

Statement of Use	Sysco Corporation has reported the information cited in this GRI content index for the period July 3, 2022 to July 2, 2023 with reference to the GRI Standards.	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard/Other Source	Disclosure	Location/Response
General Disclosures		
GRI 2: General Disclosures 2021		
The Organization and Its Reporting		
2-1	Organizational details	Sysco Corporation Houston, TX, USA
2-2	Entities included in the organization's sustainability reporting	2023 Annual Report , Overview, page 3
2-3	Reporting period, frequency and contact point	Reporting Frequency: Annually Reporting Period: July 3, 2022 to July 2, 2023 For questions or comments concerning this report, please contact the Sysco Sustainability Team at sustainability@sysco.com .
2-4	Restatements of information	There are no restatements of information for this reporting period.
2-5	External assurance	Sysco's financial data provided from the Company's Annual Report and Form 10-K are independently assured by Ernst & Young. Sysco secured assurance on certain environmental data including GHG Inventory and Environmental Performance Indicators from Lloyd's Register (LRQA). LRQA's Independent Assurance Statement is available here . Sysco also engaged Ernst & Young to perform review-level assurance over various FY2023 ESG metrics. More information is available here .
Activities and Workers		
2-6	Activities, value chain and other business relationships	2023 Annual Report , Business, pages 3–8
2-7	Employees	2023 Annual Report , Human Capital Resources, pages 5–6
2-8	Workers who are not employees	2023 Annual Report , Human Capital Resources, pages 5–6

GRI Standard/Other Source	Disclosure	Location/Response
Governance		
2-9	Governance structure and composition	2023 Proxy Statement , Corporate Governance, pages 11–18 Governance—Board of Directors, pages 54–55
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement , Board of Director Matters, pages 19–31
2-11	Chair of the highest governance body	2023 Proxy Statement , Director Independence, page 13
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement , Corporate Governance, pages 11–18 Governance—Board of Directors, pages 54–55
2-13	Delegation of responsibility for managing impacts	2023 Proxy Statement , Corporate Governance, pages 11–18 Governance—Board of Directors, pages 54–55
2-14	Role of the highest governance body in sustainability reporting	2023 Proxy Statement , Corporate Governance, pages 11–18 Governance—Board of Directors, pages 54–55
2-15	Conflicts of interest	2023 Proxy Statement , Corporate Governance, pages 11–18 Code of Conduct , page 37
2-16	Communication of critical concerns	Contact the Board
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement , Board Refreshment and Director Orientation and Education, page 19; Management Development and Succession, page 41; Executive Officers, pages 38–41
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement , Corporate Governance, pages 11–18
2-19	Remuneration policies	2023 Proxy Statement , Executive Compensation, pages 63–78
2-20	Process to determine remuneration	2023 Proxy Statement , Executive Compensation, pages 63–78
2-21	Annual total compensation ratio	2023 Proxy Statement , CEO Pay Ratio, page 72
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Introduction—Leadership Perspectives, pages 9–10
2-23	Policy commitments	Code of Conduct Modern Slavery Act Transparency Statement System Usage Policy Public Policy Engagement Global Data Privacy Notice Animal Welfare Policy for Suppliers Supplier Code of Conduct Leave of Absence & Disability Policies

GRI Standard/Other Source	Disclosure	Location/Response
2-24	Embedding policy commitments	People— Health and Wellness, pages 20–21 Products— Responsible Sourcing; Animal Welfare; Human Rights, pages 30–36 Governance—Enterprise Risk Management; Data Privacy and Cybersecurity; Government Relations, pages 57–59
2-25	Processes to remediate negative impacts	Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Sysco Ethics Line Code of Conduct
2-28	Membership associations	A complete list of membership associations can be found here .
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Appendix—Materiality and Stakeholder Engagement, page 63
2-30	Collective bargaining agreements	2023 Annual Report , Human Capital Resources, page 5
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Appendix—Materiality and Stakeholder Engagement, page 63
3-2	List of material topics	Appendix—Materiality and Stakeholder Engagement, page 63
GRI 200: Economic		
GRI 204: Procurement Practices		
3-3	Management of material topic	Products, pages 24–38 2023 Annual Report , Customers and Products, page 4; Sources of Supply, page 5
204-1	Proportion of spending on local suppliers	Products—Responsible Sourcing, pages 27–33
GRI 300: Environmental		
GRI 301: Materials		
3-3	Management of material topic	Products—Packaging, pages 37–38
301-1	Materials used by weight or volume	Products—Packaging, pages 37–38
301-2	Recycled input materials used	Products—Responsible Sourcing, page 32; Packaging, pages 37–38
301-3	Reclaimed products and their packaging materials	Products—Responsible Sourcing, page 32; Packaging, pages 37–38

GRI Standard/Other Source	Disclosure	Location/Response
GRI 302: Energy		
3-3	Management of material topic	Planet—Energy and Climate, pages 40–47 2023 CDP Climate Change , <Sysco will share a link> C8.1-8.2g
302-1	Energy consumption within the organization	2023 CDP Climate Change , <Sysco will share a link> C8.2a
302-2	Energy consumption outside of the organization	Planet—Energy and Climate, page 40
302-4	Reduction of energy consumption	2023 CDP Climate Change , <Sysco will share a link> C8.2a
302-5	Reductions in energy requirements of products and services	Planet—Energy and Climate, pages 40–47
GRI 304: Biodiversity		
3-3	Management of material topic	Planet—Sustainable Agriculture, pages 48–50
304-2	Significant impacts of activities, products, and services on biodiversity	Planet—Sustainable Agriculture, pages 48–50
GRI 305: Emissions		
3-3	Management of material topic	Planet—Energy and Climate, pages 40–47
305-1	Direct (Scope 1) GHG emissions	Planet—Energy and Climate, pages 40–47
305-2	Energy indirect (Scope 2) GHG emissions	Planet—Energy and Climate, pages 40–47
305-3	Other indirect (Scope 3) GHG emissions	Planet—Energy and Climate, pages 40–47
305-4	GHG emissions intensity	2023 CDP Climate Change , <Sysco will share a link> C6.10
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Planet—Energy and Climate, pages 40–47
GRI 306: Waste		
3-3	Management of material topic	Planet—Waste and Water-Smart Operations, pages 51–52
306-1	Waste generation and significant waste-related impacts	Planet—Waste and Water-Smart Operations, pages 51–52
306-2	Management of significant waste-related impacts	Planet—Waste and Water-Smart Operations, pages 51–52
306-3	Waste generated	Planet—Waste and Water-Smart Operations, pages 51–52
306-4	Waste diverted from disposal	Planet—Waste and Water-Smart Operations, pages 51–52
306-5	Waste directed to disposal	Planet—Waste and Water-Smart Operations, pages 51–52

GRI Standard/Other Source	Disclosure	Location/Response
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	Products—Responsible Sourcing, pages 27–33; Animal Welfare, pages 34–35
308-1	New suppliers that were screened using environmental criteria	Products—Responsible Sourcing, pages 27–33
308-2	Negative environmental impacts in the supply chain and actions taken	Products—Responsible Sourcing, pages 27–33; Animal Welfare, pages 34–35
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	People, pages 11–23
401-1	New employee hires and employee turnover	2023 Annual Report , Human Capital Management, page 5
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People—Health and Wellness, pages 20–21 Sysco Benefits
401-3	Parental leave	Leave of Absence and Disability
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	People—Learning, Training and Development, pages 18–19; Health and Wellness, pages 20–21 Code of Conduct , pages 12–13 Supplier Code of Conduct
403-1	Occupational health and safety management system	People—Health and Wellness, pages 20–21
403-2	Hazard identification, risk assessment, and incident investigation	People—Health and Wellness, pages 20–21
403-3	Occupational health services	People—Health and Wellness, pages 20–21
403-4	Worker participation, consultation, and communication on occupational health and safety	People—Health and Wellness, pages 20–21
403-5	Worker training on occupational health and safety	People—Learning, Training and Development, pages 18–19; Health and Wellness, pages 20–21
403-6	Promotion of worker health	People—Health and Wellness, pages 20–21
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People—Health and Wellness, pages 20–21
403-8	Workers covered by an occupational health and safety management system	People—Health and Wellness, pages 20–21
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	People—Diversity, Equity and Inclusion, page 22
405-1	Diversity of governance bodies and employees	People—Diversity, Equity and Inclusion, page 22 Governance—Board of Directors, pages 54–55 2023 Proxy Statement , Board of Directors Matters, pages 20–31

GRI Standard/Other Source	Disclosure	Location/Response
GRI 406: Non-discrimination		
3-3	Management of material topic	People—Diversity, Equity and Inclusion, page 22 Governance—Enterprise Risk Management, pages 56–57 Products—Human Rights, page 36
406-1	Incidents of discrimination and corrective actions taken	Governance—Enterprise Risk Management, pages 56–57
GRI 408: Child Labor		
3-3	Management of material topic	Governance—Enterprise Risk Management, pages 56–57 Products—Human Rights, page 36
408-1	Operations and suppliers at significant risk for incidents of child labor	Governance—Enterprise Risk Management, pages 56–57 Products—Human Rights, page 36
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topic	Governance—Enterprise Risk Management, pages 56–57 Products—Human Rights, page 36
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Products—Human Rights, page 36
GRI 413: Local Communities		
3-3	Management of material topic	People—Community Giving and Global Good, pages 12–15
413-1	Operations with local community engagement, impact assessments, and development programs	People—Community Giving and Global Good, pages 12–15
413-2	Operations with significant actual and potential negative impacts on local communities	People—Community Giving and Global Good, pages 12–15
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	Products—Responsible Sourcing, pages 27–33; Human Rights, page 36
414-1	New suppliers that were screened using social criteria	Products—Responsible Sourcing, pages 27–33; Human Rights, page 36
414-2	Negative social impacts in the supply chain and actions taken	Products—Responsible Sourcing, pages 27–33; Human Rights, page 36
GRI 416: Customer Health and Safety		
3-3	Management of material topic	Products—Responsible Sourcing, pages 27–33
416-1	Assessment of the health and safety impacts of product and service categories	Products—Responsible Sourcing, pages 27–33