

Securing the Future of Food



Building a More Resilient
Food System Together

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 Governance	 57	 Appendix	 61	<p>In this Report, we use the terms "material" or "materiality." The use of such terms in this Report is not to be deemed to constitute an admission as to the materiality of any information in this Report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.</p> <p>The information presented in this report is from FY2025, unless otherwise noted. This information is subject to change without notice, and Sysco does not undertake to publicly correct or update such information in this report. Please also see Forward-Looking Statements. Any references to "ESG," "sustainability," or similar terms in this report are intended as references to our internally defined criteria, and not to any jurisdiction-specific regulatory definition. Most metrics presented in this report have been rounded to aid readability.</p>				
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4,300+
One Planet
One Table products¹



159M meals donated
through Global Good since FY2018³



3,100
ranchers engaged²



2.25M
electric vehicle (EV)
miles driven⁴

We're proud of
what we have
achieved.

We love everything about food.
That's why our purpose is
connecting the world to share
food and care for one another.
As we celebrate our progress
toward our sustainability
goals, we are also looking
ahead to what comes next.

Together, we can Secure the Future of Food.

Our new sustainability strategy will come into effect as the world faces increasing challenges. In partnership across our supply chain, Sysco must continue to evolve to meet the needs of tomorrow.

Weather Events

Labor Crisis

Rising Costs

Supply Chain Disruptions

Water Scarcity

Soil Degradation

Food Waste

Energy Security and Demand

Shifting Consumer Expectations

Regulatory Risk

Packaging Waste

Ingredient Sourcing Instability

Global Uncertainty

Nature Loss

Our Sustainability Strategy Is Essential to Our Growth Strategy

A message from Kevin Hourican, Chair of the Board and Chief Executive Officer (CEO)

Sysco has long been committed to shaping the future of sustainability in our industry and to taking action to drive progress. As the industry leader, we are proud of the following milestones that we have achieved at Sysco:

- Deployed the largest EV fleet in our industry.⁵
- Partnered on the largest renewable energy project in our industry.⁶
- Curated one of the leading assortments of products that deliver on our customers' sustainability needs.⁷
- Implemented programs that support responsible sourcing of key commodities, including seafood and produce.⁸
- Contributed nearly 160 million meals to nourish our communities since 2018.³
- Volunteered nearly 40,000 hours in FY2025, focused upon food insecurity in our communities.

We are excited to take the next step forward with a strategic plan that will help Secure the Future of Food while ensuring Sysco plays its part in that global effort. More than a sustainability commitment, **Securing the Future of Food is a business imperative**, one that will strengthen resilience for Sysco and all our stakeholders, from farm to fork.

Our strategy focuses on:

Building Resilient Supply Chains

By strengthening supply chains, we help farmers thrive, protect ecosystems and ensure our customers have access to the products they need. We are expanding sourcing strategies that help our partners create value by improving yields and reducing costs while protecting their fisheries, herds, crops and land. Our long-running Sustainable Agriculture Program avoided over 6 million pounds of pesticides and saved 650 million gallons of water in crop year 2024 alone, saving costs while protecting nature.⁹ Packaging also plays a key role in foodservice, and we are collaborating with suppliers to develop solutions that keep food safe and fresh while reducing plastic, minimizing waste and managing costs.

Transforming How We Operate

Visiting Sysco sites across the globe is one of the most rewarding parts of my role. It's where we see teams innovating to create safer, more efficient and more fulfilling workplaces. These investments matter, and we are committed to expanding

opportunities for colleagues to learn, grow and lead. We are also continuing our efforts to reduce our environmental footprint and drive more efficient operations, which helps us lower costs, reduce risk and deliver better service. In FY2025, in addition to our EV and renewable diesel programs, we reduced miles driven by 1.7% through a strategic routing project. These efforts took over 2.2 million miles off the road, saving fuel and costs while reducing our carbon footprint.¹⁰

Growing Customer Sustainability

One constant communication with our restaurant partners and end consumers has highlighted that diners increasingly care about how and where their food comes from. **Our One Planet One Table** assortment helps our customers succeed by offering products that are locally sourced, meet strict sustainability standards and exceed our customers' expectations from a quality perspective. The assortment continues to help drive our growth, and we plan to expand the number of available products in the coming year. All of the items in the One Planet One Table assortment meet strict quality, safety and sustainability standards. Our local programs such as FreshPoint Local, which grew 5.8% in



FY2025,¹¹ have provided us and our customers growth while also supporting the communities we serve.

We are grateful for your support of Sysco's purpose: **Connecting the World to Share Food and Care for One Another**. We will advance our efforts by helping Secure the Future of Food, from farms that are more resilient, to ranches that produce less methane, to fisheries that are not overharvested. We invite you to explore our strategy and join us in leading the foodservice industry forward.



Kevin Hourican
Chair of the Board and CEO,
Sysco Corporation

Making Our Strategy a Reality

Fresh insights from Henry Fovargue,
Vice President of Sustainability



Henry Fovargue at Southern Smoke Festival, sponsored by Sysco.



Sysco has unveiled a new sustainability strategy: Securing the Future of Food. Why now?

The world has changed. Our business and customers have changed as well. In the past few years, floods have wiped out crops from Salinas, California, to Valencia, Spain; animal disease has affected beef, poultry and eggs; droughts have damaged crops; and ocean warming has impacted seafood. These shocks make it more expensive for all of our customers and suppliers.

Sysco sits right in the middle of this system, connecting farms, processors and operators. That gives us a unique chance to strengthen it. Securing the Future of Food is our plan to help customers and suppliers stay one step ahead by reducing costs and building a food system that lasts.



What are you most proud of so far?

Scale matters, and Sysco has it. We now have the largest solar project, largest EV fleet and a leading sustainability-focused product assortment in foodservice.^{5,7} The initiative I'm proudest of is One Planet One Table. Every product in it does something tangible; whether it protects animal welfare, reduces plastic, supports farmers or preserves nature. And it's working. These products are growing faster than the rest of our assortment because they make sense for our customers' businesses and for the planet.



How does this help operators and suppliers in practical terms?

Everything we're doing ties back to business results. When our colleagues are engaged, customers feel it in service. When we enable resilient farming, we reduce the risk of shortages and price swings. When we make it easier to find more sustainable options on our e-commerce platform, Sysco Shop, customers meet their diners' expectations and win. This strategy isn't about buzzwords, it's about reliability, value and growth for everyone who depends on the food system.



What's been the hardest part of delivering change at this scale?

Turning a company the size of Sysco is like steering a tanker ship, but once it moves, it's unstoppable. We're modernizing our systems, retraining teams and coordinating thousands of moving parts across people and technology. That takes time. But we're seeing real momentum. Each year, the wins get bigger, the savings more visible and the customer and supplier stories more powerful.



What gives you confidence you'll succeed?

Our people and our position. We are at the center of it all. When we use that scale to solve problems together, we can Secure the Future of Food for generations. That's what gets me up every morning, making sure Sysco, our customers and our suppliers don't just survive change... we lead it.

Drawing on Our History to Power What Is Next

Our 2030 sustainability strategy is built on a robust foundation, driving bold actions and measurable progress. In 2018, we set several 2025-bound sustainability goals. Since then, we have made progress we are proud of. Here are just some of the key milestones we reached.

FY2018



Launched Nourishing Neighbors™ in support of our **Global Good goal** of generating \$500M worth of good in our global communities, including 200M meals

FY2019



Introduced two new product brands: Sysco SIMPLY™ Plant Based, centered on plant-forward dining, and Sysco Earth Plus®, focused on disposables solutions designed to reduce environmental impacts

FY2020



Established **Responsible Sourcing** guidelines for four key commodities: beef, coffee, paper and soy

FY2021



Set **Energy and Carbon goal** to reduce Scope 1 and 2 greenhouse gas emissions by 27.5% by 2030, against a CY2019 baseline

FY2022



Included 10 fresh crops in the Sustainable Agriculture Program, exceeding our original 2025 **Sustainable Agriculture goal** of expanding to five

FY2023



Achieved our **Animal Welfare goal** by establishing a process to ensure all North American Sysco Brand suppliers adhere to requirements laid out in our Animal Welfare Policy for Suppliers¹²



Added cocoa to officially achieve our **Responsible Sourcing goal**

FY2024



Launched our One Planet One Table assortment of sustainability-focused products

Improved waste diversion from 67% to 81% from June 2023 to June 2025 while reducing the costs of waste haulage in support of our **Waste Diversion goal**

FY2025



Achieved our **Human Rights goal** of ensuring that all first-tier, high-risk suppliers agree to our Supplier Code of Conduct principles¹³

Securing the Future of Food: Our 2030 Vision

Our new strategy is designed to navigate the complexity of the foodservice ecosystem by strengthening how we work with suppliers, across Sysco's global operations, and with our customers. We are enhancing our focus on Products, People and Planet to drive meaningful improvement throughout the foodservice value chain and help build a more sustainable future.

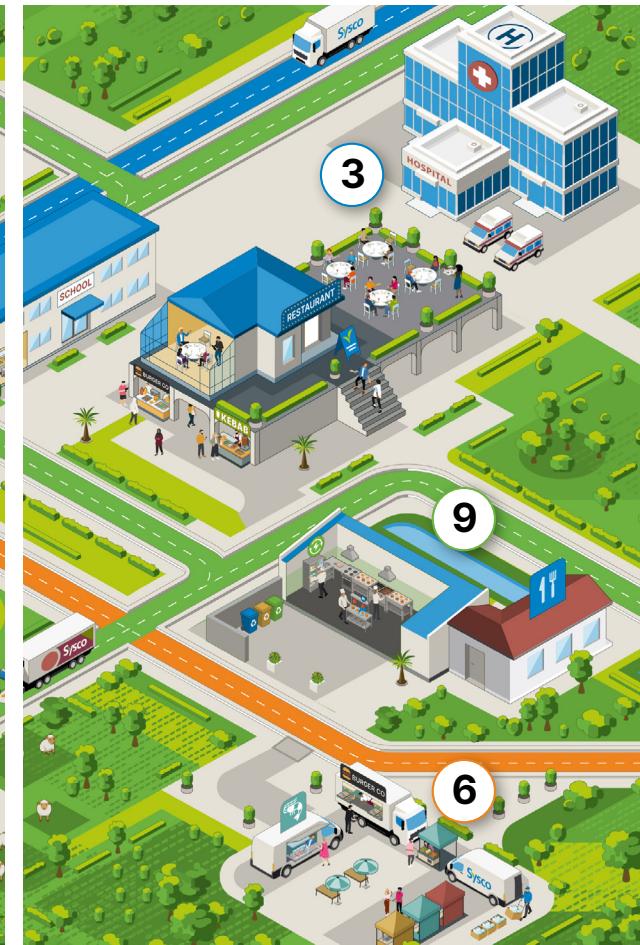
Building Resilient Supply Chains



Transforming How We Operate



Growing Customer Sustainability



Product

- 1 Product Sourcing and Packaging Design
- 2 Operational Shrink and Waste
- 3 Product Offering and Innovation

People

- 4 Human Rights and Emerging Suppliers
- 5 Colleague Engagement and Retention
- 6 Foodservice and Community Impact

Planet

- 7 Resilient and Regenerative Agriculture
- 8 Fleet, Refrigeration and Energy Resiliency
- 9 Smart Menus and Kitchens

PRODUCT

We will Secure the Future of Food by delivering innovative and sustainable solutions that help our stakeholders thrive.



Building Resilient
Supply Chains



Transforming How
We Operate



Growing Customer
Sustainability

Page 11

Product Sourcing and Packaging Design

Work with suppliers to source responsibly, achieve product certifications and improve packaging design.

Page 19

Operational Shrink and Waste

Reduce, recycle and repurpose the byproducts of our operations to reduce our environmental impact and identify cost savings we can pass on to stakeholders.

Page 22

Product Offering and Innovation

Enable our customers to win with innovative, sustainability-focused products that help our customers meet nutritional and environmental goals.

Goals At-a-Glance

Achieving Our 2025 Product Commitments



Responsible Sourcing

Goal

Establish responsible sourcing guidelines for **five key commodities**.

Complete

Completed responsible sourcing guidelines for **five key commodities**: beef, cocoa, coffee, paper and soy.¹⁴



Animal Welfare

Goal

Ensure that all Sysco Brand protein suppliers adhere to requirements laid out in our [Animal Welfare Policy](#) for suppliers.

Complete

Complete in North America: Tier 1 suppliers provide an **annual animal welfare audit**, and all Tier 2 suppliers provide written attestation that their raw materials suppliers adhere to our policy.¹²



Sustainable Agriculture

Goal

Expand Sysco's Sustainable Agriculture Program to include **five fresh crops**.

Exceeded

Far exceeded our goal of **five** by including **17 fresh crops** in the program.¹⁵

What's Next: 2030 Product Goal

Reach

\$7.5B

in annual sales of sustainability-focused products by 2030, including growth in local sourcing and spend with emerging suppliers.

Levers we will explore:

- Grow the One Planet One Table assortment in the U.S.
- Expand the One Planet One Table assortment to our specialty companies and markets outside the U.S.
- Expand local sourcing across markets.
- Partner with local and emerging suppliers in the U.S. and Canada.

This target encompasses expanding and data-attributing the One Planet One Table assortment, as well as increasing sales of products with verified sustainability attributes, local origin and supplier diversity. Progress will be driven by innovation, supplier partnerships and enhanced product visibility across all business units.



FreshDirect Ripe and Ready Avocados carton made from 100% recyclable corrugated cardboard.



Building Resilient Supply Chains

Product Sourcing and Packaging Design

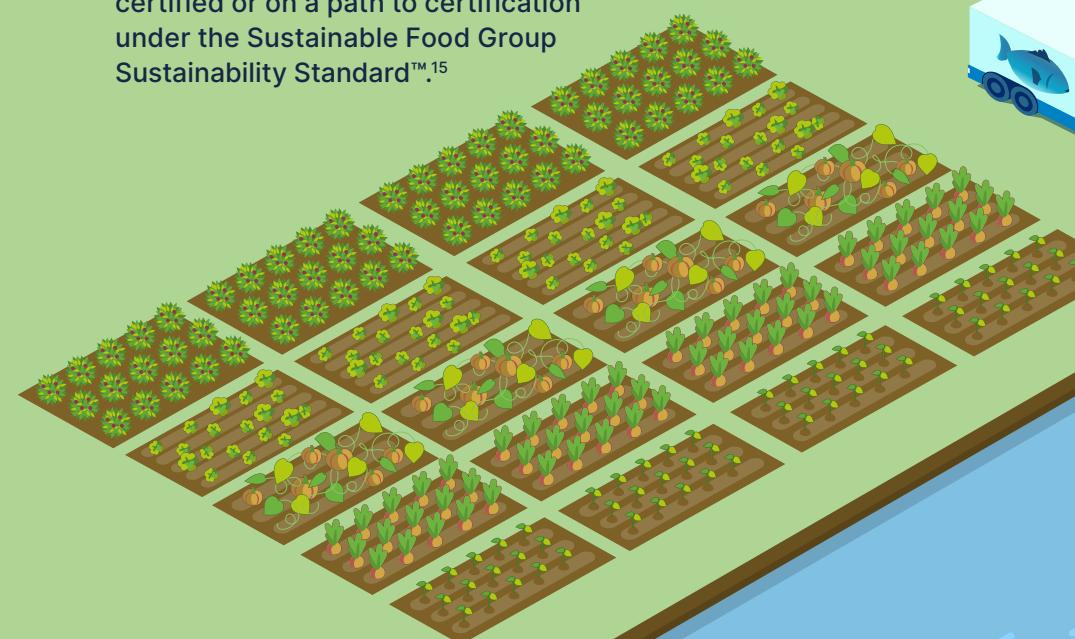
A more resilient food system starts at the source. Sysco has longstanding, strong partnerships with food and packaging suppliers committed to responsible practices. We collaborate to develop smart, innovative solutions that foodservice operators can trust.

Our Progress on Product Sourcing

In FY2025, we made significant progress toward our responsible sourcing goals for Key Commodities and our Sustainable Seafood Commitments.^{14,16}

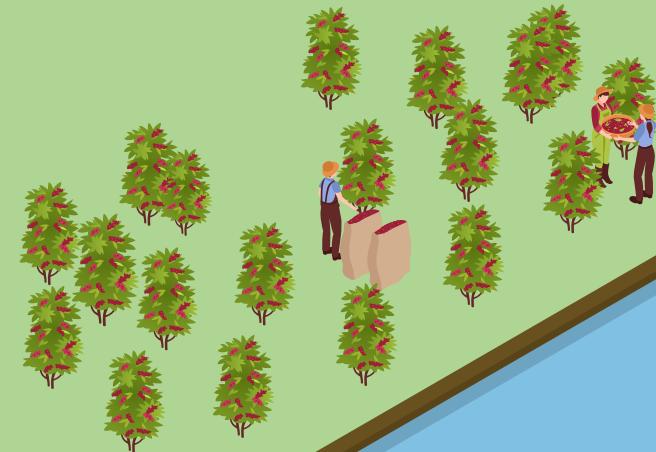
17

Sysco Brand fresh produce crops certified or on a path to certification under the Sustainable Food Group Sustainability Standard™.¹⁵



45%

of Sysco Brand U.S. Broadline whole bean and ground coffee are **Citavo Brand** products supported by Rainforest Alliance, Fair Trade USA or USDA Organic certifications.



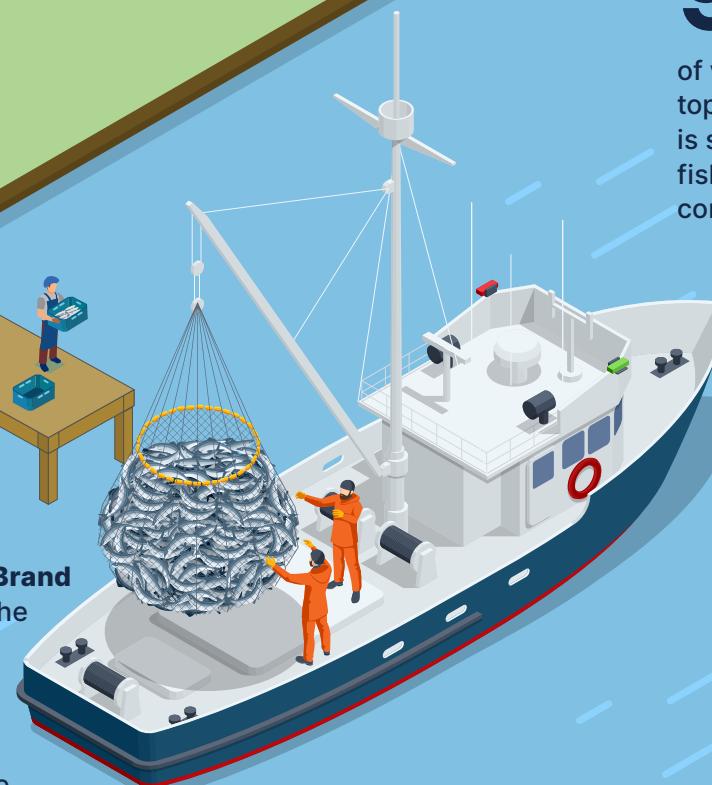
97%

of **volume for Sysco France's** top 15 wild-caught species groups is sourced from eco-certified fisheries, fisheries in good stock condition or comprehensive FIPs.¹⁸



93%

of our **volume for the top 15 wild-caught Sysco Portico Brand Seafood species** groups in the U.S. and Canada is sourced from Marine Stewardship Council (MSC)-certified fisheries, fisheries in full MSC assessment or comprehensive Fishery Improvement Projects (FIPs).¹⁷



Our Progress on Product Sourcing (continued)

Promoting Sustainable Seafood¹⁹

Demand for sustainably-sourced seafood products is growing around the world. Nearly 50% of global diners are changing their diets to reduce environmental impact, and 91% are concerned about the state of the world's oceans.²⁰ Through focused commitments and partnerships, we are expanding responsible seafood offerings, empowering foodservice operators to deliver the transparency and quality that diners expect.

Our Sustainable Seafood Commitments¹⁶ were set in 2021, building on previous goals with World Wildlife Fund (WWF) and aimed to increase purchases of certified responsible seafood.



Portico Classic Atlantic Cod Loin

FY2025 Sustainable Seafood Commitment Progress¹⁸

93%

of our volume for U.S. and Canada **top 15 wild-caught Sysco Portico Brand Seafood** species groups sourced from fisheries that are MSC certified, in MSC full assessment or in a comprehensive FIP (81% of this volume was from fisheries that are MSC certified).

99%

of our volume for U.S. and Canada **top 5 aquaculture Sysco Portico Brand seafood** species groups sourced from farms that are certified by the Aquaculture Stewardship Council (ASC), in ASC full assessment, in a credible Aquaculture Improvement Project or, at a minimum, Best Aquaculture Practices 2-Star certified.

100%

of **Sysco Portico Brand Seafood haddock, scallops, salmon, hake/whiting, flounder and oysters** sourced from MSC-certified fisheries.

100%

of our U.S. Specialty volume for **Sysco Brand wild-caught scallops** sourced from MSC-certified fisheries.

56%

of our U.S. Specialty volume for **Sysco Portico Brand Seafood wild-caught scallops and farmed salmon**, our two largest species groups by volume, sourced from more sustainable sources as defined in our commitments.

100%

of **Sysco Brand canned tuna** sourced from International Seafood Sustainability Assessment-participating suppliers, 10% of which was from MSC-certified fisheries.

Our Progress on Product Sourcing (continued)

Crafting Low-Impact Cleaning Solutions with Our Supplier of the Year Award Winner

Sysco's Keystone brand line of cleaning solutions, developed in partnership with Ecolab, our Supplier of the Year, helps customers reduce waste in the back of house via packaging-weight reduction while maintaining a consistent, high-quality clean.

A key part of this collaboration is our **tablet-based, Keystone Unit Dose** cleaning program. Launched in FY2025 through Sysco's Cutting Edge Solutions platform, these products deliver a commercial-grade clean for guests and an easy, uncomplicated routine for staff. The compact, color-coded and controlled-dose format of each cleaner reduces excess product use, simplifies training and supports more efficient operations. The system also features a 98.8% reduction in plastic packaging waste and contributes to significant water and energy savings during the cleaning process.²¹

Unit Dose Multi-Purpose Cleaner

A non-abrasive cleaner suitable for glass and a wide range of hard surfaces.

Unit Dose Neutral Floor Cleaner

A daily cleaner for vinyl, tile and other common foodservice floors that removes light soils without requiring a rinse.

Unit Dose Pot & Pan Detergent Tablet

Designed to cut through grease and food soils during manual warewashing.



Unit Dose Delimer

Formulated to remove limescale and hard-water deposits on dish machines, steam tables and other high-use equipment.

Unit Dose Presoak Cleaner

An enzymatic presoak that helps break down protein and starch films to reduce rewashing.



Sysco's FY2025 Ecolab and Keystone Products Impact²²

In working with Ecolab, Sysco helps customers optimize their chemical product use to deliver operational savings and reduce water, energy and waste.

5.4M+
pounds reduced waste

1.4B+
gallons of water saved

98K+
metric tons of carbon dioxide equivalent avoided

Our Progress on Product Sourcing (continued)

Product Safety and Compliance

Our ability to consistently provide safe, high-quality, compliant products is key to upholding Sysco's reputation and maintaining our customers' trust. Sysco's Food Safety and Quality Assurance (FSQA) team designs, develops, implements and measures compliance with our food safety and quality management system, always with Sysco's values in mind.

The FSQA program covers:

- All Sysco Brand products.
- Products we manufacture in our owned facilities.
- Sysco's distribution activities for all food products we handle.

We routinely update our audit standards to ensure our suppliers are meeting proper risk management and product quality requirements. Additionally, commodities such as raw ground beef; poultry; and ready-to-eat seafood, produce and deli meats must adhere to more rigorous Sysco FSQA requirements designed to mitigate pathogen risks.

In FY2025, we continued to invest in technology to improve efficiencies in FSQA, including using GPS-enabled software to better target auditing field inspections.

Embracing Global Food Safety Initiative (GFSI) Certification

Sysco has long advocated for independent food safety certification across all sectors of the food system. Our owned companies began working with GFSI-recognized certification programs in 2015, and over 150 of our sites are certified annually using the BRC Global Standard or the Safe Quality Foods standard. Sysco-branded food suppliers must also receive certification using a Food Safety standard benchmarked by the GFSI. The organization's work in benchmarking and harmonization fosters mutual acceptance of GFSI-recognized certification programs across the industry and enables a simplified "once certified, recognized everywhere" approach. This reduces trade barriers and inefficiencies in the auditing process. The GFSI benchmarking process is now the most widely recognized in the food industry worldwide.



Our Approach to Due Diligence

Vetting and Onboarding

- Before being considered as a producer of Sysco Brand Products, sites must complete our comprehensive FSQA supplier approval process, in which we use documentation reviews and physical audits to verify that a supplier's facility and FSQA-related processes meet Sysco's standards.
- Following approval, we partner with suppliers to establish ongoing monitoring and verification procedures to ensure Sysco Brand products are manufactured and packed in accordance with agreed-upon specifications in a food-safe environment.

Proactive Risk Management

- To proactively identify food safety hazards in our supply chain, we conduct risk assessments for our products, processes, sites and suppliers.
- Based on these assessments, we develop preventive control programs and verification activities that we apply at our specialty company manufacturing facilities and distribution centers, and with our Sysco Brand product suppliers.

Independent and Internal Audits

- Our Sysco-owned distribution centers, specialty processing facilities and branded suppliers must undergo annual, independent food safety certification audits to verify that they are applying industry-recognized best practices for food safety, quality and legality.
- Sysco also uses a robust internal audit process for its branded suppliers and owned companies, with more frequent audits for higher-risk suppliers.

Our Progress on Product Sourcing (continued)

Animal Welfare

As a major provider of animal protein products, Sysco promotes ethical and responsible treatment of animals across our supply chain and encourages these practices within the foodservice industry. We set out to ensure all Sysco Brand protein suppliers adhere to the requirements laid out in our Animal Welfare Policy for Suppliers²³ by the end of 2025. Sysco achieved this goal two years early by establishing a process to ensure all North American Sysco Brand Tier 1²⁴ suppliers provide an annual animal welfare audit and all Tier 2²⁵ suppliers provide written attestation that their raw material suppliers adhere to our [Animal Welfare Policy](#).

We have additional program requirements for our Sysco Brand suppliers that do not directly handle animals but purchase from supply sources that do. In these cases, we confirm that suppliers are purchasing raw materials from supply sources that meet the requirements of our Animal Welfare Policy, either through annual attestations or through reviews conducted by Sysco during routine audits. As of FY2024, our FSQA team includes auditors certified by the Professional Animal Auditor Certification Organization (PAACO). All FSQA Supplier Program Quality Managers are now PAACO certified, helping us ensure compliance with our Animal Welfare Policy for Suppliers.

Certified Cage-Free Eggs²⁶

Cage-free eggs accounted
for approximately

37%

of all shell and processed/liquid egg orders
fulfilled in the U.S. Broadline, reflecting a
year-over-year increase of 5.7% cases sold²⁷

Sysco's Animal Welfare Guiding Principles

We are committed to ensuring that high standards and practices for animal welfare are consistent throughout our supply chain.

We believe that the humane treatment of animals within our supply chain is the right thing to do. It builds customer confidence and supports further growth and development of the foodservice industry.

We serve a wide variety of customers with different needs. We are committed to providing animal protein products that meet these needs while maintaining our standards for animal care.

We support species-specific, science-based animal welfare standards and encourage ongoing continual improvements with our suppliers of animal proteins.

We work with suppliers who demonstrate a commitment to aligning with our requirements and do not tolerate violations due to the supplier negligence.

We consider food safety, environmental, societal, and economic impacts, as well as internal and external stakeholder input, as we implement our animal welfare policy.

Pushing Packaging Design Forward

Durable, effective packaging is essential to keeping products fresh, protected and safe, which helps deliver value to customers and prevent food waste. At the same time, packaging is a well-recognized source of environmental impact across the foodservice industry. Therefore, we work with suppliers to improve packaging design, reduce unnecessary materials and align innovations with our sustainability goals.

Our baseline for packaging design is compliance with regulations in each of the countries, regions and states where we operate. Whenever possible, we aim to go beyond these criteria and explore new ways to protect and ship products.



- 70% Corrugate
- 10% Rigid Plastic
- 10% Metals
- 5% Flexible Plastic
- 5% Other Fiber-Based Packaging
- 1% Other

Sysco Packaging Guidelines

We invite all suppliers to align with Sysco's [packaging principles](#) when proposing or updating packaging:

- Use widely recyclable materials (e.g., polyethylene terephthalate, polyethylene mono-material where possible).
- Increase recycled content without compromising food safety and quality.
- Cut excess with lightweight components and minimize unused space.
- Design for reuse/refill where a durable format and logistics make sense.
- Avoid problematic additives/components (e.g., carbon black) that hinder recycling.

Sysco is complying with the increasing number of U.S. and Canadian Extended Producer Responsibility (EPR) laws by identifying covered materials and reporting them in a timely manner. We are also working with customers and suppliers to transition to products and packaging with higher recyclability and improved compliance with emerging requirements. We disclose additional regulatory risk considerations related to packaging and EPR in our Form 10-K.



Second Annual Pack-a-Thon Brings Innovative Solutions

Our Pack-a-Thon event recognized inventive packaging designs, with more than 80 Sysco U.S. Broadline suppliers and packaging producers participating. Participants submitted proposals for solutions to help foodservice operators and diners reduce packaging in the supply chain.

The pitches were evaluated on cost, functionality, sustainability impact, scalability and supply fit, market readiness, regulatory alignment, problem solving and innovation.

The winning solution came from Soln, which specializes in fiber-based packaging. Soln pitched a unique corrugate solution made from plant-based materials, such as cacao husks, rice hulls and potato skins. This fiber-based corrugate can include barrier coatings for moisture resistance, making it suitable for produce and protein categories without compromising recyclability.


soln

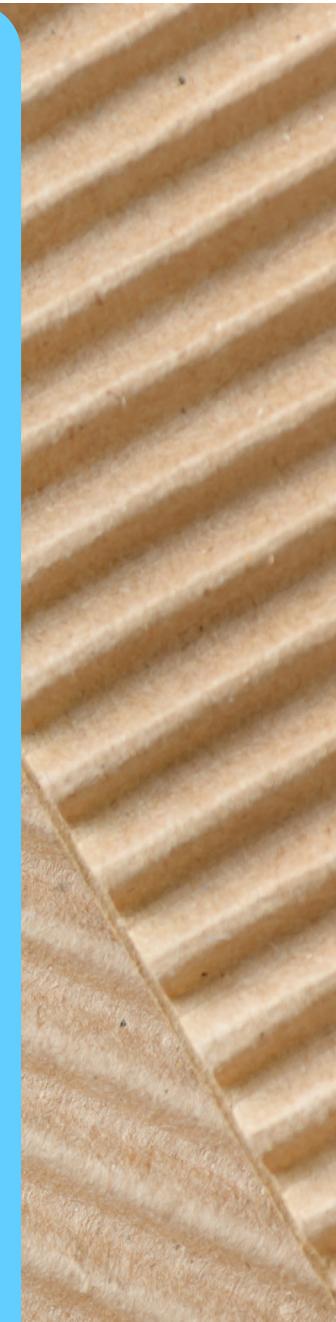
Pack-a-Thon By the Numbers

80+

supplier submissions

68

packaging material types



Pushing Packaging Design Forward (continued)

The Full Package: Designs That Deliver Sustainability and Performance

We continued to think outside the box in FY2025 to develop new packaging designs that build benefits for our environment, while keeping our products safe. Highlights include:



CoolSeal Seafood Packaging
A more durable option than polystyrene foam, CoolSeal packages are leakproof, extremely durable and certified safe for direct food contact. They are delivered flat and consume ~85% less space than unpacked foam boxes.²⁹ We have begun converting traditional polystyrene foam packaging to CoolSeal in Buckhead and Newport locations throughout the U.S.



Avocado Packaging
In Great Britain, FreshDirect introduced new avocado carton packaging made from paper certified by the Forest Stewardship Council®, avoiding the use of plastic and providing a recyclable³⁰ solution.



Compostable Packaging
Sysco France's healthcare brand, Carte Santé Restauration, began using packaging made with compostable and recyclable cardboard and paper,³¹ supporting circularity while minimizing landfill waste.



Soap Dispensers
Gilchrist & Soames, a division of the Sysco specialty company Guest Worldwide, introduced EcoDome™ in FY2025. This new line of wall-mounted or vanity-top soap dispensers, made with 35% post-consumer recycled material, is designed to be easily refilled, resulting in a 55% reduction in disposable plastics compared with conventional alternatives. In FY2025, transitioning to this refillable format removed 186 million small, single use bottles from hotels.



Unbleached Corrugate
All of Sysco's primary packaging suppliers have committed to transitioning from white corrugated cases to kraft corrugated cases for Sysco Brand exterior packaging beginning in FY2025. This shift reduces the need for bleaching and supports the use of materials that are more easily recyclable across most markets.



Transforming How We Operate

Operational Shrink³² and Waste

We focus on reducing waste across our operations by minimizing product loss during handling, storage and distribution.

We strive to recycle and repurpose the byproducts of operations, quickly resell short-dated products and pursue opportunities to donate food to help nourish communities in need.

Reducing Operational Waste

We focus on opportunities to enhance recycling, upcycling, composting and other initiatives across our sites. As a global foodservice leader, we also strive to quickly resell short-dated products or donate food to help nourish communities rather than contributing to food waste.

We have an extensive landfill diversion program with a goal to remove 90% of waste, including food, from landfills by 2025. We have made progress on our waste goal, improving diversion from 67% to 81%³³ from June 2023 to June 2025.

In Canada, we refined our food donation tracking platform, shortening the time required to log donations and enabling us to make donation decisions faster. This led to a decrease in overall shrink and an increase in the percentage of food donated.

Working Together to Tackle Waste in Europe

In FY2025, Sysco France piloted delivery of products in reusable crates and totes, which are collected and returned for future deliveries. By incorporating circular principles into an existing transportation network, this adjustment reduces single-use packaging and demonstrates how operational shifts can support more resource-efficient distribution.



67% → **81%**

North America waste
diversion rate in June 2023

81%

in June 2025³³

93%

Canadian broadline waste
diversion rate or 55,725 total
tons in FY2025³³

40%

decrease in trash volume over
FY2024 achieved in our Sysco
Denver site in FY2025

22%

reduction in food waste
from 2019 to 2024 across
our Sysco Great Britain sites,
achieved by embedding
processes for lifecycle
management and developing
partnership with food
distribution charities

Reducing Operational Waste (continued)

Food Rescue Challenge

Sysco launched our first-ever Food Rescue Challenge in FY2025, inviting U.S. Broadline operating sites to compete in increasing their share of excess inventory diverted from landfill to local organizations of their choice. The goal was simple: get more food to people who need it, while reducing waste.

Sites were evaluated over three months based on donations as a percentage of operational shrink, with recognition given to those showing the greatest month-to-month and overall improvement. Sysco Knoxville earned the overall top spot, with monthly winners including our Sysco Broadline operations in Alaska, Iowa, and Spokane, Washington. Those who made the most significant impact also received donations to give back to their chosen local charities.

FY25 • • • • •

FOOD RESCUE
CHALLENGE 

• • • • • • •



FY2025 U.S. Broadline Food Rescue Challenge By the Numbers³⁴

13%

increase in food donations as a percent of operational shrink

2,800+

tons of waste avoided

\$10M+

worth of food rescued

4.7M+

meals donated

5.6M+

pounds of food donated



“ We are proud that the Sysco Knoxville team is always fully engaged in carrying out our purpose. Our priority is maintaining product integrity in effort to service customers, but the moment a product is unsellable, our plans shift to immediate community partnership. We are committed to preventing food waste and will continue to leverage our great local partners to expand these vital efforts.”

Glen Lockhart, Vice President of Operations,
Sysco Tennessee Region



Sysco Imperial's Seaweed Kelp Chickpea Balls are a plant-based protein made from kelp, which grows rapidly, absorbs significant amounts of CO₂ per acre³⁶ and requires no land, fresh water or fertilizer.



Growing Customer Sustainability

Product Offering and Innovation

Sysco is continually expanding its portfolio of innovative, high-quality products designed to meet the evolving expectations of customers around the world.

From sourcing more responsible ingredients to smarter, more efficient culinary solutions, we are helping operators deliver the food experiences their guests demand. Together, these offerings strengthen a more resilient global food system and help Secure the Future of Food.

One Planet One Table— A Leading Assortment of Sustainability-Focused Products

Our customers consistently list sustainability as a top priority. In response, our U.S. broadline business established the industry's leading assortment of sustainability-focused offerings. The more than 4,300 products in the One Planet One Table assortment are certified by more than 20 third-party standards or are part of long-standing Sysco sustainable sourcing initiatives. These items help operators meet growing consumer demand for eco-conscious menus, and we plan to expand these offerings to additional markets in FY2026.

One Planet One Table brings together products from Sysco's own sustainability programs, including our 2025 Seafood Commitment, Key Commodity Commitments,¹⁴ Sustainable Produce Program and our Sustainable Agriculture Program.

The assortment features:

- Products certified by industry-leading third-party programs and standards, including but not limited to:
 - Sustainable Forestry Initiative® (SFI®)
 - Best Aquaculture Practices® (BAP®)
 - Biodegradable Products Institute® (BPI®)
 - USDA Organic®
 - Forest Stewardship Council® (FSC®)
 - Rainforest Alliance
- Sysco Portico Brand Seafood items that meet our 2025 Sustainable Seafood Commitments
- Plant-based alternative proteins from both National and Sysco Brands
- Sysco Brand fresh produce supported by the Sustainable Food Group Sustainability Standard™
- Sysco Brand canned and frozen vegetables farmed in alignment with Integrated Pest Management (IPM) Institute standards



One Planet One Table includes Sysco Portico Classic Head-On Tail-On Bikini Shrimp, which are sourced from Ecuadorian farms that hold the BAP® 4-Star certification, reflecting full compliance across the hatchery, feed mill, farm, and processing stages of production and practicing low-density stocking ratios.

4,300+
One Planet One Table products

20+
certifications and standards

One Planet One Table—A Leading Assortment of Sustainability-Focused Products (continued)

One Planet One Table Assortment Highlights

Citavo Coffee

Citavo's coffee products hold several sustainability certifications, helping us provide high-quality, responsibly sourced products for customers. In FY2025:³⁵

- 43.7% of Sysco Brand coffee volume is Citavo Imperial whole-bean and ground coffee certified by Rainforest Alliance.
- 42.5% of Sysco Brand coffee volume is Citavo Classic whole-bean and ground coffee produced by farmers participating in Sysco's Good Grounds program, supported by Westrock Coffee's Real Roots™ program.
- 1.6% of Sysco Brand coffee volume is Citavo Supreme whole-bean and ground coffee certified by Fair Trade USA and USDA Organic.

1M+ → 2.5M

pounds of sustainable certified Citavo coffee products sold in FY2023³⁵

pounds of sustainable certified Citavo coffee products sold in FY2025³⁵



Earth Plus Disposables

Designed around the 'Four Rs,' Sysco Earth Plus® disposables reduce plastic use, increase recycled content, support recyclability or incorporate renewable materials such as polylactic acid bioplastic and molded fiber. Many Earth Plus items are certified by recognized third-party programs. Compostable products may carry BPI® or Compost Manufacturing Alliance (CMA) certifications, while fiber-based packaging may be certified to FSC®, Programme for the Endorsement of Forest Certification (PEFC™) or SFI® standards.



Certified Cage-Free Eggs

Wholesome Farms reflects Sysco's commitment to high-quality, straightforward dairy essentials, offering products that are "honestly dairy," with milk, cream or egg listed as the first ingredient and sourced from a trusted community of farmers. Cage-free whole and liquid eggs from this Sysco brand qualify for the One Planet One Table assortment via American Humane Certification or Certified Humane Raised and Handled.



Plant-Based Milks

Sysco SIMPLY™ Plant Based offers a full range of non-dairy milks, including oat, coconut, almond and soy, and sales of these products grew faster than their traditional dairy counterparts in FY2025. Sysco SIMPLY™ Plant Based also includes plant-based cheeses, meats and non-GMO tofu, giving operators a broad selection of plant-forward alternatives.



Portico Brand Seafood

In addition to products meeting our 2025 Seafood Commitments, Sysco recognizes several leading certifications that promote responsible practices across aquaculture and wild-capture seafood. One Planet One Table includes Global Sustainable Seafood Initiative-benchmarked standards such as BAP®, Best Seafood Practices (BSP™), and Certified Seafood International, which provide strong assurance across farmed species and major wild fisheries, including Alaska and U.S. Gulf shrimp.



One Planet One Table—A Leading Assortment of Sustainability-Focused Products (continued)



Sysco Shop

Customers can access One Planet One Table items directly in Sysco Shop, our e-commerce platform, where they can filter for specific sustainability criteria and access details on item-level performance for each item's sustainability claims. We aim to build on these features to help more customers easily identify qualifying products. To do so, we are focused on:

- Upskilling our sales team by providing them with assortment-specific training and collateral.
- Partnering with suppliers to continually grow the assortment over time.

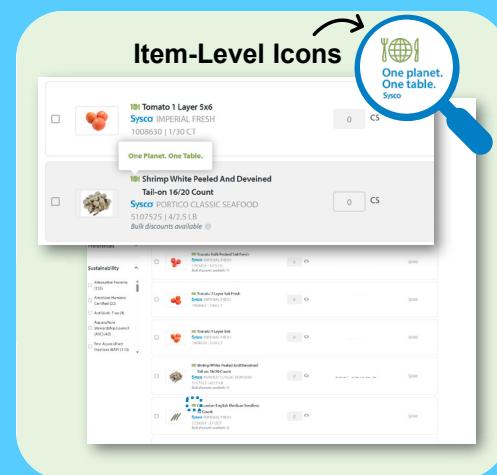
This year we did more than just build the assortment; we also made it simple to shop.

Sysco Shop Filters

Customers can now filter for One Planet One Table and other sustainability certifications and claims on both browsing and reorder pages.

Certification Details

Each product page shows sustainability claims and certifications for transparency.



Sysco® | Shop

Empowering Customers to Meet Buy American and Nutrition Standards

In the U.S., Sysco helps customers navigate evolving federal nutrition and sourcing regulations, especially in K-12 foodservice, where compliance determines access to USDA funding. Under the USDA's Buy American provision, schools must purchase domestic commodities or foods with at least 51% U.S.-grown ingredients, documenting any exceptions.

Through Sysco Shop, customers gain visibility into sourcing, making it easier to identify American-made and Child Nutrition-approved products that meet USDA meal-pattern and nutrient standards. Sysco's digital tools simplify menu planning, reduce audit risk and strengthen local compliance.

PEOPLE

We will Secure the Future of Food by supporting and empowering people across our value chain.



Building Resilient
Supply Chains



Transforming How
We Operate



Growing Customer
Sustainability

Page 28

Human Rights and Emerging Suppliers

We help small and innovative suppliers grow, and support responsible practices throughout our value chain.

Page 33

Colleague Engagement and Retention

We feed colleagues' talents by helping them learn new skills, creating an environment where they feel included and safe.

Page 37

Foodservice and Community Impact

We work closely with customers and colleagues to make a real difference by donating meals and volunteering our time in partnership with community organizations.

Goals At-a-Glance

Achieving Our 2025 People Commitments



Human Rights

Goal

Ensure that all first-tier, high-risk suppliers abide by our Supplier Code of Conduct (SCOC) principles.

Complete

All first-tier, high-risk Sysco Brand suppliers have agreed to comply with our SCOC.¹³



Global Good

Goal

Generate \$500M worth of good via hours and product and monetary donations in our global communities, including 200M meals.

As of FY2025

Generated **\$424M of Global Good** since FY2018, including **159M meals**.³⁷

What's Next: 2030 People Goal

Deliver

\$750M

in cumulative "Global Good" by 2030, measured through product donations, cash contributions and colleague volunteer hours.

Levers we will explore:

- Divert excess inventory from landfill and into the food recovery system to support hunger relief in communities.
- Donate to hunger relief and foodservice industry impact organizations as well as local communities through our Nourishing Neighbors™ program.
- Care for colleagues affected by natural disasters with immediate needs assistance.
- Empower colleagues to volunteer, including during annual global Purpose Month.

This goal builds on Sysco's giving programs, which began in 2018, including Nourishing Neighbors, Sysco Foundation and Purpose Month. Our target is designed to deepen impact within the foodservice industry and local communities by aligning philanthropy and volunteering with customer and community needs.



Building Resilient
Supply Chains

Human Rights and Emerging Suppliers

People are the foundation of our food system. So when it comes to our supply chain, human rights come first. We work closely with many suppliers to ensure responsible practices and support opportunities for growth. We also recognize that supply chain diversity through a broad mix of suppliers and sourcing approaches provides many benefits, from helping us respond more quickly to change, to keeping prices affordable, to providing the products our customers need.

Human Rights

For more than 15 years, our Social Responsibility Program has provided a framework for conducting human rights due diligence across Sysco's supply chain. Through the program's third-party audit process, we proactively identify potential risks relating to wages, working hours, discrimination, worker safety, living conditions, and child and forced labor.

Should risks be identified through the audit process, we work with Sysco Brand suppliers to develop and implement improvement plans. If we identify critical issues, we may suspend or cancel agreements with suppliers.

In FY2025, Sysco conducted 251 human rights audits in 22 countries, including 45 initial audits of new and approved facilities. Of audited supplier locations, one facility achieved a perfect audit score.

In Canada, we disclose in alignment with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, which came into effect in January of 2024.

251 human rights audits

45 initial audits
of new and approved facilities



Strengthening Our Auditing Program

Recent industry and regulatory developments show that vulnerabilities, particularly those affecting seasonal and mobile workers, are increasingly present across supply chains, including regions where these risks were not historically anticipated. In alignment with these trends, we have broadened our focus to more effectively identify, assess and mitigate risks within U.S. and Canadian Sysco Brand supply chains.

Looking Ahead

Looking ahead to FY2026, we plan to collect audits from more than 800 additional facilities across our global sourcing regions. This expansion will include areas that were not previously within the scope of our social audit program. By extending audit coverage,

we intend to ensure earlier risk detection, stronger due-diligence practices and enhanced protection for vulnerable workers across the entire Sysco Brand supply base.

Other ways we enhanced our auditing practices in FY2025 included:

- **Expanding oversight to low-risk geographies:** In addition to suppliers in high-risk countries, including those in Africa, Asia and Latin America, suppliers in Europe and North America are now required to undergo third-party annual audits. This has brought over 700 new suppliers into the Social Responsibility Program.
- **Enhancing accountability in high-risk geographies:** We conducted unannounced audits of existing suppliers' established facilities in high-risk countries within a 90-day window.³⁸ This helps us ensure suppliers remain accountable for upholding human rights standards over the long term and providing a more accurate view of suppliers' operations.
- **Leveraging technology for responsible sourcing:** In FY2024, we expanded our use of a third-party platform to include North America. In FY2025, we continued to build out and expand this system, increasing visibility into risk areas, streamlining supplier engagement, and strengthening our commitment to transparency and accountability.



Supplier Expectations

Sysco expects suppliers to adhere to:

- [Our Supplier Code of Conduct](#)
- [Conventions, Protocols and Recommendations of the International Labour Organization \(ILO\)](#)
- [ILO Declaration on Fundamental Principles and Rights at Work](#)
- [UN Universal Declaration of Human Rights](#)

Building an Inclusive, Resilient Supply Chain

Nurturing fresh perspectives and inclusive talent makes us stronger. So, Sysco works with a range of suppliers to fuel foodservice industry innovation and meet customers' needs.

Emerging Suppliers

We see emerging suppliers as engines of resilience and innovation across the food system. In our context, that includes small and mid-sized producers, regional and specialty businesses, and innovators bringing new models to market. These partners help us localize assortments, diversify risk, and unlock products and practices that better serve our customers and communities.

Looking Ahead

Doing business with emerging suppliers benefits customers, vendors and Sysco. To track our performance in incorporating more emerging suppliers into our ecosystem, we are targeting:

- **More opportunity for inclusive partners.** We continue to engage and grow spend with certified diverse suppliers and are building the next layer of transparency to accelerate impact across our ecosystem.
- **Simpler pathways into Sysco.** Clearer "how to do business" guidance and targeted education help reduce process friction, without lowering the bar on safety or ethics.
- **Better discovery in our digital channels.** Adding supplier attributes to Sysco Shop filters and product pages makes it easier for customers to find emerging supplier-produced products and for those suppliers to convert discovery into sales.



Bare Beans (Idaho)

We partner with Bare Beans, a farmer, Indigenous and woman-owned company in Idaho, to offer Sysco FreshPoint Natural Ready-to-Eat Black, Garbanzo, Red, Navy and Pinto Beans. These fresh, ready-to-use beans are non-GMO, made with only beans and water, and grown without synthetic pesticides. Since 2021, Bare Beans has created meaningful opportunities in their community employing primarily women at their manufacturing facility, where they cook beans and deliver simple, minimally processed foods.



FreshPoint By the Numbers¹¹**598**

local farms and artisans

283M+

pounds of locally grown and made products produced

5.8%

increase in locally grown and made products over FY2024

Bringing Local Flavor to Customers

We support local suppliers to strengthen economies, support family farms, preserve the landscape and provide fresh-from-the-farm food to customers. These partnerships allow us to offer ingredients grown nearby, reducing food miles and supporting regional economies.



Home Grown

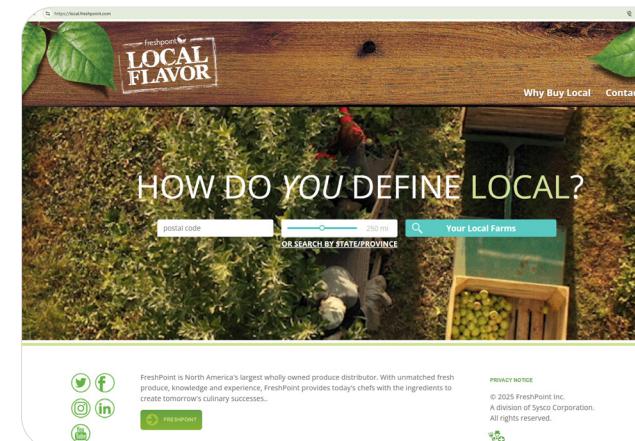
Sysco's Home Grown program, which we define as grown or made within a 300-mile radius of Sysco Baraboo, Chicago or East Wisconsin, is bringing more unique, quality local farmers and vendors into our regional portfolio, including:

- Ripon, Wisconsin-based J's BBQ, a small, women-owned and -operated business supplying fresh, never frozen sauces.
- Fairbury, Illinois-based Slagel Farms, is a fifth-generation family farm supplying all-natural, hormone-free beef, pork and poultry. The farm focuses on high-quality meats, controlling all aspects of operations from breeding to livestock feed rations.



FreshPoint Local

Our FreshPoint Local program, encompassing produce grown or made within 250 miles of a FreshPoint site, cultivates partnerships with small and mid-sized farmers and artisans in our communities. This approach helps us offer seasonal, high-quality options that are grown, packed, processed and shipped from a source close to home. For small farms, one of the common barriers to entry into working with larger distributors is their level of insurance requirements. Sysco is addressing this by allowing FreshPoint sites to work with local farmers carrying any level of insurance. FreshPoint pays a quarterly premium to Sysco's insurance company to cover the liability insurance for each farm, opening new opportunities for local farmers and broadening our supplier base.



Learn more about our FreshPoint Local suppliers' lives and work to bring quality ingredients from farm to table.

FreshPoint Local Suppliers

In the U.S., FreshPoint Local helped us bring local flavors to the table in FY2025.



Cochran Family Farms

FreshPoint Atlanta sources from this veteran- and family-owned pecan farm in Camilla, Georgia. Farmer Donnie Cochran served in the Navy as a Naval Aviator, with tours as the first African-American pilot to fly as a Blue Angels Pilot and Commander. After retiring, he converted his family's farm into a pecan farm that produces and delivers standout pecan crops.

[Learn more about his journey.](#)

Tiny Leaf Microgreen Farm

FreshPoint South Florida sources a range of microgreens from this bespoke indoor hydroponic farm in Lauderhill, Florida. Farmers Tyron Hardie and Cassie Thibeau started their growing journey with three shipping containers in 2021, later moving to a commercial warehouse in 2024.

[Learn more about their urban farming approach.](#)

Duran Sales

FreshPoint Central California sources berries from this family-run farm in Pajaro, California. Farmer Edmundo Duran currently runs the farm, but its story began one generation before. Since taking over, Edmundo has adopted new farming and harvesting practices, including trialing non-plastic packaging.

[Learn more about the Duran family's farming legacy.](#)

Gratitude Garden Farm

FreshPoint South Florida sources mushrooms from this farm in Loxahatchee, Florida. Farmers Joseph and Tawna Chammas opened Gratitude Garden Farm in 2014, later expanding their mushroom production capabilities in 2018.

[Learn more about how health and nutrition fuel their farming strategy.](#)



Transforming How
We Operate

Colleague Engagement and Retention

The best teams deliver the best food and services. We feed colleagues' talent by helping them learn new skills and creating an environment where they feel included and stay safe. When our teams are at their best, our customers and business benefit, too.

We expanded development opportunities, deepened investment in workplace safety and implemented new initiatives based on colleague feedback throughout FY2025. We also integrated our Culture and Engagement team with Global Talent Development, building stronger alignment in how we support colleagues across the organization.

Helping Extraordinary Talent Grow

Building on the success of existing initiatives, Sysco's Learning & Development (L&D) team expanded offerings and enhanced communication channels and technologies in FY2025. This led to higher participation in L&D programs year over year and set the stage for even more momentum in FY2026, when we plan to expand virtual learning opportunities and launch new in-person field development conferences.



Making Career Pathways More Transparent

The more colleagues know about a role, the more opportunity they have to succeed. In Sysco Great Britain, we developed a new interactive tool in FY2025 to give colleagues greater visibility into growth opportunities. The 'Hive' Career Pathway provides a map of every available position across Sysco Great Britain Commercial Operations and Commercial Sales. It enables colleagues to explore real-life success stories, understand required experiences and skills, and reach out to hiring managers for advice.

New Learning Opportunities Introduced in FY2025

Building on core L&D offerings, we introduced new programming to better meet the needs of our workforce throughout FY2025. This programming includes:

Leaders

Colleagues across all U.S. businesses have now completed our **Navigator Team Development Program**, focused on teamwork and appreciating others' strengths.

95%

of participants would recommend the program and found it valuable

All Colleagues

Evolve Virtual Learning Campus introduced customized training on topics like Difficult Conversations and Critical Thinking.

4.8K+

colleagues reached at all career levels

Operations

Operations Learning & Development, formerly known as Operations Academy, continued to support skill-building for supervisors, delivery partners and warehouse selectors.

3K+

U.S. frontline colleague participants in FY2025

Sales

The first-ever **Frontline Sales Leadership Summit** brought together almost 1,000 Sales leaders for a one-day conference to collaborate and connect.

Sysco's Sales Onboarding Program has expanded to include specialty companies Buckhead, Newport and FreshPoint.

1.7K+

U.S. colleague participants



Gathering Valuable Colleague Insight³⁹

Each year, we conduct Sysco Speaks, our annual colleague engagement survey, to better understand the perspectives of our colleagues worldwide and inform how we support them. In FY2025, we saw an increase in our overall engagement index for the second year in a row, from 78% to 79%, signaling steady improvement in the experience of our colleagues. We also achieved a survey participation rate of 92%, a four percentage point increase from the year prior and the highest in Sysco's history.

Perceptions of supervisor effectiveness improved by four percentage points in FY2025, one of the highest-rated categories in the survey at 79%. This increase is thanks in part to new resources for leaders on how to take meaningful action with their teams. We also encourage leaders to meaningfully recognize colleague accomplishments and contributions, and we introduced a formal service milestone program in FY2025 as part of this effort.

In FY2024, colleagues identified two key opportunities for improvement, enacting positive change in response to Sysco Speaks and enhancing teamwork across the business. We saw progress in both these areas in FY2025, including a 3% increase in how colleagues see responses to previous survey results, and increases in how they view teamwork (+3%) and cooperation (+4%).

In addition to Sysco Speaks, we launched a new listening program specifically for new hires in the U.S. Through the program, new colleagues complete onboarding surveys on days 15, 45 and 120 of their tenure with Sysco. This helps to provide a clearer picture of their experience and ensures we have the information we need to support colleagues from the start.



Learn more about Sysco's strategic approach to inclusion in our [FY2025 Inclusion Report](#).



92%

colleague participation rate in FY2025 Sysco Speaks survey, a four percentage point increase from FY2024 and our highest yet⁴⁰

79%

overall engagement index score as measured via Sysco Speaks survey⁴⁰

Providing U.S. Workforce Disclosure

Sysco provides detailed disclosures on workforce composition, including gender and race/ethnicity data across job levels, in the Human Capital Resources section of our [Form 10-K](#). These disclosures include the gender and racial/ethnic distribution of individual contributors, managers, senior managers and officers in the United States.

Promoting Safety, Health and Wellness

"Safety Is Our Main Ingredient" for a healthy, secure and engaged workplace. It remains our top priority to send colleagues home safely to their families and friends every day. A safe environment is essential to colleagues' well-being and means better service and more reliability for customers, too.

We introduced a new Environmental Health and Safety (EHS) Framework in FY2025 to help every Sysco location take responsibility for keeping teams safe and healthy. This plan includes clear steps each site must follow and specific goals they need to reach. We measure each site's safety performance and share results on a quarterly basis, recognizing the location with the best safety record at the end of the year.

Each site also created Safety Committees to help foster a safety culture. Led by a cross-section of site leadership and frontline colleagues, the committees focus on developing action plans for achieving safety goals, driving engagement, improving performance and reducing risk.

18%

average reduction in total recordable injuries in FY2025 from FY2024⁴¹

Driving Accountability and Engagement

Sysco's Safety Ingredients, launched at all locations in FY2024, set clear safety standards for everyone who works with us, along with specific rules for different job roles to address common risks. In FY2025, we improved this program by giving leaders practical advice on how to show safe behavior, encourage teamwork and explain why safety is everyone's responsibility. Sysco EHS Field Compliance Directors visit several sites each month to check how well these safety standards are being followed.

Harnessing Technology to Improve Safety

Sysco works to integrate innovative technologies into our safety strategy. For example, in FY2025 Sysco France introduced virtual reality-based safety training for warehouse colleagues, helping orient them to high-risk tasks before completing them.

We also deployed a third-party vendor to support fleet safety and compliance through real-time driver monitoring, incident visibility and performance analytics. This tool allows us to coach Sysco drivers and delivery partners, building education and awareness around safe driving habits. Looking ahead to FY2026, we will pilot additional technology to help ensure safe behaviors among warehouse colleagues.

Sysco's Safety Ingredients



For All Colleagues:

- Stop Work Authority
- Accident/Incident Reporting
- Emergency Preparedness
- Walking, Working, or Slippery Surfaces
- Personal Protective Equipment (PPE)
- Distracted Driving and Impairment

Additional Ingredients for Warehouse and Production Colleagues:

- Hazardous Work
- Safe Equipment Operation
- Property and Equipment Damage

Additional Ingredients for Driving Colleagues:

- Defensive Driving
- Safe Driving
- Backing Up—Get Out and Look
- Scan Ahead and Practice Zone Safety

One Year of Shellbert

In FY2025, we celebrated the first anniversary of Shellbert, Sysco's safety mascot. Spurred by Sysco Speaks feedback from colleagues seeking a seat at the table for safety-related conversations, we created a new role for Shellbert. "Ask Shellbert" is a virtual safety suggestion process housed in our intranet. It enables colleagues to ask safety-related questions, provide suggestions and report incidents, strengthening Sysco's safety culture.





Sysco Bahamas colleague volunteering during Sysco Purpose Month



Growing Customer Sustainability

Foodservice and Community Impact

We use our position as a foodservice industry leader to help nourish communities around the world by providing food and other support. We work closely with customers and colleagues to make a real difference by donating meals and volunteering our time in partnership with community organizations. This all adds up to a bold 2030 ambition to give back \$750 million in food, funds and volunteer hours.

Our Global Good Priorities



Sysco Houston colleagues volunteering to hand out turkeys



Sysco Costa Rica colleagues volunteering their time in a beach cleanup



Sysco Canada colleagues making an impact at Harvest Manitoba



Feed

We are committed to nourishing our communities. Partnering with local organizations, we provide healthy, nutritious meals and donate food to alleviate hunger for families facing food insecurity.



Serve

We are active stewards of our communities. Colleagues volunteer their time with organizations advancing causes that are important to them, including fighting hunger and food waste.



Give

We are supporters of the people making a difference in increasing access to food. This includes giving funds and aid to organizations working on hunger relief at a local, national and global scale.

25M+

meals provided in FY2025

~40K

hours volunteered in FY2025

\$18M+

contributed in FY2025

Volunteering to Deliver Global Impact

Sysco colleagues are purpose-driven, and we have been proud to see them volunteer their talent and time to make a growing impact during our global Purpose Month. In FY2025, colleagues from more than 190 Sysco sites across North America, Europe, Latin America and Sri Lanka supported over 1,200 charitable organizations, with a primary focus on hunger relief.



In **Ireland**, Sysco delivered 2,500 ready-packed food boxes to 35 different charities selected by colleagues, who volunteered over 200 hours preparing them.



In the **U.S.**, Sysco donated over 10,000 turkeys to food banks and community organizations across major cities including Houston, New York, Chicago and Las Vegas.



In **Canada**, Sysco colleagues in Ontario partnered with Food for Life to sort and pack nearly 35,000 pounds of food, which will help feed almost 4,000 families.



In **Sweden**, Menigo donated over 19,350 kg. of unused product to partners including Stockholm-based Matmissionen where colleagues also volunteered.

Global Purpose Month By the Numbers⁴²



25K+

hours volunteered, up
from 17K in FY2024



1.2K+

charitable organizations
supported, primarily for
hunger relief



5K+

colleague volunteers
worldwide



190+

participating **Sysco sites**
across Europe, Latin
America, North America
and Sri Lanka

Investing in Food Security Across Sysco's Markets

When we talk about Securing the Future of Food, we are not just thinking about keeping shelves stocked in years to come. There are millions of people worldwide who need nourishment now. Sysco is committed to helping not only our customers, but also the communities where we live and work get the food they need today.

Working to End Childhood Hunger with Share Our Strength

Longtime partners in this work include Share Our Strength, the organization behind the No Kid Hungry campaign to end childhood hunger. Over the past 25 years, Sysco has donated over \$9 million in funds that have gone toward meals, supported culinary fundraising efforts and helped schools navigate pandemic challenges. Sysco has sponsored the organization's Taste of the Nation fundraiser series, which allows attendees to sample dishes from local restaurants in a range of U.S. cities. We have also donated supplies and colleague time at Chefs Cycle fundraising events; two-day, 200-mile bike rides for chefs and other hospitality professionals.

\$9M

donated in partnership with Share Our Strength as of FY2025



Addressing Food Insecurity in Southeast, Texas with Houston Food Bank

Sysco supports the Houston Food Bank with financial and in-kind donations. The Sysco Product Evaluation Center and a Sysco foodservice facility are donating food to the food bank on a recurring basis. A 2025 fundraising campaign with \$150,000 match from Sysco, allowed the Houston Food Bank to raise nearly \$1.4 million for children, families and seniors facing hunger in southeast Texas. Our partnership has raised over \$12.1 million since 2017, enough to provide more than 36 million meals. The Houston Food Bank is just one of over 100 hunger relief organizations around the world we support with monetary and food donations.

\$12.1M

raised for the Houston Food Bank since 2017



Providing Relief to Those in Need

When a disaster hits, access to basics like food, water and safe shelter can disappear in an instant. At Sysco, we aim to support the communities where we live and work, so when our communities are impacted, from flooding in North Carolina to wildfires in California, our local teams quickly mobilize to partner with local relief organizations and donate products at the local level.

We also care for our colleagues in times of crisis. Through the Sysco Disaster Relief Foundation, U.S. colleagues affected by natural disasters can apply for financial assistance to help them get back on their feet.

Our partnerships help to strengthen our response. For example, our longstanding relationship with Cotton Culinary helps ensure emergency food services reach communities recovering from crisis. And after Hurricane Beryl, Sysco Houston moved fast to support the region, contributing to relief efforts through financial contributions and by delivering tens of thousands of meals and water directly to those who needed it most.

Investing in Food Security Across Sysco's Markets (continued)

Using Sales to Nourish Neighbors

Sysco's Nourishing Neighbors™ program helps customers in the U.S. and Canada support local organizations through their purchases. With each purchase of a Sysco Brand product, U.S. and Canada Broadline sites donate a portion of the proceeds to local charities, the majority of which focus on hunger relief. In FY2025, Sysco Canada donated \$50,000 to Second Harvest via the Nourishing Neighbors program. This gift supports Second Harvest's work to increase access to affordable, healthy food for Indigenous populations in remote, Northern Canadian communities.

\$24.8M

donated to local organizations in the U.S. and Canada through Nourishing Neighbors since 2018



Celebrating a Decade of Meals & More

FY2025 marked a decade of impact through Meals & More. This charity, started by Sysco Great Britain, addresses holiday hunger, namely lack of access to regular meals due to school closures, experienced by millions of families across the U.K. Over the past 10 years, Meals & More has supported more than 2.5 million meals to children through partnerships with over 300 holiday clubs, up from just three in 2015.

2.5M

meals to children over the past 10 years from Sysco Great Britain

Promoting Action Through Recognition

When colleagues go above and beyond for their communities, we believe recognition is deserved. This also inspires other colleagues to give back and get involved.

Volunteers of the Year

Our Volunteer of the Year program recognizes colleagues who log the most volunteer hours by awarding them with a \$1,000 donation to the charity of their choice. Our FY2025 winners include:



Kseniya "Susha" Fradet,
Sysco Desert Region



Bob Smith,
Sysco Calgary



Robin Teasdale,
Global Support Center



Sysco Company of the Year: Sysco Winnipeg

The Sysco Company of the Year award recognizes the Sysco site that best represents our company's purpose and includes a \$10,000 donation to a hunger-focused organization in the winning site's country. In FY2025, we honored Sysco Winnipeg after they stepped up during Purpose Month to assemble 800 meals and log nearly 850 additional volunteer hours to support 64 organizations.

PLANET

We will Secure the Future of Food by strengthening resilient agricultural landscapes, distribution systems and customer operations.



Building Resilient
Supply Chains



Transforming How
We Operate



Growing Customer
Sustainability

Page 44

Resilient and Regenerative Agriculture

Advancing sustainable practices and partnerships to build resilient farms, reduce supply chain emissions and secure supply chains for the future.

Page 49

Fleet, Refrigeration and Energy Resiliency

Optimizing logistics and transportation to reduce risk, improve reliability and deliver consistent value to our customers.

Page 55

Smart Menus and Kitchens

Empowering customers to operate kitchens and facilities efficiently, sustainably and with long-term success in mind.

Goals At-a-Glance

Achieving Our 2025 Planet Commitments



Energy and Carbon

Goal

Reduce our Scope 1 and 2 emissions by 27.5% from a CY2019 base year by the end of 2030.⁴³

As of FY2024



15% reduction in Scope 1 and 2 greenhouse gas (GHG) emissions against CY2019 baseline.



Waste Reduction

Goal

Divert 90% of waste, including food, from landfills by the end of 2025.

As of June 2025



81% waste diversion, up from 67% in June 2023.³³



Supply Chain Emissions

Goal

Report that suppliers covering 67% of our CY2019 Scope 3 emissions have climate targets aligned with science-based pathways by the end of 2026.

As of FY2024



Suppliers representing 35% of relevant Scope 3 emissions met our climate engagement criteria, based on last completed analysis.

What's Next: 2030 Goal

Continue pursuing

27.5%

reduction in Scope 1 and 2 GHG emissions from our CY2019 baseline

Levers we will explore:

- Source renewable and low-carbon electricity for our operations.
- Continue to invest in a more efficient fleet, adopting electric vehicles (EVs) and using renewable diesel fuel.
- Transition and improve our refrigeration systems.
- Support suppliers in reducing their own carbon emissions.
- Partner with customers to minimize food waste and energy use, thus reducing cost.



Sysco Ireland colleagues on their Regenerative Agriculture Demonstration Farm in partnership with ABP. Sysco Ireland has entered year 2 of this 5-year project. The initiative explores the benefits and opportunities of regenerative farming and provides a framework to better understand its role in building more resilient food systems for the future.



Building Resilient Supply Chains

Resilient and Regenerative Agriculture

Resilient and regenerative agriculture strengthens the global food system by protecting natural resources and ensuring farms can thrive amid changing environmental conditions. In partnership with our suppliers, we are focused on strengthening the foodservice ecosystem for Sysco's customers, communities and the generations to come.



Our Sustainable Agriculture and Produce Programs



Sustainability
Standard™

Sysco's Sustainable Agriculture Program encompasses our canned, frozen and fresh branded produce. Our canned and frozen program is designed around best practices in Integrated Pest Management (IPM) and sustainable agriculture, and our fresh program has adopted the Sustainable Food Group Sustainability Standard™, a third-party verified certification program. These initiatives reinforce our U.S. Broadline Sysco Brand portfolio of fresh, frozen and canned products by helping suppliers adopt safe, responsible pesticide use practices that support healthy and resilient crops. Water and energy savings and reduced waste are also important and common outcomes of our Sustainable Agriculture Program, which reflect our sustainable agriculture principles. Sysco adopted the Sustainability Standard certification program beginning in FY2022, which encompasses the entire production cycle and maintains high environmental standards. The certification promotes adoption of sustainable agriculture best practices and incentivizes and recognizes progress over time.

Participating farmers are committed to growers' welfare and to reducing on-field environmental impacts through soil health, responsible nutrient use and irrigation management. The program is shifting from pilots to scaled programs using cover crops in iceberg and romaine lettuce production. They also use a biofertilizer derived from microalgae as a more targeted, sustainable alternative to conventional fertilizers.

IPM Crop Year 2024 Growing Season By the Numbers⁹

11,442

family farms and growers supporting our program suppliers

80+

Sysco Brand suppliers of fresh produce, canned and frozen vegetables or fruits

1M+

acres of products under cultivation



6M+

pounds of pesticides avoided



17

Sysco Brand produce suppliers certified or on path to certification through the Sustainable Food Group Sustainability Standard™



39M+

kilowatt-hours of electricity from renewable or low-carbon energy sources



4B+

pounds of crop material reused across farms and facilities



658M

gallons of water conserved



22%

suppliers with GHG emissions reduction goals



During the 11th International IPM Symposium in 2025, we worked with our partners/collaborators at the IPM Institute to bring together more than 50 suppliers to share practical approaches to sustainable agriculture, including strategies to support crop resilience and supply. Sysco provided updates on our climate goals, environmental indicators and sustainability standards, and facilitated discussions with partners such as the Potato Sustainability Alliance.

Sysco Imperial Fresh Cauliflower grown at Andy Boy, D'Arrigo in Salinas, California

Tackling Value Chain Emissions

Sysco is committed to meaningful Scope 3 action. We are focusing on pragmatic actions that drive real impact and prepare us for future requirements. Here are the areas we intend to focus on most heavily:

1. Supplier Engagement and Data Transparency⁴⁴

- Engaging suppliers on emissions reduction targets, regenerative agriculture practices and responsible sourcing expectations.
- Rolling out tools to collect product-level carbon footprints.

2. Regenerative Agriculture and Nature-Positive Sourcing

- Sourcing more produce from farms using regenerative agriculture practices that help restore soil health and reduce farming-related emissions.
- Partnering with suppliers and industry groups to advance growing practices that protect soils and the surrounding ecosystem.

3. Product Innovation and Menu Design

- Expanding our One Planet One Table assortment.
- Providing customers with data and recommendations to swap high-carbon products for lower-carbon options.

4. Packaging and Circularity

- Scaling fiber-based, compostable and reusable packaging to reduce associated waste and emissions.
- Working with suppliers to meet new packaging regulations and customer expectations.

5. Water and Nature Stewardship

- Promoting product certifications and sourcing practices that protect biodiversity and natural resources.

6. Customer Partnerships

- Collaborating with customers to track Scope 3 emissions, set goals, and implement waste reduction and menu decarbonization programs.
- Providing reporting tools and dashboards to help customers measure progress.

7. Engaging and Supporting Suppliers⁴⁴

- Setting clear expectations through sustainability guidelines to help suppliers align with Sysco's efforts, including packaging standards, emissions reporting and responsible sourcing practices.
- Creating space for suppliers to learn from each other, such as the Sysco's Supplier Day, where suppliers can gather to share real-world, actionable insights on topics such as strengthening crop supply.

Scope 3 Emissions in Our U.S. Value Chain

Over 95% of our total GHG emissions are Scope 3 emissions, stemming from food production, packaging, transport and product use. One category within Scope 3 emissions we are targeting is upstream transportation and distribution. This covers the transport of product before it arrives at Sysco facilities. Here are a few ways we are reducing these Scope 3 emissions:

• Gathering detailed data to make targeted improvements with carriers

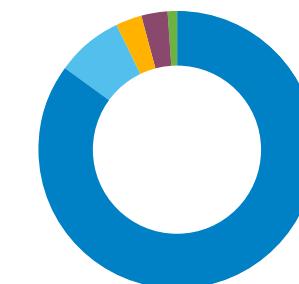
We partner with a transportation technology solutions provider to track lane-level emissions from inbound providers in the U.S. and Canada focusing on GHGs emitted when vehicles travel in specific traffic lanes or routes rather than relying on averages associated with certain roads. This increased specificity enabled a savings of \$13 million in transportation costs in FY2025.⁴⁵

• Diversifying our transportation approach

Sysco transports goods using a mix of trucks and trains, which help reduce emissions and make deliveries more efficient. On average, rail transport generates 75% less GHG emissions as compared to trucks and are a more fuel- and cost-efficient option.⁴⁶

Sysco's CY2019 Baseline GHG Footprint

Scope 3 Indirect Value Chain Activities | 97.9%—75,000 metric tons of CO₂e



- 85% Purchased Goods and Services
- 8% Upstream Transportation and Distribution
- 3% Fuel- and Energy-Related Activities
- 3% Processing of Sold Products
- 1% All Other Categories

Protecting Natural Resources

A resilient food system relies on healthy ecosystems, including thriving forests and strong water supply. Protecting nature is essential to securing the future of food and it further fuels our commitment to sourcing products responsibly.

Nature and Forests

During FY2025, we made progress toward compliance with the EU Deforestation Regulation in our EU markets. This regulation aims to ensure that products sold in these markets are not linked to deforestation or conversion of natural ecosystems after December 31, 2020.

Water Stewardship

Sysco designs its direct operations with water efficiency in mind, focusing on essential uses such as refrigeration, vehicle washing and landscaping. While access to sufficient, good-quality water remains important for these processes, overall water use in our facilities is relatively low and is not considered water-intensive. Learn more in our [CDP Water disclosure](#).

Sustainable Facilities in Action

Our facilities play a central role in advancing water efficiency. Across our network, sites have implemented a range of measures, including the use of waterless fixtures, low-flow equipment, leak detection systems and automated monitoring tools to track usage and address inefficiencies.

Many locations recycle water from vehicle washing stations and cooling systems, and several capture rainwater or condensation for reuse in landscaping and other operational needs. Regular audits and inspections support continuous improvement.

Brand and Program Impact

Water stewardship is reflected in Sysco's product portfolio. The [Sustainable Agriculture Program](#) has avoided more than 6 million pounds of pesticides and saved 650 million gallons of water through improved farming practices. Sysco Keystone Brand helps operators conserve water through high-efficiency products that saved an estimated 1.48 billion gallons in FY2025.

Supply Chain Water Stewardship

Although Sysco's own operations have a modest water footprint, suppliers rely heavily on reliable access to clean freshwater, particularly rainwater and irrigation water, to produce the food we sell. Water availability in the supply chain is therefore an essential consideration for our business. Sysco assesses water risk in high-stress sourcing regions and works with suppliers to strengthen water stewardship practices. The company also participates in industry initiatives such as the U.S. and Canadian Roundtables for Sustainable Beef, which support collective action on water and nature.



In FY2025, Sysco Ireland completed its new Belfast facility, built to BREEAM⁴⁷ standards. The site incorporates energy-efficient refrigeration, on-site solar generation and rainwater-harvesting systems to minimize resource use and support sustainable operations.

Energy Efficient Technology, Cooling and Data Centers Sysco is improving water efficiency through energy and cooling innovation. More innovative cooling systems are reducing both energy consumption and operational water demand, and the company is on track to reach 100% renewable energy in its primary data centers by 2030. Our cloud partners are also pursuing 24/7 carbon-free energy and advanced efficiency solutions that further reduce water intensity.

WHY IT MATTERS

Deforestation is a leading driver of climate change, biodiversity loss and water risk. Around the world, key food commodities like beef, soy, palm oil, cocoa, coffee, timber and rubber are linked to deforestation.

Protecting Natural Resources (continued)

Supporting Ranch Resiliency

Sysco is committed to sourcing key commodities responsibly, including beef. Through our five-year partnership with the National Fish and Wildlife Foundation (NFWF) and Cargill, launched in 2021, we support efforts to expand sustainable grazing practices across the Southern and Northern Great Plains. This region supports a diverse array of wildlife uniquely adapted to grassland ecosystems and produces roughly 30% of U.S. beef.

To date, Sysco has contributed \$1.78 million to the program, helping fund 20 projects that advance grassland stewardship, wildlife habitat protection and rancher engagement. These grants, combined with contributions



from Cargill, government agencies and other partners, have helped generate nearly \$19.9 million in total conservation impact. Collectively, this work is expected to improve the management of more than 1.27 million acres and engage over 3,100 ranchers and landowners.

The projects supported through the Sysco-NFWF partnership span a wide range of strategies tailored to the needs of the Great Plains landscape. Initiatives focus on restoring native prairie, addressing invasive woody encroachments, improving grazing management and enhancing habitat for grassland birds, pollinators, pronghorn and other wildlife. Many projects provide

technical assistance, producer training and resources to help ranchers adopt adaptive grazing systems and regenerative practices. Others focus on community-based collaboratives, tribal partnerships, virtual fencing innovations or wildfire resilience. By 2030, NFWF estimates that the partnership's efforts could help sequester 233,000 to 357,000 metric tons of CO₂e, while strengthening soil health, grassland resilience and the long-term viability of working lands. Together, these efforts represent a landscape-scale approach to conservation that links habitat restoration, grazing innovation and local partnerships to support both ecological and agricultural resilience across the region.

\$1.7M+

in Sysco contributions to the program
as of 2025

20

projects advancing grasslands stewardship

357K

metric tons CO₂e of potential GHG
sequestration

1.2M+

acres of grassland management

3,100

ranchers and landowners engaged





Transforming
How We Operate

Fleet, Refrigeration and Energy Resiliency

We are evolving our business to better serve our customers and our planet's future. In practice, this means making trucks and delivery vehicles cleaner, using more renewable or low-carbon energy and finding ways to use less energy overall.

Reducing Emissions in Our Operations

Sysco's goal is to reduce direct Scope 1 emissions and indirect Scope 2 emissions 27.5% by 2030 from a 2019 baseline. As of FY2024, we have reduced Scope 1 and 2 GHG emissions by approximately 15% since 2019. This goal guides our efforts to operate efficiently and responsibly. To reach it, we are cutting the carbon footprint of operations we control directly, from our vehicle fleet to energy sources. This work is not without its challenges, however.

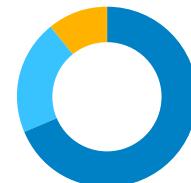
We operate the world's largest foodservice distribution network,⁵ making the decarbonization of our trucks, trailers and facilities a complex, large-scale effort. Achieving meaningful emissions reductions while reliably delivering food every day, requires navigating evolving regulations, supply constraints and shifting market incentives that can affect the pace and scale of solutions.

Sysco's CY2019 Baseline GHG Footprint⁴⁸

Scope 1 (Direct) and 2 (Purchased Energy)

Emissions—1,708K tCO₂e

(all numbers in K tCO₂e)



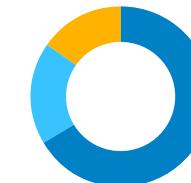
- 1,174 Fuels
- 351 Scope 2 Market-Based
- 183 Refrigerants

Sysco's FY2024 GHG Footprint

Scope 1 (Direct) and 2 (Purchased Energy)

Emissions—1,450K tCO₂e

(all numbers in K tCO₂e)



- 975 Fuels
- 269 Scope 2 Market-Based
- 223 Refrigerants

15%

reduction in Scope 1 and 2 emissions
in FY2024 over CY2019 baseline

Tackling Scope 1 and 2 Emissions

1. Renewable Electricity

We are investing in large-scale renewable or low-carbon energy projects, like the [Rumble Solar virtual power purchase agreement \(VPPA\)](#), anticipated to cover the equivalent of 75% of U.S. electricity usage, based on projected 2030 energy needs. These deals lock in renewable supply and help hedge against future energy price spikes.

2. Fleet Decarbonization

We are piloting electric trailer technology and expanding use of electric vehicles where grants and incentives make it viable. Where we cannot yet expand these technologies, we are exploring renewable diesel use.

3. Refrigerant and Energy Efficiency

We are working with partners to find solutions to cut energy use and

emissions from refrigeration, including through natural refrigerants and smarter equipment upgrades.

4. Risk Management and Flexibility

We are constantly reviewing risks, including market volatility, policy shifts and technology readiness, and adjusting our approach. We have designed our Scope 1 and 2 strategy to scale solutions up or down as conditions change, ensuring we stay on track even if some levers become less viable.

5. Governance and Accountability

We have formed a dedicated Scope 1 and 2 Governance Committee that meets regularly to review progress, approve new projects, and ensure alignment across Legal, Finance and Operations.

Expected Contribution of Decarbonization Levers to Achieving Our 2030 Target⁴⁸

~40% 

Renewable diesel, route optimization and expanded electrification of our fleet

~45% 

Powering our US and Canada operations on 100% renewable energy

~15% 

Transitioning to lower GWP refrigerants and reducing leaks

Reducing Emissions in Our Operations (continued)

A Transformative Investment in Solar



The foodservice industry is up against big challenges, so we must think big to solve them. Enter our new solar project, the Rumble Solar Energy Center, in Grady County, Oklahoma. Sysco and NextEra Energy Resources broke ground on the project in 2025. It will rank among the largest solar sites serving the foodservice industry.

Renewable Electricity

Rumble Solar will deliver 250 megawatts of renewable energy, enough to power 75% of Sysco's U.S. operations based on projected 2030 consumption and 100% of Sysco's electricity load in Oklahoma. It marks an important step toward our target to source 100% renewable or low-carbon electricity for Sysco's global operations by 2030. We also estimate that it will help us reduce our overall operational GHG emissions by 10% annually.

An Impact the Community Can Count On

Expected to be fully operational by the end of 2026, Rumble Solar will have a lasting impact on the local community's economy and energy infrastructure. The project represents a potential \$334 million community investment, and, at the peak of its construction, Rumble Solar will create about 300 jobs.

Rumble Solar Energy Center By the Numbers⁶

250 megawatts
renewable energy generated

75% coverage
of Sysco's operating power needs

~10% estimated reduction
in annual operational emissions by 2030



Breaking ground at the Rumble Solar Energy Center in Grady County, Oklahoma

Taking Action Around the World

Sysco is advancing lower-carbon operations across the globe, deploying EVs, renewable or low-carbon fuels, solar installations and natural refrigerants throughout our network. These investments help us reduce our operational footprint today while building a more efficient, resilient supply chain for the future.



EV Deployment



EV Hub



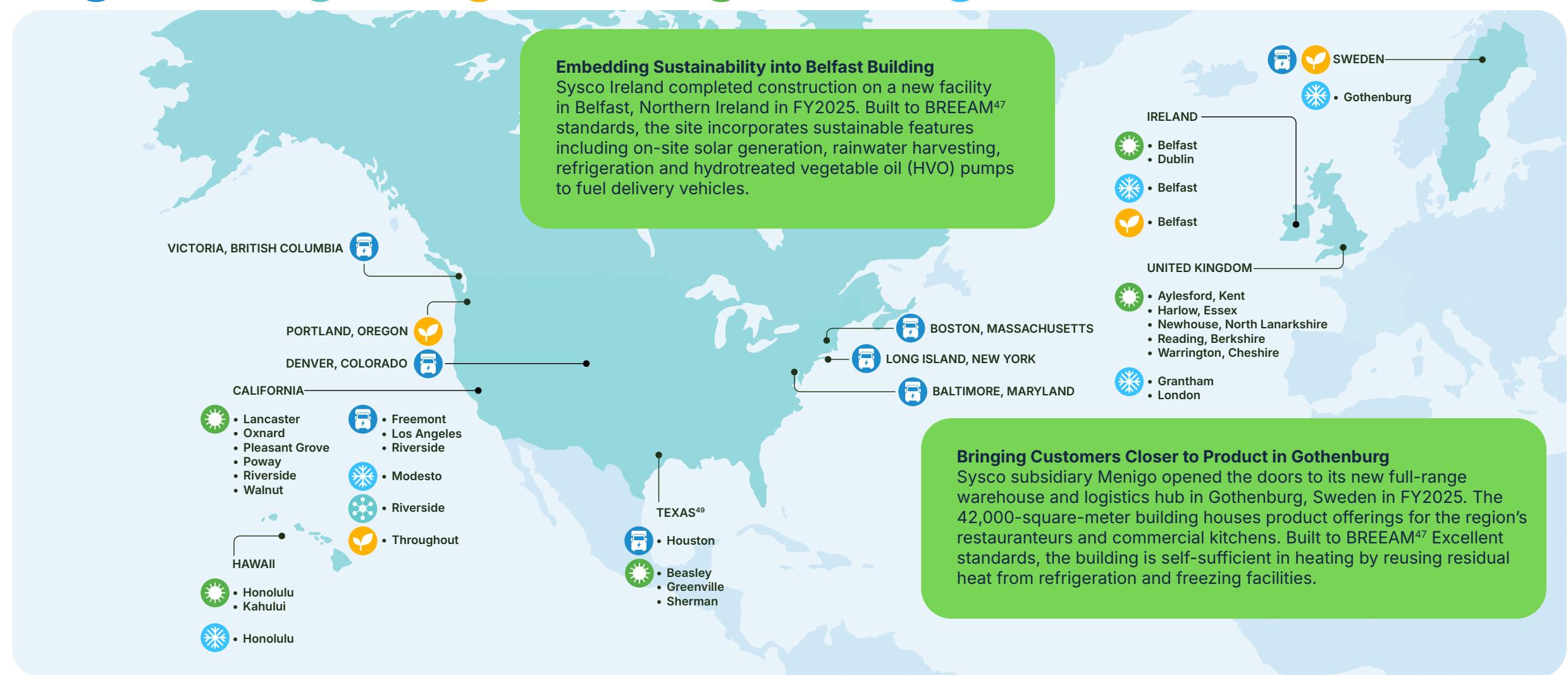
Renewable Diesel



Solar Installations



Natural Refrigerants



Transforming Our Vehicle Fleet

The main source of Sysco's Scope 1 and 2 GHG emissions is our global fleet, which we use to bring food and supplies directly to customers. Here, we have identified a major opportunity: By switching to electric and cleaner-fuel vehicles, we can significantly reduce emissions and keep our neighborhoods that much quieter.

By optimizing our routing process, in FY2025 we cut approximately 2.23 million planned miles and reduced the number of trips by 19,368. At the same time, we improved on the number of pieces delivered per mile by about 2% vs. FY2024. This avoided roughly 3,503 metric tons of CO₂e, meaning more product moved with fewer miles and lower emissions.¹⁰

Expanding EV Fleets and Infrastructure

Sysco has deployed over 137 heavy-duty EVs across North America and Europe, including 122 electric Class 8 semi-tractors mainly operating in the U.S. and Canada. Our largest EV hub (e-Hub), Sysco Riverside, is now fully operational, featuring 40 dual-port fast-charging stations and 40 Class 8 electric trucks on site. A second major e-Hub is under construction in Denver. Set to open by the end of FY2026, the Denver e-Hub will feature 15 dual-port fast chargers capable of simultaneously charging up to 30 EVs.

FY2025 EV Fleet Impact



2.25M

miles driven in the U.S. and Canada

3.5K

metric tons of CO₂e avoided

347K

gallons of diesel saved

Utilizing Renewable Diesel

Sometimes known as HVO, renewable diesel is made from waste materials⁵⁰ and emits fewer GHG emissions than traditional diesel fuel. It is suitable for all diesel engines, approved by leading original equipment manufacturers and provides various performance benefits. We expanded our global investment in renewable diesel in FY2025, including at:



- Sysco Ireland, which equipped its new Belfast facility with renewable diesel pumps to fuel all delivery vehicles in Northern Ireland representing 20% of its total fleet.



- Menigo, a division of Sysco's Sweden operations which reached a milestone with 90% of its customer deliveries powered by renewable diesel, biogas or electricity and brought five new electric trucks into its fleet.

7.2M+

gallons of renewable diesel used globally

7.1M+

U.S.

33K+

Sweden

13K+

Ireland

Using Technology Sustainably

Sysco is committed to harnessing the power of emerging technologies like artificial intelligence (AI). While these tools are accelerating innovation, we recognize that they create additional environmental impacts that we must address. Our approach to green information technology (IT) and sustainable AI is rooted in our broader sustainability strategy of building resiliency and efficiency into operations.

Green IT: Building a Low-Carbon Digital Backbone

Sysco's green IT strategy focuses on reducing the environmental footprint of technology operations, from data centers to end-user devices.

- **Renewable Energy and Efficient Data Centers**

We are on track to reach 100% renewable or low-carbon energy in primary data centers by 2030, with smarter cooling systems that cut both energy and water use. Our cloud partners are committed to 24/7 carbon-free energy and advanced energy management.

- **Devices and Circularity**

We choose end-user devices (laptops, printers and networking equipment) for energy efficiency, modular design and recycled content. For example, Dell devices are TCO-certified for sustainability.

- **Greener Networks and Virtualization**

We deploy energy-efficient networking and virtualized infrastructure to reduce idle power use and e-waste. Sysco's power-efficient private cloud solutions help simplify infrastructure.

- **Circular Economy and Responsible Disposal**

We prioritize repair, reuse and recycling of IT assets, working with certified partners to ensure responsible end-of-life management.

Sustainable AI: Investing in Efficiency and Transparency

We take a holistic approach to managing the environmental impacts of AI and use this technology to further inform emissions reductions.

- **Efficiency-First AI Design**

We prioritize smaller, more efficient models, retrieval-augmented generations and caching to minimize energy use. AI workloads are run in low-carbon regions and aligned with providers' renewable or low-carbon energy strategies.

- **Environmental Tracking and Reporting**

We measure the carbon footprint of our AI and IT spend using provider dashboards and spend-based emission factors, reporting key performance indicators quarterly.



- **Governance and Guardrails**

We employ strict standards to govern AI pilots for data hygiene, privacy and prompt engineering. We ensure transparency in model selection, data sources and environmental impact.

- **AI for Sustainability**

We use AI to improve GHG emissions and Product Carbon Footprint measurement, automate data quality checks and support supplier engagement.



Growing Customer Sustainability

Smart Menus and Kitchens

As a dedicated partner, we are planning to help our customers move forward by incorporating innovative solutions, providing products and practical solutions for reducing waste, along with associated costs.

Unlocking Savings and Sustainability

Waste is a hidden cost in foodservice, leading to lost revenue, higher disposal fees and increased environmental impact. Sysco aims to help operators develop smart menus and kitchens, blending data-driven menu design, intelligent kitchen systems and practical waste solutions to drive profitability and sustainability.

1. Energy Efficiency and Equipment Upgrades

We aim to help operators:

- Upgrade to energy-efficient equipment like high-efficiency refrigerators, ovens and dishwashers to cut electricity bills through our Edward Don & Company business.
- Identify rebate-eligible upgrades and calculate ROI, making the switch easier and more affordable.
- Implement smart kitchen systems to monitor energy use, flag inefficiencies and suggest operational changes.

2. Recycling Waste Vegetable Oil

- We aim to support programs to collect and recycle used vegetable oil, turning kitchen waste into valuable biofuel or animal feed. This not only diverts waste from landfill but can generate rebates or offset disposal costs for operators.

3. Recycling Plastics and Packaging

- Operators can reduce costs by recycling streams for plastics, cardboard and other packaging. We also offer compostable and recyclable⁵¹ packaging options.

4. Upcycling Food with Menu Innovation

- Our culinary teams aim to help customers upcycle surplus or imperfect ingredients into new menu items like soups, sauces or daily specials. This aims to reduce waste, boost margins and can drive customer engagement.

5. Better Yield Ingredients

- We aim to source high-quality ingredients that provide chefs with improved yields, less waste and maximum value.

6. Menu Engineering and Smart Design

- We aim to offer data-driven menu analysis to help operators identify best-sellers, optimize portion sizes and streamline inventory. This reduces overproduction and spoilage, while also highlighting more sustainable options for customers.

7. Education and Engagement

- We aim to empower teams to make smarter, more sustainable decisions through training and resources on waste reduction, recycling, energy efficiency and menu innovation.



Helping Customers Power Smarter Kitchens



Edward Don & Company, a Sysco company, as part of their product portfolio equips restaurants and institutions with high-efficiency ENERGY STAR[®] dishwashers, ovens, refrigeration, and advanced ventless and induction systems that reduce both cost and carbon. Together these products can save operators thousands of dollars in utilities each year and avoids emissions over their lifetimes.⁵²



Sysco's executive leadership team visiting new site in Belfast, Northern Ireland

Sustainability Oversight

Board of Directors

At Sysco, we recognize that robust governance is foundational to our commitment to environmental stewardship, social responsibility, maintaining a social license to operate and ethical business practices. Our Board of Directors provides strategic oversight of our sustainability initiatives, supporting alignment with our corporate values and long-term objectives. The Board reviews progress and provides guidance to help align sustainability objectives with our business goals, risk management approach, and stakeholder expectations.

The Board's structure includes a Sustainability Committee, which reviews and acts in an advisory capacity to the Board and management with respect to policies and strategies that affect Sysco's role as a socially responsible organization. Sysco's Sustainability Committee meets three times a year, with each meeting focused on one of the company's three pillars of people, product and planet.



Learn more about Board independence, inclusion, skills and committee responsibilities, director biographies, independence determinations and the Board's oversight of strategy, risk, human capital and sustainability on [our website](#) and in our [FY2025 Proxy Statement](#).

The Sustainability Committee's responsibilities include:

- Evaluating and providing input on Sysco's sustainability strategy and progress toward Sysco's sustainability goals.
- Supporting Sysco's alignment and compliance with global sustainability-related regulatory and reporting requirements.
- Reviewing sustainability activities like philanthropic giving, agricultural programs, animal welfare and warehouse and transportation initiatives.
- Collaborating with the Audit Committee to assess climate-related business risks.
- Providing an annual sustainability update to the full Board of Directors.

The company also employs a Sustainability Steering Group, which supports the Corporate Sustainability group's work, and is composed of senior leaders from across Sysco.

By maintaining strong governance structures and integrating sustainability into our strategic framework, we aim to operate responsibly, meet stakeholders' evolving expectations and contribute positively to the communities we service.

Enterprise Risk Management

Sysco's Board oversees the Enterprise Risk Management (ERM) process to support consistency in the company's short- and long-term goals. The Board also monitors specific enterprise risks, such as those related to competitive threats, senior leadership succession, cybersecurity and business continuity.

Our Executive Leadership team identifies, manages and mitigates enterprise risks and regularly updates the Board and Audit Committee on these risks. This includes:

- Conducting an annual review of our enterprise risks with the Board.
- Discussing risk management processes and risk-mitigation resources.
- Developing risk mitigation plans to lower Sysco's risk exposure.

Sysco's senior management tracks all risk-related information and monitors the implementation of our risk mitigation plans and reporting through an established Risk Committee that meets regularly to carry out these duties. The Board's committees also oversee our ERM processes within their respective areas of oversight and authority.

A Culture of Integrity

Sysco's ethics and compliance programs are designed to foster a culture of integrity, while proactively preventing, detecting and addressing compliance risks. Our Chief Compliance Officer oversees these programs and partners with teams across functions and geographies to embed compliance into everyday business practices. We continuously refine our policies to align with evolving global regulatory expectations and leading industry standards.

Our Global Code of Conduct (the "Code") serves as the guiding framework for ethical decision-making and behavior across the organization. It outlines our expectations regarding workplace conduct, anti-corruption, conflicts of interest, gifts and entertainment and more. The Code applies to all Sysco leaders and colleagues, including officers and directors. It represents our commitment to conducting our business with the highest standards of ethical behavior, in accordance with our values.

We foster an open-door policy that encourages colleagues to report known or suspected violations of the law, our Code or any company policy without fear of retaliation. Reports can be made to any manager, Human Resources representative, the Legal or the Global Ethics and Compliance teams. We also offer a

confidential 24/7 Ethics Line, accessible online or by phone in multiple languages, to ensure all colleagues have a safe and reliable way to raise concerns.

The Global Ethics and Compliance team provides colleagues across the organization with engaging, risk-based training and communications that are relevant, practical and easy to access. Through annual required and role-specific training, we educate colleagues on our shared values, the Code and core risk areas. In FY2025, 97% of global Sysco colleagues, excluding contractors, completed assigned compliance training courses. For networked colleagues, we deliver this training digitally. Non-networked colleagues attended classroom-style sessions led by local facilitators.

In addition to formal training, we reinforce ethical behavior and compliance awareness through targeted communications such as newsletters, intranet features, digital signage and short-form videos. To support leadership engagement, we provide people managers with tools to lead ethics discussions within their teams, including conversation guides and campaign toolkits that promote ethical decision making and workplace accountability.

Data Privacy and Cybersecurity

In FY2025, we continued to mature and improve our cybersecurity programs, including developing tools to reduce risk and investing in compliance capabilities. We also developed an expanded set of cybersecurity executive metrics to measure our programs' effectiveness.

Sysco's Digital team guides our approach to data privacy and cybersecurity management and risk mitigation. Our Chief Information and Digital Officer and Chief Information Security Officer oversee this approach, with ultimate oversight from our Board. Two of our Board directors are highly experienced in cybersecurity matters, with experience in information technology systems and related opportunities and risks. We leverage their expertise to protect our enterprise and embrace the technologies needed to facilitate responsible growth.

Our cybersecurity measures include:

- Conducting ongoing risk assessment with leadership review.
- Auditing control procedures, spot-testing controls with both internal and external teams and conducting third-party due diligence.

- Holding annual mandatory cybersecurity training for all Sysco colleagues with additional modules required for colleagues with certain privileges and responsibilities.
- Implementing strict controls on records retention in accordance with requirements established and approved through our Legal department.
- Preparing incident response procedures to manage any breaches of confidential information.

In FY2025, we continued to mature and improve our cybersecurity programs, including developing tools to reduce risk and investing in compliance capabilities. We also developed an expanded set of cybersecurity executive metrics to measure our programs' effectiveness.

 | DATA PRIVACY

Government Relations

Sysco promotes and protects our company's interests through advocacy efforts on a range of issues.

These include:

- Agriculture
- Animal Welfare
- Energy and the Environment
- Food Safety
- Healthcare
- Immigration
- Labor
- Nutrition
- Occupational Safety and Licensing
- Product Labeling
- Taxes
- Trade
- Transportation
- Workers' Compensation

We comply with all U.S. federal and state lobbying laws, which require reporting on lobbying activity. For FY2025, Sysco reported U.S. federal lobbying expenditures of \$400,000 in reports filed with the Clerk of the U.S. House of Representatives and the Secretary of the U.S. Senate. In jurisdictions outside of the U.S., Sysco complies with all applicable lobbying legislation.

Sysco | GOVERNMENT RELATIONS

Trade Association Engagement

Sysco works with an array of industries and organizations with similar business objectives and goals. To help achieve legislative and regulatory priorities on issues important to our business, we maintain memberships in various industry trade associations. We do not necessarily agree with every position these organizations take; however, we have found that providing our input is a constructive way to influence policy outcomes. Our [website](#) contains a list of our memberships and dues.

Political Contributions

We engage in the political process by donating to candidates and campaigns that support Sysco's business objectives. Sysco's Government Relations team regularly reviews contributions with members from Sysco's Executive Leadership team, along with other relevant functional leaders. The Sysco Corporation Good Government Committee, Inc. (Sysco PAC) was established to allow eligible colleagues to engage in the political process. A separate Board of Directors comprised of leaders from our Global Support Center, U.S. Foodservice and Specialty businesses governs the Sysco PAC. The Sysco PAC makes contributions to U.S. federal, state and local candidates in accordance with election laws and regulations. Membership in the Sysco PAC is strictly voluntary and can be discontinued at any time. The Sysco PAC is regulated by the Federal Election Commission (FEC) and files reports, as required, with the FEC and state election commissions.

Compliance Program Structure

Sysco's Global Ethics and Compliance function oversees our Code of Conduct, training, investigations and reporting channels. Our Audit Committee receives regular updates on compliance trends, investigations and enhancements to our control environment. We outline additional governance controls related to ethics and compliance in our Form 10-K.



The Sysco PAC is regulated by the FEC and files reports, as required, with the FEC and state election commissions. View the [FEC's website](#) to find our publicly available reports. Additional detail on Sysco's public policy engagement oversight, including the governance of the Sysco PAC, is available in our [2025 Proxy Statement](#).

You can also view [our website](#) to learn more about Sysco's government relations and public policy engagement approach.



APPENDIX

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. Our family of products also includes equipment and supplies for the foodservice and hospitality industries. With more than 75,000 colleagues, the company serves approximately 730,000 customer locations worldwide. For the fiscal year 2025 (FY2025) that ended June 28, 2025, the company generated sales of more than \$81 billion. More information about our Sustainability program can be found at Sysco.com.

Company Snapshot



\$81.4B

FY2025 global revenue



730K

customer locations



75K

Sysco colleagues
worldwide

337

distribution facilities
throughout North America
and Europe

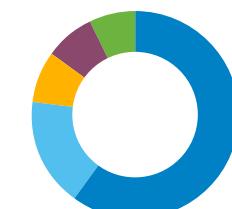
Business Segments

- Broadline
- Specialty Companies
- International Foodservice Operations
- SYGMA
- Other (Hotel Lodging Supply)

Our presence spans the globe with operations in:

- Belgium
- Canada
- China
- Costa Rica
- Dubai
- France
- Hong Kong
- Ireland
- Panama
- Sri Lanka
- Sweden
- The Bahamas
- United Kingdom
- United States

FY2025 Sales by Customer Type



- 60% Restaurants
- 17% Other⁵³
- 8% Education and Government
- 8% Healthcare
- 7% Travel and Leisure

Ingredients for Success

Our Purpose:

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

Our Mission:

Delivering success for our customers through industry-leading people, products and solutions.

Our Identity:

Together we define the future of foodservice and supply chain.

Our Values:

- Rooted in Integrity
- Committed to Inclusion
- Driving Together
- Define Excellence
- Grow Responsibly



About Sysco (continued)

About This Report

Information in this report reflects the sustainability performance of Sysco Corporation during FY2025, unless otherwise noted. We refer to third parties, partners and certification standards⁵⁴ where appropriate.

This report has been published in accordance with the Global Reporting Index (GRI), and our [2025 GRI Index](#) is available for download on our website. Additionally, this report includes our [Sustainability Accounting Standards Board \(SASB\) Index](#) and annual updates on our global impact and sustainability goals and progress. Please see our [Annual Report](#) and [filings](#) with the Securities and Exchange Commission (SEC) for more information on Sysco's operations and business performance.

We value feedback from all our stakeholders. For questions or comments concerning this report, please contact the Sysco Sustainability team at sustainability@sysco.com.

Forward-Looking Statements

Statements made in this Report that look forward in time or that express management's beliefs, expectations or hopes are forward-looking statements under the Private Securities Litigation Reform Act of 1995. These statements concern, among other things, our future performance and results, business strategy, plans, goals and objectives, including certain outlooks, business trends, our expectation of future macroeconomic conditions and other statements that are not historical facts, including our expectations regarding our

sustainability strategy (including our ability to grow our One Planet One Table assortment), our ability to decarbonize our operations, to achieve our sales goals for sustainability-focused products by 2030 and to achieve our waste reduction goals.

Such forward-looking statements reflect the views of management at the time such statements are made and are subject to a number of risks, uncertainties, estimates and assumptions, including those outside of Sysco's control. Risks and uncertainties include without limitation: the impact of geopolitical, economic and market conditions and developments, including changes in global trade policies, tariffs, and applicable laws and regulations; risks related to our business initiatives; periods of significant or prolonged inflation or deflation and their impact on our product costs and profitability generally; risks related to our efforts to implement our transformation initiatives and meet our other long-term strategic objectives; risk of interruption of supplies and increase in product costs; risks related to changes in consumer eating habits; and impact of natural disasters or adverse weather conditions, public health crises, adverse publicity or lack of confidence in our products, and product liability claims. Should one or more of these risks or uncertainties materialize, or underlying assumptions prove incorrect, actual results may vary materially from those indicated in our forward-looking statements. Therefore, you should not place undue reliance on any of the forward-looking statements contained herein. For more information on these risks and other concerning factors that could cause actual results to differ from those expressed or forecasted, see our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q and other filings with the SEC. Additionally, we operate in a highly competitive and rapidly changing environment; new risks and uncertainties may emerge from time to time, and it is not possible to predict all risks nor

identify all uncertainties. The forward-looking statements contained in this Report speak only as of the date of this Report and are based on information and estimates available to us at this time. We do not undertake to update our forward-looking statements, except as required by applicable law.

Key Business Resources

Business Overview: [p. 3, 2025 Annual Report](#)

Reporting Segments: [p. 3, 2025 Annual Report](#)

Customers and Products: [p. 4, 2025 Annual Report](#)

Human Capital Resources: [p. 6, 2025 Annual Report](#)

Board Composition and Accountability: [p. 22, Proxy Statement](#)

Board Committees: [p. 23, Proxy Statement](#)

Risk Oversight: [p. 27, Proxy Statement](#)

Global Code of Conduct: [p. 28, Proxy Statement](#)

Reporting a Concern or Violation: [p. 28, Proxy Statement](#)

Compensation Discussion and Analysis: [p. 36, Proxy Statement](#)

Other Resources

[Global Code of Conduct](#)

[Supplier Code of Conduct](#)

[CDP FY2024 Sysco Corporation Questionnaire](#)

[CDP Water 2023](#)

[Palm Oil ACOP CY2024](#)

[Sysco Seafood Sustainability Report](#)



Citations

1. One Planet One Table products meet one or more of the following criteria:
 - Backed by at least one of 20+ internationally recognized third-party sustainability certifications.
 - Included in Sysco Sustainability programs (e.g., Sustainable Produce Program, Sustainable Agriculture Program, Sustainable Seafood Commitment).
 - Item is a plant-based alternative protein.
2. Ranchers engaged from FY2021-FY2025 via projects funded through Sysco's partnership with the National Fish and Wildlife Foundation and Cargill to support sustainable grazing in the Southern Great Plains.
3. Meal contribution figure reflects cumulative donations through Sysco Nourishing Neighbors and partner programs from FY2020-FY2025, totaling 159 million meals based on industry-standard conversion of pounds donated to meal equivalents (1.2 pounds per meal).
4. Derived by summing actual miles driven by each EV across FY2025 (P01-P12) using telematics route data, validated through site odometer logs and aggregated from site-level totals to the enterprise level.
5. 'Largest' based on comparison to publicly disclosed EV fleet counts of major U.S. foodservice distributors (USFD, PFGC, UNFI and Gordons Foodservice), as of November 2025. Sysco fleet includes 137 Class 6-8 electric trucks in North America. Source: Sysco fleet management system.
6. Sysco's Rumble Solar Energy Center is expected to cover 75% of Sysco's U.S. electricity needs when operational. Coverage estimate based on contracted capacity (250 MW) and projected Sysco U.S. electricity consumption in FY2026. Actual delivery subject to grid conditions and curtailment.
7. 'Leading' refers to Sysco's assortment of products meeting specific certification standards compared to major U.S. foodservice distributors, as of November 30, 2025. Source: Sysco internal SKU certification database.
8. Responsible sourcing programs include focus on recognized third-party standards (e.g., Forest Stewardship Council, Rainforest Alliance, USDA Organic) and Sysco Sustainability programs (e.g., Sustainable Produce Program, Sustainable Agriculture Program, Sustainable Seafood Commitments).
9. Sysco's Sustainable Agriculture and Sustainable Produce Programs are designed around the Integrated Pest Management (IPM) and Sustainable Food Group Sustainability Standard™. These initiatives reinforce our U.S. Broadline Sysco Brand portfolio of fresh, frozen and canned fruits and vegetables by helping suppliers adopt safe, responsible pesticide practices that support healthy soil and resilient crops. Water and energy savings and reduced waste are important and common outcomes of growers, reduced chemical use, which reflect our Sustainable Agriculture principles. All data calculated as of July 2025. Source: Sysco Sustainable Agriculture Program documentation.
10. In FY2025 optimized routing cut ~2.23 million planned miles and reduced trips by 19,368, while improving pieces delivered per mile by about 2% vs. FY2024. This avoided roughly 3,503 metric tons of CO₂e, meaning more product moved with fewer miles and lower emissions. This number is based on industry average fleet fuel economy of 6.5MPG per EPA Smartway and <https://www.epa.gov/climateleadership/ghg-emission-factors-hub> (Diesel fuel factor: 10.21 kg CO₂e/gal)
11. FreshPoint Local Program results are based on FY2025 merchandising analytics and FY2024 published report data. In FY2025, FreshPoint partnered with 598 local farms and recorded ~283.7 million pounds of locally grown and made products—up from 202.3 million pounds in FY2024.
12. Animal Welfare Policy applies to all Sysco Brand protein suppliers in North America. Tier 1 suppliers are required to submit annual third-party audit reports; Tier 2 suppliers must provide written attestation of compliance for their raw material suppliers. Completion status as of June 2025 is based on supplier audit/attestation records.
13. Source: Sysco Global Ethics & Compliance documentation and Supplier Code of Conduct program records. All first-tier, high-risk Sysco Brand suppliers—defined as those operating in high-risk geographies—have agreed to comply with Sysco's Supplier Code of Conduct through contractual terms, onboarding communications and risk-based audits.
14. Responsible sourcing guidelines are defined by Sysco's Supplier Code of Conduct and commodity-specific standards, developed in partnership with suppliers and aligned to recognized industry frameworks. Completion status as of June 2025 is based on documented guidelines and supplier attestation.
15. Sysco's Sustainable Agriculture Program is supported by the IPM Institute. Fresh produce items are backed by the Sustainable Food Group Sustainability Standard™. These initiatives reinforce our U.S. Broadline Sysco Brand portfolio of fresh, frozen and canned fruits and vegetables by helping suppliers adopt safe, responsible pesticide practices that support healthy soil and resilient crops. The count of 17 fresh crops included is based on program enrollment and certification records as of June 2025. Source: Sysco Sustainable Agriculture Program documentation.
16. Sustainable Seafood Commitments include:
 - Source 100% of our top 15 (by volume) wild-caught Sysco Portico Brand seafood species groups from fisheries that are Marine Stewardship Council (MSC) certified, in MSC full assessment or in a comprehensive Fishery Improvement Project (FIP) and sourcing at least 85% of this top 15 volume from fisheries that are MSC certified.
 - Source 100% of Sysco Portico Brand canned or pouched tuna products from fisheries that are MSC certified, in MSC full assessment, in a comprehensive FIP or from companies that are members of the International Seafood Sustainability Association (ISSA), and source at least 25% of this volume from fisheries that are MSC certified.
 - Source 100% of our top five (by volume) aquaculture Sysco Portico Brand seafood species groups from farms that are certified by the Aquaculture Stewardship Council (ASC) in ASC full assessment, in a credible Aquaculture Improvement Project (AIP) or, at a minimum, Best Aquaculture Practices® (BAP®) 2-Star certified. Source at least 20% of this top five volume from farms that are ASC certified.
17. Percentage calculated based on FY2025 purchase volume across U.S. and Canada and supplier confirmation of compliance with MSC, BAP® or equivalent certifications. Source: Sysco procurement records.
18. Calculated by Sustainable Fisheries Partnership from analysis of Sysco France CY2024 seafood purchases using its Seafood Metrics tool.
19. Information in this report is reported by suppliers and not third-party verified and should only be used as a guide to Sysco's progress in more sustainable seafood procurement. No product claims about the status of individual products should be taken from this report unless the product is included in a chain of custody program.
20. Marine Stewardship Council, 2024 Global Seafood Consumer Perceptions Survey.



Citations (continued)

21. Reduction in plastic waste is an approximation based on customer use of all six Ecolab ReadyDose products, assuming use of one case of each product per month over 12 months, compared with the equivalent use of Ecolab liquid products, which is enabled by the smaller, lighter package size for solid tablets.

22. The results in this case study are based on customer-specific data from July 2024 to June 2025 and are based on a comparison of our current Ecolab product selection versus typical baseline Ecolab products for this industry. The savings values are estimated by Ecolab based in part on assumptions and limitations intended to reflect typical industry practices. It is not a guarantee of performance. Actual results will vary. Estimated values are based on United States average water/sewer rates (\$6.26/1,000 GL), energy (\$1.103/therm), waste (\$45/ton) and labor costs (Foodservice: \$13.82/hour, Housekeeping: \$14.09/hour).

23. Our Animal Welfare Policy for Suppliers guides our focus on securing positive outcomes for farm animals and outlines expectations around areas including colleague training and animal care. This policy covers all Sysco Brand protein suppliers for U.S. Broadline and Specialty Meat and Seafood Group in the categories of veal; beef; lamb; pork and poultry; and dairy, shell egg and processed egg suppliers in Canada and the U.S.
We also work closely with suppliers and continually evaluate our product portfolio to ensure we comply with animal welfare legislation in the U.S. This includes, but is not limited to, various state cage-free egg laws, Massachusetts Question 3 and California's Farm Animal Confinement Initiative (previously known as Proposition 12). In FY2025, all 16 of our California sites completed compliance audits to verify that they meet the state's Animal Confinement Initiative. As legislation continues to roll out, we will assess suppliers on an ongoing basis and ensure we offer compliant products to meet customer needs.

24. Tier 1 suppliers represent direct Sysco Brand protein suppliers in North America.

25. Tier 2 suppliers represent suppliers that contract with Tier 1 Sysco Brand protein suppliers in North America.

26. Cage-free eggs sourced from suppliers that are certified through United Egg Producers (UEP), Certified Humane and American Humane Certified.

27. Approximately 33% of Sysco Brand shell and liquid eggs sold in FY2024 were cage free.

28. Data represents Sysco brand packaging materials only, based on Extended Producer Responsibility (EPR) reporting and analysis. Sources include supplier packaging data (GS1 and primary collection), Quantis baselining and packaging percentages scaled to U.S. levels from select reporting geographies. Disclaimer: Figures are estimates based on available EPR data and modeling assumptions. Actual material composition may vary and is subject to refinement as reporting improves. Figures do not sum to 100% due to rounding.

29. Source: CoolSeal Ltd.; specifications verified through vendor documentation and compliance certifications for direct food contact.

30. Recyclable where collection and recycling facilities exist.

31. Paper and cardboard packaging trade association confirmed that cardboard/paper trays are recyclable, even with traces of food, and compostable when no food particles remain where collection and recycling facilities exist.

32. Operational shrink refers to unaccounted-for reduction in product stock that cannot be attributed to documented sales, transfers or approved waste disposal. In foodservice, spoilage, contamination risks and safety requirements factor into shrink along with administrative errors or mishandling.

33. Totals do not cover 100% of sites, based on availability of data. This goal currently applies to North American sites that were under Sysco ownership when the commitment was made in 2018.

34. Source: Sysco internal Food Rescue Challenge Toolkit and Baseline data; metrics validated through FY2025 USBL site reporting and Feeding America partnership records.

35. Source: Citavo Coffee Sustainability Program documentation; certification records from Rainforest Alliance, Fair Trade USA and USDA National Organic Program; data verified through supplier reporting and Sysco compliance tracking.

36. U.S. National Oceanic and Atmospheric Administration Climate.gov, Understanding blue carbon 2022.

37. Total calculated from Sysco finance ledger codes (6362xxx) for charitable contributions and equivalent meal conversions using Feeding America standard of 1.2 pounds per meal.

38. Existing suppliers' new facilities receive a 21-day audit window to not delay onboarding.

39. Source: Sysco Speaks FY2025 Results, August 2025.

40. FY2025 Sysco Speaks participation rate and overall engagement index score reflect global workforce input.

41. Source: Sysco FY2025 Proxy Statement, filed September 2025. The statement reports an average 18% reduction in total recordable injuries in FY2025 compared to FY2024.

42. Global Purpose Month data reflects volunteer engagement tracked through Sysco's internal reporting tools and planning materials.

43. This goal is approved by the Science Based Targets initiative, validating that we are aligned with the Paris Agreement target to limit warming to 1.5°C above preindustrial levels.

44. Our long-term ability to reduce Scope 3 emissions depends on the pace and ambition of our suppliers. Many of our largest partners have already set, or are working toward, climate targets aligned with 1.5°C pathways. Others are at different stages on their climate journey and use different frameworks depending on their size, markets and regulatory context.
Our focus is on implementation and measurable outcomes. We encourage suppliers to adopt robust, science-aligned climate targets and transparent reporting, but we recognize that not every supplier will follow the same external framework or validation process. What matters most is that they can measure their emissions, have credible plans to reduce them and share the data needed to track progress.
To support this, we are doubling down on practical tools and partnerships. Through data partners, we are expanding product-level footprints, building decarbonization playbooks by category and giving suppliers and customers clearer signals on the improvements that matter most—from farm practices and ingredient choices to packaging formats, logistics and kitchen equipment.

45. Transportation cost savings from August 2024 through June 2025, calculated using lane-level data provided by Breakthrough Fuel®. Breakthrough Fuel® is a registered trademark of BreakthroughFuel LLC. Used for identification purposes only.

46. Association of American Railroads, Freight Rail & Climate Change.



Citations (continued)

47. Building Research Establishment Environmental Assessment Method (BREEAM) is the world's leading science-based suite of validation and certification systems for a sustainable built environment. BREEAM standards encompass six technical standards which apply to the different stages of a building's or project's life cycle.

48. In 2025, 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. Biogenic CO₂ emissions went from 414 tonnes in CY2019 to 50,234 tonnes in FY2024 due to Sysco's increased use of biodiesel and renewable diesel. CH₄ and N₂O emissions from biodiesel and renewable diesel are accounted for in Sysco's Scope 1 emissions per the GHG Protocol. Biodiesel and renewable diesel are considered carbon (CO₂) neutral in Sysco's Scope 1 emissions.

Sysco has made several large acquisitions since 2019, including Edward Don and Company, Greco & Sons and The Coastal Companies, which have now been incorporated into our recalculated 2019 base-year emissions. Emissions associated with acquisitions were estimated using 2019 actual consumption data when available. When such data were not accessible, the most recent inventory year was used and a like-for-like methodology consistent with our current approach was applied. For acquisitions lacking operating data or detailed emissions information, emissions were estimated using revenue and Sysco-specific 2019 emissions intensity rates. The recalculated 2019 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.

The percentages represent each decarbonization lever's estimated contribution to achieve Sysco's near-term target to reduce absolute Scope 1 and 2 emissions by 27.5% against the recalculated 2019 market-based baseline. These estimated contributions are based on planned or projected emissions reductions by 2030 at the time of this publication and may be subject to change over time. Sysco's Scope 1 and 2 reduction target of 27.5% by 2030 from a CY2019 base year remains in place unless and until an SBTi recalculation or revalidation is completed. Sysco's GHG baseline is set as calendar year 2019 (CY2019), while ongoing reporting is on a fiscal year basis for consistency with financial disclosures.

49. Texas VPPA locations, in combination with renewable electricity certificates, supply all of Sysco Texas facilities with 100% renewable electricity.

50. Source: Fuel vendor-provided procurement records and Sysco internal compliance certifications. External references include Neste and Advanced Biofuels Association reports on renewable diesel performance and lifecycle emissions reductions.

51. Recyclable where collection and recycling facilities exist.

52. Calculated via U.S. EPA ENERGY STAR® for Commercial Food Service Equipment.

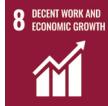
53. "Other" includes cafeterias that are not stand-alone restaurants, bakeries, caterers, churches, civic and fraternal organizations, vending distributors, other distributors and international exports, as well as retail food sales and logistics services.

54. FY2025 Report Abbreviations and Acronyms

- AIP—Aquaculture Improvement Project: A multi-stakeholder effort that drives improvements in aquaculture production and lasting policy change.
- ASC—Aquaculture Stewardship Council: Global certification for responsibly farmed seafood.
- BAP—Best Aquaculture Practices: Certification standard for aquaculture facilities covering environmental/social responsibility, animal welfare, food safety and traceability.
- BPI—Biodegradable Products Institute: Certification for compostable products and packaging.
- CDP—Carbon Disclosure Project: Global disclosure system for environmental impacts, especially climate and water.
- EPR—Extended Producer Responsibility: Policy approach making producers responsible for end-of-life management of products/packaging.
- EV—Electric Vehicle: Vehicle powered by electricity rather than fossil fuels.
- FIP—Fishery Improvement Project: Collaborative effort to improve fishing practices and sustainability in a specific fishery.
- FSC—Forest Stewardship Council: International certification for responsibly managed forests and forest products.
- FSQA—Food Safety and Quality Assurance: Sysco's internal program for food safety and quality.
- GAP—Global Animal Partnerships: Standards and certifications for animal husbandry and animal welfare.
- GHG—Greenhouse Gas: Gases that contribute to climate change, such as carbon dioxide and methane.
- GFSI—Global Food Safety Initiative: Global benchmarking organization for food safety standards.
- IPM—Integrated Pest Management: Sustainable approach to managing pests using environmentally friendly methods.
- ISSA—International Seafood Sustainability Association: Industry group focused on sustainable seafood sourcing.
- MSC—Marine Stewardship Council: Global certification for sustainable wild-caught seafood.
- NGO—Non-Governmental Organization: Independent organization not part of government, often focused on social or environmental issues.
- PAACO—Professional Animal Auditor Certification Organization: Certifies animal welfare auditors.
- SASB—Sustainability Accounting Standards Board: Sets standards for sustainability reporting.
- SBTi—Science Based Targets initiative: Partnership helping companies set science-based emissions reduction targets.
- SCOC—Supplier Code of Conduct: Sysco's standards for supplier ethics, labor and sustainability.
- SDG—Sustainable Development Goal: United Nations goals for global sustainable development.
- SFI—Sustainable Forestry Initiative: North American forest certification standard.
- SKU—Stock Keeping Unit: Unique identifier for each product in inventory.
- UN SDG—United Nations Sustainable Development Goals: Global goals for sustainable development set by the United Nations.
- USRSB—U.S. Roundtable for Sustainable Beef: Multi-stakeholder initiative to advance beef sustainability in the U.S.
- VPPA—Virtual Power Purchase Agreement: A financial contract for renewable energy, where the buyer does not take physical delivery but receives renewable energy credits and price hedging benefits.
- WWF—World Wildlife Fund: Global conservation organization.

55. This mapping highlights where our FY2025 initiatives align with relevant SDG targets. It does not imply endorsement by the United Nations or that Sysco alone is responsible for achievement of these global outcomes.

United Nations Sustainable Development Goals (UN SDGs)⁵⁵

Goal	Relevant Targets	Impact in FY2025
 2 ZERO HUNGER	<p>Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p> <p>2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.</p> <p>2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.</p>	People>Foodservice and Community Impact, page 37
 4 QUALITY EDUCATION	<p>Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	People>Colleague Engagement and Retention, page 33
 7 AFFORDABLE AND CLEAN ENERGY	<p>Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	Planet>Resilient and Regenerative Agriculture, page 44; Fleet, Refrigeration and Energy Resiliency, page 49
 8 DECENT WORK AND ECONOMIC GROWTH	<p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.</p> <p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p>	People>Helping Extraordinary Talent Grow, page 34
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	Product>Operational Shrink and Waste, page 19
 15 LIFE ON LAND	<p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p> <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.</p>	Planet>Protecting Natural Resources, page 47

Materiality and Stakeholder Engagement

Our Double Materiality Process

Sysco's new sustainability strategy is rooted in our focus on the most critical environmental, social and governance (ESG) topics according to our stakeholders' perspectives and decision-making priorities. To ensure ongoing relevance, alignment with our global enterprise and new regulatory requirements, we conducted a double materiality assessment (DMA) in accordance with European Financial Reporting Advisory Group (EFRAG) guidance in FY2024. This comprehensive process was designed to provide a more comprehensive reflection of our worldwide operations and included evaluation of both the actual and potential impacts of our operations on the environment and society, as well as the risks and opportunities that sustainability matters present to Sysco's business.

As a result of this process, eight of the ten European Sustainability Reporting Standards (ESRS) topics across ESG pillars were identified as material. These results will guide our future Corporate Sustainability Reporting Directive (CSRD)

disclosures, which are expected to be published in FY2028, and inform our ongoing sustainability strategy. Sysco is committed to reviewing and updating the DMA as necessary prior to our CSRD disclosure to ensure continued alignment with stakeholder expectations and regulatory requirements.

Our approach enabled us to identify and prioritize the most significant ESG topics affecting our business and stakeholders. They include:

- Climate change
- Pollution
- Water and marine resources
- Biodiversity and ecosystems
- Circular economy
- Own workforce
- Workers in the value chain
- Business conduct



One planet.
One table.

Sysco®

Building a More Resilient Food System Together

For questions or comments concerning this report, please contact
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