

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

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 RESPONSE
<b>Fleet Fuel Management</b>	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 FY2024, we continued to expand our EV infrastructure and fleets, both internationally and throughout the U.S. Several sites shifted toward renewable diesel, further supporting our goal of reducing operational emissions by 27.5%. While trucks and tractors produce the majority of fleet emissions, Sysco works with partners like ConMet, Carrier and FreshPoint to pilot electric trailer and straight truck technologies. Investment into decarbonization technologies is key to achieving Sysco's goals. For further information, see Decarbonizing Our Global Fleets in our 2024 Sustainability Report, pages 42-43.
<b>Air Emissions from Refrigeration</b>	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO <sub>2</sub> -e	FB-FR-110b.1	Sysco does not collect this data.
	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	Percentage (%) by weight	FB-FR-110b.2	Sysco does not collect this data.
	Average refrigerant emissions rate	Quantitative	Percentage (%)	FB-FR-110b.3	Sysco does not collect this data.
<b>Energy Management</b>	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-FR-130a.1	Sysco does not collect this data.
<b>Food Waste Management</b>	(1) Amount of food waste generated, (2) 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 FY2024 we diverted 83% of food waste from landfills, bringing us closer to achieving our goal to divert 90% of food waste from landfills by 2025. We attribute this progress, in part, to a shift in strategy, in which we began collaborating with our recycling partner to target our efforts toward 15 high-priority sites. This has enabled us to increase overall landfill diversion rates more quickly. For further information on our strategies, see Waste and Water Stewardship in our 2024 Sustainability Report, page 54.
<b>Data Security</b>	(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 18-19 of our <a href="#">2024 Annual Report</a> .

# 2024 SASB Index



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<b>Food Safety</b>	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 <a href="#">2024 Annual Report</a> , page 14.
	(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.
<b>Product Health &amp; Nutrition</b>	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.
<b>Product Labeling &amp; Marketing</b>	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-FR-270a.1	Sysco does not collect this data.
	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 <a href="#">2024 Annual Report</a> , page 14.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-FR-270a.3	Sysco does not disclose this metric.

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<b>Labor Practices</b>	(1) Average hourly wage and (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 <a href="#">2024 Annual Report</a> ; (2) 100% of associates in our U.S. distribution facilities received pay above state minimum wage thresholds, refer to page 6 of <a href="#">2024 Annual Report</a> .
	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	FB-FR-310a.2	Approximately 15%, refer to page 5 of <a href="#">2024 Annual 10-K Report</a> .
	(1) Number of work stoppages and (2) total days idle	Quantitative	Number, Days idle	FB-FR-310a.3	Sysco does not collect this data.
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (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.
<b>Management of Environmental &amp; Social Impact in the Supply Chain</b>	Revenue from products third-party certified to environmental or social sustainability sourcing standards	Quantitative	Presentation currency	FB-FR-430a.1	Sysco does not collect this data.
	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	Quantitative	Percentage (%) by revenue	FB-FR-430a.2	Sysco does not collect this data.
	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 2024 Sustainability Report, pages 15-23.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	FB-FR-430a.4	Effective packaging serves an essential function in the food industry by keeping products safe and fresh. Sysco is taking action by identifying short- and long-term opportunities to drive sustainable packaging and material innovation. We use minimal cosmetic packaging compared to retail sellers, giving us added opportunities to explore various materials and configurations. Many of our products also require larger amounts of packaging than retail items, so even a small shift in our design can add up to a meaningful difference.  In FY2024, we established packaging guidelines for our suppliers, who determine most of our packaging content, to encourage them to transition to materials and design principles that will collectively reduce our environmental footprint. We also engaged suppliers around these topics during our Pack-a-Thon challenge and our Supplier Sustainability Summit. Internally, we furthered a project to analyze our high-plastic packaging categories, creating a foundation for future progress. We aspire to use these insights to inform our long-term packaging roadmap and an overarching sustainable packaging goal. For more information see the Packaging section in our 2024 Sustainability Report, pages 28-30.