Sysco®

Better Together

FY2025 Inclusion Report

About Sysco

Sysco is the global leader in selling, marketing and distributing food products to restaurants, healthcare and educational facilities, lodging establishments and other customers who prepare meals away from home. Our family of products also includes equipment and supplies for the foodservice and hospitality industries. With approximately 75,000 colleagues, the company operates 337 distribution facilities worldwide and serves approximately 730,000 customer locations. For the fiscal year 2025 (FY2025) that ended June 30, 2025, the company generated sales of $81.4 billion.

About This Report

Information in this report primarily reflects the inclusion activities of Sysco Corporation globally during FY2025. You can also view our **FY2025 Annual Report** and **Securities and Exchange Commission filings** for more information on Sysco's operations and business performance. Further information about our Sustainability program, including Sysco's FY2025 Sustainability and past Inclusion Reports, is available at **www.sysco.com**.

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Inclusion at Sysco

Sysco aspires to create a culture that is decidedly inclusive, where everyone feels valued as a contributor and has the support they need to succeed. This focus on belonging enables us to care for one another and connect the world through food and trusted partnerships.

Our global colleagues and partners help strengthen our business through their unique perspectives and skills. Simply put, we're better together. By embedding inclusion into our business, we ensure everyone has a seat—and a voice—at our table.

A Message from Our CEO and Chief Inclusion & Community Impact Officer

At Sysco, inclusion is more than a value; it's a key driver of our success. In today's complex and rapidly evolving global landscape, our commitment to inclusion enables us to bring together diverse backgrounds, experiences and perspectives to make smarter business decisions, innovate faster and serve our customers better.

Inclusion strengthens our culture, fuels performance and helps us lead with impact. We pursue this work not only because it is the right thing to do, but because it drives better outcomes for our colleagues, customers, suppliers, communities and, ultimately, for our business.

Inclusion at Sysco is about unlocking the full potential of our people and partnerships. It's about creating a culture where diverse perspectives are valued, and everyone feels empowered to contribute. When our colleagues feel supported, our customers feel understood, our suppliers feel included and our communities feel connected. We build stronger relationships and deliver better business outcomes for everyone, including our shareholders, when the makeup of our teams reflects the broad range of backgrounds and experiences of our customers.

With these ideals in mind, we've recently expanded our Inclusion team's scope to include Community Impact. Over the past year, we have worked hard to ensure our efforts benefit our people and our communities by helping to address important issues like food insecurity and support for food and beverage workers in challenging times. We have contributed to support food shelters and relief organizations. In times of crisis, our teams have consistently stepped up as first responders—delivering food, water and essential supplies to communities impacted by natural disasters. This commitment reflects Sysco's identity and the values we uphold.

Together, we will continue to advance inclusion and community impact as essential to how we grow and lead. By fostering a workplace where every colleague feels a sense of belonging, we strengthen our ability to serve customers, collaborate with suppliers and support the communities we are a part of with excellence and purpose.

Kevin Hourican
Chair of the Board & Chief Executive Officer

April Love
Chief Inclusion & Community Impact Officer

Our Inclusion Strategy and Governance

The world around foodservice is changing—fast. From supply chain to technology, Sysco is operating in a rapidly evolving environment. Our people are what allow us to thrive in this landscape.

That's why we've invested in a comprehensive inclusion strategy to advance colleagues' needs, as well as business and industry priorities. We introduced the "Better Together" Roadmap in FY2022, outlining a three-year plan for strengthening inclusion across our workforce, our workplace and our marketplace. FY2025 marked the final year of this strategy. We're proud of all we've accomplished and are looking ahead to further our progress.

Celebrating What We Accomplished During "Better Together"

From FY2022 to FY2025, our "Better Together" Roadmap enabled us to establish a foundation of understanding, transform policies and practices and develop a bold vision for the future of inclusion at Sysco. With this roadmap officially concluded, we are celebrating the accomplishments we made along the way, including:

- Established **Global Inclusion Council** and multiple Regional Councils.
- Delivered global **Respect in the Workplace** education series.
- Introduced Sysco's annual **Colleague Resource Group Awards**.
- Added **dedicated Inclusion roles** in Canada and Great Britain.
- Expanded the **global reach of our CRG network.**
- Evolved **Sysco Canada's commitment** to the process of reconciliation.
- Launched **Level UP!** supplier mentorship program.
- Welcomed **30 emerging women leaders** to our inaugural ***Rise Together*** Women's Leadership Program.

Our "Better Together" Roadmap

- **Inclusion Fundamentals**
- **Talent Acquisition**
- **Community Partnerships**
- **Talent Retention**
- **Inclusion Data and Diagnostics**

What's Next

Building on the successes and impact we created pursuing "Better Together," Sysco is embarking on a new global inclusion and community impact strategy that is intended to guide our efforts in the coming years.

Our new strategy is built upon four foundational focus areas that will guide our impact:

Education and Enablement

Sysco fosters inclusion by empowering colleagues through ongoing education and development. We will help transform behavior by building awareness, deepening understanding and inspiring everyday actions that create a more equitable, inclusive and collaborative workplace for all.

Disability Inclusion and Accessibility

Sysco champions disability inclusion by enabling equitable access, empowering people of all abilities to contribute fully and fostering a workplace where everyone can thrive through inclusive design, opportunity and respect.

Community Impact

Sysco drives global impact through local action by partnering with communities to create lasting change, support diverse needs and strengthen the places where our colleagues and customers live, work and thrive.

Colleague Networks

Sysco empowers colleague networks as catalysts for leadership, connection and culture. We amplify diverse voices, foster belonging and drive innovation to strengthen our people and the inclusive culture we're building together.

Inclusion Governance

Sysco colleagues from around the world help shape our inclusion efforts, engage with their peers around this work and ensure it reflects their priorities.

Inclusion Team: Led by our Chief Inclusion & Community Impact Officer, our Inclusion team focuses on advancing inclusion across our talent lifecycle and procurement practices to create a workplace and marketplace that are highly competitive, innovative, sustainable and socially equitable.

Global Inclusion Council: Includes 18–22 members who reflect the diversity of Sysco's broader colleague population. The group meets with our Inclusion team to help provide a variety of global perspectives on this work.

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

Global Inclusion Ambassadors: A diverse cohort of global members who assist us in socializing our inclusion initiatives, enhancing inclusive engagement and recruitment.

Colleague Resource Groups (CRGs): Support us in cultivating an inclusive workplace culture by empowering and engaging colleagues worldwide. Beyond creating community and networking opportunities, these groups play a critical role in solving key business challenges. They offer unique insights into the diverse markets we serve and customers' needs, as well as internal workplace dynamics. These groups are voluntary, colleague-led and open to all Sysco colleagues.

Awards and Recognitions

Sysco's commitment to inclusion helps create a standout culture for colleagues across functions, locations, career stages and more. We were proud to see this work recognized externally in FY2025 with the following inclusion-related global recognitions and awards.

Greater Houston LGBTQ+ Chamber of Commerce
2024 Employee Resource Group of the Year Award, Spectrum CRG

B/ERG
2024 B/ERG Service Impact Award, Spectrum CRG

Women in Trucking
2024 Top Companies for Women to Work in Transportation

Satynmag *(Sri Lanka)*
Women Friendly Workplace Award

RippleMatch
2025 Campus Forward Awards

Overall Excellence: Best in Class

Excellence in Recruitment Strategies

Innovative Use of Technology

Excellence in Candidate Experience

Excellence in Diversity, Equity and Inclusion

Excellence in Internship Programming

Our Workforce

Sysco's colleagues are the foundation of all that we do. Connected, caring and inclusive teams—where everyone truly has a seat at the table—help to cultivate a thriving workplace and realize our purpose.

That's why we strive to attract and retain the best talent. We are constantly working to expand the talent pipeline to reach the strongest candidates and reflect and respond to the global communities we serve. By fostering a workforce where diverse ideas and perspectives are valued, we enable innovative and high-quality work, strengthen productivity and retention and better serve our customers. An inclusive team is essential to building a resilient business, and Sysco is committed to creating a workplace where all are welcome—one colleague at a time.

Creating an Inclusive Talent Pipeline

As a global company serving customers in approximately 730,000 locations worldwide, Sysco is committed to building a team that understands the unique needs of our wide-ranging customers and communities. Today, Sysco colleagues live and work in 20 countries—including Canada, Costa Rica, France, Great Britain, Ireland, Panama, Sri Lanka, Sweden and the United States. We continue to grow our international network and cultivate an inclusive workforce in all the regions our colleagues call home.

A Snapshot of Sysco

~75,000

colleagues worldwide, working in

20

countries in the Americas, Asia, Caribbean and Europe

11

CRGs with

21

chapters across the globe

- **67%** | U.S.
- **22%** | Europe
- **7%** | Canada
- **2%** | Latin America & Caribbean
- **2%** | Asia

* Number of employees in each region are rounded and approximate.

Leveraging Technology for Inclusive Recruitment

Across the Sysco team, our recruitment strategy continues to evolve, particularly in attracting talent across generations to ensure a sustainable, collaborative workforce.

To reach the next generation of talent, our University Relations team leverages a wide range of technology in the recruiting process, including posts on LinkedIn and other early-career job boards and social media platforms. We conduct digital interviews to enable candidates to move quickly through the hiring process and respond to interview screening questions at their convenience.

We also leverage Text Recruit, which delivers text messages to candidates, including interview reminders, to ensure we are building a seamless and convenient process for all. In addition, Sysco expanded its use of Workday Recruiting technology. Previously utilized primarily in the U.S., the applicant tracking platform has now been deployed across multiple countries, providing job candidates worldwide with greater visibility into the status of their applications.

Furthermore, in the U.S., Sysco continued to optimize its Always-On Media strategy. By leveraging advanced algorithms, the strategy drives increased awareness and visibility on job boards. This diversified and sustained media presence, combined with programmatic advertising technology, builds baseline brand awareness and enhances visibility for all job seekers.

In GB, we use a professional copywriter to tailor wording and check for inclusivity in job postings. We have eliminated the requirement for resumés during the application process for most roles and instead leverage situational judgment tests and standardized job-based assessments to assess candidates' potential. And importantly, we upskill hiring managers on inclusive recruitment practices to reduce unconscious bias in the recruitment process.

Helping Students Bridge Academics with Real-World Experience

Sysco's commitment to the talent of tomorrow begins with engaging students at the very beginning of their professional journeys. We have robust internship and mentorship programs that connect with students and provide them with real-world training. We also offer ongoing training to new colleagues, ensuring that they are set up to succeed and advance at Sysco.

Exploring Careers through Internships

Sysco's 10-week paid internship program enables U.S. college students to experience the workplace firsthand, deepen their understanding of their chosen field and explore potential careers. Interns work closely with Sysco Supply Chain and Technology colleagues, engaging in lunch and learns, our exclusive speaker series and social and community service events. In FY2025, we welcomed 45 interns across 12 sites. Through the program, these students gained valuable insight into daily challenges and successful cross-functional teamwork, bridging their academic journey with workplace experience.

As part of their community service work, Summer 2025 interns supported 16 local food pantries with:

250+
volunteer hours

450
aid boxes delivered

200
pairs of shoes donated

2,832
meals served

$935
in financial contributions

Connecting Students to Mentorship

Sysco's Spark Mentorship program provides immersive, hands-on experience to student interns looking to explore potential career paths and learn directly from Sysco colleagues. Students, known as "Embers," are paired with colleagues and CRG members, known as "Fire Starters," to engage one-on-one and build personal connections. These relationships help build a meaningful sense of belonging for interns at Sysco and provide a deeper understanding of the organization, positioning them for continued growth.

Samantha Leddy
Ember

McKenna Howard
Fire Starter

"McKenna shared insight on her career and was generous with advice. This was an invaluable experience, and I was left wanting even more!"

"Working with such driven, curious, high-potential interns and watching them grow was so rewarding. I was inspired by their energy and fresh perspectives."

Manya Gogia
Ember

Rebecca Stahl
Fire Starter

"This program opened opportunities for discussion and was so engaging. It truly helped me during my time at Sysco."

"I am inspired and encouraged by how hungry they were to learn, grow and develop. We tackled topics relevant to the internship, but also that would translate into the workplace."

Empowering Students to Dream Big through Genesys Works

For more than 15 years, Sysco has proudly partnered with Genesys Works to help build career pathways for high school students from underserved communities. Open to students from all demographic backgrounds, Genesys Works empowers students to overcome barriers created by economic inequality. Genesys Works strives to ensure that every young person has the skills they need to build a bright, successful future. The organization provides training on technical and professional skills for participants over the summer, before placing them in a part-time internship they complete during the school year. Through this collaboration, students gain hands-on experience, mentorship and exposure to professional environments that prepare them for future success.

Sysco Technology colleagues act as facilitators, working closely with interns to support their growth—and gaining meaningful experiences of their own along the way. "We're grateful for the opportunity to be part of their early career journey," said Gail Trafton, Sysco Mobility Team Leader. "Each intern has taught us something new—and many remain part of our Sysco family."

Over the past year, this cohort has grown from curious learners into confident young professionals—tackling real-world challenges, building meaningful relationships and leaving a lasting impact on their teams.

Tom Peck
Executive Vice President and Chief Information and Digital Officer

"We partner with Genesys Works because it's both the right thing to do and the smart thing to do. Yes, we get talented high-school interns who contribute meaningfully to our operations, but more importantly, we're opening a door that might not have been open otherwise. When they leave our program, whether they stay in tech or pursue entirely different paths, they leave knowing they belong. That fundamentally shifts their sense of what's achievable. That's the real impact."

Mariam Taiwo
Mobility Team

"This internship has been nothing short of life-changing. I've learned how to troubleshoot real-time issues, contribute to cross-functional projects and adapt quickly in a fast-paced tech environment. More than that, I've grown in confidence and clarity about my future. One of the most meaningful moments was shadowing Nurse Jillian Hermes and connecting with the Occupational Health team—an experience that deepened my passion for healthcare and affirmed my decision to pursue nursing."

Jada Howard
Field Service Support Team

"I came in nervous and unsure, but this internship helped me grow into someone who's confident working with technology and people. I've learned how to solve hardware and software issues, communicate clearly and adapt to new challenges. It's also shown me how much I enjoy problem-solving and helping others—skills I'll carry with me as I pursue mechanical engineering at Louisiana State University."

Eden Tchagui
Portfolio Management Team

"This experience gave me a real-world view of finance and portfolio management. I started with basic tasks and gradually took on more complex responsibilities like consolidating financial data and building reports. The mentorship and hands-on learning helped me grow professionally and confirmed that finance is the right path for me."

Working Together to Build a Better Future

Creating a more inclusive future is not something we can do alone. It requires partnership and collaboration with others across the foodservice ecosystem, in the communities we serve and within our team. In FY2025, we deepened commitments to our communities and continued to expand our partner network to support industrywide change. This included efforts in Sysco Canada to evolve our commitment to reconciliation in the Indigenous communities we serve.

Engaging Inclusive Industry Organizations

Sysco collaborates with inclusion-aligned industry organizations to help grow our talent pool, ensuring we are making opportunities to work with Sysco available to all. Through these partnerships, we are able to reach top talent from all backgrounds and experiences, while also enabling networking opportunities for current colleagues and leaders.

In FY2025, Sysco supported small, emerging and underrepresented business owners, as well as culinary professionals, by partnering with organizations like Feed the Soul Foundation, Prosper Forum and the Women's Meat Industry Network, all of which aim to drive greater inclusion in the foodservice industry. **Read more on page 26.**

Our Path Forward: Sysco's Commitment to Reconciliation in Canada

Sysco is committed to the process of reconciliation through the empowerment and sustainability of Indigenous communities across Canada. In FY2025, we continued to strengthen this commitment, introducing *Our Path Forward*, a multipronged and multiyear strategy developed to achieve strong, collaborative and respectful relationships with the Indigenous peoples we work with and communities we serve. These efforts are led by Sysco Canada's *Our Path Forward* Steering Committee and Pillar Boards as well as the Circle CRG, which comprises Indigenous and non-Indigenous colleagues who help ensure we take an authentic, enterprisewide approach to reconciliation.

As a corporate leader, we have a responsibility to actively participate in building strong relationships with Indigenous communities, rooted in mutual respect, accountability and sustained engagement. *Our Path Forward* is our response to the Truth and Reconciliation Commission of Canada's Call to Action 92 for Corporate Canada.

Purpose

Recognizing the profound connection between food, culture and community, we are committed to fostering meaningful relationships with Indigenous communities. Our Purpose guides our commitments to reconciliation. We hold organizational accountability and pledge to honour and respect the rich culinary traditions and knowledge of Indigenous peoples, integrating wisdom into our practices.

People

We will strive to create an inclusive, nurturing and safe environment for Indigenous colleagues to thrive—built on respect, support and opportunities for growth, while valuing perspectives and promoting cultural understanding. We will strengthen our community engagement to foster understanding and sustainable relationships with Indigenous communities, groups and partners. By prioritizing these elements, we can create spaces where Indigenous people feel valued and empowered, ultimately contributing to their success and well-being.

Products

We will support and empower Indigenous businesses by investing resources to cultivate respectful and meaningful relationships. We are committed to offering capacity building and mentorship, fostering an environment where Indigenous enterprises can enhance capabilities, sustain growth, strengthen procurement and develop future business opportunities. Through collaboration and support, we aim to create a thriving ecosystem that honours and uplifts Indigenous entrepreneurship.

Creating Opportunities for Indigenous Talent at Sysco

Our newly established Indigenous Recruitment Committee aims to create more opportunities for Indigenous individuals to thrive at Sysco. The Committee works to ensure our recruitment processes reach talent from all backgrounds and experiences and increase Indigenous representation within Sysco Canada.

In FY2025, we also launched our partnership with The Gord Downie & Chanie Wenjack Fund, introducing our first Legacy Space at Sysco Toronto. This Legacy Space is designed to be a vibrant hub for reconciliation, featuring a stunning hand-painted mural by Hannah Sage LaForme, a 2 Spirit Anishinaabe artist who is a member of Mississaugas of the Credit First Nation. This Legacy Space inspired the development of additional Indigenous placekeeping spaces across Canada.

Nadine Patel
Director, Inclusion and Reconciliation,
Sysco Canada

Toronto
Canada

"We are proud of the progress we have made, and we acknowledge that reconciliation is an ongoing journey. We remain committed to learning, adapting and working collaboratively with Indigenous communities and businesses to create lasting, positive change. As an organization, we continue to stand together in solidarity, committed to positive action on *Our Path Forward*."

Learn more about our approach in Sysco Canada's ***Our Path Forward* Reconciliation Report**.

Supporting Emerging Leaders in the Workforce

Part of building an inclusive workforce is ensuring that all our colleagues have the opportunity to grow and advance. Through a range of programs and initiatives that support colleagues from all backgrounds, we are creating inclusive opportunities to build leadership skills and navigate career pathways.

Opening Pathways for Emerging Women Leaders

Insights from both quantitative and qualitative data, including the FY2025 Sysco Speaks survey, showed an opportunity to better support career advancement for women leaders. Many expressed interest in progressing to first-level management but were unsure how to navigate the next steps. In response, we introduced a development program designed to strengthen leadership pathways and expand growth opportunities.

The Rise Together Women's Leadership Program (WLP) offers high-potential women at Sysco a nine-month leadership development opportunity with unmatched access to executive leaders and intentional sponsorship. Sponsorship is the heart of WLP, with each participant matched with two senior leader sponsors for guidance, feedback and advocacy via monthly touchpoints.

The program kicked off with a transformational 2.5-day, in-person summit in Houston, Texas, during which 30 emerging leaders gathered with 20 senior leader sponsors to share perspectives, build connection and deepen purpose. Throughout the program, participants gained insight into various parts of the business through one-on-one coaching, career planning sessions and executive presence workshops. These offerings created space for participants to focus on skill-building and reflection—while strengthening confidence in their ability to lead.

The Impact of WLP for Emerging Leaders

88%
reported greater leadership confidence

83%
gained practical skills they're using in current roles

88%
felt more likely to apply for leadership roles

92%
would recommend WLP to others

Creating Opportunities for Diverse Leadership

In Sysco workplaces across the globe, we continue to take steps to develop emerging talent. In Great Britain, we launched the Next Generation Leaders Programme in FY2025, which provided 23 (12 female, 11 male) high-potential colleagues development opportunities aimed at increasing their senior leadership readiness. These future leaders are drawn from a talent pool reflecting diversity in gender, age, tenure and function. While promotion is not guaranteed, in FY2025 we celebrated 14 career promotions, eight of them female, from across the first cohort. The next cohort of 29 colleagues (16 female, 13 male) is due to launch in January 2026.

We also appointed an Early Careers Lead on the Sysco GB Talent & Development team to help ensure that we are building strong early talent pipelines for colleagues at the start of their careers. This helps us to future-proof our organization and prepare colleagues to lead the Sysco of tomorrow.

Sysco's Emerging Leaders CRG helps U.S. colleagues grow into next-generation leaders through a supportive network of peers and senior advocates. **Read more about our CRGs**.

Helping Everyone Reach Their Potential

Colleague feedback was critical in developing the Rise Together WLP, which helped emerging women leaders across the business learn, grow and succeed.

Aracely Soto—Emerging Leader
Manager, Merchandising

Houston, Texas
United States

"My favorite part about WLP was the confidence boost it gave me. It pushed me out of my comfort zone in the best way possible and set me up for success."

Katey Redmond—Emerging Leader
Field Project Manager Local Sales

West Kelowna, British Columbia
Canada

"I've become more strategic in how I communicate. I'm more mindful of how I develop others and more committed to creating space for diverse perspectives."

David Brown—Sponsor
CFO, Sysco GB

London
United Kingdom

"The confidence of our Emerging Leader talent is skyrocketing. The individuals coming through this program will make us even stronger as an organization. Our Emerging Leaders and Sponsors span every corner of the globe, and while our day-to-day challenges may differ, the opportunities to learn from one another are immense. The future of our company is in very capable hands."

Our Workplace

Building an inclusive workplace, one that values diverse ideas and perspectives, is critical to Sysco's ability to deliver success for customers. It empowers us to better understand and connect with the communities we serve and create a standout culture for colleagues. When colleagues feel engaged and valued, they're more likely to go above and beyond for customers, themselves and those around them.

Navigating Tough Topics with Respect and Inclusion

To establish a baseline of inclusive behavior in the workplace, we continued to roll out the Respect in the Workplace initiative across global operations and new Sysco business units.

This program, introduced after colleague feedback shared in 2023's Sysco Speaks survey, helps colleagues learn what a safe, respectful and inclusive work environment looks like and practice the skills needed to maintain it.

A core priority of Respect in the Workplace in FY2025 was ensuring leaders felt equipped to have tough conversations with their teams and direct reports. Recognizing that diverse teams bring diverse viewpoints, we offered civility training designed to strengthen our ability to engage in open, respectful dialogue. The training emphasized empathy, curiosity and effective communication—helping colleagues build understanding even when perspectives or experiences differ—reinforcing our commitment to providing a safe, welcoming environment for all colleagues.

We hosted a global training for HR Business Partners where they learned strategies for handling inappropriate conversations, avoiding potentially divisive discussions in professional spaces, and leveraging resources such as supervisors, HR and the Ethics Hotline when needed. We also distributed a Respect in the Workplace Toolkit to participants to accompany the training and empower them to manage sensitive conversations with empathy, inclusion and professionalism. This training further highlighted how civility and respect are not only cultural values but business imperatives that support collaboration, engagement and enterprise success.

We incorporated eLearning into Respect in the Workplace offerings to give colleagues flexibility in taking essential trainings. Among eligible colleagues, we reached a 92% eLearning completion rate. Leader-led team discussions provided an important supplement to these trainings—creating space for teams to set expectations specific to their locations and functions. We've reached a significant portion of our global networked workforce with Respect in the Workplace programming. Looking ahead, we plan to expand this offering to frontline colleagues and incorporate it into orientation for new hires and new leaders.

Jaclyn Elliot
Supervisor, MDM Operations,
Sysco, Canada, CSC

Peterborough, Ontario
Canada

"It's so crucial that we have an awareness of how we are showing up. Our business is based on relationships among colleagues, customers and contractors, and it can take just one negative interaction to sour or spoil a relationship. We cannot afford to allow disrespect to have a seat at our table."

Championing Our Global CRGs

Sysco's global CRGs are key partners in helping secure an inclusive workplace. These groups are voluntary, colleague-led and open to all colleagues. They provide space for colleagues with shared backgrounds and experiences and allies to connect with one another, advance career growth and further business priorities. We've invested in robust CRG governance and operating frameworks to ensure these groups have the support they need to succeed. These structures have also made it easier for us to identify where to expand CRGs around the world.

Global CRG Day

Each year, we honor our CRGs and the colleagues who dedicate their time and passion to strengthening our workplace culture. Anchored by a CRG Awards ceremony that recognizes outstanding CRGs, leaders and members, Global CRG Day also features a lively resource and recruitment fair where colleagues can learn about different CRGs, explore opportunities to get involved and build connections. This year's award winners are:

Group Awards

CRG Community Impact Award: Circle CRG
CRG Collaboration Award: Catalyst
CRG of the Year Award: Catalyst

Individual Awards

Valued Ally Award: Tim Cameron
CRG Leader of the Year Award: Mehr Sheik
Executive Sponsor of the Year: Kevin Kim

Sysco's Global CRG Network

APEX — Elevating the growth of Pan-Asian colleagues and allies.

BRIDGE — Bridging generational gaps between colleagues.

Catalyst — Cultivating and supporting Black colleagues and allies.

CIRCLE — Creating community for Indigenous colleagues and advocating for reconciliation.

EMERGING LEADERS — Empowering leaders to achieve their maximum potential through career development.

FOOD FOR THOUGHT — Raising awareness of mental wellness in the workplace and beyond.

IMPACT — Empowering and supporting women colleagues and allies.

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

MINDS — Cultivating a culture of awareness and support for neurodivergent colleagues and allies.

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

VIVA — Providing advocacy and resources for Hispanic colleagues and allies, formerly known as HART.

Connecting Colleagues and Advancing Inclusion

In FY2025, Sysco's global CRGs hosted events to recognize cultural milestones and elevate diverse perspectives, facilitated opportunities for career development and introduced initiatives to contribute to key business activities. Here are just some examples of our impact:

APEX volunteers provided translation and cultural support in Asian languages, enhancing customer experience and supplier onboarding.

VIVA launched a scholarship contest during Hispanic Heritage Month, inviting members to apply for a sponsorship to attend the Hispanic Association on Corporate Responsibility's Leadership Pipeline Program conference.

Bridge partnered with Kids' Meals to pack 10,000 meals for children facing food insecurity during our Pack for Purpose event.

Military Connect recognized Military Appreciation Month in the U.S. with a series of Table Talks highlighting the benefits of hiring military veterans and how employers can support them.

Catalyst hosted a Black History Month event in partnership with The Re-Seasoning Coalition, a nonprofit dedicated to advancing Black Canadians in foodservice.

Spectrum was honored with a Chamber's LGBTQ+ Workplace Alliance "B/ERG Service Impact Award" for its outstanding support and contributions to the Holiday Food & Supply Drive, which has provided essential resources to nonprofit partners.

IMPACT honored global and local champions of inclusive leadership during an International Women's Day event to accelerate action toward gender equality.

Circle welcomed political activist Lewis Cardinal for a conversation on Genuine Reconciliation ahead of National Day for Truth and Reconciliation in Canada.

Food For Thought invested in Mental Health First Aid training for Sysco Canada colleagues to help equip them with the skills to recognize and support individuals experiencing mental health challenges.

In Their Words: Sysco Colleagues on Leading CRGs

Chris Latham
Co-Chair of MINDS GB

Remote
United Kingdon

"As a late-diagnosed Autistic person, leading the MINDS CRG in GB has been both a privilege and a journey of self-discovery and self-actualization. Helping members and leadership understand both the unique difficulties neurodiverse colleagues can experience, and the strengths that they bring to Sysco, has had a demonstrably beneficial impact."

Benita Washington
Military Connect CRG Chair

Houston, Texas
United States

"This role has helped me better understand the difficulties veterans face in civilian life and work. I'm motivated to break down stigmas and walls and allow veterans to truly feel and be included."

Stephanie Blacker
Co-Lead, VIVA CRG

Houston, Texas
United States

Yvonne Velis
Co-Lead, VIVA CRG

Houston, Texas
United States

"Leading VIVA allows us to help our people grow while making Sysco stronger and more connected to the diverse customers we serve. Seeing members earn promotions, expand networks and build new connections proves that representation creates real business impact."

Dana Johnson
Circle CRG Chair

Winnipeg, Manitoba
Canada

"Leading the Circle CRG has given me a deep sense of purpose by allowing me to help amplify Indigenous voices and experiences. It's been meaningful to create space for cultural connection, education and reconciliation while honoring the strength and knowledge of Indigenous communities."

Bringing Mission-Critical Skills to Sysco

Our Military Connect CRG creates a welcoming community for our colleagues who are veterans, service members and their families, helping them bring the mission-critical skills they developed in uniform into meaningful roles at Sysco. Through peer networks, mentoring, talent-pipeline initiatives and community outreach, the group strengthens our culture of belonging while delivering differentiated operational insight and leadership to our business. In FY2025, the group organized donation drives in support of Operation Gratitude, which sent care packages to military members and first responders, organized a coat drive, and honored veterans during our Pause for Purpose event and Military Appreciation Month.

By valuing the military experience of our colleagues and providing a "seat at the table" for those who served, we not only honor their commitment but also build a stronger, more resilient workforce—and a company better equipped to serve our customers and communities.

Fostering a Colleague-Driven, Inclusive Culture

We seek to better understand how Sysco colleagues are experiencing the workplace and use these insights to determine where we can further cement inclusion into our culture.

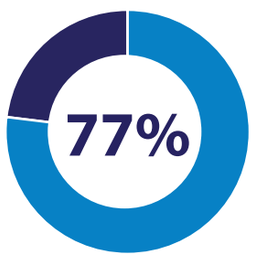
Sysco colleagues have helped inform new companywide inclusion initiatives and drive forward efforts specific to different global markets. By bringing colleagues around the table on inclusion, we help build an environment that aligns with their needs and empowers them to best care for customers.

Hearing from Colleagues Firsthand

Integrating colleagues into inclusion work starts with listening. Each year, Sysco conducts its annual colleague engagement survey, Sysco Speaks, which requests input on inclusion-related topics. Colleagues were asked to reflect on the extent to which they agree with the following statements:

- My immediate supervisor shows a commitment to inclusiveness.
- I am comfortable voicing my opinions, even if they are different than others'.
- Colleagues, regardless of their differences, are treated fairly.
- I feel like I belong at my company.
- The leadership of my company ensures that a diversity of perspectives are heard.

In FY2025, we reached the following favorability scores, measuring colleague satisfaction, on the following:



on Sysco Speaks inclusion index

Providing a safe environment for colleagues is essential and gives us a foundation to continue evolving inclusion work. To make sure our insight is up to date, we regularly ask our colleagues about how included, safe and secure they feel working at Sysco. Their insights lead to program updates and more.

Expanding Inclusion Education

Sysco Speaks has become an important lever for us to decide how and where to invest in inclusion work. In the U.S., for example, colleague responses to the FY2024 survey highlighted that they wanted more education on inclusion. This led to Sysco launching the Inclusion Essentials series—quarterly interactive webinars on different inclusion topics. In FY2025, these sessions, which are available to Sysco colleagues globally, covered intentional inclusion, allyship and disability etiquette. Where possible, we brought in speakers from partner organizations to lend their expertise to these topics, with professionals from Seramount joining the session on allyship and Disability:IN contributing to the conversation on disability etiquette.

We continued to host inclusion-focused Town Halls for colleagues as well, providing a forum for people to hear from Sysco's inclusion leaders and ask questions. In FY2025, we joined forces with our Sustainability team to offer the Better Together, Better Tomorrow Town Hall. In FY2025, Better Together, Better Tomorrow Town Hall speakers included Sysco's Chief Inclusion & Community Impact Officer April Love and Vice President of Sustainability Henry Fovargue.

Expanding Our Reach in FY2025

~805K

Around the Table newsletter impressions

128

CRG events

Workplace Inclusion around the World

Canada

- Launched a new Inclusion Learning Hub with optional training on stereotypes and assumptions, unconscious bias, inclusion, emotional intelligence and more.
- Launched the seventh Canadian CRG chapter, VIVA, to enable current and future Hispanic leaders to achieve their potential at Sysco.

United States

- Celebrated Black History Month (BHM) with events to educate, empower and connect colleagues. This culminated with the BHM Virtual Extravaganza, where the Catalyst CRG showcased highlights from the month.
- Hosted in-person BHM celebrations across five field locations, bringing together over 200 colleagues.

Ireland

- Launched first Purpose Academy in Cork, providing training in warehouse work, resume writing and interviewing to adults living with intellectual disabilities and/or autism.
- Planned second Purpose Academy in Dublin that will launch in FY2026.

Costa Rica

- Launched first CRG chapter, Spectrum, to engage all colleagues and encourage LGBTQ+ individuals and allies to show up as their authentic selves.

Great Britain

- Stepped up commitment to Respect in the Workplace, hosting leader-led team discussions and encouraged eLearning participation.
- Appointed first-ever dedicated Inclusion Lead for market operations.
- Introduced multifaith or well-being rooms at sites nationwide.

France

- Partnered with agencies specializing in helping people with disabilities find work.
- Donated products for La Pioche to sell at its Solidarity Grocery Store, which offers discounted items for individuals facing long-term unemployment and/or economic hardship.

Sweden

- Completed workshops promoting a safe, inclusive and respectful work environment at all warehouses.

Sri Lanka

- Received the Women Friendly Workplace Award from Satynmag, a women's media outlet, for the third consecutive year.
- Established Sysco Academy, through which colleagues help students prepare for a career in information technology.
- Joined other organizations to introduce the Guiding Leadership and Outreach program, helping young leaders develop the skills needed to reach the UN's Sustainable Development Goals.

Our Marketplace

Sysco serves a diverse and global customer base. From restaurant owners to hoteliers, our customers have a range of needs that we meet with a broad and evolving portfolio of products and services. Suppliers are critical partners in enabling us to meet these demands and help our customers succeed. We've cultivated a base of capable, qualified and varied suppliers that help drive innovation, supply chain resilience and cost savings. And we work to create more opportunities for emerging businesses and leaders like these across the foodservice industry.

Taking an Inclusive Approach to Sourcing

By casting a wide net when considering new vendors, we strengthen our supply chain and ability to serve customers with the excellence and reliability they expect from Sysco.

Throughout FY2025, we continued to employ inclusive sourcing practices and maintained partnerships that help us identify certified diverse suppliers, which we categorize as those that are 51% owned and operated by women, ethnic minorities, veterans, LGBTQ+ individuals or persons with disabilities. To broaden supplier inclusion in our value chain and foodservice as a whole, we encouraged Tier 1 suppliers to track their diverse supplier spend.

Sysco Canada developed Pathways to Procurement—a collaborative roundtable focused on Indigenous procurement in the foodservice industry. In partnership with foodservice leaders Aramark Canada, Compass Group, Foodbuy Canada and Sodexo—and in consultation with the Canadian Council for Indigenous Business and National Circle for Indigenous Agriculture & Food, we're reinforcing our shared commitment to reconciliation, fostering meaningful economic growth and amplifying the presence of Indigenous businesses across our sector.

Moving Inclusion Forward in Sysco's Fleet

In FY2025, Sysco brought over 100 transportation providers from the U.S. and Canada together for its Carrier Summit—a conference highlighting key issues facing transportation and industry-specific insights. This marked the first time we've hosted this event in a decade, and we took the opportunity to spotlight supplier inclusion.

We hosted a supplier inclusion session and incorporated supplier inclusion into mainstage programming. Through these platforms, we shared why Sysco prioritizes supplier inclusion and how a diverse supply chain strengthens our business. The Summit also marked an opportunity to recognize standout providers in Sysco's carrier network. CW Carriers, a woman-owned business, was recognized as Diverse Supplier of the Year.

Bringing Authentic Caribbean Flavor to Customers

Sysco Canada welcomed its first Black-owned vendor, Island Gurl Foods, to its product assortment in FY2025. Island Gurl Foods produces Caribbean-infused sauces, inspired by the flavors of founder Chef Raquel Fox's homeland of the Bahamas.

Expanding Opportunities for Diverse Suppliers

In FY2025, we joined foodservice and procurement leaders to provide specialized training, support and resources for small and underrepresented suppliers. Together with Aramark, Avendra International and Certify My Company, we co-hosted Level UP!, a 10-week supplier development and mentorship program.

Level UP! aims to help these suppliers navigate the complex world of large-scale foodservice distribution and procurement. Its inaugural cohort included 13 businesses from across the U.S., participating at no cost to them. Over 10 weeks, participants met for weekly sessions covering topics like obtaining diverse supplier certification and understanding procurement processes like requests for proposal. The program also covered Sysco-specific insights on how to establish successful sourcing partnerships within the company and opportunities for participants to meet with Sysco buying and merchandising colleagues.

Contributing to Industrywide Inclusion

Sysco's position as a foodservice distributor means we have a window into the value of inclusion across the industry—from our supply chain to our customer base.

As we invest in doing business with diverse suppliers across Sysco, we also support inclusion across the foodservice industry. We partner with organizations and participate in initiatives that help develop small and emerging businesses and elevate underrepresented leaders in foodservice. By helping build a more inclusive industry, we help build a more resilient one.

Convening to Advance Inclusion

In FY2025, Sysco participated in and sponsored key convenings that brought industry peers together to discuss how they're building inclusive businesses and elevating emerging leaders. These events included:

- **Feed the Soul Foundation's Global Culinary Conference.** Feed the Soul Foundation is committed to helping marginalized culinary businesses and students succeed. Sysco sponsored the Foundation's second annual Global Culinary Conference, focused on helping culinary entrepreneurs launch their businesses. We also hosted sessions on menu design and development and product innovations.
- **Diversity in Wholesale Conference.** Diversity in Wholesale works to encourage inclusion in the wholesale channel in Great Britain. Brakes, a Sysco company and Great Britain's leading wholesale food supplier, sponsored 2024's Diversity in Wholesale Conference—helping highlight examples of inclusion in wholesale and inspire more wholesalers to take action.
- **Prosper Forum.** Prosper Company is a purpose-driven enterprise committed to elevating leadership in foodservice and hospitality. Sysco participated in its annual Prosper Forum in 2024, hosting a session highlighting the importance of supplier diversity and featuring insights from CEO Kevin Hourican and Chief Inclusion & Community Impact Officer April Love.

Supporting Women in Foodservice

Sysco is dedicated to supporting women across the industry. Throughout FY2025, we helped uplift women in foodservice by participating in key initiatives and events.

We continued to partner with the Women's Foodservice Forum (WFF), a leading organization addressing gender equity in the food industry. From around the world, 75 Sysco colleagues gathered in Dallas, Texas, for the 36th annual WFF Leadership Conference. From insightful sessions to invaluable networking to candid insights from some of the industry's most senior women, the conference showcased the importance of advancing women into leadership roles. More than 2,500 individuals from the industry came together to champion an important cause.

Sysco colleagues received recognition during this event as well. WFF honored Human Resources Manager Stephanie Abrenica as one of its Class of 2025 Change Makers. WFF's Change Makers recognize women in the early stages of their careers who have a proven track record of delivering business results while modeling inclusive leadership. Stephanie earned this distinction on behalf of Sysco out of 64 submissions from across our global workforce.

We also received recognition for supporting women in transportation in FY2025. Women in Trucking (WIT) Association named Sysco one of its 2024 Top Companies for Women to Work in Transportation. The selection process for this honor is rigorous—involving nominations, a thorough review process and an industrywide vote. Sysco's inclusion on this list reflects our position as an industry leader and advocate for women in transportation. In addition, WIT named Senior Director of Talent Acquisition Vanessa Angulo as one of its 2025 Top Women to Watch in Transportation.

Supporting Communities to Address Food Insecurity

Sysco is dedicated to addressing food insecurity across the world by engaging with partners. **See more in our FY2025 Sustainability Report.**

Sysco®
At the heart of food and service

For questions or comments concerning this report, please contact the Sysco Global Inclusion Team at inclusion@sysco.com.

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FORWARD-LOOKING STATEMENTS Certain statements in this Report, including statements relating to our inclusion and other ESG targets, plans, activities, policies, estimates, projections, goals, commitments, expectations, strategies and expected results, and the assumptions upon which those statements are based, are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934 and are generally identified by the words "believe," "expect," "anticipate," "intend," "opportunity," "plan," "project," "will," "should," "could," "would," "likely" and similar expressions. Forward-looking statements are based on current assumptions that are subject to risks and uncertainties that may cause actual results to differ materially from the forward-looking statements, including the risks and uncertainties discussed in our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, and filings with the SEC. Such forward-looking statements speak only as of the date they are made, and we undertake no obligation to update or revise publicly any forward-looking statements, except as required by law. The information in this report covers the fiscal year 2025 period and all data included in the report is from that time period unless otherwise noted.