Welcome to your CDP Water Security Questionnaire 2023

W0. Introduction

W0.1

(W0.1) Give a general description of 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 companies 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 UK, 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.

We recognize the importance of water stewardship and its relation to our business activities. Water is an essential resource in our operations, from the production and transportation of food products to our facilities and customer establishments. Given the nature of our business, Sysco does not use a significant amount of water in our direct operations. We are continuously working towards minimizing our water footprint throughout the value chain. We conduct annual water risk assessments to identify facilities operating in water stressed regions, quantify EBITA at risk, and measure withdrawals from water stressed regions.

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 forwardlooking 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.

W-FB0.1a/W-AC0.1a

(W-FB0.1a/W-AC0.1a) Which activities in the food, beverage, and tobacco and/or agricultural commodities sectors does your organization engage in?

Distribution

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2022	December 31, 2022

W0.3

(W0.3) Select the countries/areas in which you operate.

Canada
United States of America

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

Yes

W0.6a

(W0.6a) Please report the exclusions.

Exclusion	Please explain

Significant operations not evaluated include our international Broadline companies located in Ireland, the UK, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas; the majority of our specialty meat and produce facilities; 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); Brakes (a UK-based foodservice and distribution company); and all other calendar year 2021 acquisitions.	Due to costs required to collect and report on data, as well as relative size of these businesses, we have chosen not to report on significant operations related to our international Broadline companies located in Ireland, the UK, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas; the majority of our specialty meat and produce facilities; 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); Brakes (a UK-based foodservice and distribution company); and all other calendar year 2021 acquisitions. The data set includes data from 12 specialty facilities that participate in a water data collection program. All other specialty companies' site data is estimated. Collecting data for these operations may be evaluated in the future.

W0.7

(W0.7) 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

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Important	Important	Sysco's direct operations have been designed with water efficiency in mind, focusing on essential uses such as refrigeration systems, vehicle washing, and landscaping. Despite requiring access to sufficient volumes and good quality water for these purposes, the overall water use by Sysco's direct operations is not considered significant. In fact, the company anticipates that its water dependency will remain steady on an intensity basis, meaning it will strive to maintain efficient water use per facility, even as the number of facilities grows over time. While Sysco itself may not be a significant water user directly, the company acknowledges the importance of water availability for its suppliers (non-direct). These suppliers play a crucial role in producing Sysco's products and, as a result, require sufficient volumes of good quality freshwater, mainly in the form of rainwater and/or irrigation water. The availability of water to these suppliers is of indirect significance to Sysco's business. Sysco acknowledges that short-term weather conditions and long-term climate change could have an impact on water availability, potentially disrupting product availability within its supply chain or leading to increased costs of goods. This indirect risk emphasizes the importance of maintaining water resources for Sysco's suppliers, as any shortage of water for them could lead to challenges in fulfilling customer obligations or result in higher sales prices. To address the impacts of climate change, Sysco expects that its suppliers' water dependency will either remain steady or increase, as they prepare for the anticipated effects of rising temperatures and disrupted precipitation patterns. In conclusion, while Sysco's direct operations are not considered significant water users, the company recognizes the crucial role of water availability for its suppliers in ensuring a stable

			supply chain and avoiding potential disruptions and cost increases in the future.
Sufficient amounts of recycled, brackish and/or produced water available for use	Important	Important	Sysco's direct operations demonstrate a clear commitment to responsible water management, characterized by their low water intensity. While our operations are not water intensive, we recognize the paramount significance of utilizing recycled water to further reduce our freshwater withdrawals. By incorporating innovative water-saving practices, such as recycling water from vehicle washing stations, refrigeration units, and rainwater for landscaping at select offices, we have already identified and implemented several water-saving opportunities. Moreover, Sysco has taken decisive steps to install technology that captures and recycles condensation from cooling processes at three locations, further exemplifying our dedication to minimizing water consumption. These efforts have led to tangible results, with potential for even more locations to adopt similar water conservation practices in the future, fostering both environmental and cost-saving benefits. Furthermore, we extend our commitment to responsible water management beyond our direct operations to our suppliers (non-direct). We conduct an annual survey to gauge our suppliers' water management practices, encouraging them to opt-in and report their water conservation efforts, including reused/recycled water use under our Integrated Pest Management (IPM) program. These initiatives have yielded impressive results, with Sysco's growers reporting the conservation of over 450 million gallons of water during the 2021 growing season. As we continue to explore opportunities to enhance water conservation, Sysco emphasizes the importance of utilizing recycled water as a vital strategy to offset our freshwater withdrawals. By encouraging our suppliers to follow suit, we envision a future where recycled, brackish, and/or produced water play an increasingly integral role in promoting sustainable

			water practices throughout our operations and supply chain.

W-FB1.1a/W-AC1.1a

(W-FB1.1a/W-AC1.1a) Which water-intensive agricultural commodities that your organization produces and/or sources are the most significant to your business by revenue? Select up to five.

Agricultural commodities	% of revenue dependent on these agricultural commodities	Produced and/or sourced	Please explain
Other fish or animal commodity, please specify Fresh and frozen meats	10-20	Sourced	These three principal product categories represent the highest revenue categories for Sysco and likely the highest proportion of Sysco's water demand due to inputs in the 'raw material' life cycle stage.
Other crop commodity, please specify Canned and dry goods	10-20	Sourced	These three principal product categories represent the highest revenue categories for Sysco and likely the highest proportion of Sysco's water demand due to inputs in the 'raw material' life cycle stage.
Other crop commodity, please specify Frozen fruits, vegetables, bakery, and other	10-20	Sourced	These three principal product categories represent the highest revenue categories for Sysco and likely the highest proportion of Sysco's water demand due to inputs in the 'raw material' life cycle stage.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	100%	Monthly	Water withdrawal data are captured at the meter-level from utility bills or facility tracking/metering for facilities. For the remaining facilities, a withdrawal intensity metric of withdrawal per square foot is applied to create an estimate. This estimate is calculated from the 116 facilities and is unique to each business division (i.e. Broadline, Specialty Meat Group, Specialty Produce).	Total water withdrawals are captured at 100% of our 186 operating sites (not including exclusions reported under W0.6a).
Water withdrawals – volumes by source	100%	Monthly	For the 116 sites where water withdrawal information is actively collected, withdrawal source is determined through utility bills or communication with the site. For the remaining sites where withdrawal data is estimated, we assume the source is municipal water. Of our 186 operating sites, 2 rely exclusively on renewable groundwater and 4 use a combination of municipal water and groundwater. We record this level data to better understand our resource usage at a facility and company level.	Water withdrawals by source are measured at 100% of our 186 operating sites (not including exclusions reported under W0.6a).
Water withdrawals quality	100%	Other, please specify WWF-DEG Water Risk Filter	We analyzed 100% of our sites with WWF's Water Risk Filter, using the Surface Water Contamination Index to guide how we determine quality for all sites that depend on	Additionally, all water withdrawn from municipal sources is monitored by the municipality to ensure compliance with federal and local quality standards.

			municipal water. This index analyzes a suite of pollutants with well-documented direct or indirect negative effects on water resources. Aspects such as nitrogen/ phosphorous/ pesticide/ organic/ sediment/ mercury loading, soil salinization, potential acidification and thermal alteration inform the overall pollution indicator.	
Water discharges – total volumes	100%	Monthly	Total discharge is captured or estimated at 100% of our 186 operating sites. Data is captured from utility bills for 116 facilities. For the facilities, we use a localized method to estimate discharge where no site data exists. This method considers meter specific information to determine if an estimate is appropriate, but generally assumes water out equals *0.9 water in at the meter level. For the remaining facilities, an intensity metric of discharge/sq. foot is used to create an estimate.	Please note: per GRI guidance, “discharge of domestic sewage is not regarded as water discharge”; however, Sysco’s water discharge includes domestic sewage.
Water discharges – volumes by destination	100%	Monthly	Water discharges by destination are captured at 100% of our 186 operating sites. Of our 186 operating sites, 5 sites discharge exclusively to groundwater, and 3 sites discharge to both municipal/industrial treatment plants and groundwater. For the 116 facilities where discharge data is actively gathered, discharge destination is	

			determined by utility bill tracking or communication with the site. For the remaining facilities, it is assumed discharge is to municipal/industrial treatment plants.	
Water discharges – volumes by treatment method	76-99	Yearly	Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges.	This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Water discharge quality – by standard effluent parameters	Not monitored			Based on the 186 sites with actual or estimated water discharge data, 5% of total discharges are sent to groundwater while 95% of water discharges are sent to municipal/industrial treatment plants. "Water discharge quality - by standard effluent parameters" is applicable to organizations that discharge effluents or process water, so this water aspect is not applicable to the majority of our water discharges as they are sent to municipal/industrial treatment plants, and pretreatment prior to discharge to

				the municipality was not required. We do not currently track water discharge quality by standard effluent parameter (e.g., BOD or TSS) for the 8 sites that discharge to groundwater as part of our environmental data management system. Moving forward, we will evaluate opportunities to capture this level of data for the 8 sites that discharge to groundwater.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	76-99	Monthly	We analyzed 100% of our sites with WWF's Water Risk Filter, using the Surface Water Contamination Index to guide how we determine quality for all sites that depend on municipal water. This index analyzes a suite of pollutants with well-documented direct or indirect negative effects on water resources. Aspects such as nitrogen/ phosphorous/ pesticide/ organic/ sediment/ mercury loading, soil salinization, potential acidification and thermal alteration inform the overall pollution indicator.	
Water discharge quality – temperature	Not monitored			Based on the 186 sites with actual or estimated water discharge data, 5% of total discharges are sent to groundwater while 95% of water discharges are sent to municipal/industrial treatment plants. "Water discharge quality - temperature" is not applicable to the majority of our

				water discharges as they are sent to municipal/industrial treatment plants, and pretreatment prior to discharge to the municipality was not required. We do not currently track water discharge temperature for the 8 sites that discharge to groundwater as part of our environmental data management system. Moving forward, we will evaluate opportunities to capture this level of data.
Water consumption – total volume	100%	Yearly	We estimate consumption by calculating the difference between total (actual and estimated) water withdrawals and total (actual and estimated) water discharges (not including exclusions reported under W0.6a).	
Water recycled/reused	1-25	Monthly	In 2018 we piloted the use of an evaporator/condenser at our operating site in Houston to capture condensate from evaporators to reuse as makeup water. In 2019 we expanded this pilot to two additional sites. We track water reuse at these three sites and planned to expand condensate capturing to additional sites.	As of 2021, we have expanded condensate capturing to five U.S. locations.
The provision of fully-functioning, safely managed WASH	100%	Continuously	All of our U.S. and Canada Sysco-owned facilities provide and regularly review access to fully functioning WASH services for all workers in support of our Prerequisite & Food	

services to all workers			Safety Program - Good Manufacturing Practices (GMP) section.	

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals	2,939	About the same	Increase/decrease in business activity	Higher	Increase/decrease in business activity	Total withdrawals increased 5% from 2,796 ML in 2021 to 2,939 ML in 2022 due to an increase in business volume. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. We project that total withdrawals will remain about the same or increase slightly in future years as the business continues to expand through organic growth and mergers/ acquisitions
Total discharges	2,175	About the same	Increase/decrease in business activity	Higher	Increase/decrease in business activity	Total discharges increased 7% from 2,040 ML in 2021 to 2,175 ML in 2022 due to an increase in business volume. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as

						change greater than 10% but less than 75%, and “much higher” as a change greater than 75%.We project that total discharges will remain about the same or increase slightly in future years as the business continues to expand through organic growth and mergers/ acquisitions.
Total consumption	764	About the same	Increase/decrease in business activity	Higher	Increase/decrease in business activity	Total consumption increased 1% from 756 ML in 2021 to 764 ML in 2022 due to an increase in business volume. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. We project that total consumption will remain about the same or increase slightly in future years as the business continues to expand through organic growth and mergers/ acquisitions

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain

Row 1	Yes	26-50	About the same	Increase/decrease in business activity	About the same	Increase/decrease in business activity	WRI Aqueduct	Total water withdrawals from water stressed areas remained stable at 30% in both 2020 and 2021. For 2022, total water withdrawals from water stressed areas remained about the same at around 28%, but a slight decrease year over year. Sysco defines “Decreased” as a reduction greater than 10% from previous years and “Increased” as a gain greater than 10% from previous years. Using the WRI's Aqueduct tool, we were able to assess 186 Sysco operating sites, given their location, for water stress. We defined stressed as having a "baseline water stress" (as defined by the WRI) as "High" or "Extremely High" (=>3 in Aqueduct’s baseline water stress score tool). Given the granularity of the Aqueduct data to river basin, and given we used the Aqueduct method in our 2021 CDP submission, we determined this to be an appropriate tool to use. To crosscheck our calculations,

								we also ran a water risk assessment based on the WWF's Water Risk Filter (WRF) tool's baseline water stress indicator. In this tool we defined stressed as having "baseline water stress " (as defined by WWF) characterized as "High" or "Extremely High" (a risk =>4). The WRF tool produced a nearly identical result of 28% withdrawals from water stressed areas.

W-FB1.2e/W-AC1.2e

(W-FB1.2e/W-AC1.2e) For each commodity reported in question W-FB1.1a/W-AC1.1a, do you know the proportion that is produced/sourced from areas with water stress?

Agricultural commodities	The proportion of this commodity produced in areas with water stress is known	The proportion of this commodity sourced from areas with water stress is known	Please explain
Other commodities from W-FB1.1a/W-AC1.1a, please specify canned and dry goods	Not applicable	No, we do not have this data and have no plans to obtain it	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.

Other commodities from W-FB1.1a/W-AC1.1a, please specify Fresh and frozen meats	Not applicable	No, we do not have this data and have no plans to obtain it	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.
Other commodities from W-FB1.1a/W-AC1.1a, please specify Frozen fruits, vegetables, bakery and other	Not applicable	No, we do not have this data and have no plans to obtain it	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Not relevant				We do not have fresh surface water withdrawals.
Brackish surface water/Seawater	Not relevant				We do not have brackish surface water/seawater withdrawals

Groundwater – renewable	Relevant	79	Lower	Investment in water-smart technology/process	Renewable groundwater was used at 3 operating sites for which we collect meter-level data in 2022. Three sites relied exclusively on groundwater. We have assumed an additional 4 sites rely on groundwater resources. Our renewable groundwater withdrawals increased 51% from 61 ML in 2019 to 92 ML in 2020, and decreased 17% to 79 ML in 2022. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. . Office facilities were closed, and operating sites remained open depending on COVID19 protocols and measures in place. 17% of our 2021 figure is based on estimated data
Groundwater – non-renewable	Not relevant				We do not have non-renewable groundwater withdrawals
Produced/Entrained water	Not relevant				We do not use produced/processed water.
Third party sources	Relevant	2,860	About the same	Investment in water-smart technology/process	Of the 116 operating locations for which withdrawal data is captured at the meter level, municipal water was used at 112 sites in 2020. We have assumed an additional 2 locations withdraw from municipal resources.

					Our third-party water withdrawals remained about the same, increasing 8% from 2513 ML in 2019 to 2704 ML in 2021. For 2022, third-party sources also remained about the same, increasing 5% from 2704 ML to 2860 ML in 2022. Sysco considers any fluctuation equal or less than 10% from previous years as “about the same.” 50% of our 2021 figure is based on estimated data.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain
Fresh surface water	Not relevant				We do not discharge to fresh surface water.
Brackish surface water/seawater	Not relevant				We do not discharge to brackish surface water/sewater.
Groundwater	Relevant	77	Lower	Investment in water-smart technology/process	Of the 116 operating locations for which discharge is captured at the meter level, discharge to groundwater occurred at 7 of our operating locations in 2020-2022. 5

					sites discharged exclusively to groundwater. We have assumed 2 locations do not discharge to groundwater. Groundwater discharge decreased by 22%, from 94ML in 2021 to 77ML in 2022 94 ML.. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. Please note that according to the GRI, “discharge of collected rainwater and domestic sewage is not regarded as water discharge”; however, domestic sewage is included in Sysco’s water discharges.
Third-party destinations	Relevant	2,098	About the same	Investment in water-smart technology/process	Of 116 operating locations for which discharge is captured at the meter level, discharge to third party destinations occurred at 111. 109 locations discharged exclusively to third-party destinations. We have assumed an additional 2 locations discharge to third-party destinations. Our third-party discharge increased 7% from 1,946 ML in 2021 to 1946 ML in 2022. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. Discharges increased due to an increase in business volume and updated water discharge methodology. Please note that per GRI, “discharge of domestic sewage is not regarded as water discharge”; however, Sysco’s water discharge includes domestic sewage.

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Please explain
Tertiary treatment	Not relevant	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater
Secondary treatment	Relevant but volume unknown	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater
Primary treatment only	Relevant but volume unknown	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving

		forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater
Discharge to the natural environment without treatment	Relevant but volume unknown	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Discharge to a third party without treatment	Not relevant	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Other	Not relevant	

W1.2k

(W1.2k) Provide details of your organization's emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

	Emissions to water in the reporting year (metric tonnes)	Category(ies) of substances included	Please explain
Row 1			

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	63,677,000,000	2,939	21,666,212.9976182	We anticipate maintaining or improving efficiency over time as revenues increase and we continue to implement efficiency measures.

W-FB1.3/W-AC1.3

(W-FB1.3/W-AC1.3) Do you collect/calculate water intensity for each commodity reported in question W-FB1.1a/W-AC1.1a?

Agricultural commodities	Water intensity information for this produced commodity is collected/calculated	Water intensity information for this sourced commodity is collected/calculated	Please explain
Other commodities from W-FB1.1a/W-AC1.1a, please specify Cattle products	Not applicable	No, not currently and we have no plans to collect/calculate this data within the next two years	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.
Other commodities from W-FB1.1a/W-AC1.1a, please specify Poultry	Not applicable	No, not currently and we have no plans to collect/calculate this data within the next two years	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
Row 1	Yes

W1.4a

(W1.4a) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Regulatory classification of hazardous substances	% of revenue associated with products containing substances in this list	Please explain
Federal Water Pollution Control Act / Clean Water Act (United States Regulation)	Less than 10%	Sysco's portfolio of products includes chemicals classified as hazardous cleaning products and are managed in accordance with DOT (Department of Transportation) required standards/labeling. This information is collected at the item-level and represents a small portion of Sysco's overall product offering."

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement	Primary reason for no engagement	Please explain
Suppliers	Yes		
Other value chain partners (e.g., customers)	No	Important but not an immediate business priority	

W1.5a

(W1.5a) Do you assess your suppliers according to their impact on water security?

Row 1

Assessment of supplier impact

No, we do not assess the impact of our suppliers and have no plans to do so within the next two years

Please explain

Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water security for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.

W1.5b

(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization's purchasing process?

	Suppliers have to meet specific water-related requirements
Row 1	Yes, water-related requirements are included in our supplier contracts

W1.5c

(W1.5c) Provide details of the water-related requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Water-related requirement

Engaging with their suppliers on water security actions

Mechanisms for monitoring compliance with this water-related requirement

Certification
On-site third-party audit
Supplier self-assessment

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

Retain and engage

Comment

Sysco's IPM program, launched in 2004, promotes responsible use of agricultural inputs, such as fertilizers, pesticides, energy and water, by growers of Sysco Brand canned and frozen fruit and vegetables and potatoes. 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. Participation in our IPM program is required for all suppliers of Sysco Brand products, involving 130 processing locations and more than 21,000 growers. To collect data to track the success of our IPM program, we partner with Azul, which provides an online platform to conduct annual surveys and supplier audits. Since participating suppliers typically apply sustainable and IPM practices across their total acreage, we are able to collect performance metrics for their entire operation, including input and waste reduction, and water and energy conservation.

W1.5d

(W1.5d) Provide details of any other water-related supplier engagement activity.

Type of engagement

No other supplier engagements

Details of engagement

% of suppliers by number

Rationale for your engagement

Impact of the engagement and measures of success

Comment

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

Yes

W2.1a

(W2.1a) Describe the water-related detrimental impacts experienced by your organization, your response, and the total financial impact.

Country/Area & River basin

United States of America

Other, please specify

Multiple river basin across US Gulf Coast, East Coast, and the Caribbean

Type of impact driver & Primary impact driver

Acute physical
Cyclone, hurricane, typhoon

Primary impact

Disruption to sales

Description of impact

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 Nichole, which included ongoing communications, adjusted operating schedules, and ad-hoc business transfers across its geographically dispersed facility network to continue its business..

Primary response

Amend the Business Continuity Plan

Total financial impact

6,400,000

Description of response

In 2022 Management activated the Company's response and recovery strategies due to the climate related events of winter storm Elliott, hurricane Ian and Fiona, and tropical storm Nichole, which included ongoing communications, adjusted operating schedules, and ad-hoc business transfers across its geographically dispersed facility network to continue its business. 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.

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Fines, enforcement orders, and/or other penalties	Comment

Row 1	Yes	Enforcement orders or other penalties but none that are considered as significant	

W3. Procedures

W3.1

(W3.1) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified
Row 1	Yes, we identify and classify our potential water pollutants	In the US, Sysco identifies and classifies potential water pollutants associated with our food sector activities as required by the U.S. Environmental Protection Agency (EPA) per the Clean Water Act (CWA). CWA is the primary Federal law that seeks to protect our nation's waters, improving the quality of the nation's water, as well as, protect human health. As such, Sysco's Policy sets forth guidelines for all U.S. Operating Companies and U.S. Specialties that ensures governance, as well as, prevents detrimental impact on water ecosystems and human health.

W3.1a

(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Water pollutant category

Other, please specify

Chemicals formed during processing, storage and distribution (e.g., acrylamide, aflatoxins)

Description of water pollutant and potential impacts

Chemicals formed during processing, storage, and distribution can pollute water sources through wastewater discharge, leading to adverse impacts on the environment and human health. Any Sysco facility that discharges wastewater directly to the surface water must obtain a wastewater discharge permit if such is required in the country for operation. For example, U.S. facilities shall obtain a NPDES permit from the U.S. EPA or an authorized state agency. Fortunately, due to the functionality of Operating Companies and U.S. Specialties, Sysco does not discharge water pollutants that have an impact on the environment or human health.

Value chain stage

Direct operations

Actions and procedures to minimize adverse impacts

Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

In the US, Sysco operating companies and subsidiaries have regulatory applicability to the Clean Water Act. Sysco's U.S. Environmental Policy provides specific guidance and standard operating procedures for all operating companies and subsidiaries to ensure we protect the environment and comply with all environmental laws and regulations set forward by the EPA. As such, Sysco requires all U.S. operating companies and subsidiaries to assess the potential for source pollutants and to minimize the discharge of such pollutants and appropriately implement stormwater control measures in accordance with local, state, and Federal regulations. We evaluate success based on our facilities remaining in compliance with these regulations. Sysco sites have permits to discharge directly into a municipal sewer system or collect for removal by a third party.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

Annually

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market

Enterprise risk management

Tools and methods used

WRI Aqueduct

WWF Water Risk Filter

Other, please specify

Internal methods; External consultants

Contextual issues considered

Water availability at a basin/catchment level

Water quality at a basin/catchment level

Stakeholder conflicts concerning water resources at a basin/catchment level

Implications of water on your key commodities/raw materials

Water regulatory frameworks
Status of ecosystems and habitats
Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers
Employees
Investors
Local communities
NGOs
Regulators
Suppliers
Water utilities at a local level
Other water users at the basin/catchment level

Comment

Sysco reassesses and reprioritizes risks on an ongoing basis at the business and executive levels. We conduct an annual water-related risk assessment to identify operating locations potentially exposed to risks. WRI's Aqueduct Water Risk Atlas is cross-referenced against our operating locations, water withdrawals, and sales to determine and prioritize management actions. We also reference WWF Water Risk Filter.

W3.3b

(W3.3b) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	We have implemented the use of various water risk assessment tools that serve tailored purposes. Sysco Corporation ("Sysco" or "Company")	Water availability at a basin/catchment level is included because water availability is critical to Sysco's operations and its suppliers	Customers are considered in water risk process because water stress could impact our ability to fulfil our obligations to them. Associates help	Identification of these risks and opportunities allow us to conduct targeted water improvement projects on sites and reduce our

	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). Management is responsible for mitigating and managing enterprise risks and reporting those risks directly to the Company's Executive Leadership Team, the Audit Committee, and the Board of Directors ("Board") regularly. 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. Sysco uses a risk rating criteria matrix to aid in assessing relative significance of risks. This assessment involves rating impact (measured by financial EBITDA impact; reputational impact; business interruption impact;	and any potential impacts to water availability could disrupt or reduce product availability within our supply chain and increase our cost of goods. Access to good water quality is required to operate our refrigeration systems, wash vehicles, and landscape. Stakeholder conflicts concerning water resources at a basin/catchment level are relevant to Sysco in that they have the potential to impact Sysco's business continuity, license to operate, and brand value. Implications of water on our key commodities and raw materials considered. For example, we monitor drought conditions in California to monitor product availability. Water regulatory frameworks are relevant because we comply with local regulations and tariffs and ensure that we align with any changes to frameworks. Status of ecosystems and habitats are considered because it's essential to Sysco's water stewardship program to incorporate impacts on their status into our water risk assessments. We include WASH services at all our US and Canada	bring our company's strategic priorities to life and enable our growth agenda. Investors request disclosure of Sysco's direct and indirect impact of water resources on our business. Communities are included because Sysco is committed to the protection of the environment in communities in which we live and operate. NGO partnerships are critical to further our understanding of global trends impacting our business, customers, and communities around the world, risks around water usage and our supply chains, and help to advance food safety and information transparency. Regulators are relevant because it is critical to our business that all global operations comply with all water-related regulatory frameworks set by the regulating agencies. Sysco relies on its supply chain to provide adequate supplies of food service and related products. Local water utilities support Sysco's water stewardship efforts. Other water users are considered because Sysco engages	water risks, as well as water footprint across our value chain. After a risk is identified as having the potential to be an enterprise risk, Sysco consults outside support for specialist insight and involves the operational risk and compliance committee for further evaluation. Risks are then transferred into the management phase to identify an Executive Risk Sponsor, Business Risk Owners, and Subject Matter Experts as appropriate whereby three different levels of people who have responsibility for managing the risk. Once owners are assigned, a risk management plan is put into place along with a cadence for reporting to senior management and the Audit Committee, and Sysco's Board of Directors

	regulatory, health, safety and environment impact, likely frequency of risks, and risk management effectiveness. Sysco reassesses and reprioritizes risks on an ongoing basis at the business and executive levels. We also conduct an annual water- related risk assessment to identify operating locations potentially exposed to risks. WRI's Aqueduct Water Risk Atlas and the WWF- DEG Water Risk Filter and are used.	operating locations to ensure the health and safety of all our employees.	a diverse set of stakeholders to assess the risks associated with sustainability specific issues.	

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Substantive change in our direct operations is measured primarily by financial impact. 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 based on EBITDA and a "highly likely/imminent" or "frequently" likelihood as defined in Sysco's proprietary Risk Rating Criteria.

With respect to water, substantive change is based upon a high-level assessment of water risks at our operating locations that could result in a "High" or "Very High" financial impact based on EBITDA. Estimated CY2022 EBITDA at risk is used to determine the appropriate Very Low, Low, Medium, High, and Very High financial impact category.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Sysco's direct operations use water mainly for refrigeration systems, washing vehicles, and landscaping. They do not require significant water use. We evaluated water-related risk for 186 Sysco sites based on four primary criteria: Aqueduct baseline water stress greater than or equal to 3; a default overall water risk factor greater than or equal to 3 provided by the WRI Aqueduct Tool or a final basin risk greater than 3 for the WWF Water Risk Filter; a site to total water withdrawal intensity ratio greater than 0.23 percent, and a median water withdrawal (ML) per million cases intensity ratio greater than 1.35. For this year's analysis, more sites were included in the assessment and an overall increase in water withdrawal was observed, ultimately impacting the median water withdrawal per million cases intensity ratio. Sites with high or extremely high Aqueduct baseline water stress was selected as the preliminary filter to identify sites operating in river basins subject to current water stress. Sites with high or extremely high basin water risk, as identified by either WRI Aqueduct or the WWF Water Risk Filter, were then considered to identify those sites operating in river basins subject to current and/or future water risk (inclusive of physical quantity, physical quality, regulatory and reputational risks). Site water withdrawal intensity of greater than 0.23 percent results in coverage of 95 percent of our water withdrawals, eliminating non-material sites. Similarly, we calculated site-level water withdrawal to case volume intensity and made the company-wide 1.35, the threshold for sites to include in our analysis. Our analysis indicates that we do have facilities operating in regions with water risk, but only 12 facilities (representing

		10.6% of total water withdrawals and 9.2% of net sales) and corresponding river basins face significant risk and may be impacted by Sysco's water withdrawal. We estimated CY2022 EBITDA at risk based on the FY2022 EBITDA / FY2022 sales ratio. Plugging the estimated CY2022 EBITDA at risk into Sysco's proprietary Risk Rating Criteria resulted in a medium financial impact. As the estimated EBITDA at risk was below $250MM, Sysco's threshold for a "High" or "Very High" financial impact (EBITDA), we believe that our risk would not result in a substantive change to our business, operations, revenues or expenditures.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Not yet evaluated	Sysco does not currently have data needed to evaluate supplier water-related risk in terms of our definition of substantive change (W3.2), but we may evaluate supplier risks in the future as our sustainability strategy matures. However, we recognize that water plays a fundamental role in the food industry, and have identified the following potential value chain risks: •Physical: Most significant water use is embedded in crop or livestock production incurred by our suppliers. Changes in precipitation patterns, severe drought & flooding due to climate change may decrease crop yield & quality. Increased temperature & dry weather due to climate change may raise water requirements for crop & livestock. •Regulatory: Water scarcity & increased demand & competition for freshwater resources can change the pricing structure. More stringent requirements for wastewater quality may be imposed on food/meat processing facilities. •Reputational: Agricultural runoff & wastewater from food/meat processing facilities may have negative impacts on local water sources & ecosystems, potentially damaging brand image & reputation. Meat has a very large water & carbon footprint, with a potential reputational risk & impact on demand for meat products. Higher water temperature due to climate change may increase water borne pathogens, & fruit/food supply may face more risk of contamination, & subsequent reputational and financial damage.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Products and services

Primary water-related opportunity

Increased sales of existing products/services

Company-specific description & strategy to realize opportunity

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 responsible and sustainable operations, including practicing good water stewardship. We believe we have an opportunity to further enhance customer loyalty and potentially gain new customers by increasing our offerings of local and sustainable products, including products grown, sourced and delivered in a manner that conserves water and enhances water quality.

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial 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

Financial implications depend upon the volume of increased 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 FY2023.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

No

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual or committee	Responsibilities for water-related issues
Director on board	The Chair of Sustainability Committee is responsible for upholding the Committee's duties which include water-related issues pertaining to (but not limited to) reviewing and assessing water-related risk, policy, projects and proposals.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Reviewing and guiding business plans Reviewing and guiding corporate responsibility strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies	The Corporate Social Responsibility 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 responsibility, and social and environmental issues. The Committee meets at least three times a year. Water-related risks are integrated into the agenda within the framework of the sustainability issues and risk assessment tools systematically reviewed and revised throughout the year.

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues	Primary reason for no board-level competence on water-related issues	Explain why your organization does not have at least one board member with competence on water-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	Through experience, we have several board members who have gained knowledge about water-related issues. Our proxy statement identifies directors with “Sustainability/ESG” qualifications. We do not currently have plans to define competence on water issues specifically. However, we are exploring opportunities to do so in the future.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify

Senior VP (SVP) of Corporate Affairs & Chief Communication Officer (CCO)

Water-related responsibilities of this position

Assessing water-related risks and opportunities

Managing water-related risks and opportunities

Managing public policy engagement that may impact water security

Managing value chain engagement on water-related issues

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

Senior VP (SVP) of Corporate Affairs & Chief Administrative Officer (CAO): i. Sysco's Sustainability Department is led by the SVP of Corporate Affairs & CAO, supported by the Sr Dr of Sustainability. ii. We recognize the value of a strong sustainability strategy that maintains achievements and identifies new opportunities that are most relevant to Sysco. The SVP of Corporate Affairs & CAO is responsible for leading the Company's approach to topics relating to People, Products and Planet, whereby water-related issues are integrated. The SVP of Corporate Affairs & CAO leads strategy, policy development and external engagement related to environmental and social issues. The Sr Director of Sustainability reports to the SVP of Corporate Affairs & CAO and leads day to day execution. The SVP of Corporate Affairs & CAO is supported in assessing and managing water-related issues focused on three key areas.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

No

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	No, water-related issues were reviewed but not considered as strategically relevant/significant	5-10	Through the process of completing our materiality assessment, we determined that water is not a leading priority in relation to other sustainability issues. Our three-pillar corporate sustainability strategy will offer us the greatest opportunities to improve sustainability within our Company in high priority areas: o People: Sysco will care for people by giving back, doing good and changing lives in our communities; creating a diverse and inclusive work environment; and empowering associates, customers and the next generation to make healthy choices about lifestyles and diet. o Products: Sysco will supply products responsibly by improving animal welfare in the foodservice industry; minimizing negative environmental, social or ethical impacts when sourcing products; and ensuring that human rights are respected in the company's operations, as well as the global supply chain. o Planet: Sysco will protect the planet by advancing sustainable agriculture practices, reducing the company's carbon footprint and diverting waste from landfills, in order to protect and preserve the environment for future generations. Given that our direct water use is relatively low, we believe water-related issues may be integrated specifically into our responsible sourcing and sustainable agriculture commitment.
Strategy for achieving long-term objectives	No, water-related issues were reviewed but not considered as strategically relevant/significant	5-10	Through the process of completing our materiality assessment, we determined that water is not a leading priority in relation to other sustainability issues. Our three-pillar corporate sustainability strategy will offer us the greatest opportunities to improve sustainability within our Company in high priority areas: o People: Sysco will care for

			people by giving back, doing good and changing lives in our communities; creating a diverse and inclusive work environment; and empowering associates, customers and the next generation to make healthy choices about lifestyles and diet. o Products: Sysco will supply products responsibly by improving animal welfare in the foodservice industry; minimizing negative environmental, social or ethical impacts when sourcing products; and ensuring that human rights are respected in the company's operations, as well as the global supply chain. o Planet: Sysco will protect the planet by advancing sustainable agriculture practices, reducing the company's carbon footprint and diverting waste from landfills, in order to protect and preserve the environment for future generations. Given that our direct water use is relatively low, we believe water-related issues may be integrated specifically into our responsible sourcing and sustainable agriculture commitment.
Financial planning	No, water-related issues were reviewed but not considered as strategically relevant/significant	5-10	Through the process of completing our materiality assessment, we determined that water is not a leading priority in relation to other sustainability issues. Our three-pillar corporate sustainability strategy will offer us the greatest opportunities to improve sustainability within our Company in high priority areas: o People: Sysco will care for people by giving back, doing good and changing lives in our communities; creating a diverse and inclusive work environment; and empowering associates, customers and the next generation to make healthy choices about lifestyles and diet. o Products: Sysco will supply products responsibly by improving animal welfare in the foodservice industry; minimizing negative environmental, social or ethical impacts when sourcing products; and ensuring that human rights are respected in the company's operations, as well as the global supply chain. o Planet: Sysco will protect the planet by advancing sustainable agriculture practices, reducing the company's carbon footprint and diverting waste from landfills, in order to protect and preserve the environment for future generations. Given that our direct water use is relatively low, we believe water-related issues may be integrated specifically into our responsible sourcing and sustainable agriculture commitment.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

0

Anticipated forward trend for CAPEX (+/- % change)

0

Water-related OPEX (+/- % change)

0

Anticipated forward trend for OPEX (+/- % change)

0

Please explain

Water-related CAPEX and OPEX expenditures are not currently tracked in detail. However, a high-level analysis indicates that water-related expenditures remained relatively stable in 2022 compared to 2021.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	No, and we do not plan to do so within the next two years	

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

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

Please explain

Sysco's direct operations use water mainly for refrigeration systems, washing vehicles, and landscaping. Access to sufficient volumes and good quality water is required; however, our direct operations do not require significant water use.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
Row 1	No, and we do not plan to address this within the next two years	Important but not an immediate business priority	

W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

Yes

W8.1a

(W8.1a) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	No, and we do not plan to within the next two years	
Water withdrawals	No, and we do not plan to within the next two years	Sysco's direct operations use water mainly for refrigeration systems, washing vehicles, and landscaping. Access to sufficient volumes and good quality water is required; however, our direct operations do not require significant water use.
Water, Sanitation, and Hygiene (WASH) services	No, and we do not plan to within the next two years	
Other	Yes	

W8.1b

(W8.1b) Provide details of your water-related targets and the progress made.

Target reference number

Target 1

Category of target

Supplier engagement

Target coverage

Product level

Quantitative metric

Increase in number of suppliers engaged

Year target was set

2004

Base year

2004

Base year figure

78

Target year

2022

Target year figure

130

Reporting year figure

130

% of target achieved relative to base year

100

Target status in reporting year

Underway

Please explain

Sysco's Integrated Pest Management (IPM) program, launched in 2004 and ongoing, works with participating processors and farmers to protect environmentally sensitive growing areas; conserve water and energy; build soil 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 impacts on local water sources. Participating suppliers submit written programs addressing criteria we established with input from suppliers, university based experts and other reviewers. These programs are assessed and scored by the IPM Institute of North America. Suppliers implement the program with their raw materials and participate in an annual third-party audit of their performance that includes both processing

facilities and raw material suppliers. Suppliers also annually report environmental indicators such as pesticide and nutrient applications, and recycling and reuse activities.

The impact of our IPM program is comprehensive, involving 135 processing locations and more than 15,000 growers of agricultural products worldwide. In the 2020 growing season, our suppliers reported avoiding over 7 million pounds of pesticides by utilizing IPM principles, with over 1 million acres under cultivation. Sysco Brand suppliers are required to follow the IPM program and are requested to report certain data around water, energy, electricity, and recycling. Program success is measured by increasing resource conservation and increasing acreage enrolled in the IPM program. Sysco growers and suppliers work to reduce the impact of farming on surface and groundwater. To apply irrigation strategies, growers monitor rainfall, climate conditions and soil moisture. Growers reuse wastewater for irrigation and processors recycle water in their manufacturing facilities. Sysco suppliers conserved over 2.5 billion gallons of water during the 2020 growing season.

Target reference number

Target 2

Category of target

Supplier engagement

Target coverage

Product level

Quantitative metric

Increase in number of suppliers engaged

Year target was set

2018

Base year

2018

Base year figure

0

Target year

2025

Target year figure

5

Reporting year figure

10

% of target achieved relative to base year

200

Target status in reporting year

Underway

Please explain

We've established a 2025 goal to expand our Integrated Pest Management (IPM)program, as well as our influence in support of sustainable agriculture, into five fresh crops. In FY2021 we completed a pilot program to expand our sustainable agriculture program to fresh produce. After successful pilots with tomatoes, mushrooms, and leafy greens we launched the program to include 10 additional crops reaching 25+ suppliers in FY2022. In FY2023, we plan to launch an additional four crops.

With the wide success of the Sysco Sustainable/IPM Program, now implemented worldwide with 62 fruit and vegetable supply chains and more than 1.3 million acres, the Sustainable Food Group Sustainability StandardTM was launched in the fresh supply chain. This standard addresses requests from additional producers that performance be similarly documented and reported to buyers and others and has been modeled after the IPM Program. The objective of the program is to recognize farming and processing operations for performance on sustainability measures and encourage continuous improvement — and in 2019, we completed the first pilot with one of our fresh tomato suppliers and one of their growers in Mexico. Developed by Sustainable Food Group, part of the IPM Institute of North America, Azzule Systems and Primus Auditing Ops, this marks the first completed pilot for the standard. In FY2021 we completed a pilot program to expand our sustainable agriculture

program to fresh produce. After successful pilots with tomatoes, mushrooms, and leafy greens we have launched the program to include 10 additional crops reaching 25+ suppliers in FY2022.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

Yes

W9.1a

(W9.1a) Which data points within your CDP disclosure have been verified, and which standards were used?

Disclosure module	Data verified	Verification standard	Please explain
W1 Current state	Water Withdrawn = 103.8 Million Ft3 Water Discharge = 76.8 Million Ft3 Water Consumed = 27 Million Ft3	Other, please specify ISO14064-3	Water Withdrawn and Water Discharge are the two most important figures from the analysis of Sysco's 116 sites for which we capture data at the meter-level from utility bills or facility tracking/metering. Our Water consumed in CY2022 was also verified.

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Please explain
Row 1	Not mapped – but we plan to within the next two years	Sysco is currently undertaking an assessment of plastic use in product packaging. We plan to disclose additional information in our next sustainability report and future disclosures.

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Please explain
Row 1	Not assessed – and we do not plan to within the next two years	

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Value chain stage	Type of risk	Please explain
Row 1	Yes	Product use phase	Regulatory	Jurisdictions in which Sysco and its customers operate are implementing various regulations related to plastic use and disposal, including removal of certain types of plastic packaging and products. Sysco has procedures in place to review regulations and maintain compliance with legislation.

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Please explain
Row 1	No – but we plan to within the next two years	

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers	No	
Production of durable plastic components	No	
Production / commercialization of durable plastic goods (including mixed materials)	No	
Production / commercialization of plastic packaging	No	
Production of goods packaged in plastics	No	
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	Yes	

W10.8

(W10.8) Provide the total weight of plastic packaging sold and/or used, and indicate the raw material content.

	Total weight of plastic packaging sold / used during the reporting year (Metric tonnes)	Raw material content percentages available to report	Please explain
Plastic packaging used	0	None	Sysco is currently undertaking an assessment of plastic use in product packaging. We plan to disclose additional information in our next sustainability report and future disclosures.

W10.8a

(W10.8a) Indicate the circularity potential of the plastic packaging you sold and/or used.

	Percentages available to report for circularity potential	Please explain
Plastic packaging used	None	

W11. Sign off

W-FI

(W-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.

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Senior Vice President of Corporate Affairs and Chief Administrative Officer	Other, please specify 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 indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Yes, CDP may share our Main User contact details with the Pacific Institute

Please confirm below

I have read and accept the applicable Terms