

# 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	2025 Response
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-FR-110a.1	The main source of Sysco's GHG emissions is our global fleet. As part of our wider emissions reduction strategy we are piloting new electric trailer technology, expanding use of electric vehicles, and exploring renewable diesel. For further information see Transforming Our Vehicle Fleet in our FY2025 Sustainability Report, page 53.
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO <sub>2</sub> e	FB-FR-110b.1	See Reducing Emissions in Our Operations in our FY2025 Sustainability Report, page 50.
	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 is actively developing systems and processes to capture this metric as part of our ESG data modernization initiatives. We are implementing enhanced data architecture and assurance protocols to enable future disclosure, aligned with SASB standards.
Energy Management	(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.
Food Waste Management	(1) Amount of food waste generated, (2) percentage diverted from the waste stream	Quantitative	Metric tons (t), Percentage (%)	FB-FR-150a.1	As of FY2025, Sysco diverted 81% of food waste from landfills in North America for tracked sites. For further information on our latest waste reduction efforts, see Operational Shrink and Waste in our 2025 Sustainability Report, pages 19–21.
Data Security	(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 page 20 of our <a href="#">2025 Annual Report</a> .

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Food Safety	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 pages 15–16 of our 2025 Annual Report.
	(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.
Product Health and Nutrition	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.

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Product Labeling and Marketing	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 pages 15–16 of our <a href="#">2025 Annual Report</a> .
	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 collect this data.
Labor Practices	(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 pay of approximately \$25; (2) 100% of associates in our U.S. distribution facilities received pay above state minimum wage thresholds. For further information, see page 6 of our <a href="#">2025 Annual Report</a> .
	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	FB-FR-310a.2	Approximately 14%, refer to page 6 of our <a href="#">2025 Annual 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.

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Management of Environmental and Social Impact in the Supply Chain	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 Protecting Natural Resources in our FY2025 Sustainability Report, page 47.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	FB-FR-430a.4	<p>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.</p> <p>In FY2025, all of Sysco's major packaging suppliers have committed to transitioning from traditional white to kraft corrugate cases for Sysco Brand exterior packaging. We also hosted our second annual Pack-a-Thon event for suppliers to submit proposals for innovative and sustainable packaging designs. For more information on these and other FY2025 packaging initiatives, see the Pushing Packaging Design Forward section of our FY2025 Sustainability Report, pages 17–18.</p>