevant, explanation provided

Please explain

Sysco does not have any additional upstream emissions categories.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Please explain

Sysco does not have any additional upstream emissions categories.



C-AC6.8/C-FB6.8/C-PF6.8

(C-AC6.8/C-FB6.8/C-PF6.8) Is biogenic carbon pertaining to your direct operations relevant to your current CDP climate change disclosure?

No

C-AC6.9/C-FB6.9/C-PF6.9

(C-AC6.9/C-FB6.9/C-PF6.9) Do you collect or calculate greenhouse gas emissions for each commodity reported as significant to your business in C-AC0.7/FB0.7/PF0.7?

Agricultural commodities

Other, please specify

Fresh and frozen meat

Do you collect or calculate GHG emissions for this commodity?

Yes

Reporting emissions by

Emissions (metric tons CO2e)

Denominator: unit of production

Change from last reporting year



Please explain

As part of our Scope 3 footprint assessment, we calculated the carbon footprint of Sysco's top commodities using both EEIO and weight-based emission factors. Emissions by category are viewed to be proprietary.

Explain why you do not calculate GHG emission for this commodity and your plans to do so in the future

Agricultural commodities

Other, please specify

Canned and dry goods

Do you collect or calculate GHG emissions for this commodity?

Yes

Reporting emissions by

Emissions (metric tons CO2e)

Denominator: unit of production

Change from last reporting year

Please explain



As part of our Scope 3 footprint assessment, we calculated the carbon footprint of Sysco's top commodities using both EEIO and weight-based emission factors. Emissions by category are viewed to be proprietary.

Explain why you do not calculate GHG emission for this commodity and your plans to do so in the future

Agricultural commodities

Other, please specify

Frozen fruits, vegetables, bakery and other

Do you collect or calculate GHG emissions for this commodity?

Yes

Reporting emissions by

Emissions (metric tons CO2e)

Denominator: unit of production

Change from last reporting year

Please explain

As part of our Scope 3 footprint assessment, we calculated the carbon footprint of Sysco's top commodities using both EEIO and weight-based emission factors. Emissions by category are viewed to be proprietary.

Explain why you do not calculate GHG emission for this commodity and your plans to do so in the future

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO₂e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.0000193965

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO₂e)

1,292,040

Metric denominator

unit total revenue

Metric denominator: Unit total

66,612,000,000

Scope 2 figure used

Market-based

% change from previous year

5.4

Direction of change

Decreased

Reason(s) for change

Change in revenue



Please explain

For 2022, our tracked emissions decreased by 5.4%, in part due to increased revenue. The revenue denominator covers the US, Canada, UK, and France to align with the scope of our inventory. Revenue increased at a faster rate than emissions, resulting in an overall decrease to this intensity metric.

Intensity figure

19.28

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

129,040

Metric denominator

full time equivalent (FTE) employee

Metric denominator: Unit total

67,000

Scope 2 figure used

Market-based

% change from previous year

0.63

Direction of change

Increased

Reason(s) for change

Change in output

Please explain



For 2022, our tracked emissions increased by 0.63% due to business growth. The FTE denominator covers the US, Canada, and UK to align with the scope of our inventory.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	1,053,418	IPCC Sixth Assessment Report (AR6 - 100 year)
CH4	48	IPCC Sixth Assessment Report (AR6 - 100 year)
N2O	26	IPCC Sixth Assessment Report (AR6 - 100 year)
HFCs	11,127	IPCC Sixth Assessment Report (AR6 - 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
United States of America	931,846
Canada	70,785



United Kingdom of Great Britain and Northern Ireland	61,988
--	--------

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Broadline	761,494
Corporate	697
RDC	543
SYGMA	163,267
Specialty	76,631
Brakes	61,988

C-AC7.4/C-FB7.4/C-PF7.4

(C-AC7.4/C-FB7.4/C-PF7.4) Do you include emissions pertaining to your business activity(ies) in your direct operations as part of your global gross Scope 1 figure?

Yes

C-AC7.4b/C-FB7.4b/C-PF7.4b

(C-AC7.4b/C-FB7.4b/C-PF7.4b) Report the Scope 1 emissions pertaining to your business activity(ies) and explain any exclusions. If applicable, disaggregate your agricultural/forestry by GHG emissions category.



Activity

Processing/Manufacturing

Emissions (metric tons CO2e)

9,385

Methodology

Default emissions factor

Please explain

Emissions reported include Scope 1 emissions (excluding on-road diesel) at Sysco specialty meat and produce companies

Activity

Distribution

Emissions (metric tons CO2e)

1,055,235

Methodology

Default emissions factor

Please explain

Emissions reported include Scope 1 emissions at Broadline, SYGMA, RDC, Corporate, France, and Brakes facilities, as well as on-road diesel at Sysco specialty meat and produce companies.

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.



Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	230,915	207,059
Canada	10,509	10,509
United Kingdom of Great Britain and Northern Ireland	11,632	9,892

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division

C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Broadline	168,302	157,520
Corporate	4,429	0
RDC	5,892	5,820
SYGMA	23,003	21,124
Specialty	39,799	33,104
Brakes	11,632	9,852

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No



C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	932	Decreased	0.08	Sysco estimates that an increase in renewable energy consumption - from both onsite solar and purchases of RECs - have led to a decrease in total scope 1 and 2 emissions of 932 MTCO2e during the year. The percentage change due to an increase in renewable energy was therefore identified by the following formula, dividing the savings by 2021 total emissions: $(932/(1,207,040,)) * 100 = 0.08\%$ (a 0.08% decrease).
Other emissions reduction activities	1,105	Decreased	0.09	Sysco estimates that reduction initiatives have led to a decrease in total scope 1 and 2 emissions of 199 MTCO2e during the year, calculated using an assumed estimated savings of 50% of annual savings from initiatives implemented in CY2021 (8,337 MTCO2e saved from recommissioning projects as reported in 4.3b). The percentage change due to emissions reduction activities was therefore identified by the following formula, dividing the savings by 2021 total emissions: $-1105/(1207293) * 100 = -0.09\%$ (a 0.09% decrease)
Divestment				Not applicable

Acquisitions				Not applicable
Mergers				Not applicable
Change in output	122,376	Increased	10.14	Remaining emissions reductions are attributed to the changes increase in output and physical operating environment as the business grows following covid-related impacts, which is a total of 122,376 MTCO ₂ e. The percentage change due to change in output was therefore identified by the following formula, dividing the increase by 2021 total emissions: $(122376/(1207293))*100 = 10.14\%$ (a 10.14% increase)
Change in methodology	35,593	Decreased	2.95	Sysco was unable to collect calendar year data for our French business to our carbon footprint which is a total of 35,593 MTCO ₂ e in 2021. The percentage change due to change in output was therefore identified by the following formula, dividing the increase by 2021 total emissions: $(35593/(1207293))*100 = 2.95\%$ (a 2.95% decrease).
Change in boundary				Not applicable
Change in physical operating conditions				Not applicable
Unidentified				
Other				Not applicable

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based



C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	3,614,646	1,641,646



Consumption of purchased or acquired electricity		54,882	675,795	730,677
Consumption of self-generated non-fuel renewable energy		9,454		9,454
Total energy consumption		64,336	4,290,441	4,354,777

C8.2b

(C8.2b) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

HHV

Total fuel MWh consumed by the organization

0



MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

Comment

Other biomass

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

HHV

Total fuel MWh consumed by the organization

0



MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

Comment

Coal

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

Comment

Oil

Heating value

HHV

Total fuel MWh consumed by the organization

3,471,515



MWh fuel consumed for self-generation of electricity

6,868

MWh fuel consumed for self-generation of heat

3,464,647

Comment

Gas

Heating value

HHV

Total fuel MWh consumed by the organization

151,556

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

151,556

Comment

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

HHV

Total fuel MWh consumed by the organization

7,787



MWh fuel consumed for self-generation of electricity

7,776

MWh fuel consumed for self-generation of heat

11

Comment

Total fuel

Heating value

HHV

Total fuel MWh consumed by the organization

3,630,858

MWh fuel consumed for self-generation of electricity

14,644

MWh fuel consumed for self-generation of heat

3,616,214

Comment

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
--	------------------------------	---	---	--



Electricity	10,385	9,454	10,385	9,454
Heat	0	0	0	0
Steam	0	0	0	0
Cooling	0	0	0	0

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

548,882

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute



United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

Comment

This is the MWh consumed by Texas facilities that are a part of the Energy Transaction Contract with Reliant. This does not include on-site solar generation. On-site generation is reported in section 8.2d.

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

United States of America

Consumption of purchased electricity (MWh)

606,326

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0



Total non-fuel energy consumption (MWh) [Auto-calculated]

606,326

Country/area

Canada

Consumption of purchased electricity (MWh)

69,469

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

69,469

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.



Description

Metric value

Metric numerator

Metric denominator (intensity metric only)

% change from previous year

Direction of change

Please explain

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place



Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process


Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 2022-Sustainability-Report[1].pdf

Page/ section reference

1-2

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

94

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process


Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Sysco_Limited Assurance.pdf

Page/ section reference

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Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

95

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Sysco_Limited Assurance.pdf

Page/ section reference

1-2

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

96

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Business travel

Verification or assurance cycle in place

Annual process


Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Sysco_Limited Assurance.pdf

Page/section reference

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Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we do not verify any other climate-related information reported in our CDP disclosure



C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Yes

C11.1a

(C11.1a) Select the carbon pricing regulation(s) which impacts your operations.

- France carbon tax
- Ireland carbon tax
- Sweden carbon tax

C11.1c

(C11.1c) Complete the following table for each of the tax systems you are regulated by.

France carbon tax

Period start date

January 1, 2022

Period end date

December 31, 2022

% of total Scope 1 emissions covered by tax

0

Total cost of tax paid



Comment

With the French Carbon Tax system, Sysco France does not pay a separate tax from the government. The amount of the tax is paid indirectly, included in the price of diesel, non-road diesel, natural gas and fuel, and billed by our energy suppliers.

Ireland carbon tax

Period start date

January 1, 2022

Period end date

December 31, 2022

% of total Scope 1 emissions covered by tax

0

Total cost of tax paid

Comment

With the Ireland Carbon Tax system, Sysco Ireland does not pay a separate tax from the government. The amount of the tax is paid indirectly, included in the price of diesel, non-road diesel, natural gas and fuel, and billed by our energy suppliers.

Sweden carbon tax

Period start date

January 1, 2022

Period end date

December 31, 2022

% of total Scope 1 emissions covered by tax

0



Total cost of tax paid

0

Comment

Sysco's business in Sweden is excluded from the scope of CDP submission. However, we are subject to carbon taxes in this jurisdiction.

C11.1d

(C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Sysco's Chief Accounting Officer and VP, Tax leads all tax monitoring and compliance. Our domestic and international tax teams partner with operations to monitor carbon taxes and/or schemes that may impact Sysco. We utilize a monitoring service that sends updates on potential systems, work closely with several leading accounting firms to stay up to date, and collaborate with the Government Relations team to ensure full compliance with existing and future regulations. Once systems are identified, planning, execution, and ongoing compliance are coordinated through the team/jurisdiction where the tax applies. Local teams are a better source to ensure compliance. Subsequently, the Tax group is responsible for continued advice, monitoring, and audits as needed. Due to the global scope of Sysco, we do anticipate on being regulated in the next three years.

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years



C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect other climate related information at least annually from suppliers

% of suppliers by number

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

85

Rationale for the coverage of your engagement



Sysco's Scope 3 Engagement focuses primarily on our direct supplier base. These are the suppliers that manufacture food products, equipment and suppliers that Sysco sells to our customers. Purchased goods and services accounts for the vast majority of Sysco's Scope 3 emissions and is a key action area.

Impact of engagement, including measures of success

Sysco has added additional capabilities in our supplier data systems to track which suppliers have set climate targets. This information allows Sysco to measure progress against our science-based targets and to identify suppliers for further engagement.

We hosted a Supplier Summit in March 2023 to share Sysco's climate goals and expectations for suppliers. This event included a supplier panel to provide education about how similar companies are thinking about and progressing towards climate action.

Comment

Type of engagement

Innovation & collaboration (changing markets)

Details of engagement

Other, please specify

Implement sustainable grazing program

% of suppliers by number

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement



Sysco and Cargill, two of the world's largest food companies, have a partnership with the National Fish and Wildlife Foundation (NFWF) that helps ranchers in Texas, Oklahoma, New Mexico, Kansas and Colorado tackle the impacts of climate change and improve grasslands and wildlife habitat by creating one of the largest sustainable beef cattle grazing efforts in the nation.

NFWF manages a competitive grant program that will enable nonprofit conservation groups, ranching collaboratives/associations, and agencies at the state and local level to engage with ranchers at a scale not seen before in the region, a successful model utilized by NFWF in landscapes across the country.

Grants awarded by NFWF through the Southern Plains Grassland Program strengthen the resilience of ranching communities by scaling up the implementation of rancher-led sustainable grazing practices. Examples include rotational grazing, improvements to infrastructure, control of invasive vegetation, or a combination of interventions appropriate for the landowner, wildlife, soil type and climate. Such operational improvements enhance the ability of soil to sequester additional carbon from the atmosphere.

Impact of engagement, including measures of success

Through a public-private partnership, \$5 million in funding from Sysco and Cargill will accelerate the implementation of sustainable grazing practices over a five year period (currently in year two) across 1 million acres in the Southern Great Plains, an area responsible for approximately 30% of the beef produced in the United States.

We consider carbon sequestered to be a measure of success of the program. With the commitments from Sysco and Cargill today, the Southern Plains Grassland Program has the potential to sequester up to 360,000 metric tons of carbon per year, or the equivalent of removing 78,000 passenger vehicles from the road in one year.

Comment

This information (percent (%) of suppliers & spend) are proprietary.



Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Run an engagement campaign to educate suppliers about climate change

% of suppliers by number

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

Sysco engages our carrier, processor, and farmer partners as these supplier stakeholders represent the greatest opportunity for our company to have a positive impact on the most critical components of our business.

Impact of engagement, including measures of success

Impact of engagement: Sysco's Integrated Pest Management (IPM) program promotes the responsible use of agricultural inputs - fertilizers, pesticides, energy and water - by growers of Sysco Brand canned and frozen fruits, vegetables and potatoes. Managing these inputs has a direct cumulative effect on greenhouse gas reduction and climate change. Participating processors and farmers identify and protect environmentally sensitive areas, build soil health and preserve water quality by using cover crops, crop rotation and natural pest control methods.

In FY22 (crop year 2021), the impact of our IPM program is broad and global, involving 130 processing locations and nearly 22,000 growers of agricultural products worldwide. In the 2021 growing season, our suppliers reported avoiding nearly 10 million pounds of pesticides by utilizing IPM principles. Pesticides avoided since the inception of the program 15 years ago now total over 66 million pounds. Our suppliers often find it more cost-effective to apply the sustainable and IPM practices Sysco requires on acreage throughout their operation, even on acres for which they grow crops for other distributors/packers, elevating standards in the industry. This also results in suppliers reporting performance metrics to

us for their entire operation, including input and waste reduction, and water and energy conservation. Metrics for the most recent growing season have shown dramatic improvement from prior reported numbers as we engage new suppliers and as metrics reported to us on a voluntary basis increase, demonstrating program success based on the measures chosen. We also hold a triennial conference where our suppliers share best practices and innovative methods in applying sustainable and IPM practices to their operations. Finally, we engage with strategic suppliers in our Joint Business Planning program, providing a structured process of collaborating with these suppliers by aligning objectives, identifying efficiencies and encouraging innovation. % of suppliers & spend are proprietary.

Comment

This information (percent (%) of suppliers & spend) are proprietary.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

Sysco has a longstanding partnership with the World Wildlife Fund (WWF) to advance sustainable seafood. In FY2021, on the 10-year anniversary of our partnership with WWF, we decided to raise the bar. We expanded our responsible seafood sourcing program to include Sysco U.S. and Canada Broadline and U.S. Specialty company lines of business. We also announced a new set of commitments to guide the next phase of our work. They include improving sourcing, advancing traceability and protecting endangered species by 2025. These expanded commitments include engaging with suppliers of Sysco Portico Brand farmed shrimp products to ensure supply chains are traceable to the farm's geographic location and to address issues of deforestation or conversion of natural ecosystems (e.g., mangrove ecosystems and other natural wetlands).

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Setting a science-based emissions reduction target

Description of this climate related requirement

Sysco has set a Scope 3 goal to work with suppliers representing 67% of Scope 3 emissions* to set science-based targets by 2026, focused on purchased goods and services suppliers. We will achieve this goal by implementing a supplier engagement program that encourages setting emissions reduction targets that support the Paris Agreement.

Our engagement will focus first on suppliers with the largest emissions contribution and then will shift toward smaller suppliers. Since our supplier base is large and varied, each supplier requires a different level of engagement and support. In FY2021, we conducted an initial assessment of our supplier base and are proud to share that at least 80 Sysco suppliers, representing nearly 30% of our CY2019 Scope 3 emissions, have already committed to or set targets aligned to SBTi criteria. In FY2023, we hosted a supplier sustainability summit where we invited suppliers to learn about science-based targets and Sysco's commitments and asked them to join us on this journey. We look forward to bringing others along on the journey through our engagement program.

% suppliers by procurement spend that have to comply with this climate-related requirement

% suppliers by procurement spend in compliance with this climate-related requirement

Mechanisms for monitoring compliance with this climate-related requirement

Supplier self-assessment

Supplier scorecard or rating

Response to supplier non-compliance with this climate-related requirement

Retain and engage

C-AC12.2/C-FB12.2/C-PF12.2

(C-AC12.2/C-FB12.2/C-PF12.2) Do you encourage your suppliers to undertake any agricultural or forest management practices with climate change mitigation and/or adaptation benefits?

Yes

C-AC12.2a/C-FB12.2a/C-PF12.2a

(C-AC12.2a/C-FB12.2a/C-PF12.2a) Specify which agricultural or forest management practices with climate change mitigation and/or adaptation benefits you encourage your suppliers to undertake and describe your role in the implementation of each practice.

Management practice reference number

MP1

Management practice

Integrated pest management

Description of management practice

Sysco's Integrated Pest Management (IPM) program promotes the responsible use of agricultural inputs - fertilizers, pesticides, energy and water - by growers of Sysco Brand canned and frozen fruits, vegetables and potatoes. Managing these inputs has a direct cumulative effect on greenhouse gas reduction and climate change. Participating processors and farmers work to identify and protect environmentally sensitive areas, build soil health and preserve water quality by using cover crops, crop rotation and natural pest control methods.

In FY22(crop year 2021), the impact of our IPM program is broad and global, involving 130 processing locations and nearly 22,000 growers of agricultural products worldwide. In the 2021 growing season, our suppliers reported avoiding nearly 10 million pounds of pesticides by utilizing IPM principles. Pesticides avoided since the inception of the program 15 years ago now total over 66 million pounds. Our suppliers often find it cost-effective to apply the sustainable and IPM practices Sysco requires on acreage throughout their operation, elevating the standards and



practices in the industry. This also results in suppliers reporting performance metrics to us for their entire operation, including input and waste reduction, and water and energy conservation. These have improved dramatically since inception of the program, as we engage new suppliers and as metrics reported to us on a voluntary basis increase - a key indicator of program success.

Your role in the implementation

Knowledge sharing

Explanation of how you encourage implementation

As participants in our IPM program, suppliers are asked to:

- track their pesticide and fertilizer use, with the goal of limiting the quantity applied or using lower toxicity level products when possible.
- report how much vegetative waste they reuse via returning it to fields, composting, feeding cattle or other methods
- report material recycling rates for glass, metal, paper, plastics, and oils
- measure all water used in irrigating and processing fruit and vegetables. (optional)
- report fuel conservation from in-field and processing operations. (optional)
- report reductions in energy usage and methods for achieving efficiency. (optional)
- Related success stories. (optional)

We also hold a triennial conference where our suppliers share best practices and innovative methods in applying sustainable and IPM practices to their operations.

Climate change related benefit

Emissions reductions (mitigation)

Reduced demand for fertilizers (adaptation)

Reduced demand for pesticides (adaptation)

Comment

Management practice reference number

MP2

Management practice

Enhanced forest regeneration practices

Description of management practice

We are working with suppliers to increase the use of responsibly sourced palm oil, because of its enhanced risk profile, including the threat of deforestation and negative social impacts. In support of our objective to promote the sustainable supply of palm oil, we set the goal of using only RSPO-certified (Mass Balance) palm and palm kernel oil in Sysco Brand products effective December 31, 2018. We undertook a number of actions to advance against that objective.

The first was identifying all Sysco Brand products that contain palm oil. This was a detailed and lengthy process, since palm oil functions as a product ingredient rather than a commodity or standalone product. Sysco also surveyed suppliers to identify which type of palm oil they were currently using. We focused our initial efforts on the largest suppliers that represent a substantial majority of the case volume of relevant products.

For calendar year 2019, we prioritized work with our largest suppliers that have the highest case volume in relation to palm and palm kernel oil. As a result of our supplier engagement, we can now report that 90 percent of our current case volume is compliant with our Palm Oil Policy. Although we were unable to reach our 100 percent compliance objective by our target of calendar year-end 2018, we have made significant progress.

For calendar year 2020, we expanded our outreach to all suppliers that manufacture Sysco brand products that may contain palm oil. This is the second year Sysco requested this level of detail from palm oil suppliers, and 95% requested suppliers responded

Your role in the implementation

Procurement

Explanation of how you encourage implementation



In an effort to reach our 100 percent supplier compliance objective, we have taken additional actions, including incorporating our palm oil requirements into all new Sysco Brand supplier agreements and product specifications.

Climate change related benefit

Increasing resilience to climate change (adaptation)

Comment

C-AC12.2b/C-FB12.2b/C-PF12.2b

(C-AC12.2b/C-FB12.2b/C-PF12.2b) Do you collect information from your suppliers about the outcomes of any implemented agricultural/forest management practices you have encouraged?

Yes

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, we engage directly with policy makers

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

No, but we plan to have one in the next two years



Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

At Sysco, the Chief Administrative Officer is responsible for Sustainability, Government Relations, Investor Relations and Communications. Ensuring that the company's direct and indirect activities that influence policy are consistent with overall climate change strategy is fostered through the company's existing organizational structure as well as routine and ongoing meetings among the leadership of the Corporate Affairs group, including Sustainability, Government Relations, Investor Relations, and Communications.

C12.3a

(C12.3a) On what policy, law, or regulation that may impact the climate has your organization been engaging directly with policy makers in the reporting year?

Specify the policy, law, or regulation on which your organization is engaging with policy makers

Sysco engagements with policy makers on zero emission vehicle ("ZEV") incentive programs and ZEV infrastructure programs

Category of policy, law, or regulation that may impact the climate

Carbon pricing, taxes, and subsidies

Focus area of policy, law, or regulation that may impact the climate

Subsidies for renewable energy projects

Policy, law, or regulation geographic coverage

Global

Country/area/region the policy, law, or regulation applies to

Your organization's position on the policy, law, or regulation

Support with minor exceptions

Description of engagement with policy makers

Sysco regularly interacts with policymakers to inform the creation of ZEV incentive programs

Details of exceptions (if applicable) and your organization’s proposed alternative approach to the policy, law or regulation

Across the US, state vehicle incentive programs using Volkswagen (“VW”) dollars must require program participants to replace a 2009 Model Year (“MY”) or older vehicle with a newer compliant vehicle in order to receive VW public incentive dollars. As Sysco has few Class 8 trucks in its fleet that are 2009 MY or older, we have attempted to solve this challenge by creating an exception in multiple US jurisdictions that allows companies to “trade-in” their 2010 MY or newer vehicle to a third party operator who has a 2009 MY vehicle or older (which must be scrapped), and then the participating company can apply for the VW incentive to purchase a compliant vehicle. It’s an exception that improves the overall program by taking older vehicles off the road.

Have you evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Business Roundtable

Is your organization’s position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position



Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

The Business Roundtable does not promote a specific position regarding climate change.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

300,000

Describe the aim of your organization's funding

Support industry priorities.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

No, we have not evaluated

Trade association

Other, please specify

International Foodservice Distribution Association

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

IFDA does not promote a specific position regarding climate change.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

225,000



Describe the aim of your organization's funding

Support industry priorities.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

No, we have not evaluated

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).


Publication

In voluntary sustainability report

Status

Underway – previous year attached

Attach the document

 2022-Sustainability-Report[1].pdf

Page/Section reference

Planet - Page 38

Content elements

Governance

Strategy

Risks & opportunities



Emissions figures
Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization’s role within each framework, initiative and/or commitment
Row 1	Other, please specify World Economic Forum Alliance for CEO Climate Leaders	Our CEO is a member of the WEF Alliance for CEO Climate Leaders. This group is a CEO-led community committed to raising bold climate ambition and accelerating the net zero transition by setting science-based targets, disclosing emissions and catalyzing decarbonization and partnerships across global value chains.

C13. Other land management impacts

C-AC13.2/C-FB13.2/C-PF13.2

(C-AC13.2/C-FB13.2/C-PF13.2) Do you know if any of the management practices mentioned in C-AC12.2a/C-FB12.2a/C-PF12.2a that were implemented by your suppliers have other impacts besides climate change mitigation/adaptation?

Yes

C-AC13.2a/C-FB13.2a/C-PF13.2a

(C-AC13.2a/C-FB13.2a/C-PF13.2a) Provide details of those management practices implemented by your suppliers that have other impacts besides climate change mitigation/adaptation.

Management practice reference number

MP1

Overall effect

Positive

Which of the following has been impacted?

Soil

Water

Other, please specify

Waste Management

Description of impacts

Participating processors and farmers work to identify and protect environmentally sensitive areas, build soil health and preserve water quality by using cover crops, crop rotation and natural pest control methods. In FY22 (crop year 2021), the impact of our IPM program is broad and global, involving 130 processing locations and nearly 22,000 growers of agricultural products worldwide with over 1 million acres under cultivation.

Suppliers reported conserve and process facility

water through the employment of good agricultural practices and upgrades. Our suppliers often find it cost-effective to apply the sustainable and IPM practices Sysco requires on acreage throughout their operation, elevating the standards and practices in the industry. This also results in suppliers reporting performance metrics to us for their entire operation, including input and waste reduction, and water and energy conservation.

Have any response to these impacts been implemented?

Yes

Description of the response(s)

In our Sustainable Agriculture Sourcing with Purpose brochure, a Sysco Brand Grower for canned jalapenos said they have implemented cover cropping to help with early spring temperatures and wind damage and have found great benefits to the soil because of it. Additionally, a Sysco Brand Supplier of avocados shared that they are closing the loop on avocado waste by taking avocado pits and skins to rural farmers for compost and mulch.



C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity
Row 1	Yes, both board-level oversight and executive management-level responsibility	<p>Biodiversity responsibility Board: Sysco’s Board recognizes biodiversity-related issues are important under the broad scope of sustainability. As sustainability is a priority for Sysco, director-level oversight of climate-related issues is ensured by assigning responsibility to the Sustainability Committee, allowing dedicated time and expertise to address these issues. The Sustainability Committee of Sysco’s Board of Directors (the “Committee”) provides review for, and acts in an advisory capacity to, the Board of Directors (the “Board”) and management of Sysco Corporation (the “Corporation” or “Sysco”) with respect to those policies and strategies of the Corporation that affect the Corporation’s long-term sustainability and its role as a socially and environmentally responsible organization. In addition, the Committee annually reviews, evaluates and provides input on Sysco’s strategy, direction and policies related to sustainability, CSR, and social and environmental issues.</p> <p>Executive management-level Responsibility: Sysco’s corporate social responsibility department is headed by the Senior Vice President (VP) - Corporate Affairs and Chief Administrative Officer (CAO), supported by the Senior Director of Sustainability. The Senior VP of Corporate Affairs and CAO reports to the President and CEO. The Senior VP of Corporate Affairs and CAO monitors climate-related issues by evaluating issues relating to People, Products and Planet. The Senior VP of Corporate Affairs and CAO leads the company’s strategy, policy development and external engagement relating to environmental and social issues, while the Senior Director of Sustainability reports to the Senior VP of Corporate Affairs</p>



		CAO and leads on day to day execution.
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C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have made public commitments and publicly endorsed initiatives related to biodiversity	Commitment to avoidance of negative impacts on threatened and protected species Commitment to no conversion of High Conservation Value areas	CITES

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

Yes

Value chain stage(s) covered

Upstream

Tools and methods to assess impacts and/or dependencies on biodiversity

Other, please specify

Sysco uses an endangered seafood guide that is developed using CITIES

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)



Sysco is committed to not sourcing endangered species. This guide is used to identify potential at-risk species as part of an annual assessment of Sysco's seafood purchases.

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Land/water management Species management Education & awareness Livelihood, economic & other incentives

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	



C15.7

(C15.7) Have you published information about your organization’s response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications	Content of biodiversity-related policies or commitments	Pages 31-35 📎 1

📎 12022-Sustainability-Report.pdf

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Senior Vice President of Corporate Affairs and Chief Administrative Officer	Other C-Suite Officer



Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms