

Our Recipe for Inclusion

FY2024 Diversity, Equity and Inclusion Report



About Sysco

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 76,000 colleagues, the company operates 340 distribution facilities worldwide and serves approximately 730,000 customer locations. For fiscal year 2024 (FY2024) ending June 29, 2024, the company generated sales of more than \$78 billion. Information about our Sustainability program—including Sysco’s FY2024 Sustainability and Diversity, Equity and Inclusion reports—can be found at www.sysco.com.

About This Report

Information in this report primarily reflects the diversity, equity and inclusion (DEI) performance of Sysco Corporation globally during FY2024. You can also view our [FY2024 Annual Report](#) and [Securities and Exchange Commission \(SEC\) filings](#) for more information on Sysco’s operations and business performance. Further information about our Sustainability program, including Sysco’s FY2024 Sustainability and Diversity, Equity and Inclusion reports, is available at www.sysco.com.



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DEI at Sysco

We aspire to create a global culture that is decidedly diverse, equitable and inclusive—one that fosters belonging as we care for one another and connect the world through food and trusted partnerships.

At Sysco, we value the unique perspectives and skills that our global colleagues and partners bring. Simply put, we're better together. By embedding DEI principles across our business, we can ensure everyone has a seat—and a voice—at Sysco's table.

What DEI Means at Sysco

Diversity

Who is represented in the world, accounting for all our similarities and differences (such as physical appearance, behaviors, voice and tone, abilities, sexual orientation, age, race, gender, religion and natural origin).

Equity

What we can do to provide resources and opportunities while removing systemic barriers and biases so that outcomes are based only on one's talents, gifts and work.

Inclusion

How we create a culture of belonging where everyone feels valued and respected, and ideas and perspectives are brought to a table where everyone has a seat.



Overview

DEI Strategic Framework



Our workforce represents the “who” and “what” of our diversity and equity efforts. We are working to attract and retain diverse workforce talent while ensuring that people can move equitably through Sysco’s systems.



Our workplace represents the “how” of our inclusion efforts. We are focused on creating an environment that makes people want to come to Sysco and stay at Sysco.



Our marketplace represents the “who,” “what” and “how” of our DEI efforts, specifically in the way we show up for external stakeholders and how we are perceived. By focusing on DEI within our workforce and workplace, we can better meet our stakeholders’ needs.

FY2024 Strategic Priorities

Igniting transformation in the second year of our DEI Roadmap:

- Promote a culture of respect.
- Diversify our talent pipeline.
- Optimize Colleague Resource Group (CRG) governance.
- Expand developmental opportunities for women.
- Build inclusion metrics (U.S.).
- Encourage self-identification.
- Strengthen our partnerships.
- Establish thought leadership.
- Grow our diverse suppliers.

Supporting Our Purpose and Business

Furthering our DEI initiatives, with an emphasis on inclusion, to support Sysco’s Purpose and Recipe for Growth.

Our Purpose: Connecting the world to share food and care for one another.

Our Recipe for Growth pillars:

- Digital
- Products and Solutions
- Supply Chain
- Customer Teams
- Future Horizons

Leadership Perspective

A joint message from Kevin Hourican, Chair of the Board and Chief Executive Officer (CEO), and April Love, Vice President (VP) and Chief Inclusion Officer (CIO).

At Sysco, we believe inclusion is at the heart of our success. We are passionately committed to fostering a workplace where everyone feels valued, respected and empowered to contribute—regardless of background. Why? When our colleague population matches our diverse customer population, everything about our business improves. To create a welcoming environment for that diverse colleague population, we need to create a culture of inclusion. When we make room at the table for everyone, we unlock the kind of creativity and innovation that ensures we will remain an industry leader for years to come.

To reflect this commitment, we evolved our senior DEI leader’s title from Chief Diversity and Culture Officer to Chief Inclusion Officer. This change underscores our focus on building a truly global culture of belonging, where all individuals feel heard, respected and as though they have both a seat and a voice at our table.

What isn’t changing is Sysco’s steadfast commitment to DEI at all levels of the organization and in every geography. We will continue to enhance our recruitment and retention strategies to ensure we attract a diverse workforce and create an environment that makes them want to stay. We will continue to create inclusive policies and practices that promote equity throughout the enterprise, while fostering a culture of open dialogue and continuous improvement.



We continuously assess the external environment to ensure our policies and practices align with global regulations, while keeping our core value of inclusion front and center. By fostering inclusion, we ensure that our workforce reflects the diverse customers and communities we serve around the world. Inclusion at Sysco is not about checking a box—it’s about living up to our belief that our differences make us stronger.

Inclusion is vital to shaping the future of foodservice and supply chain. As we look ahead, we remain committed to building an even more inclusive future—because at Sysco, we know we are truly *Better Together*.

Kevin Hourican
Chair of the Board and CEO

April Love
VP and CIO

Our Pathway to Progress

Looking back on nearly a decade of DEI progress—and ahead to where we’re going next.

2015–2020

We created a strong foundation for progress in the first three years of our DEI journey, launching Sysco’s first Diversity & Inclusion (D&I) Council, D&I Roadmap and Diverse Suppliers Playbook. Next, we focused on accountability, tying D&I to our leaders’ performance reviews and announcing our 2025 Sustainability Goals. We matured our strategy through engagement, creating our first Associate Resource Groups (ARGs, now known as Colleague Resource Groups, or CRGs) in 2019. In 2020, we began our Real Talk Dialogue series and improved our D&I dashboard.

That brings us to 2021, where our DEI Strategic Framework begins.



2021

- Shifted to DEI terminology to signal our commitment to workplace equity
- Hired Sysco’s first Chief Diversity Officer
- Kicked off the new Global DEI Council
- Established formal relationships with five major Supplier Diversity Councils
- Expanded our global CRGs
- Developed and implemented DEI scorecards for all Executive Leadership Team (ELT) members
- Developed our DEI Strategic Framework with year-one initiatives



2022

- Began socializing our DEI Strategic Priorities and launched our first DEI Brand Campaign
- Engaged Sysco’s DEI Ambassadors
- Participated in DEI surveys to establish a baseline benchmark
- Hosted our first Supplier Diversity Summit



2023

- Shifted from “associate” to “colleague” terminology for employees to promote global inclusion and renamed our ARGs to CRGs
- Tied compensation for Sysco’s bonus-eligible colleagues to DEI goals
- Expanded inclusive benefits in the U.S.
- Established Supplier Diversity Champions and our Around the Table DEI and culture newsletter
- Launched an Inclusion Scorecard to enable quarterly ELT reporting



2024

YOU ARE HERE

- Evolved our CDCO role to our CIO and shifted toward an overall focus on inclusion
- Established regional DEI councils in Ireland, Great Britain, Costa Rica and Sri Lanka and welcomed a dedicated DEI Director in Canada
- Developed and delivered Respect in the Workplace education to a significant portion of our global colleague population
- Held Sysco’s inaugural CRG Awards and enhanced our CRG governance
- Expanded the global reach of several CRGs
- Partnered with our Spectrum CRG to introduce a U.S. LGBTQ+ Benefits guide and other community-relevant HR resources
- Onboarded ~70 new Global DEI Ambassadors
- Improved our Sysco Speaks DEI index by 4%, exceeding our FY2024 goal



2025

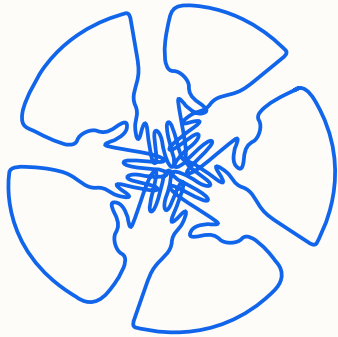
UP NEXT

- Drive limitless possibilities for our suppliers, customers and communities
- Continue diversifying our talent pipeline
- Bolster inclusive talent practices
- Enhance inclusion metrics and reporting
- Embrace invisible diversity and accessibility
- Provide access to targeted learning and developmental opportunities

Evolving Our DEI Strategy and Governance

Since the beginning of Sysco’s DEI journey, we’ve focused on empowering colleagues at all levels to drive progress while ensuring accountability for our performance. This work is always in motion, and in FY2024 we continued to evolve our DEI structures and roles.

April Love, formerly Sysco’s Senior Director of DEI Business Strategy, became Sysco’s VP and CIO, succeeding Adrienne Trimble, who served as VP and CDCO. We also moved our Director of Supplier Inclusion role from Merchandising to Human Resources (HR) to increase alignment between our DEI and marketplace strategies. Finally, many of our roles shifted to titles focused on inclusion, reflecting our increasingly global DEI approach and our emphasis on enhancing the overall colleague experience.



DEI Governance Snapshot

DEI Team: Led by our VP and CIO, our DEI team focuses on advancing DEI across our talent lifecycle and procurement practices to create a workplace and marketplace that are highly competitive, innovative, sustainable and socially equitable.

Global DEI Council: Includes 18 members who reflect the diversity of Sysco’s broader colleague population. The group meets with our DEI team to help ensure a variety of perspectives. In FY2024, we established a Global DEI Council Charter and formed working groups to address gaps identified in our benchmarking surveys. We also created a process for the selection of new members and onboarded our first new member cohort, with several new members occupying permanent seats.

Regional DEI Councils: Established in Ireland, Great Britain, Costa Rica and Sri Lanka in FY2024 to enhance DEI engagement and progress at key global sites.

Global DEI Ambassadors: A diverse cohort of global members who assist us in socializing our DEI initiatives, enhancing inclusive engagement and recruitment, and expanding our CRGs. We developed a core strategy for our DEI Ambassadors in FY2024 and onboarded many new Ambassadors at Sysco’s global sites.

Colleague Resource Groups: Support us in cultivating an inclusive workplace culture by empowering and engaging colleagues worldwide. Beyond creating community and networking opportunities, these groups play a critical role in solving key business challenges. They offer unique insights into the diverse markets we serve and our customers’ needs, as well as internal workplace dynamics. In FY2024, we continued to grow our CRGs by expanding them to several global sites, reflecting our commitment to inclusion on a global scale.

DEI at Sysco



Engaging Sysco’s Senior Leadership

Accountability begins at the top, and we are proud that our senior leaders are committed to driving progress and modeling DEI best practices. Our DEI team reports on its activities and initiatives to Sysco’s Board of Directors (Board) at least twice per year and provides regular updates to our Board Chair and CEO, Kevin Hourican, who co-chairs our Global DEI Council.

All members of the ELT complete scorecards with goals and key performance indicators in the categories of Personal Leadership, Talent Management and Business Partnerships. The scorecards also capture ELT members’ efforts to action-plan against the results of our annual Sysco Speaks survey. Our DEI and Culture and Engagement teams meet with each ELT member on a quarterly basis to discuss their scorecard progress and ensure strategic alignment. Additionally, all bonus-eligible colleagues globally had DEI goals tied to their compensation in FY2024.

FY2024 Board Diversity

50%
women or people of color on Sysco’s Board of Directors

Expanding Our Global Reach

One of our focuses in FY2024 was to bring more international colleagues into our DEI work and align their local efforts to our enterprise-level DEI Strategic Framework. To do so, we welcomed our first dedicated Director of DEI and Reconciliation in Sysco Canada. We also established regional DEI councils in Ireland, Great Britain, Costa Rica and Sri Lanka. We were excited to onboard approximately 70 new DEI Ambassadors to expand our global reach, including our first Ambassador from Panama and approximately 50 from Great Britain. Additionally, we were proud to expand the global footprint of our existing CRGs, including expanding:

- APEX and Catalyst to Canada
- MINDS to Great Britain
- Food for Thought to the U.S.
- Spectrum and IMPACT to Costa Rica

Putting DEI on the Agenda at Sysco’s Senior Leadership Meeting

In September 2023, we held our annual Senior Leadership Meeting in Houston, Texas, engaging more than 270 of Sysco’s most senior leaders from around the globe. DEI was a featured topic during the event’s programming with a session that focused on the concept of psychological safety and included an overview of Sysco’s DEI Roadmap and Strategic Priorities.



DEI at Sysco

Awards and Recognitions



We've worked hard to provide a best-in-class, inclusive colleague experience and were proud to see those efforts acknowledged in FY2024. In addition to many individual honors for outstanding Sysco leaders and colleagues, these are some of the third-party recognitions our company has received:

WORLD'S BEST COMPANIES

Time Magazine, 2023

BEST COMPANIES WHO HIRE VETERANS

Military Times, 2023

AMERICA'S 100 MOST LOVED WORKPLACES

Newsweek, 2023

100 GREATEST WORKPLACES FOR PARENTS AND FAMILIES

Newsweek, 2023

AMERICA'S GREATEST WORKPLACES FOR DIVERSITY

Newsweek, 2024

NOTEWORTHY COMPANIES & BEST COMPANIES FOR EXECUTIVE FAIRNESS COUNCILS

Fair360, 2024

AMERICA'S BEST EMPLOYERS FOR WOMEN

Forbes, 2024

AMERICA'S BEST EMPLOYERS FOR NEW GRADS

Forbes, 2024

TOP SUPPLIER DIVERSITY PROGRAMS FOR WOMEN BUSINESS ENTERPRISES

Diversity Magazine, 2024

TOP WOMEN EMPLOYER

Diversity Magazine, 2024



Our Workforce

We are working to attract and retain diverse workforce talent while ensuring that people can move equitably through Sysco’s systems. Through external partnerships and internal best practices, we aim to cultivate inclusive teams that reflect the vibrancy of the customers and communities we serve.

Making Progress Together in FY2024

Launched a self-identification campaign, Our Recipe Includes You, to capture invisible dimensions of diversity in Sysco’s workforce.

Increased representation of key racial and ethnic groups among Sales Consultants at multiple U.S. sites.

Ensured that 80% of hiring decisions for roles at the director level and above were made after interviewing a diverse candidate slate, surpassing our target of 78%.

Saw 28% year-over-year (YOY) growth in our Supply Chain internship cohort and completed the first full year of Sysco’s Future Leaders Program.

Creating an Inclusive Talent Pipeline¹



Workforce Demographics at-a-Glance

1

Global gender diversity

Women now represent 21.3% of Sysco's global workforce, up from 21.0% the previous year.

2

U.S. people leaders

Saw a YOY increase in representation among colleagues who are:

- Women
- Black/African American
- Hispanic/Latino
- Two or more races

U.S. representation by other career levels

Saw a YOY increase in representation among:

- Women in management and senior management roles.
- American/Native and Hispanic/Latino colleagues in senior management and officer roles.

3

U.S. pipeline building

Saw a YOY increase in representation among:

- New hires who are Black/African American and Native Hawaiian/Pacific Islander.
- Interns who are Asian or two or more races.

4

5

U.S. mobility and advancement

Saw a YOY increase in representation among:

- Women who were promoted to management, senior management and officer roles.
- Asian, Hispanic/Latino and Native Hawaiian/Pacific Islander colleagues who were promoted to management roles.
- Internal mobility and transfers for colleagues who are men, Asian, Black/African American, Hispanic/Latino and Native Hawaiian/Pacific Islander.

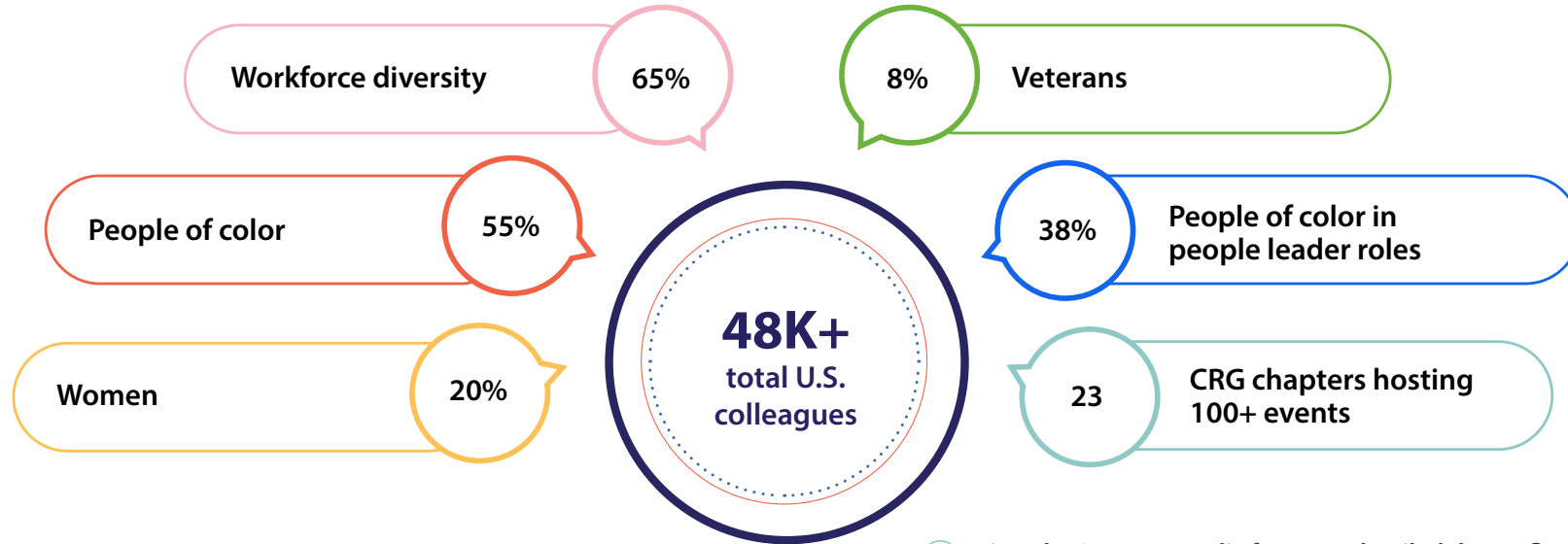
6

U.S. retention

Saw a decrease of 17% for voluntary terminations and a 2% increase in involuntary terminations compared to FY2023.

1. McKinsey & Company, "Diversity Matters Even More: The Case for Holistic Impact" Dec. 5, 2023.

U.S. Representation Snapshot¹



→ View the [Data Appendix](#) for more detailed data reflecting Sysco's workforce representation as of FY2024.

Increasing Representation Among Sales Consultants

Sysco's Sales Consultants are the lifeblood of our business. We understand the value of a salesforce that reflects the available labor pool and the customers and communities we serve. To support this, we launched a pilot program in FY2024. Our aim was to better align the Sales Consultant population at our Arizona, Atlanta and San Francisco sites with the available talent pipeline and customer demographics, accounting for both gender and racial/ethnic representation.

We began by facilitating brainstorming sessions with pertinent Market Presidents and VPs of HR. We also partnered with our Talent Acquisition team to create a community partnerships-focused recruitment playbook, which we developed through a DEI lens and created with all Sysco roles in mind. To ensure accountability, we added regular updates on Sales Consultant representation to the sites' quarterly business reviews.

As of FY2024, all three pilot sites have increased representation among key groups that represent opportunities in the local labor pools. Moreover, these efforts are showing direct benefits for Sysco's business. For example, after increasing representation among Asian Sales Consultants at

our Arizona site, the location saw a significant increase in market share among its Asian segment. Looking ahead, we plan to build on this progress by continuing the pilot program in FY2025 and sharing best practices with other sites.

Sales Consultant Pilot Trends



1. This data is limited to the U.S. only and excludes international teams and/or U.S. nonintegrated companies.

Engaging Colleagues to Self-Identify Key Representation Data



To understand the true representation of our colleague population, we need to account for all dimensions of diversity, including those we cannot see. In FY2024, we launched a strategic self-identification campaign to encourage colleagues to voluntarily disclose this data. Our goal was to create a baseline for Sysco's overall colleague representation, which will help us enhance our strategies for inclusion and accessibility in FY2025.

To engage colleagues in the self-ID process, we leveraged a cloud-based campaign management platform and Sysco's various communications channels. Our team led the campaign with support from many core business functions, as well as our DEI Ambassadors and CRGs. We also engaged external advisory partners—including the Human Rights Campaign, Out & Equal and Disability:IN—to ensure the campaign was rooted in best practices.

The self-ID data we gathered will enable us to identify specific barriers faced by traditionally marginalized colleague groups and take action to mitigate those obstacles moving forward. Moreover, by discussing these issues openly, we aspire to reduce social stigmas and enhance our colleagues' sense of belonging and psychological safety. This supports our broader efforts to intentionally build an inclusive workplace culture where everyone can bring their authentic selves to work.



Our Workforce

Partnering to Propel Growth

Sysco’s business is built on our ability to create strong connections throughout the foodservice ecosystem and beyond. We take a similar approach to fuel an inclusive talent pipeline and provide our colleagues with opportunities for networking and growth. In FY2024, we continued to leverage external partnerships with many regional and national organizations. We also furthered our early career programming and created a new initiative to help develop Sysco’s future leaders.

Engaging Inclusive Industry Organizations

Our partnerships with DEI-aligned organizations help ensure we’re engaging inclusive pools of talent. They also create networking opportunities for our leaders and colleagues, provide access to benchmarking data and help us stay ahead of DEI-related best practices and trends. Among other organizations, we engaged the following in FY2024:

- Canadian Council for Indigenous Business
- Catalyst
- Disability:IN
- MBA Veterans’ Network
- National Black MBA Association
- National Minority Supplier Development Council (NMSDC)
- Out & Equal
- Pride at Work Canada
- United States Hispanic Chamber of Commerce
- U.S. Black Chambers, Inc.
- Women Building Futures
- Women’s Business Enterprise National Council (WBENC)

Sysco was proud to become an associate member of the Hispanic Association on Corporate Responsibility in FY2024, which represents 14 national Hispanic organizations in the U.S. and Puerto Rico. The organization works to advance the inclusion of Hispanics in corporate America through leadership advancement programs, conferences, research initiatives and public awareness.

Celebrating Women Leaders in the Foodservice Industry

Over 120 global Sysco colleagues gathered in Dallas, Texas, for the Women’s Foodservice Forum’s (WFF) 35th annual Leadership Conference in 2024. Sysco hosted several colleague-only events, including a fireside chat with Senior Vice President (SVP) and Chief Merchandising Officer Victoria Gutierrez and special comments from many of our executive leaders. Seafood Product Manager Karen Morton was also recognized as Sysco’s WFF Changemaker, an award recognizing those who embody Sysco’s vision for women leaders in the foodservice industry.



Furthering the Path Toward Reconciliation

Sysco Canada is committed to the process of reconciliation through the empowerment and sustainability of Indigenous communities across the country. We recognize our role in helping these communities thrive, and we understand that the success of Indigenous communities is interwoven with—and critical to—Canada’s success.

We are proud to support and empower Indigenous communities through strong, collaborative and respectful relationships based on the Canadian Council for Indigenous Business’ Partnership Accreditation in Indigenous Relations (PAIR) pillars. They include:

- Leadership actions
- Employee relations
- Business development
- Community relationships

By ensuring that Sysco Canada is PAIR-committed, we aim to support prosperity in Indigenous communities by showing up as a good business partner and providing a great place to work.



How We Partnered for Progress in FY2024

Promoting Sysco Careers at the National Urban League’s Annual Conference

In 2024, Sysco sponsored the conference’s Community and Family Day Expo, a free, all-day event held in Houston, Texas. Our booth enabled us to connect with the broader Houston community and highlight local career opportunities.



It was very rewarding to represent Sysco at the National Urban League Conference. I am proud to work for Sysco, and I enjoyed sharing the great opportunities we have with the inspiring individuals I met. I hope to see them around Sysco sites soon!”

— Dwayne Maple, Talent Acquisition Partner at Sysco



Leading on Supplier Inclusion with the NMSDC

Our DEI team and two Supplier Inclusion Champions represented Sysco at the NMSDC’s 2024 annual conference in Baltimore, Maryland, and we were proud to see Darnell Greene, our Director of Supplier Inclusion, named as Chair of the NMSDC’s Food and Beverage Industry Group.



I hope to help shape supplier inclusion best practices and advocate for changes that benefit diverse suppliers, as well as corporate members represented within the industry group.”

— Darnell Greene, Director of Supplier Inclusion at Sysco



Building Knowledge with Disability:IN

Sysco was well represented at Disability:IN’s National Conference, held in Orlando, Florida, in 2023. Attendees gained knowledge on disability inclusion fundamentals, which they are now applying in their roles.



The sessions were extremely insightful and timely for Sysco as we look for opportunities to scale our DEI efforts. Among other things, I learned how companies can leverage the power of self-identification to better understand our colleagues and serve their needs.”

— Miru Senthil, Director of Inclusion Strategy and Insights at Sysco



Connecting with Likeminded Companies via Out & Equal

In 2023, two colleagues from Sysco’s U.K. business attended Out & Equal’s Breakfast Symposium in London, England, which focused on fostering LGBTQ+ workplace equity, inclusion and belonging.



It was great to see the work Out & Equal does. It was also meaningful to see all the different companies that attended who put an emphasis on DEI and creating a safe and welcoming workspace for all people.”

— Aby Rishworth, Product Lifecycle Analyst at Sysco’s U.K. business



→ [View Engaging Students and Recent Graduates](#) to learn how we’re facilitating career growth for high school students in partnership with Genesys Works.

Supporting Colleague Networking and Growth

When Sysco colleagues show a passion for inclusion, that’s something we want to fuel. Often, we do so by sponsoring their participation in DEI-related conferences and other events. We love to see the impact these experiences have on our colleagues and business. These are just some of the many opportunities and colleagues we supported in FY2024:



Prosper Accelerator Program

Being a Prosper Accelerator has been a wonderful experience. I’ve had the opportunity to network and connect with leaders and future top leaders in the industry. The workshops and career development opportunities have been remarkable. Most importantly, Sysco’s nomination and support has made me even more dedicated to the organization.”

— Angela Flenoy, VP of National Accounts at Sysco



Executive Leadership Council’s Power of Women at Work Conference

I loved the networking sessions with like-minded, diverse professionals in different industries and parts of the country. The session on influence was very impactful. HR doesn’t directly lead operations and sales, but I learned some tips on leading by influencing.”

— Rose Wanjohi, Market VP, HR at Sysco



National Diversity Council’s Latino Leadership Conference

The conference was invigorating, intellectually and emotionally, and provided a wealth of practical strategies. There were great suggestions on how to focus on your strengths, rather than your weaknesses, and how to develop your critical thinking skills. One of my most significant takeaways was the importance of continuing to endorse and nurture diversity and inclusivity in leadership positions.”

— Liz Rodriguez Waugh, Director of Colleague Experience at Sysco



Executive Leadership Council’s Black Men in Leadership Conference

I left the conference refreshed and inspired. I saw people who look like me in leadership roles who have probably encountered the same challenges and obstacles I experience, but they have overcome them and continue to rise within their fields.”

— Kirwin Lalla, National Director—Environment, Health and Safety at Sysco Canada



Executive Leadership Council’s Black Men in Leadership Conference

My biggest takeaway was the importance of mentorship. One of the presenters reminded us that we all need mentors, and it’s worth considering having one who doesn’t look like you. I took this advice and found a mentor, my HR director, who is an incredible person to learn from, not just because she is a woman but because she is a valuable asset to this company and has years of experience.”

— Steven Flowe, Delivery Service Supervisor at Sysco



Fair360 Top 50 Companies Awards Luncheon

The event was a powerful reminder that hard work and dedication do not go unnoticed. The connections I made with fellow attendees were also invaluable, offering me fresh perspectives and potential avenues for collaboration. I left with a stronger sense of purpose and a clear vision for my professional journey ahead.”

— Vinutha Nanjundappa, HR Generalist at Sysco

Engaging Students and Recent Graduates

Today's students and early professionals will be the leaders of our future workforce. Understanding this, we leverage external partnerships and internal programming to engage and support diverse talent early on.

In FY2024, Sysco continued to partner with leading academic institutions, including several that specifically serve minority students. While we previously set a goal to develop a university roster of schools that were at least 60% diverse, we have shifted our strategy to prioritize a greater depth of engagement with a smaller roster of schools. We maintained relationships with five universities that are at least 60% diverse, including historically Black and Hispanic-serving institutions.

Engaging Global Students to Develop Sustainable Solutions

Through our Recipe for Sustainability program, we work directly with students from top universities to explore innovative, cost-effective solutions to food and packaging waste. After beginning the program with students from Arizona and Pennsylvania in FY2023, we were excited to expand its reach to include students from North Carolina; Toronto, Canada; and other regions in FY2024.

Our engagement included students in the QS Future 17 SDG Challenge Program, co-founded by Quacquarelli Symonds (QS) and Exeter University in the U.K., with participation from 20 universities worldwide. This type of programming enables us to make meaningful connections with global students while leveraging their valuable insights to support our sustainability goals.

Reflecting on the experience, Tracey Anderson, Senior Director of Supply Chain Sustainability at Sysco, shares, "My three Sysco colleagues and I had the distinct pleasure of collaborating with Dr. Chrystal Thomas-Winston and her talented students in their Advanced Agribusiness and Food Industry Management course. Our aim was to bridge the gap between academic learning and the practical realities of sustainability in the food industry. The students' enthusiasm and commitment to making a difference was truly inspiring. It was a wonderful opportunity to share our experiences and offer a real-world perspective, while also learning from the fresh perspectives they brought to the table."

➔ [View our FY2024 Sustainability Report to learn more about how we're working together to help protect the planet.](#)



Our Workforce



Providing Hands-On Experience and Mentorship

Through our internship and mentorship programs, we connect with local students to provide them with real-world training and support. Each intern is assigned to a functional mentor from their team and a Sysco colleague who serves as a “buddy” who can provide broader business exposure and guidance. Our Ignite Summer Intern Outreach Program matches interns with buddies based on various factors, such as their functional areas of interest, gender and race. Interns can also request to be paired with a member of a specific CRG.

Our Ignite Buddy Program in Action

Our mentorship programs provide benefits all around. Here’s what one Sysco intern and their buddy said about the power of the mentorship experience:



I was paired with Christian from the Supply Chain team, which was particularly valuable since I’m a double major in Finance and Supply Chain Management. Christian’s openness and willingness to teach me about the Supply Chain side of the business allowed me to gain insights and knowledge beyond my primary focus. Our relationship also enhanced my sense of belonging at Sysco. We both have Mexican roots—Christian is half Mexican, and I was born in Mexico—and we enjoyed discussing soccer matches and our favorite foods.”

— Jesus Valdez, Sysco Accounting and Finance Intern



During my own internships, I looked for opportunities to connect with and learn from experienced colleagues. However, getting exposure to other areas of the organization sometimes felt impossible. When I found out about the Buddy Program, I knew it was the perfect opportunity to help open the door and guide interns through the endless opportunities Sysco has to offer.”

— Christian Khouri, Manager of Customer Supply Chain Solutions at Sysco and a member of our HART CRG

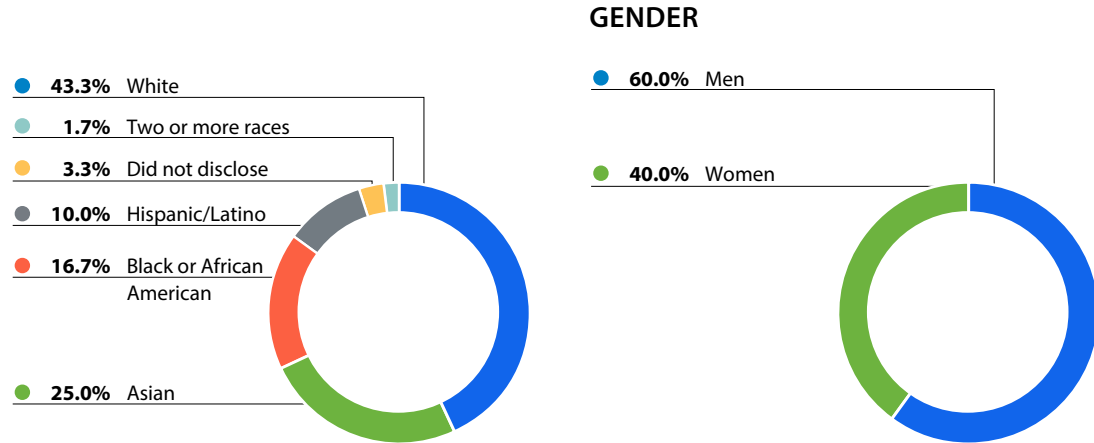
Our Workforce

Developing the Next Generation of Supply Chain Leaders

Sysco’s 10-week paid internship program enables college students throughout the U.S. to gain real-world experience while exploring potential careers. This includes our Supply Chain internships, which we revitalized in FY2024 to enhance inclusion and engagement. We were excited to welcome 32 Supply Chain interns across 10 sites, growing the cohort by 28% from FY2023.

Supply Chain interns hired for full-time positions at Sysco can join our Future Leaders Program, where they receive additional training and guidance to develop their leadership skills. We completed the first full year of the 40-week program in FY2024, with seven participants, many of whom were previously Supply Chain interns, transitioning into or completing the program during the fiscal year. With another 15 participants on track to transition into or complete the program in FY2025, we are excited to see this program’s early growth.

FY2024 Intern Demographics¹



→ In 2024, Forbes named Sysco among America’s Best Employers for New Grads and America’s Best Employers for Women.

1. Data has been rounded to the nearest decimal point.

Giving Students a Head Start Toward a Bright Future with Genesys Works

For over 15 years, Sysco has partnered with Genesys Works to help build career pathways for high school students from underserved communities. Together, we provide students with on-the-job training, mentorship and other meaningful work experiences.

Serving as a Genesys Works supervisor has been “incredibly rewarding and advantageous,” according to James Woodward, a Field Service Leader with Sysco Technology Support. “We support our interns as we would any full-time colleague, by fostering an environment where they can thrive and contribute meaningfully to Sysco and their teams.”

This support has benefited interns including Fatima Bathily—part of Sysco’s FY2024 Genesys Works cohort—who says the experience taught her effective communication and time management skills. Fatima adds, “My fellow team members have become my favorite part of coming to work. I appreciate how excited they are to learn about my day and share advice, and it makes it easier to ask questions and learn from my mistakes.”

It’s a mutually beneficial experience, says James. “Witnessing their growth and development has been immensely fulfilling. Our interns quickly become valued team members, bringing fresh perspectives and innovative ideas.”

As for Fatima, she’s left the program feeling confident. “I’ve learned there are endless possibilities for my future.”





Our Workplace

We are focused on creating an environment that makes people want to come to Sysco—and stay. Our goal is to cultivate an empowering, welcoming and inclusive culture that truly reflects our people and values.

Making Progress Together in FY2024

Optimized our CRG framework and governance structure.

Achieved a 4% increase on our Sysco Speaks DEI Index, exceeding our goal to achieve an increase of 1%.

Hosted our inaugural Global CRG Day and CRG Awards.

Launched a new Respect in the Workplace initiative in response to feedback from our FY2023 Sysco Speaks engagement survey.

Expanded the global footprint of several CRGs.

Celebrated Global Diversity Awareness Month to spark cross-cultural discussions and deepen colleagues' cultural understanding.

Our Workplace

Supporting and Expanding Our Global CRGs

As we develop and socialize inclusion initiatives, we benefit from the support of passionate colleagues across our operations, including those who participate in Sysco's global CRGs. These groups provide a safe space and a sense of belonging for many colleagues from underrepresented backgrounds and allies who want to learn from and support their peers.

In FY2024, we optimized our CRG framework and governance structure. For example, we revised our CRG bylaws to reflect our updated budgeting and election processes. We partnered with our Marketing and Communications teams to develop clear guidelines for supporting signature CRG events and launched a CRG video series to increase colleague engagement in key cultural observances throughout the year. We were excited to bring our CRGs together to develop and present their FY2024 Annual Plans and to recognize their efforts during our inaugural CRG Awards.



Sysco's Global CRG Network



Elevating the growth of Pan-Asian colleagues.



Bridging generational gaps between colleagues.



Cultivating and supporting Black colleagues.



Creating community for Indigenous colleagues and advocating for reconciliation.



Empowering leaders to achieve their maximum potential through career development.



Raising awareness of mental wellness in the workplace and beyond.



Providing advocacy and resources for Hispanic colleagues.



Empowering and supporting women colleagues.



Creating a safe space to honor and serve our military colleagues and allies.



Cultivating a culture of awareness and support for neurodivergent colleagues.



Championing a culture that empowers LGBTQ+ individuals and allies to show up as their authentic selves.

Our Workplace

In Their Words:

Hear from the Global Colleagues Who Participate in Our CRGs

Connecting Colleagues Across the Globe

We want Sysco’s global footprint to be reflected across our network of CRGs. In FY2024, we worked hard to make these groups more inclusive of all colleagues worldwide. Our optimized CRG governance and framework helped us expand Food for Thought to the U.S., launch new chapters of APEX and Catalyst at Sysco Canada, bring MINDS to Great Britain and expand Spectrum and IMPACT to Costa Rica. We also identified resources in Canada and Great Britain to manage local CRG elections, helping us ensure stronger alignment with our enterprise CRG processes.



IMPACT hosted educational sessions for women leaders on topics including imposter syndrome, nurturing confidence and framing. We also continued our IMPACT Mentorship Program, which included 176 mentees and 72 mentors in its third year.”

— Kathryn English, IMPACT Canada



CATALYST developed a Career Exploration series to inspire and motivate colleagues to make the most of every opportunity and build successful careers. Even if you’re not looking for a new career, it is informative to learn about different Sysco teams and helpful to foster cross-functional partnerships.”

— Rachael Cullens, Catalyst



FOOD FOR THOUGHT introduced regional Mental Health Huddles, met with our Canadian operations leaders to better support non-networked colleagues and provided a fully bilingual experience for one of our national events. The work we are doing—including recommending Mental Health First Aid training for people leaders—will positively impact Sysco’s colleague experience and help to drive business results.”

— Jennifer Creelman, Food for Thought Canada



APEX Canada had its CRG launch and Lunar New Year event, with a Sysco vendor donating 5,000 fortune cookies that we distributed to all Canadian sites. We also invited celebrity Chef Susur Lee to do a live Q&A and cooking demonstration during Asian Heritage Month, engaging more than 500 in-person and virtual attendees.”

— Stephanie Abrenica, APEX Canada



HART provides me with a little piece of ‘home’ with all the cultural events we celebrate and our ability to network with other members. In FY2024, we held Sysco’s largest Hispanic Heritage Month observation with music and dance, coffee talks with our leadership and networking events.”

— Alfred Castillo, HART



BRIDGE collaborated with Catalyst to organize a Rise Against Hunger event where colleagues packed meals to send to Africa for children in need. Members of various CRGs came together as ONE team to help tackle the lack of access to nutritious food that some marginalized communities face.”

— Shehla Hasan, Bridge



CIRCLE hosted Susan Aglukark, an accomplished Inuk artist, to recognize and honor Indigenous Peoples Day. I love that Sysco supports events that bring us closer to truth and reconciliation and allow us to grow and learn in such meaningful ways.”

— Adrienne Vanderheyden, Circle

Our Workplace

Using CRGs to Help Sysco Succeed

As our CRGs mature, we're partnering with them to make a meaningful impact on Sysco's business and DEI approach. For example, in FY2024, our Spectrum and MINDS CRGs supported action planning around LGBTQ+ and disability inclusion. MINDS created a neurodiversity awareness training series for hiring managers and hosted a neurodiverse leadership event in the U.K. Meanwhile, Spectrum created several internal resources to ensure our HR Business Partners are equipped to support colleagues through all life transitions.

Sysco's Food for Thought CRG supported colleague well-being by hosting Mental Health Huddles, with the group's regional chairs leading small groups in open discussions around quarterly themes. Key topics included anti-bullying, the benefits of spending time in nature, coping as a caregiver and financial stress.

Sysco's Inaugural CRG Award Presentation

Our CRGs showcase the dedication, passion and commitment of global colleagues who truly embody Sysco's core value of inclusion. To recognize their remarkable efforts, the DEI team led the organization of Sysco's inaugural CRG Awards in June 2024. This initiative was designed to celebrate both CRG groups and individual members who have significantly contributed to fostering an inclusive workplace. The winners were proudly announced during Global CRG Day at the Better Together Town Hall. Our honorees included:



CRG of the Year

Awarded to IMPACT for demonstrating exceptional commitment, influence and innovation in fostering a diverse and inclusive workplace.



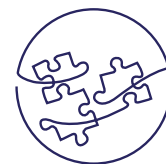
CRG Collaboration

Awarded to Bridge for its commitment to collaborating with other CRGs to drive impact.



Community Impact

Awarded to Military Connect for its significant contribution to local communities.



Valued Ally

Awarded to Brian Cooper for contributing to their CRG's success by providing support, guidance and exposure.



CRG Leader of the Year

Awarded to Jennifer Creelman for demonstrating exemplary leadership in supporting the creation, turnaround or overall success of their CRG.



Mental Health Huddles are a safe place for colleagues to come together and share their experiences, challenges and feelings. We can do this without fear of judgment, as Food for Thought is working to break the negative stigma surrounding mental health. We are a community of people who are discovering some very important points, including that we are not alone, and it is OK to not be OK."

— Jason Moldowan, Regional Chair Food for Thought Canada

Honoring Spectrum During Pride Month

During the Pride in Business Luncheon—held during Pride Month and hosted by the Greater Houston LGBTQ+ Chamber of Commerce—Sysco's Spectrum CRG was honored as the 2024 Employee Resource Group of the Year. The flagship luncheon included more than 750 attendees and over 60 sponsors, making it Houston's largest Pride in Business event to date.



As we think about the Sysco of the future, our Spectrum CRG and out-and-proud colleagues like myself envision a company culture where everyone, regardless of their sexual orientation or gender identity, has a fair and equal chance to thrive—and that extends beyond our walls to the youth in our local communities."

— Nathan Hejl, Senior Manager of Customer Research at Sysco and a member of our Spectrum CRG

Our Workplace

Engaging Colleagues to Advance Workplace Inclusion



Celebrating the Differences That Make Us Who We Are

Global Diversity Awareness Month presents an opportunity to celebrate how our ethnicities, heritages, experiences and other identities make Sysco a more innovative, efficient and dynamic workplace. Throughout October 2023, we encouraged colleagues to think about their cultural identities, participate in cultural conversations with colleagues and practice cultural humility. To spark these engagements, we provided leaders with a resource guide, including ideas such as team potlucks, family photo walls and global diversity trivia.

We seek opportunities to bring all Sysco colleagues to the table as we develop and execute our inclusion initiatives. This helps us bring awareness to key topics, build momentum toward our DEI Roadmap and ensure our actions align with our colleagues' priorities and needs. For several years, our DEI leaders have brought colleagues into the conversation through forums such as Sysco's Better Together Town Halls. We continued this with events focused on Global CRG Day and our new Respect in the Workplace initiative in FY2024. We also gathered DEI-related insights through our colleague engagement survey and sparked cultural conversations among our colleagues during Global Diversity Awareness Month.

Empowering Our Executive Women Leaders

In FY2024, we continued Sysco's Executive Women's Reception, a vital gathering for the most senior women across our organization. The event offers a unique platform for participants to network and share their experiences, allowing them to support one another and learn from diverse perspectives. By leaning into the challenges faced by women leaders in the workplace, our executives are better equipped to navigate their leadership journeys with confidence and resilience.

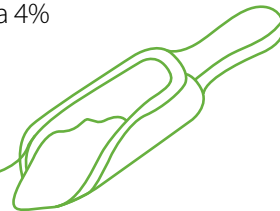


Our Workplace

Leveraging Colleague Insights

The more we understand about our colleagues' workplace experience, the more we can do to enhance it. With this in mind, we engaged global colleagues around DEI topics through our annual Sysco Speaks survey and enhanced our data collection processes in FY2024. We were proud to see a 77% favorability score on our Sysco Speaks DEI Index, a 4% improvement from FY2023.

The Scoop on DEI: Highlights from Our FY2024 Sysco Speaks Survey

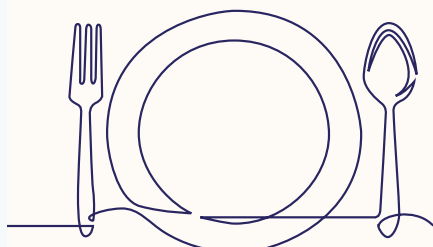


What's going right:

- Colleagues appreciate that Sysco...
- Is committed to DEI.
 - Promotes a culture of equality and inclusion.
 - Celebrates diversity.
 - Makes them feel like they belong.
 - Is moving toward greater transparency and inclusion.

Opportunities to continuously improve:

- Colleagues would like to see Sysco...
- Continue to increase representation in our workforce and management.
 - Highlight a broader subset of voices at our meetings and roundtables.
 - Continue to focus on building a culture of inclusion—both by celebrating various cultures and by ensuring support from managers.
 - Ensure equal access to growth and development opportunities.



... Sysco continues to strive forward to make sure everybody gets a seat at the table. To me, it makes a world of difference."

— FY2024 Sysco Speaks survey response



We are committed to creating an environment where everyone feels valued and respected. That's why we launched a new Respect in the Workplace initiative to share skills and tips with colleagues on how to foster a workplace that embraces the richness of our differences and ensures fairness and belonging for everyone."

— Victoria Gutierrez, SVP, Chief Merchandising Officer at Sysco

→ Through our internal **Around the Table** newsletter, we spread awareness of important inclusion initiatives, cultural observances and more. In FY2024, we leveraged the newsletter to:



Building from a Foundation of Respect

The results we gather through our Sysco Speaks survey inform our DEI priorities and approach. One example is the Respect in the Workplace initiative we launched in FY2024 in response to feedback we received the previous year. Through the initiative, we socialized Sysco's definition of respect and provided leaders with tools to facilitate discussions on cultivating a respectful and inclusive work environment. We also:

- Delivered Respect in the Workplace education to many global colleagues via e-learning and people-leader-led group discussions.
- Explored how respectful workplace behavior positively impacts our business during a Better Together Town Hall featuring a panel of global people leaders and insights from our CHRO.
- Engaged colleagues via a kickoff video featuring Sysco Board Chair and CEO Kevin Hourican, our Around the Table newsletter, virtual backgrounds and other collateral.





Our Marketplace

Inclusion is an important aspect of how we show up for Sysco’s external stakeholders—and how our company is perceived. Our goal is to model and promote DEI best practices throughout our industry and communities, and to leverage inclusion to better meet our stakeholders’ expectations and needs.

Making Progress Together in FY2024

Surpassed \$1 billion in Tier 1, certified diverse supplier spend.

Formalized a diverse transportation carrier development program that contributed over \$125 million to our spend with diverse suppliers.

Onboarded 29 new certified diverse suppliers to our program and helped 14 self-selecting diverse suppliers earn certifications.

Continued to support customers through community campaigns and organizations, including Black and Latin Restaurant Weeks and Let’s Talk Womxn.

Promoted inclusion in our industry and communities by sponsoring Pride celebrations, disability-focused speaking events and more.

Our Marketplace

Focusing on Supplier Inclusion

\$1.03B
investment with
Tier 1, certified diverse
suppliers as of
FY2024

We emphasize inclusive sourcing as part of our overall purchasing strategy and as a reflection of Sysco’s values. Doing so enables us to strengthen Sysco’s business and provide customers with the innovative solutions they need—all while creating opportunities for many small and diverse-owned businesses in the foodservice ecosystem and economically enriching traditionally marginalized communities. By nurturing new initiatives and existing partnerships in FY2024, we continued to expand our diverse supplier spend and base.

Maturing Our Inclusive Sourcing Practices

In FY2024, we looked for new ways to expand and deepen our commitment to supplier inclusion. Key actions included:

- 1 Tracking subcategories of spending with minority-owned suppliers:** We further refined our data collection on minority-owned supplier spend to identify Asian-Indian, Asian-Pacific, Black, Hispanic or Latino, Native American and Native Alaskan-owned businesses.
- 2 Establishing a Tier 2 supplier inclusion initiative:** To indirectly increase supplier inclusion throughout the foodservice ecosystem, we began encouraging Sysco’s Tier 1 suppliers to track their diverse supplier spend.
- 3 Laying the groundwork to establish supplier inclusion initiatives for Sysco Canada:** Our work included verifying pertinent supplier data and expanding partnerships with global supplier diversity councils.

Leveraging Industry Partnerships

The partnerships we’ve built with five leading diversity councils are key to maintaining and growing our diverse supplier base. These councils, which certify diverse suppliers, include:

- Disability:IN
- National LGBT Chamber of Commerce (NGLCC)
- National Minority Supplier Development Council (NMSDC)
- National Veteran Business Development Council (NVBDC)
- Women’s Business Enterprise National Council (WBENC)





Highlighting Inclusion at Sysco’s Supplier Summit

We want to engage all suppliers in our inclusive sourcing initiatives and had a key opportunity to do so during Sysco’s second-annual Supplier Summit. The event reinforced supplier inclusion as a core element of our overall supplier sustainability strategy. Sysco leaders also participated in other industry events, such as the American Supply Chain Summit, throughout the fiscal year. View our [FY2024 Sustainability Report](#) to learn more about our approach to supplier sustainability and our FY2024 Supplier Summit.

Through our engagement with these councils in FY2024, Sysco added 29 new certified diverse suppliers to our network. These relationships also enabled us to help self-selected diverse suppliers—businesses identifying as diverse-owned without verification from these councils—achieve official certification. In total, we helped 14 self-selected diverse suppliers earn certifications, growing our diverse supplier spend by \$127.1 million.

Our engagement with the NMSDC, including participating in the organization’s annual conference, highlighted transportation carriers as a new opportunity for supplier inclusion. Following the conference, we worked to formalize a diverse carrier development program. This involved identifying diverse carriers in our transportation supply chain and tracking related spend, which amounted to \$125.2 million in FY2024. Looking ahead, we plan to further support and develop diverse carriers and identify additional opportunities to enhance our diverse carrier spend.

➔ **Our commitment to supplier inclusion evolves to meet business owners’ needs. In FY2024, that meant translating vendor onboarding materials into Spanish to better serve our increasingly diverse community of suppliers.**

Supporting Supplier Inclusion Among Our Customers

In our unique position as a distributor, we are working to expand supplier inclusion by helping our customers build their diverse supplier networks. We implemented tailored mentorship programs for key customers in FY2024 to provide incentives and support as they adopt inclusive sourcing practices. We plan to expand these offerings in FY2025 as we gain a deeper understanding of our customers’ supply chain operations and needs.

Our supplier fairness efforts helped Sysco earn recognition as a Fair360 Noteworthy Company in 2024.



Our Marketplace

Promoting Industrywide Inclusion

Sysco is dedicated to delivering the essentials that organizations such as restaurants and schools need, and we strive to enhance industrywide inclusion along the way. We continued to sponsor organizations and initiatives that support our small and diverse customers in FY2024, promoting a culture of belonging in the communities where we live and work. For example, we continued our longstanding support of the action-led movement Let's Talk Womxn to foster collaboration, camaraderie and collective knowledge-sharing among women restaurateurs. Sysco leaders also represented the foodservice industry during the annual gathering of Chief Diversity Officers in Martha's Vineyard, Massachusetts, and as part of a virtual Fair360 panel, among other external engagements.

Celebrating Customers During Restaurant Weeks

Sysco continued to support Black and Latin Restaurant Week events to highlight diverse business owners and tastes in Houston, Texas, and beyond in FY2024. We proudly presented the 2023 Influencer Award to Falayn Ferrell,

Managing Partner of the Black Restaurant Week campaign. We also furthered our support of a Black Restaurant Week campaign held during the annual Women En Blanc Honors Brunch in New Orleans to celebrate groundbreaking women across industries.

In Washington, D.C., we partnered with Black Restaurant Week to sponsor a restaurant crawl during the U.S. Black Chambers' National Conference, spotlighting a range of Black-owned restaurants and culinary businesses in the D.C. metropolitan area. We encouraged conference attendees to patronize these while sharing our product and consultative offerings with prospective customers to further engage the local community and grow Sysco's brand.

Near our headquarters in Houston, we proudly sponsored events held during Latin Restaurant Week to help celebrate Latin cuisine and culture and highlight diverse Latin-owned restaurants throughout the city. Sysco hosted a customer appreciation event at Cafe Piquet, a local Cuban restaurant, where we engaged current and prospective customers while enjoying authentic Latin flavors.

Spotlighting the Stories, Resilience and Talent of People with Disabilities

ReelAbilities is a U.S.-based organization promoting an awareness and appreciation of the stories and artistic expressions of people with disabilities through film. In February 2024, Sysco sponsored ReelAbilities and its UPAbilities program, hosting a live panel discussion with Chef Eduardo Garcia via our Houston headquarters. After a life-altering electrical accident in 2011, Garcia not only survived but thrived. His story of resilience and culinary passion helped highlight the talent and voices of individuals with disabilities.

celebrated Pride at our Global Support Center in Costa Rica and across our North American sites. We were especially proud that the Greater Houston LGBTQ+ Chamber of Commerce recognized Spectrum as its 2024 Employee Resource Group of the Year. View [Our Workplace](#) to learn more about how our CRGs are modeling inclusion—both at Sysco and in many of the communities we serve.

Supporting Pride in England and Beyond

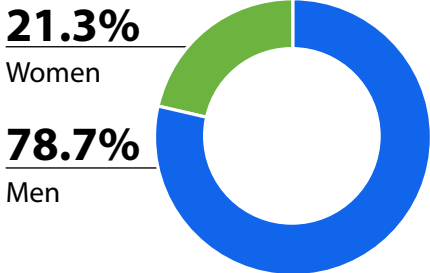
Sysco has had a strong presence in Ashford, England, for almost half a century, and we were proud to sponsor the town's inaugural Pride event in June 2024. We also



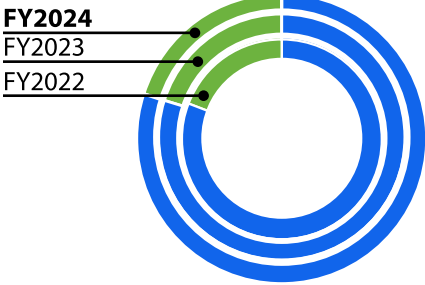
Data Appendix

The following data reflects Sysco's workforce representation as of FY2024.¹

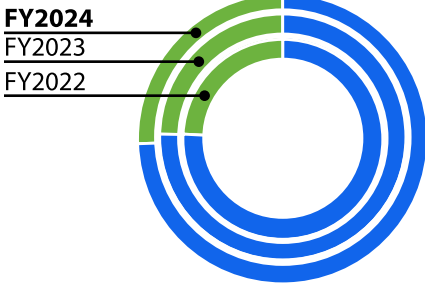
Global Gender Representation



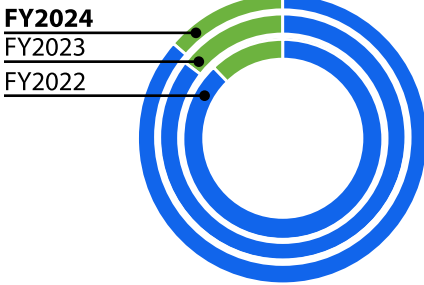
U.S. Gender Representation



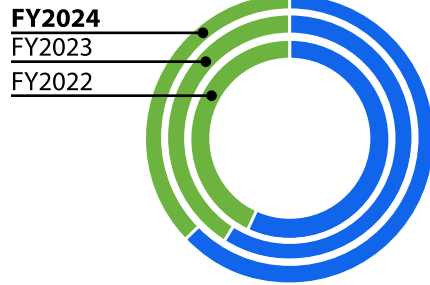
	FY2022	FY2023	FY2024
TOTAL			
Men	81.0%	79.9%	80.0%
Women	19.0%	20.1%	20.0%



	FY2022	FY2023	FY2024
NEW HIRES			
Men	76.0%	75.3%	74.5%
Women	24.0%	24.7%	25.5%



	FY2022	FY2023	FY2024
INTERNS			
Men	57.0%	58.9%	62.8%
Women	43.0%	41.1%	37.2%

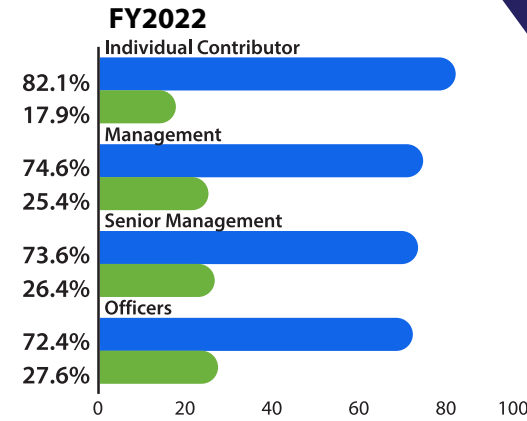
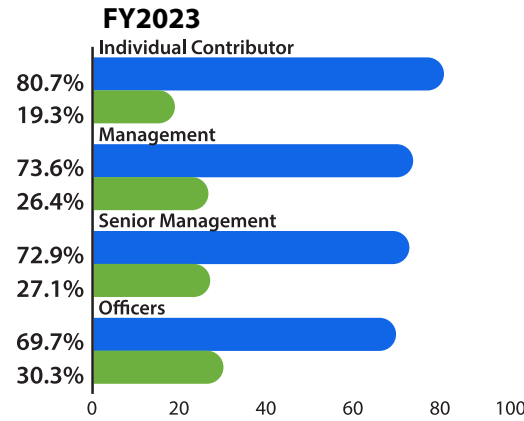
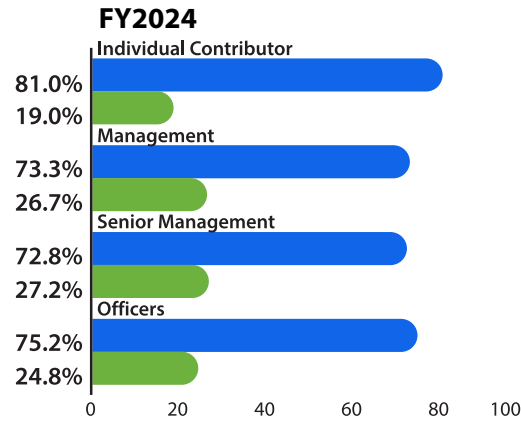


	FY2022	FY2023	FY2024
INTERNS			
Men	57.0%	58.9%	62.8%
Women	43.0%	41.1%	37.2%

1. Data has been rounded to the nearest decimal point.

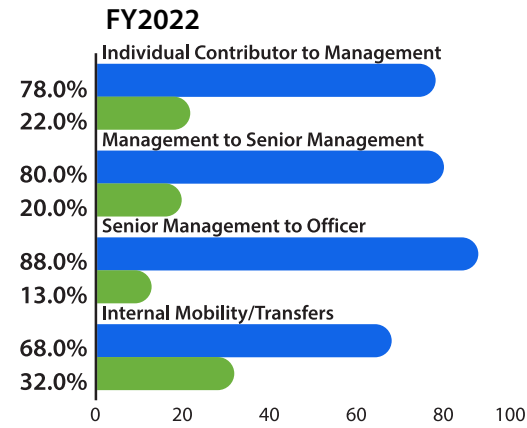
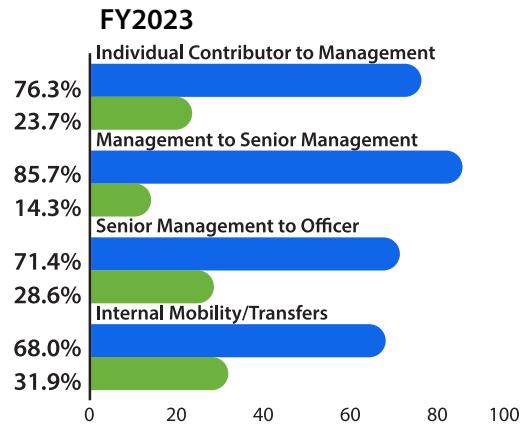
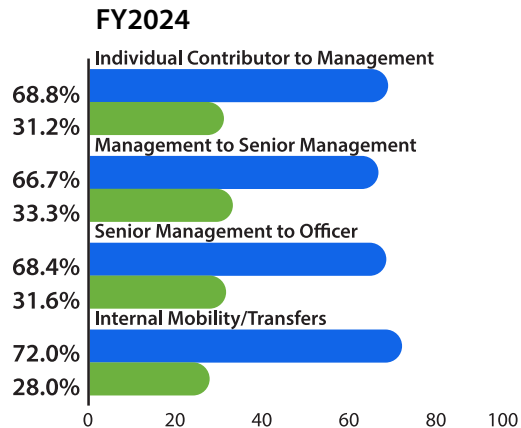
U.S. Gender Representation by Career Level

● Men ● Women



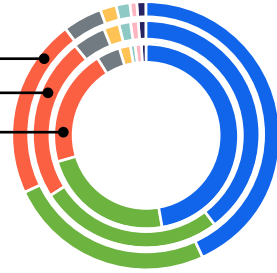
U.S. Promotions by Career Level and Gender

● Men ● Women



U.S. Race and Ethnicity¹

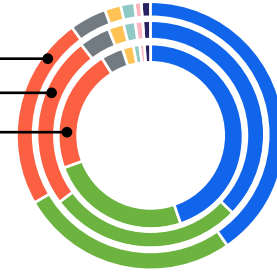
FY2024
FY2023
FY2022



TOTAL

	FY2022	FY2023	FY2024
White	46.8%	39.8%	43.3%
Hispanic or Latino	23.1%	26.1%	25.0%
Black or African American	20.3%	23.4%	21.6%
Asian	4.0%	4.5%	4.6%
Two or More Races	1.9%	2.4%	2.0%
Wish Not to Disclose	1.0%	1.7%	1.7%
Native Hawaiian or Other Pacific Islander	0.9%	1.0%	0.9%
American Indian or Alaskan Native	0.8%	1.0%	0.9%

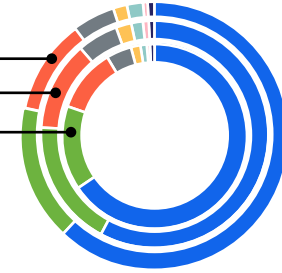
FY2024
FY2023
FY2022



INDIVIDUAL CONTRIBUTORS

	FY2022	FY2023	FY2024
White	45.0%	37.4%	40.2%
Hispanic or Latino	24.5%	27.4%	26.5%
Black or African American	21.8%	24.8%	23.2%
Asian	3.9%	4.3%	4.5%
Two or More Races	2.0%	2.4%	2.0%
Wish Not to Disclose	1.0%	1.7%	1.6%
Native Hawaiian or Other Pacific Islander	0.9%	1.1%	0.9%
American Indian or Alaskan Native	0.9%	1.0%	0.9%

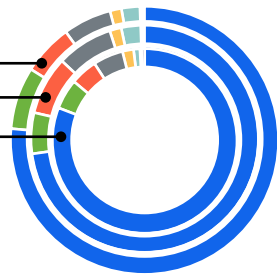
FY2024
FY2023
FY2022



MANAGEMENT

	FY2022	FY2023	FY2024
White	65.7%	58.1%	62.1%
Hispanic or Latino	14.7%	18.0%	16.3%
Black or African American	11.1%	12.8%	11.6%
Asian	4.5%	5.7%	5.1%
Two or More Races	1.8%	2.4%	1.9%
Wish Not to Disclose	1.0%	1.6%	1.8%
Native Hawaiian or Other Pacific Islander	0.7%	0.9%	0.7%
American Indian or Alaskan Native	0.6%	0.6%	0.6%

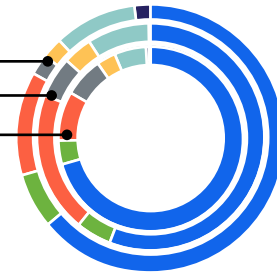
FY2024
FY2023
FY2022



SENIOR MANAGEMENT

	FY2022	FY2023	FY2024
White	80.8%	73.0%	76.2%
Hispanic or Latino	5.3%	5.8%	7.6%
Black or African American	4.9%	8.3%	5.9%
Asian	5.1%	8.0%	5.9%
Two or More Races	2.1%	1.8%	1.5%
Wish Not to Disclose	1.1%	2.8%	2.0%
Native Hawaiian or Other Pacific Islander	0.2%	0.3%	0.2%
American Indian or Alaskan Native	0.4%	0.1%	0.3%

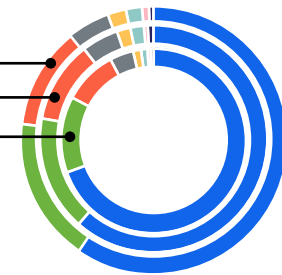
FY2024
FY2023
FY2022



OFFICERS

	FY2022	FY2023	FY2024
White	70.9%	56.1%	63.6%
Hispanic or Latino	3.9%	4.9%	6.6%
Black or African American	8.7%	20.0%	12.4%
Asian	7.1%	6.0%	2.5%
Two or More Races	3.2%	4.1%	2.5%
Wish Not to Disclose	5.5%	8.8%	9.9%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
American Indian or Alaskan Native	0.8%	0.2%	1.7%

FY2024
FY2023
FY2022



PEOPLE LEADERS

	FY2022	FY2023	FY2024
White	69.7%	61.5%	59.7%
Hispanic or Latino	13.3%	16.2%	17.5%
Black or African American	9.4%	11.8%	12.2%
Asian	4.2%	5.2%	5.2%
Two or More Races	1.3%	2.0%	2.2%
Wish Not to Disclose	1.0%	1.9%	2.0%
Native Hawaiian or Other Pacific Islander	0.6%	1.0%	0.7%
American Indian or Alaskan Native	0.5%	0.6%	0.5%

1. These charts indicate our U.S. race and ethnicity representation as of the end of FY2024 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S.

U.S. Race and Ethnicity¹ (continued)

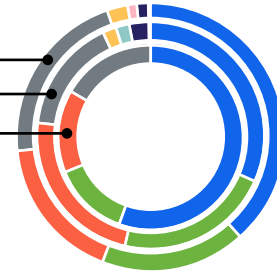
FY2024
FY2023
FY2022



NEW HIRES

	FY2022	FY2023	FY2024
White	29.7%	26.7%	26.0%
Hispanic or Latino	23.3%	23.8%	23.1%
Black or African American	35.9%	37.3%	39.3%
Asian	2.8%	3.4%	3.0%
Two or More Races	3.4%	3.4%	1.2%
Wish Not to Disclose	2.2%	2.7%	2.1%
Native Hawaiian or Other Pacific Islander	1.2%	1.2%	3.8%
American Indian or Alaskan Native	1.5%	1.6%	1.6%

FY2024
FY2023
FY2022

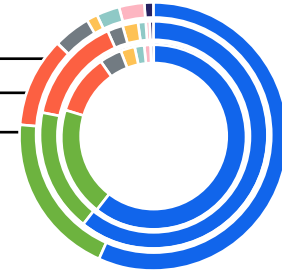


INTERNS

	FY2022	FY2023	FY2024
White	54.0%	31.8%	38.2%
Hispanic or Latino	13.0%	21.9%	17.4%
Black or African American	14.0%	23.1%	17.2%
Asian	16.0%	16.5%	21.1%
Two or More Races	0.0%	1.9%	2.5%
Wish Not to Disclose	0.0%	1.9%	2.5%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
American Indian or Alaskan Native	0.0%	2.9%	1.2%

U.S. Promotions

FY2024
FY2023
FY2022

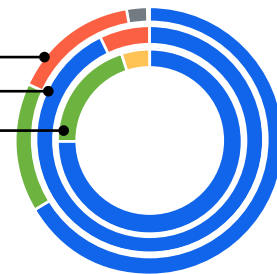


INDIVIDUAL CONTRIBUTOR TO MANAGEMENT

	FY2022	FY2023	FY2024
White	60.9%	60.8%	57.0%
Hispanic or Latino	19.1%	17.5%	19.6%
Black or African American	10.7%	15.1%	10.9%
Asian	3.9%	2.4%	4.4%
Two or More Races	2.3%	2.0%	1.3%
Wish Not to Disclose	1.7%	1.3%	2.8%
Native Hawaiian or Other Pacific Islander	1.1%	0.4%	3.1%
American Indian or Alaskan Native	0.4%	0.4%	1.0%

U.S. Promotions (continued)

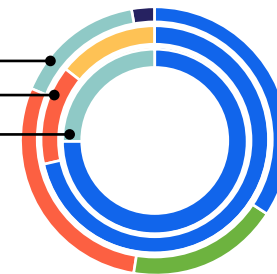
FY2024
FY2023
FY2022



MANAGEMENT TO SENIOR MANAGEMENT

	FY2022	FY2023	FY2024
White	75.0%	92.9%	66.7%
Hispanic or Latino	20.0%	0.0%	15.4%
Black or African American	0.0%	7.1%	15.4%
Asian	0.0%	0.0%	2.6%
Two or More Races	5.0%	0.0%	0.0%
Wish Not to Disclose	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
American Indian or Alaskan Native	0.0%	0.0%	0.0%

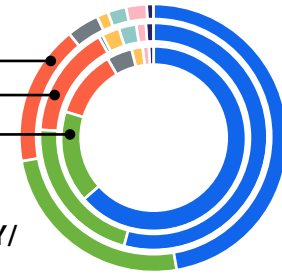
FY2024
FY2023
FY2022



SENIOR MANAGEMENT TO OFFICER

	FY2022	FY2023	FY2024
White	75.0%	71.4%	34.2%
Hispanic or Latino	0.0%	0.0%	18.4%
Black or African American	0.0%	14.3%	28.9%
Asian	0.0%	0.0%	0.0%
Two or More Races	0.0%	14.3%	0.0%
Wish Not to Disclose	25.0%	0.0%	15.8%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
American Indian or Alaskan Native	0.0%	0.0%	2.6%

FY2024
FY2023
FY2022

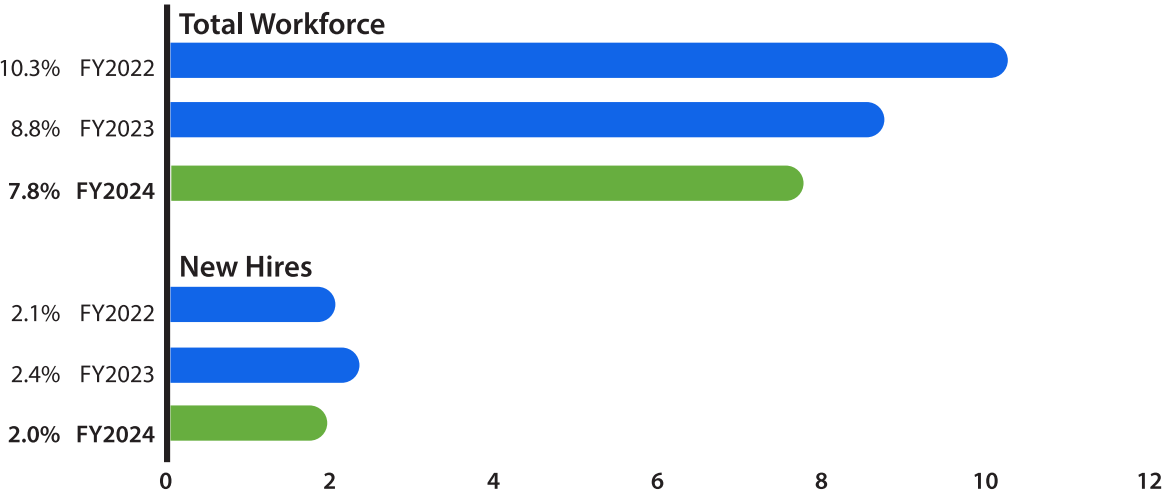


INTERNAL MOBILITY/ TRANSFERS

	FY2022	FY2023	FY2024
White	64.2%	51.6%	47.4%
Hispanic or Latino	16.4%	21.3%	24.9%
Black or African American	11.8%	16.1%	17.0%
Asian	4.6%	0.1%	4.1%
Two or More Races	2.0%	2.6%	1.2%
Wish Not to Disclose	0.0%	2.3%	2.3%
Native Hawaiian or Other Pacific Islander	0.7%	1.2%	2.4%
American Indian or Alaskan Native	0.3%	0.9%	0.8%

1. These charts indicate our U.S. race and ethnicity representation as of the end of FY2024 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S.

U.S. Veteran Status

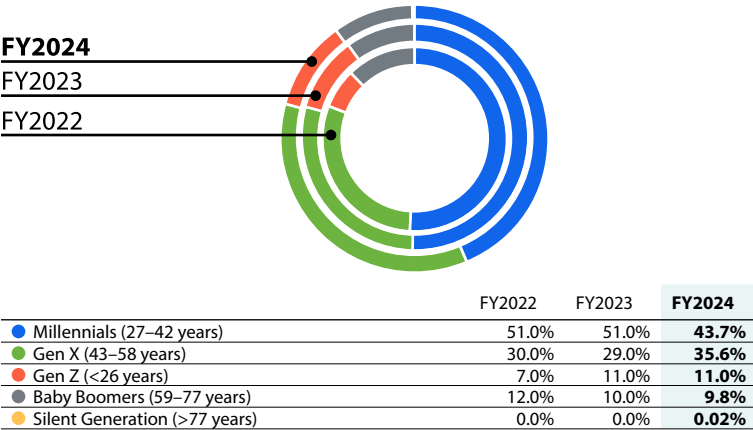


Voluntary and Involuntary Terminations of U.S. Employees

	FY2022		FY2023		FY2024	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
Men	88.6%	91.0%	87.4%	89.6%	86.3%	87.5%
Women	11.5%	9.0%	12.5%	10.3%	13.7%	12.4%

	FY2022		FY2023		FY2024	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
White	35.9%	24.1%	31.7%	22.3%	29.0%	22.0%
Hispanic or Latino	23.0%	18.6%	22.1%	18.6%	22.0%	19.8%
Black or African American	32.1%	48.9%	34.7%	47.8%	36.9%	45.8%
Asian	3.0%	1.7%	3.0%	2.0%	3.1%	2.6%
Two or More Races	3.4%	3.9%	3.2%	4.0%	1.3%	1.1%
Native Hawaiian or Other Pacific Islander	1.2%	1.4%	1.2%	1.1%	3.8%	4.2%
American Indian or Alaskan Native	1.4%	1.4%	1.6%	1.6%	1.4%	1.9%

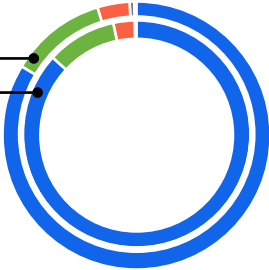
U.S. Employees by Generation



Data Appendix

U.S. Employee by Self-Identification¹

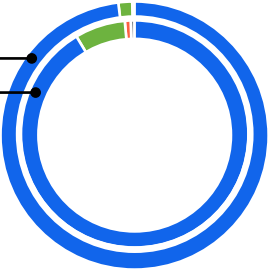
FY2024
FY2023



GENDER IDENTITY

	FY2023	FY2024
● Left blank	84.34%	84.4%
● Men	9.60%	11.7%
● Women	2.90%	3.8%
● Wish not to disclose	0.05%	0.7%
● Non-binary	0.04%	0.04%
● Other	0.01%	0.01%

FY2024
FY2023



SEXUAL ORIENTATION

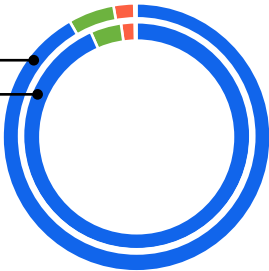
	FY2023	FY2024
● Left blank	91.39%	98.1%
● I do not identify as a member of LGBTQ+ community	7.16%	1.7%
● Wish not to disclose	1.06%	0.1%
● I identify as a member of LGBTQ+ community	0.29%	0.1%

TRANSGENDER IDENTIFICATION²

	FY2024
● Left blank	99.9%
● No	0.1%
● Yes	0.01%

→ Sysco added a new option for transgender identification in FY2024.

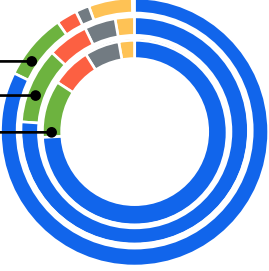
FY2024
FY2023



PRONOUNS

	FY2023	FY2024
● Left blank	93.51%	91.9%
● He/Him/His	4.40%	5.5%
● She/Her/Hers	1.97%	2.5%
● Other	0.08%	0.1%
● They/Them/Their	0.03%	0.04%

FY2024
FY2023
FY2022



VETERAN STATUS

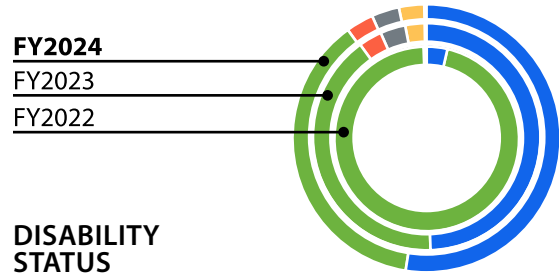
	FY2022	FY2023	FY2024
● I am not a veteran	74.29%	79.78%	82.4%
● Wish not to disclose	10.12%	11.46%	8.0%
● Identify as a veteran, just not a protected veteran	6.83%	6.09%	2.5%
● Left blank	6.03%	4.70%	1.8%
● Identify as one or more classifications of protected veterans	2.73%	2.67%	5.4%



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2. This is a new data category in FY2024 and has limited data at the time of publication.

U.S. Employee by Self-Identification¹ (continued)



DISABILITY STATUS

	FY2022	FY2023	FY2024
● No, I do not have a disability or a record/history of having a disability	3.83%	49.55%	52.7%
● Left blank	95.71%	40.71%	37.5%
● Wish not to disclose	0.20%	3.20%	3.4%
● No, I do not have a disability	0.11%	3.68%	3.3%
● Yes, I have a disability or have a record/history of having a disability	0.15%	2.78%	3.1%
● Yes, I have a disability	0.01%	0.08%	0.1%

CRG PARTICIPATION²

	FY2024
● APEX	0.02%
● Bridge	0.1%
● Catalyst	0.1%
● Circle	0.002%
● Emerging Leaders	0.1%
● Food for Thought	0.1%
● HART	0.1%
● IMPACT	0.2%
● Military Connect	0.1%
● MINDS	0.1%
● Spectrum	0.1%
● Blank	99.5%

MENTORSHIP PARTICIPATION²

	FY2024
● I have a mentor	0.1%
● I do not have a mentor	0.3%
● I am not sure	0.1%
● Wish not to disclose	0.01%
● Blank	99.4%

LANGUAGES SPOKEN²

	FY2024
● English	2.1%
● Chinese	0.02%
● Canadian French	0.002%
● French	0.1%
● Haitian Creole	0.03%
● Español (Latin America)	0.6%
● Swedish	0.0%
● Other	0.2%
● Blank	97.8%

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For questions or comments concerning this report,
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