

Sysco Corporate reports in line with the SASB Standards for the Food Retailers & Distributors industry.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2023 RESPONSE
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-FR-110a.1	Transportation is a major part of Sysco's daily operations. Thus, fleet electrification is at the core of Sysco's emission reduction strategy. In FY2023, Sysco unveiled its EV Hub plans that will be completed in FY 2024. With tractors as the largest contributors to GHG emissions in the fleet, the Company began deploying its electric tractors in FY2023 and plans to execute full deployment by FY2026. While trucks and tractors are a majority of fleet emissions, Sysco works with partners like ConMet, Carrier, and Fresh Point to pilot electric trailer and straight truck technologies. Investment into decarbonization technologies is key to achieving Sysco's goals. For further information, see Investing in Fleet Electrification section in our 2023 Sustainability Report, pages 42–44.
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO ₂ e	FB-FR-110b.1	1,300K mt CO ₂ e
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-FR-130a.1	(1) 4,354,777 MWh (2) 37.7% (3) 16.8%
Food Waste Management	Amount of food waste generated, percentage diverted from the waste stream	Quantitative	Metric tons (t), Percentage (%)	FB-FR-150a.1	Sysco aims to divert, convert, and resell food to minimize food waste and lessen the food systems emissions. In 2022, we diverted 67% of food waste. Our goal is to divert 90% of food waste from landfills by 2025. For further information on our strategies, see Waste- and Water-Smart Operations section in our 2023 Sustainability Report, pages 51–52.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	FB-FR-230a.1	Sysco does not disclose this metric.
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	FB-FR-230a.2	Refer to pages 14–15 of 2023 Annual Report .

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2023 RESPONSE
Food Safety	High-risk food safety violation rate	Quantitative	Rate	FB-FR-250a.1	Sysco participates in numerous inspections each year, conducted by various regulatory agencies ranging from the federal level to the local level. Sysco has deployed policies and procedures to ensure that we are in compliance with all applicable laws and regulations. Additionally, to ensure compliance, Sysco has implemented monitoring and verification procedures, including third-party Global Food Safety Initiative certified audits, to confirm our compliance with food safety and regulatory standards. In the event an issue is identified during any audit or inspection, Sysco has comprehensive corrective action and preventive measure procedures in place to ensure a proper response to any alleged noncompliance. For further information, see our 2023 Annual Report , page 82.
	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	Quantitative	Number, Percentage (%)	FB-FR-250a.2	Given Sysco's position in the food supply chain as a distributor, we are involved in many cascading recalls that are initiated by our suppliers. Sysco has processes in place to protect our company and our customers during recall events. Sysco pioneered the distribution industries' recall notification process, which has proven effective through the numerous audits conducted by the regulatory agencies with whom we engage. Sysco also has robust product recall procedures that are verified on a routine basis, should Sysco ever have to initiate our own recall.
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-FR-260a.1	Sysco's Cutting Edge Solutions (CES) platform provides our customers with products and solutions that help them stand out and grow their business as the industry evolves. The CES team works closely with our Voice of Consumer team to coordinate market research related to customers' views on sustainable products. Customers looking to serve increasingly health- and climate-conscious consumers benefit from our expanding range of "better-for-you" options and products created with sustainability in mind.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-FR-260a.2	Sysco customers are provided order guides with transparent nutrition breakdowns to display what customers are purchasing. Nutrition attributes, ingredient statement, diet types and additional claims are also included in order management systems and in Sysco's eNutrition system.
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	Reporting currency	FB-FR-270a.2	Sysco follows all required regulatory standards for foodservice packaging and labeling on its private label products. In addition, we have internal standards for packaging to include logo placement and colors, bilingual language, marketing claims and utilization of trademark of certification logos. All private label packages go through a review to ensure they adhere to external and internal standards. For further information, see our 2023 Annual Report , page 82.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs), (2) non-GMO	Quantitative	Reporting currency	FB-FR-270a.3	Sysco does not disclose this metric.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2023 RESPONSE
Labor Practices	(1) Average hourly wage, (2) percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	FB-FR-310a.1	(1) Sysco's hourly colleagues received an average hourly wage of \$24.15, refer to page 6 of our 2023 Annual Report . (2) 100% of associates in our U.S. distribution facilities received pay above state minimum wage thresholds, refer to page 6 of 2023 Annual Report .
	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	FB-FR-310a.2	20%, refer to page 5 of 2023 Annual Report .
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations, (2) employment discrimination	Quantitative	Reporting currency	FB-FR-310a.4	Monetary losses as a result of legal proceedings associated with labor law violations and employment discrimination are not centralized; therefore, Sysco does not maintain centralized records of these monetary losses. Sysco strives to maintain and comply with its affiliates. Sysco expects all colleagues to contribute to a positive and inclusive work environment where every individual is treated with dignity and respect.
Management of Environmental & Social Impact in the Supply Chain	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and Analysis	n/a	FB-FR-430a.3	By being strategic in our sourcing, we can help reduce deforestation and protect the natural ecosystems that enable people and wildlife to thrive. We leverage our close supplier relationships and partnerships to support and lead sustainable sourcing and animal welfare initiatives at the local, national and global scale. For further information on how we manage risks, see the Responsible Sourcing and Animal Welfare sections in our 2023 Sustainability Report, pages 27–35.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	FB-FR-430a.4	As part of our organization-wide focus on sustainability, we trained our attention on packaging in FY2023, embarking on a long-term project to set an overarching sustainable packaging target. We employed a holistic, research-based approach supported by an external expert. Through this process, our team identified short- and long-term opportunities for sustainable innovation across 11 categories with an annual plastic packaging volume of more than six million pounds. In our next steps, Sysco is committed to building on our efforts in FY2023 and creating a comprehensive roadmap to tackle packaging waste throughout our value chain.