

SYSCO CORPORATION
SUSTAINABILITY COMMITTEE CHARTER
APPROVED JUNE 2026

The Sustainability Committee (the "**Committee**") 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 role as a socially responsible organization.

I. Description of the Committee

The Committee shall consist of at least three members of the Board. The Committee shall review, evaluate, and provide input on Sysco's Sustainability Strategy, which focuses on Building Resilient Supply Chains, Transforming How We Operate, and Growing Customer Sustainability, and on implementation of the Sustainability Strategy. The Committee shall provide advice and counsel to the Board and management regarding the objectives of the Sustainability Strategy and aligning Sysco's policies, practices, and activities with Sysco's Sustainability Strategy and implementation priorities, including, but not limited to, a review of annual progress towards the achievement of Sustainability goals, how sustainability drives business objectives, and objectives previously approved by the Board and/or the Committee (the "**Sustainability Goals**").

II. Duties of the Committee

The Committee shall:

- A. Annually review, evaluate and provide input on Sysco's Sustainability Strategy, including as it relates to the achievement of any Sustainability Goals.
- B. Review, evaluate and provide input on Sysco's programs and activities relating to sustainability, including, but not limited to, environmental sustainability, food safety and workplace safety, product quality and quality assurance systems, animal welfare topics, social and community relations, and other economic and regulatory issues as they relate to Sysco's overall strategy and performance.
- C. Review Sysco's charitable, civic, educational, and business contributions and policies and practices related thereto.
- D. Assess the impact of Sysco's policies and practices on associates, customers, stockholders, and the communities where Sysco operates, including, but not limited to, the impact of such policies and practices on environmental sustainability, health and well-being, and humanrights.

- E. Review public policy and market trends concerning sustainability, including, but not limited to, the sustainability issues listed in Section II(B) above.
- F. Review and make recommendations to the Board regarding stockholder proposals relating to sustainability and other matters for which responsibility for oversight has been assigned to the Committee by the Board.
- G. Oversee the Corporation's stockholder engagement program with regard to sustainability or other matters for which responsibility for oversight has been assigned to the Committee by the Board.
- H. Review Sysco's inclusion initiatives with regard to external constituencies (*e.g.*, customers, suppliers, etc.).
- I. Carry out such other duties as may be delegated by the Board.
- J. Review and assess the adequacy of this Charter annually and recommend any changes to the Board for approval.
- K. Annually evaluate the performance of the Committee and its members and present the results of the evaluation to the Board.

III. Process

- A. Committee members shall be appointed by the Board and shall serve until the earlier of their death, resignation, retirement or removal by the Board.
- B. In carrying out its responsibilities, the Committee shall meet as often as it determines necessary and at such times as called by or on behalf of the Committee chairperson (the "**Chair**").
- C. Committee meetings shall be led by a Chair appointed by the Board from among the Committee members. In the absence of the Chair at any duly called meeting of the Committee at which a quorum is present, the Committee, by majority vote of those members present, shall designate one of said members to serve as Acting Chair for the meeting if not previously designated. A majority of the Committee members shall constitute a quorum for the transaction of business, and the vote of a majority of the Committee members attending a meeting, if a quorum is present, shall constitute the action of the Committee.
- D. The Committee shall have authority to delegate any decisions to a subcommittee of the Committee, provided that a full report of any action taken is promptly made to the Committee.

- E. The Committee shall have the sole authority to retain and determine the terms and engagement and compensation of any consultants or advisors.
- F. The Committee shall report to the Board all significant actions taken by the Committee.
- G. Written minutes of Committee meetings shall be maintained.

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