

# GRI Index

Sysco Corporation has reported the information cited in this GRI content index for the period July 1, 2024 to June 28, 2025 with reference to the GRI Standards.

GRI Standard/ Other Source	Disclosure	Location/Response 2025
<b>GRI 2: General Disclosures</b>		
<b>The Organization and Its Reporting</b>		
2-1	Organizational details	Sysco Corporation Houston, TX, USA
2-2	Entities included in the organization’s sustainability reporting	<a href="#">2025 Annual Report</a> , Business, page 3
2-3	Reporting period, frequency and contact point	Reporting Frequency: Annually Reporting Period: July 1, 2024 to June 28, 2025 For questions or comments concerning this report, please contact the Sysco Sustainability Team at <a href="mailto:sustainability@sysco.com">sustainability@sysco.com</a> .
2-4	Restatements of information	<p>Sysco’s greenhouse gas (GHG) emissions baseline is set as calendar year 2019 (CY2019), reflecting the period and methodology used when the baseline was originally established. Beginning in subsequent years, Sysco transitioned to collecting and reporting emissions and other ESG data on a fiscal year (FY) basis, in alignment with our financial reporting calendar. As a result, trend data and targets may reference both CY2019 (baseline) and subsequent fiscal years for performance tracking and disclosures.</p> <p>Sysco’s CY2019 baseline was recalculated due to organizational and methodological changes compared to our 2024 inventory boundaries, resulting in a more than 5% change in expected 2019 emissions. The base-year emissions were recalculated using “like-for-like” methodologies aligned with our 2024 inventory development, consistent with the GHG Protocol Corporate Standard. Emissions were recalculated using 2019 activity data for fuels, electricity and refrigerants where available. Where activity data was not available, Sysco applied estimation approaches consistent with its 2024 inventory methodology.</p> <p>Sysco has made several large acquisitions since 2019, including Edward Don &amp; Company, Greco &amp; Sons and The Coastal Companies, which have now been incorporated into our restated 2019 base-year emissions. Emissions associated with acquisitions were estimated using the most recent inventory year of data available, applying a “like-for-like” methodology consistent with our current approach. The restated base year represents the best available, management-approved estimate developed with a credible third party but has not yet undergone independent assurance. Sysco will continue to review its base-year and recalculation policy in line with evolving GHG Protocol and SBTi guidance. Future adjustments may occur as methodologies improve, or additional data becomes available.</p> <p>Forecasted reductions reported in this document are based on current methodologies and assumptions and may be updated following additional QA/QC and external assurance. Sysco’s Scope 1 and 2 reduction target of 27.5% by 2030 from a FY2019 base year remains in place unless and until an SBTi recalculation or revalidation is completed.</p>

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2-5	External assurance	Sysco's financial data provided from the Company's Annual Report and Form 10-K are independently assured by Ernst & Young. We did not conduct ESG assurance in FY2025.
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">2025 Annual Report</a> , Business, pages 3–9
2-7	Employees	<a href="#">2025 Annual Report</a> , Human Capital Resources, page 6
2-8	Workers who are not employees	<a href="#">2025 Annual Report</a> , Human Capital Resources, page 6
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">2025 Proxy Statement</a> , Corporate Governance, pages 22–27
2-10	Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> , Election of Directors, pages 11–13
2-11	Chair of the highest governance body	<a href="#">2025 Proxy Statement</a> , Director Independence, page 21
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2025 Proxy Statement</a> , Corporate Governance, pages 22–27
2-13	Delegation of responsibility for managing impacts	<a href="#">2025 Proxy Statement</a> , Corporate Governance, pages 22–27
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2025 Proxy Statement</a> , Sustainability Committee, page 24
2-15	Conflicts of interest	<a href="#">2025 Proxy Statement</a> , Corporate Governance, pages 22–27; Global Code of Conduct, page 28
2-16	Communication of critical concerns	<a href="#">Contact the Board</a>
2-17	Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement</a> , Board Refreshment, pages 20–21; Director Orientation and Continuing Education and Management Development and Succession Planning, page 26
2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> , Corporate Governance, pages 22–27
2-19	Remuneration policies	<a href="#">2025 Proxy Statement</a> , Executive Compensation, pages 50–65
2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement</a> , Executive Compensation, pages 50–65
2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> , CEO Pay Ratio, page 57

GRI Standard/ Other Source	Disclosure	Location/Response 2025
<b>Strategy, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	Introduction>Sustainability Strategy, pages 5–8
2-23	Policy commitments	<a href="#">Code of Conduct</a> <a href="#">Public Policy Engagement</a> <a href="#">Animal Welfare Policy for Suppliers</a> <a href="#">Supplier Code of Conduct</a>
2-24	Embedding policy commitments	Product>Animal Welfare, page 16 People>Goals At-a-Glance, page 27; Human Rights and Emerging Suppliers, page 29 Governance>A Culture of Integrity, page 59; Government Relations, page 60
2-25	Processes to remediate negative impacts	<a href="#">Code of Conduct</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Sysco Ethics Line</a> <a href="#">Code of Conduct</a>
2-27	Compliance with laws and regulations	2025 Annual Report, Government Regulation, pages 8–9
2-28	Membership associations	A complete list of membership associations can be found on <a href="#">Sysco.com</a>
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	Appendix>Materiality and Stakeholder Engagement, page 68
2-30	Collective bargaining agreements	<a href="#">2025 Annual Report</a> , Human Capital Resources, page 6
<b>GRI 3: Material Topics</b>		
3-1	Process to determine material topics	Appendix>Materiality and Stakeholder Engagement, page 68
3-2	List of material topics	Appendix>Materiality and Stakeholder Engagement, page 68
<b>GRI 200: Economic</b>		
<b>GRI 204: Procurement Practices</b>		
3-3	Management of material topic	Product>Product Sourcing and Packaging Design, pages 11–18
204-1	Proportion of spending on local suppliers	<a href="#">2025 Annual Report</a> , Customers and Products, pages 4–5; Sources of Supply, page 5
204-1	Proportion of spending on local suppliers	Product>Product Sourcing and Packaging Design, pages 11–18

GRI Standard/ Other Source	Disclosure	Location/Response 2025
<b>GRI 300: Environmental</b>		
<b>GRI 301: Materials</b>		
3-3	Management of material topic	Product>Pushing Packaging Design Forward, pages 17-18
301-1	Materials used by weight or volume	Product>Pushing Packaging Design Forward, pages 17-18
301-2	Recycled input materials used	Product>Pushing Packaging Design Forward, pages 17-18
301-3	Reclaimed products and their packaging materials	Product>Pushing Packaging Design Forward, pages 17-18
<b>GRI 302: Energy</b>		
3-3	Management of material topic	Planet>Fleet, Refrigeration and Energy Resiliency, pages 49-54 <a href="#">2024 CDP Corporate Questionnaire</a>
302-1	Energy consumption within the organization	<a href="#">2024 CDP Corporate Questionnaire</a>
302-3	Energy intensity	<a href="#">2024 CDP Corporate Questionnaire</a>
302-4	Reduction of energy consumption	<a href="#">2024 CDP Corporate Questionnaire</a>
302-5	Reductions in energy requirements of products and services	Planet>Fleet, Refrigeration and Energy Resiliency, pages 49-54
<b>GRI 304: Biodiversity</b>		
3-3	Management of material topic	Planet>Resilient and Regenerative Agriculture, pages 44-48
304-2	Significant impacts of activities, products, and services on biodiversity	Planet>Resilient and Regenerative Agriculture, pages 44-48
<b>GRI 305: Emissions</b>		
3-3	Management of material topic	Planet>Tackling Value Chain Emissions, page 46; Reducing Emissions in Our Operations, page 50
305-1	Direct (Scope 1) GHG emissions	Planet>Reducing Emissions in Our Operations, page 50
305-2	Energy indirect (Scope 2) GHG emissions	Planet>Reducing Emissions in Our Operations, page 50
305-3	Other indirect (Scope 3) GHG emissions	Planet>Tackling Value Chain Emissions, page 46
305-4	GHG emissions intensity	<a href="#">2024 CDP Corporate Questionnaire</a>
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Planet>Tackling Value Chain Emissions, page 46; Reducing Emissions in Our Operations, page 50

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GRI Standard/ Other Source	Disclosure	Location/Response 2025
<b>GRI 306: Waste</b>		
3-3	Management of material topic	Product>Operational Shrink and Waste, pages 19-21
306-2	Management of significant waste-related impacts	Product>Operational Shrink and Waste, pages 19-21
306-4	Waste diverted from disposal	Product>Operational Shrink and Waste, pages 19-21
306-5	Waste directed to disposal	Product>Operational Shrink and Waste, pages 19-21
<b>GRI 308: Supplier Environmental Assessment</b>		
3-3	Management of material topic	Planet>Our Sustainable Agriculture and Produce Programs, page 45
308-1	New suppliers that were screened using environmental criteria	Planet>Our Sustainable Agriculture and Produce Programs, page 45
308-2	Negative environmental impacts in the supply chain and actions taken	Planet>Our Sustainable Agriculture and Produce Programs, page 45
<b>GRI 400: Social</b>		
<b>GRI 401: Employment</b>		
3-3	Management of material topic	People>Colleague Engagement and Retention, pages 33-36
401-1	New employee hires and employee turnover	<a href="#">2025 Annual Report</a> , Human Capital Resources, page 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People>Promoting Safety, Health and Wellness, page 36 <a href="#">Sysco Benefits</a>
401-3	Parental leave	<a href="#">Leave of Absence</a>
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of material topic	People>Promoting Safety, Health and Wellness, page 36 <a href="#">Code of Conduct</a> , pages 12-13 <a href="#">Supplier Code of Conduct</a>
403-1	Occupational health and safety management system	People>Promoting Safety, Health and Wellness, page 36
403-2	Hazard identification, risk assessment, and incident investigation	People>Promoting Safety, Health and Wellness, page 36
403-3	Occupational health services	People>Promoting Safety, Health and Wellness, page 36
403-4	Worker participation, consultation, and communication on occupational health and safety	People>Promoting Safety, Health and Wellness, page 36
403-5	Worker training on occupational health and safety	People>Promoting Safety, Health and Wellness, page 36

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403-6	Promotion of worker health	People>Promoting Safety, Health and Wellness, page 36
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People>Promoting Safety, Health and Wellness, page 36
403-8	Workers covered by an occupational health and safety management system	People>Promoting Safety, Health and Wellness, page 36
<b>GRI 405: Diversity and Equal Opportunity</b>		
3-3	Management of material topic	People>Building an Inclusive, Resilient Supply Chain, page 30
405-1	Diversity of governance bodies and employees	People>Building an Inclusive, Resilient Supply Chain, page 30 <u>2025 Annual Report</u> , Human Capital Resources, page 6
<b>GRI 406: Non-discrimination</b>		
3-3	Management of material topic	People>Human Rights and Emerging Suppliers, pages 28-32 Governance>Enterprise Risk Management, page 58
406-1	Incidents of discrimination and corrective actions taken	Governance>Enterprise Risk Management, page 58
<b>GRI 408: Child Labor</b>		
3-3	Management of material topic	People>Human Rights and Emerging Suppliers, pages 28-32 Governance>Enterprise Risk Management, page 58
408-1	Operations and suppliers at significant risk for incidents of child labor	People>Human Rights, page 29 Governance>Enterprise Risk Management, page 58
<b>GRI 409: Forced or Compulsory Labor</b>		
3-3	Management of material topic	People>Human Rights and Emerging Suppliers, pages 28-32 Governance>Enterprise Risk Management, page 58
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	People>Human Rights, page 29 Governance>Enterprise Risk Management, page 58
<b>GRI 413: Local Communities</b>		
3-3	Management of material topic	People>Foodservice and Community Impact, pages 37-41
413-1	Operations with local community engagement, impact assessments, and development programs	People>Foodservice and Community Impact, pages 37-41
413-2	Operations with significant actual and potential negative impacts on local communities	People>Foodservice and Community Impact, pages 37-41

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<b>GRI 414: Supplier Social Assessment</b>		
3-3	Management of material topic	People>Human Rights and Emerging Suppliers, pages 28-32
414-1	New suppliers that were screened using social criteria	People>Human Rights and Emerging Suppliers, pages 28-32
414-2	Negative social impacts in the supply chain and actions taken	People>Human Rights and Emerging Suppliers, pages 28-32
<b>GRI 416: Customer Health and Safety</b>		
3-3	Management of material topic	Product>Product Sourcing and Packaging Design, pages 11-18
416-1	Assessment of the health and safety impacts of product and service categories	Product>Product Sourcing and Packaging Design, pages 11-18