



FUELED

by Our Differences

FY2022 Diversity, Equity and Inclusion Report





Table of Contents

1 ABOUT SYSCO

- 2 Leadership Perspectives

3 DEI AT SYSCO

- 4 Our DEI Strategy Defined
- 5 DEI Governance
- 7 Reflecting on Our Progress

9 RECRUITING TOP TALENT AND HELPING THEM THRIVE

- 10 Diversifying Our Workforce
- 14 Building a Culture of Belonging

19 SCALING OUR IMPACT

- 20 Supplier Diversity
- 23 Community Impact

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 71,000 associates, the company operates 333 distribution facilities worldwide and serves more than 700,000 customer locations. For fiscal year (FY) 2022 that ended July 3, 2022, the company generated sales of more than \$68.6 billion.

Information in this report primarily reflects the diversity, equity and inclusion (DEI) performance of Sysco Corporation in the United States (U.S.), Canada and additional international locations during FY2022. For more information on our overall sustainability strategy, please see [Sysco's FY2022 Sustainability Report](#). You can also view [our annual report](#) and [SEC filings](#) for more information on Sysco's operations and business performance.



Leadership Perspectives

A joint message from Kevin Hourican, President and CEO, and Adrienne Trimble, Vice President (VP) and Chief Diversity & Culture Officer (CDCO)

At Sysco, our Purpose—connecting the world to share food and care for one another—isn't just a collection of words on our website; it guides us in all we do. As the global foodservice leader, we know the important role food plays in bringing people together and creating connection, and we aspire to do just that through our commitment to DEI. We want each and every one of our associates to experience a workplace where differences are valued and celebrated, rather than simply tolerated. We want our customers to see themselves in our business, from the products we offer to the associates who serve them. We want to demonstrate our holistic commitment to inclusion by positively impacting the communities we serve.

In prioritizing our commitment to DEI, we are building a business that offers everyone—our customers, our associates and the communities we serve—a seat and a voice at our table.

As you read through this report, we hope you feel a sense of pride for all Sysco has accomplished thus far. There are a few successes we'd like to highlight:

- In 2018, we set a goal to achieve 62% gender and ethnic diversity in Sysco's U.S. workforce by 2025. We are thrilled to report that we have reached this goal two years ahead of schedule.
- Sysco kicked off 2022 by establishing formal partnerships with the five major councils certifying diverse suppliers. This positioned us to host our first annual Supplier Diversity Summit. As a purpose-driven company with inclusiveness as a core value, we are committed to cultivating and maintaining strong partnerships with certified diverse suppliers. These critical relationships enable us to expand our product portfolio to better serve our customers and create an unmatched competitive advantage.

We are committed to creating a culture where associates can bring their true, authentic self to work each day, and our Associate Resource Groups (ARGs) help us to do just that. Sysco's ARGs connect our associates, offer a sense of community and belonging, and provide opportunities for leadership and personal advancement. Witnessing the growth of our ARGs over the past year has been exciting for us, as these groups positively impact our business and the lives of our associates. Since publishing our 2021 Corporate Social Responsibility report, we've added a new ARG (Circle, a Canada-based ARG for Indigenous peoples) and added 25 local ARG chapters across the enterprise, with further expansion planned in the upcoming months.

Additionally, the DEI team recently finalized Sysco's three-year DEI roadmap with assistance from the Global DEI Advisory Council, comprised of Sysco associates from a variety of demographic and career backgrounds. This roadmap will guide our DEI journey over the next few years as we embed our strategic priorities throughout the business.

Although we've highlighted only a few of our successes, we have many more worth celebrating, and you will find them throughout this report.

The journey to create a diverse, equitable and inclusive culture is a long one, and we still have much to do to achieve our goals, but Sysco is committed to this journey. As the industry leader, we must continue to be better as a company and lead by example.

Thank you,


Kevin Hourican


Adrienne Trimble



DEI at Sysco

We aspire to create a global culture that is decidedly diverse, equitable and inclusive.

Rooted in our Purpose, we endeavor each day to foster belonging as we care for one another and connect the world through food and trusted partnerships. As we fulfill our Purpose, we are building structures, resources and behaviors to ensure that everyone has a seat at our table. Our vision is to build a diverse, equitable and inclusive work environment that reflects the customers and communities we serve.

This vision supports our new Recipe for Growth Strategy, which expands across five pillars: Digital, Products and Solutions, Supply Chain, Customer Teams and Future Horizons. Our DEI work touches each of these pillars and will strengthen them over time. For example, the Future Horizons pillar drives us to responsibly cultivate new channels, segments and capabilities, which will require ongoing product innovation. To fuel that innovation, we are focused on engaging diverse workforce talent and suppliers. Doing so enables us to reach a broader range of customers with solutions customized to meet their diverse needs.



Our DEI Strategy Defined

Across Sysco's enterprise, we are building a culture rooted in:



Diversity

Who is represented in the world, accounting for all of our similarities and differences (including, but not limited to, physical appearance, behaviors, voice and tone, abilities, sexual orientation, age, race, gender, religion and natural origin).



Equity

What we can do to provide resources and opportunities while removing systemic barriers and biases so that outcomes are based only on one's talents, gifts and work.



Inclusion

How we can create a culture of belonging where everyone feels valued and respected, and ideas and perspectives are brought to a table where everyone has a seat.

4

As we progress, we are guided by our **DEI Strategic Framework:**

Our workforce represents the “who” and “what” of our diversity and equity efforts. We are working to attract and retain diverse workforce talent while ensuring that people can move equitably through Sysco's systems.

Our workplace represents the “how” of our inclusion efforts. We are focused on creating an environment that makes people want to come to Sysco and stay.

Our marketplace represents the “who,” “what” and “how” of our DEI efforts, in terms of the way we show up for external stakeholders and are perceived. By focusing on DEI within our workforce and workplace, we can better meet our stakeholders' needs.

To prioritize our efforts, we have established a three-year **DEI Roadmap**, and in FY2022, we identified five **year-one DEI Strategic Priorities**:

1

DEI Fundamentals

2

Talent Acquisition

3

Talent Retention

4

DEI Data Analytics

5

Community Partnerships



“Having a diverse and inclusive culture strengthens our decision-making ability and perspective. It increases innovation and creativity and enhances our vibrant, engaging culture. A diverse and inclusive culture IS a competitive advantage and will feed our future growth.”

RON PHILLIPS EVP, Chief HR Officer at Sysco

DEI Governance

In FY2021, Sysco hired our first VP and Chief Diversity Officer (CDO), Adrienne Trimble, to lead our DEI strategy.

In FY2022, we updated her title to VP and Chief Diversity & Culture Officer (CDCO) and expanded her role to include responsibility for the Culture & Engagement and Associate Relations teams. These teams and the DEI team now function as a singular Center of Excellence, focused on creating a best-in-class associate experience.

Supporting our VP and CDCO is Sysco's Global DEI Advisory Council, which we initially established as the D&I Council in 2015 and re-established in FY2021. The current 22-member Council meets with the DEI team each month and was critical in developing our three-year DEI roadmap. The Council reflects Sysco's broader associate population, with representation across dimensions of diversity such as race, gender, age, abilities and sexual orientation. Council members are also diverse in terms of geographic location—with five countries represented—as well as career level and Sysco tenure, which helps to ensure a variety of perspectives.

While the DEI team is part of the Human Resources (HR) organization, its scope of responsibility extends throughout the enterprise. The team reports on its activities and initiatives to Sysco's Board of Directors at least twice per year and provides regular updates to our President and Chief Executive Officer (CEO), Kevin Hourican. Our CEO is highly engaged in the team's work and takes a personal role in supporting its progress and helping it to overcome barriers.

Making meaningful progress in this space requires a firm commitment at the highest levels of the organization. In FY2022, we implemented DEI scorecards for all members of Sysco's Executive Leadership Team (ELT). ELT members were challenged to set DEI goals in three categories: Personal Leadership, Talent Management and Business Partnerships. We collaborated with each member to set achievable goals, established key performance indicators (KPIs) and conducted quarterly check-ins to evaluate how they were progressing against their goals.



"Sysco is better positioned to win in the marketplace with a diverse workforce that is representative of the customers and communities we hope to serve. There are so many business and consumer insights we will garner from a more diverse, equitable and inclusive workforce. DEI is both a business case and the right thing to do."

ED SHIRLEY Chairman of the Board



DEI GOVERNANCE, CONT.

Providing Opportunities for Associate Action

Additionally, many ELT members provide executive sponsorship for Sysco's ARGs. These ARGs play a key role in our DEI work by celebrating diversity and creating a culture of belonging. In fact, Catalyst, our ARG for Black associates, was instrumental in making the business case for DEI at Sysco, which led us to re-establish the Global DEI Advisory Council and hire our first CDO (now CDCO). Sysco also has a network of more than 250 DEI Ambassadors who help to advance DEI initiatives throughout the organization. In FY2022, Ambassadors were central to our pipeline-building efforts and our engagement with diverse suppliers.



"The DEI Council has given me the tools to identify and the confidence to speak up tactfully whenever I experience or observe microaggressions. I have also learned more about DEI than I would otherwise have known."

CHINA WATSON Region VP, HR at Sysco



Learn more about [our ARGs](#)

Reflecting on Our Progress

Our commitment to DEI is longstanding, and we continue to evolve our approach over time.

Our journey began in 2015 with the formation of the first D&I Council and has accelerated under the guidance of our first CDCO. We have already achieved several important milestones, which will set the foundation for more progress to come. As we celebrate our accomplishments, we look forward to pursuing future initiatives that will create bold, transformative change.





Driving Momentum for DEI

To further Sysco’s DEI progress, we engaged in eight of the industry’s leading external benchmarking surveys in FY2022. We will use their insights to develop a baseline for our current DEI efforts, better understand our areas of opportunity and drive momentum for DEI moving forward. These surveys included:



- **Seramount Diversity & Inclusion Index:** Ranks an organization’s performance in using established diversity best practices to create an inclusive workplace.
- **Disability:IN Disability Equality Index:** Measures the equity of an organization’s Disability Equality Systems based on five categories: culture and leadership, enterprise-wide access, employment practices, community engagement and supplier diversity.
- **Greater Houston Partnership:** Offers a weighted measurement of an organization’s implementation of equality and inclusion best practices with respect to the Black, Indigenous and People of Color (BIPOC) population.
- **W.K. Kellogg Foundation:** Analyzes an organization’s talent funnel and human resource policies with a focus on representation of diverse populations at all levels of the company.
- **Women in the Workplace (LeanIn.org and McKinsey):** Focuses on employee experience to determine how conducive an organization’s environment is to its development of diverse populations, with a focus on women. (This is the largest study of women in corporate America.)
- **Human Rights Campaign Corporate Equality Index:** Measures policies, practices and benefits that are pertinent to LGBTQ+ associates and serves as a primary driver for LGBTQ+ workplace inclusion.
- **DiversityInc Top 50 Companies for Diversity:** Assesses diversity management in corporate America. (This is the leading assessment of its type.)
- **National Organization on Disability Employment Tracker:** Allows employers to benchmark their inclusion practices against other leading companies.

Recruiting Top Talent and Helping Them Thrive

We aspire to create a global culture that is decidedly diverse, equitable and inclusive—one where everyone feels respected, valued and empowered to achieve their full potential.

Sysco is building a workforce that reflects diverse backgrounds, skills, perspectives and experiences.

We value all dimensions of diversity, both seen and unseen. To attract and retain a talented and diverse workforce, we must also create a workplace environment that is equitable and inclusive for all. It's a worthy endeavor—by bringing diverse and talented people together, we can boost our teams' ability to think creatively, solve complex problems and innovate cutting-edge solutions for our customers.



"DEI is a critical enabler of our Recipe for Growth. Only by bringing a diverse set of experiences and backgrounds to the table can our associates reach across the table and support the joint growth of Sysco and our customers. Without DEI, we miss opportunities to engage, support and align for our own team and for our customers."

AARON ALT EVP & CFO



"Sysco is committed to creating an environment where our diverse associates and customers feel valued and respected. To achieve this, we accelerated our DEI efforts in increasing associate engagement and learning and development opportunities, modeling diverse representation in our leadership and ensuring our talent pool represents the communities we serve."

GREG BERTRAND EVP, U.S. Foodservice Operation at Sysco



"Increasing diversity in our organization is not a 'nice-to-do'; it's a 'must-do.' It will help us improve productivity, build a positive culture, spike innovation, increase associate retention and better serve our customers—delivering a brighter future for all of us."

SANDY ROMOSER President at Guest Worldwide

Diversifying Our Workforce

Our work to attract, develop and retain top global talent is a key driver of our company's business success. In FY2022, we increased Sysco's workforce diversity by strategically expanding our talent pipeline. Our efforts included growing and diversifying our internship programs and developing strategic partnerships with diverse colleges, universities and professional organizations.

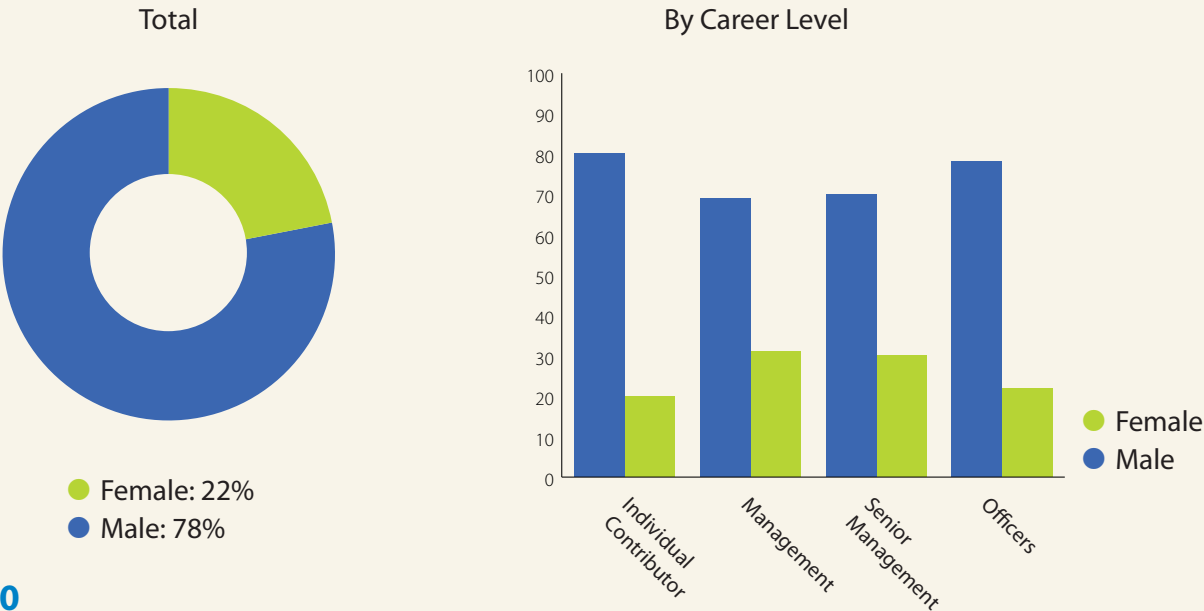
At the end of FY2022, we were proud to achieve 62% ethnic and gender diversity in our U.S. associate workforce far ahead of our 2025 goal. As we move forward, we have established a cross-functional task force focused on developing new workforce representation goals.



"We are a growth company with an aspiration to deliver on our potential to be the undisputed global foodservice leader. I firmly believe the only way we can do this successfully is to welcome to our table people with the broadest, most diverse set of perspectives. Our business will progress further and faster, if we can innovate and learn from people with the richest array of backgrounds, cultures, beliefs and life experiences."

PAULO PEEREBOOM EVP & President, Foodservice Operations – International

Our Workforce At-A-Glance FY2022 Global Gender Representation^{1,2}



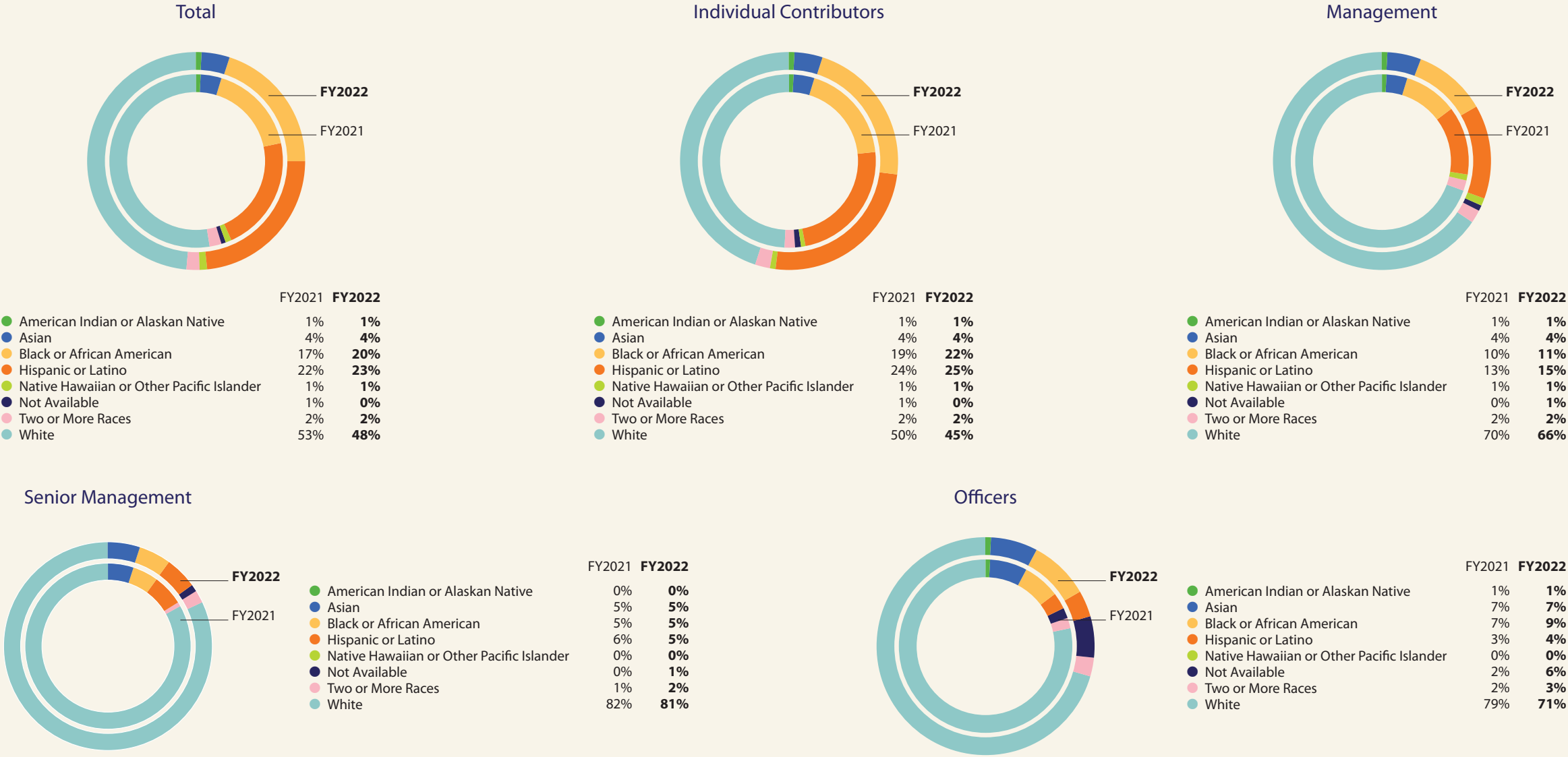
GOAL:
Increase total gender and ethnic diversity of U.S.-based associates to 62%.

ACHIEVED

1 These charts indicate our global gender representation as of the end of FY2022. Some totals may not add up to 100% due to rounding.
2 Year-over-year data is currently unavailable; however we plan to include it in future reporting.

DIVERSIFYING OUR WORKFORCE, CONT.

Our Workforce At-A-Glance
U.S. Race and Ethnicity¹



¹ These charts indicate our U.S. race and ethnicity representation as of the end of FY2021 or FY2022 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S. Some totals may not add up to 100% due to rounding.

DIVERSIFYING OUR WORKFORCE, CONT.

Leveraging Strategic Partnerships

We advance our DEI strategy through strategic partnerships with DEI-focused networks and organizations. For example, our partnerships with DiversityInc and Seramount—formed in FY2021—provide us with emerging DEI news, best practices and critical benchmarking data. We also connect with diverse professional business networks through partnerships with the Houston Area Urban League and the Houston branch of the Asian Chamber of Commerce.

In FY2022, we expanded these partnerships to include the U.S. Black Chamber of Commerce and the U.S. Hispanic Chamber of Commerce. We also launched several new partnerships with leading academic institutions, with an emphasis on minority-serving institutions such as Asian American and Native American Pacific Islander-serving institutions (AANAPISIs), historically Black colleges and universities (HBCUs), Hispanic-serving institutions (HSIs) and predominantly Black institutions (PBIs).



College and University Partnerships

- Arizona State University (HSI)
- Cornell University
- Georgia State University (AANAPISI, PBI)
- Howard University (HBCU)
- Kennesaw State University
- Louisiana State University
- Michigan State University
- North Carolina A&T (HBCU)
- Penn State University
- Prairie View A&M University (HBCU)
- Rice University
- Temple University
- Tennessee State University (HBCU)
- Texas A&M University
- Texas Southern University (HBCU)
- Tuskegee University (HBCU)
- University of Houston (HSI)
- University of Nevada, Las Vegas (AANAPISI)
- University of Tennessee
- University of Texas at Austin (AANAPISI)



DIVERSIFYING OUR WORKFORCE, CONT.

Diversifying Our Internship Cohorts

Our internship programs help us attract top talent by providing opportunities for hands-on experience and mentorship. We dramatically expanded these programs in FY2022, onboarding 67 college interns throughout the U.S.

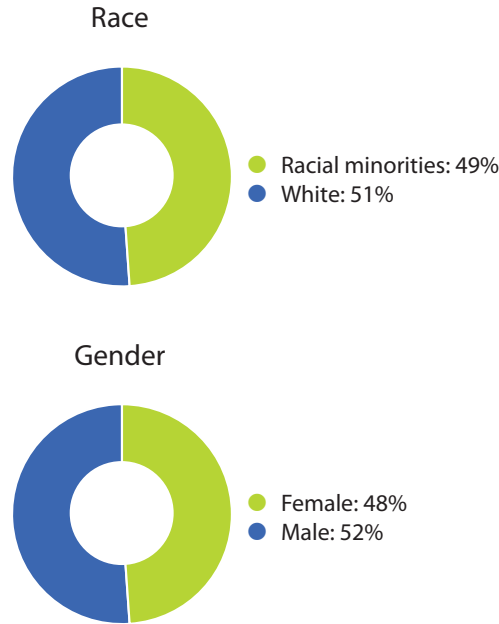
In our Supply Chain internship, we welcomed 28 students—up from 12 in FY2021. We also welcomed 33 students as interns at the Global Support Center, who served across various functions, including Business Technology, Global Talent Management and Finance. In addition to these existing programs, we introduced a new Sales internship program, which we anticipate will broaden our talent pipeline and ultimately help to diversify our Sales Consultant ranks.

We also created the Ignite Summer Intern Outreach Program in FY2022, in hopes of cultivating an authentic and inclusive experience for interns while accelerating their personal and professional

development. To achieve this goal, we matched each intern with an experienced Sysco associate able to provide guidance, advice and feedback throughout the summer. For the inaugural program, we matched interns with associates based on a variety of factors, including trackable dimensions of diversity, such as gender and race, and functional areas of interest. This enabled mentors and mentees—who met at least three times during the 10-week internship program—to engage in more frank and open conversations.

As we work to diversify our workforce, Ignite presents an important opportunity for our Global DEI Advisory Council members, DEI Ambassadors and ARG members to engage and build relationships with future talent.

FY2022 U.S. Intern Demographics



Partnering with the Cope Foundation to Create New Opportunities at Sysco Ireland

One important step in our DEI journey is to create more opportunities for people of varying abilities. Accordingly, in FY2022, Sysco Ireland partnered with the Cope Foundation, a nonprofit working to enhance the lives of people with autism and various intellectual disabilities. Through the foundation's Ability at Work program, our Cork facility invited two Cope Foundation candidates to spend a day shadowing the Transport and Warehouse teams. During the experience, the candidates participated in access and egress training and supported the delivery and product-picking process. The company hired both participants after the shadowing opportunity, with one program participant now working as an operative in the Classic Drinks warehouse and the other working as part of the Cork Transport team.

Building a Culture of Belonging

Fostering a culture where everyone feels a sense of belonging is a top priority for our DEI team.

Not only is this critical to attracting and retaining top talent, but it also impacts associates' engagement and overall well-being. Our DEI team takes the lead in developing and socializing our inclusion initiatives with support from passionate associates throughout the enterprise. Many of these associates participate in our ARGs, which play a key role in connecting and empowering diverse associates. Our DEI Ambassadors also support this work, both internally and by engaging diverse talent and supply partners. In FY2022, we leveraged the skills and passion of these associates to push our year-one priorities forward.

Amplifying Our Efforts with DEI Ambassadors

We strive to embed DEI throughout every aspect of our organization. Sysco's DEI Ambassadors are crucial in this regard, as they amplify DEI initiatives and take ownership of them within their functional areas. In FY2022, Ambassadors worked with our Supplier Diversity team to engage diverse suppliers and organize our first Supplier Diversity Summit. They also served as mentors through the Ignite Summer Intern Outreach Program and supported our talent recruitment efforts, where they will play an increasingly important role moving forward. Most important is our DEI Ambassadors' passion for inclusion and their ability to champion belonging across the enterprise. As we grow the DEI Ambassador program, we look forward to finding more ways for them to accelerate progress toward our 2025 DEI goals.



SYSCO'S 250+

Global DEI Ambassadors champion and amplify our DEI initiatives.



Catalyzing Change

As news of George Floyd’s death rippled throughout the country in 2020, associates in our Catalyst ARG, which provides community and resources for Black associates, came together to share their feelings and provide mutual support. Over time, they transformed those feelings into a collective call for action, forming a Catalyst Advisory Committee of more than a dozen Black leaders.

For four months, they met for an hour or more each Sunday to develop a business case for expanded DEI initiatives at Sysco. They presented the plan to Sysco’s ELT in September 2020 with a series of specific requests, including hiring a CDO (now CDCO) and reinstating the DEI Council.

Today, our Catalyst ARG continues to lead change and inspire associates across the organization. For example, in FY2022, they held a global town hall in honor of Black History Month. The event featured Dr. Jessica B. Harris, the culinary historian and author behind the Netflix series “High on the Hog.” It also featured a Sysco Chef who spoke about the way sharing stories and food heritage can bring people closer together, in line with Sysco’s Purpose.



“Serving as an ARG Executive Sponsor has been so incredibly rewarding for me. It has been about empowering people, broadening our company’s perspectives on learning about different issues and cultures, and fostering an environment where people realize that DEI focus is both the right thing to do and a fantastic thing for our business.”

JOEL GRADE EVP, Corporate Development at Sysco



BUILDING A CULTURE OF BELONGING, CONT.

Making Associate Connections Through ARGs

Our ARGs create a strong sense of belonging and connection for associates around the globe. Together, they help Sysco recognize culturally significant occasions, while creating a safe space and sense of community for associates from often underrepresented backgrounds. Our growing list of ARGs includes:

- **APEX:** Elevating the growth of Pan-Asian associates
- **BRIDGE:** Bridging gaps between associates, concentrating on differences in age, career stage, department, country, seniority, in-office/remote status and more
- **Catalyst:** Cultivating and supporting Black associates
- **Circle:** Creating community for Indigenous associates
- **Emerging Leaders:** Empowering leaders to achieve their maximum potential through career development
- **Food for Thought:** Raising awareness of mental wellness in the workplace
- **HART:** Providing advocacy and resources for Hispanic associates
- **IMPACT:** Empowering and supporting female associates
- **MINDS:** Raising awareness of and providing resources regarding neurodiversity
- **Spectrum:** Bringing together LGBTQ+ associates and allies
- **Veterans Outreach:** Connecting and celebrating U.S. military veterans



“Our ARGs play a critical role in creating a sense of belonging at Sysco. They create a safe space for associates to bring forward issues that have gone unnoticed—creating opportunities for meaningful change. Serving as an ARG Executive Sponsor has been one of the most rewarding experiences of my career.”

EVE MCFADDEN SVP, General Counsel & Corporate Secretary at Sysco



“Associates who choose to be part of an ARG have a better overall experience and increase their potential for future growth. I’m honored to be an Executive Sponsor of HART, our Hispanic ARG, and am very proud of the team for the work they are doing in service of our Hispanic associates and communities.”

NEIL RUSSELL SVP, Corporate Affairs & Chief Communications Officer at Sysco

BUILDING A CULTURE OF BELONGING, CONT.



“As an ARG Executive Sponsor, the best part of my role is the opportunity to really get to know a group of people that I might have otherwise never met! The leadership group of BRIDGE is very special to me. They work across several different functions, and they constantly help me better understand the real associate experience and how we can all work together to make it better.”

MARIE ROBINSON EVP, Chief Supply Chain Officer at Sysco



“This was our first year for IMPACT Canada, and so much was accomplished by our team. A highlight was watching nine out of our 15 female board leaders receive promotions in our first year. As a group dedicated to developing and supporting current and future female leaders at Sysco, watching so many of our team members grow in their own careers has been extremely rewarding.”

DANA VAN VOORHIS President, Specialty Meat and Seafood Group at Sysco Canada



Strengthening LGBTQ+ Support Systems Through Spectrum

From the U.S. to the U.K. to Canada, Sysco’s Spectrum ARG brings LGBTQ+ associates and allies together. Spectrum partners with Sysco to raise awareness of LGBTQ+ issues throughout the year, with key messaging and programming taking place to recognize National Coming Out Day in October and Pride Month in June.

In June 2022, Sysco held a Global Pride Day to celebrate the importance of diversity around the world. Building on this celebration, Sysco Great Britain partnered with Spectrum to launch a network of support champions, with Spectrum members on hand at all Brakes U.K. sites to support, advise and answer colleagues’ questions throughout the month. Brakes Learning and Development team also developed an on-demand training course to help managers better understand the needs of LGBTQ+ associates, and the company raised funds to support ATK, an organization that provides safe homes for displaced LGBTQ+ young people.

BUILDING A CULTURE OF BELONGING, CONT.

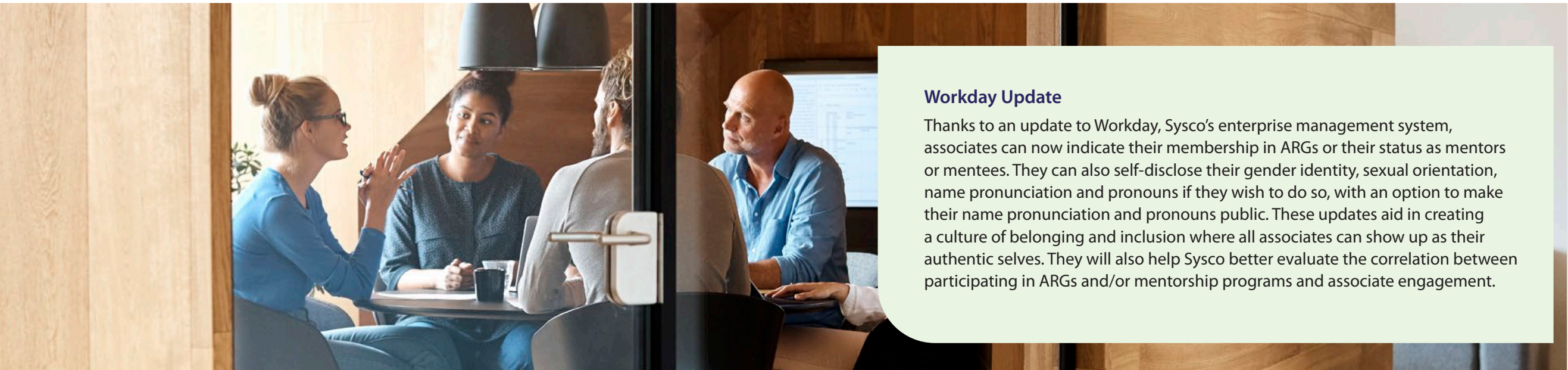
Engaging Associates Through DEI Discussions and Events

Throughout the year, we used a variety of formats and platforms to further embed DEI topics and priorities throughout our organization. For example, our Be Better Town Halls, launched in FY2021, engaged global associates in a range of DEI-focused topics. We also continued our Real Talk Dialogue series, which creates a space for frank and open discussions. The leader-led dialogues take place in small groups, bringing together associates from various work levels and geographic locations. In FY2022, we discussed topics ranging from inherent bias to allyship and continued our Real Talk video series, which our associates have accessed more than 4,100 times.

Additionally, we completed our participation in Expanding Equity, a transformational program we joined in FY2021 as part of a broader Retail & Restaurant cohort to learn about advancing racial equity in the workplace. Funded by W.K. Kellogg Foundation and facilitated by McKinsey, the program offered a series of workshops equipping participants with tactical methods for establishing a racial equity strategy to help boost associate engagement, retain talent and improve decision making. The program provided us with important diagnostic data and helped to inform the priorities on our three-year DEI roadmap.



4,100+
times our associates have accessed
our Real Talk video series



Workday Update

Thanks to an update to Workday, Sysco’s enterprise management system, associates can now indicate their membership in ARGs or their status as mentors or mentees. They can also self-disclose their gender identity, sexual orientation, name pronunciation and pronouns if they wish to do so, with an option to make their name pronunciation and pronouns public. These updates aid in creating a culture of belonging and inclusion where all associates can show up as their authentic selves. They will also help Sysco better evaluate the correlation between participating in ARGs and/or mentorship programs and associate engagement.

Scaling Our Impact

We strive to scale our positive impact by building rich relationships with diverse community groups, industry networks and suppliers.

At Sysco, we know that DEI drives innovation, creativity and growth. The relationships we forge with diverse suppliers and key community partners are mutually beneficial, creating opportunities for all of us to thrive. For instance, our new formal partnerships with the leading supplier diversity councils will support our 2025 goal to deepen our investment in certified diverse suppliers. This enhanced investment will strengthen our supply chain and enable us to reach a broader base of customers while creating economic opportunities in the communities we serve.

In FY2022, we connected with hundreds of diverse suppliers at our first-ever Supplier Diversity Summit. We also formed new community partnerships to engage national networks of top talent, including professional networks and minority-serving academic institutions. These partnerships have accelerated our efforts to address areas of opportunity—both within Sysco and in the communities we serve—while also providing access to crucial data and insights that will support our long-term DEI and sustainability goals.

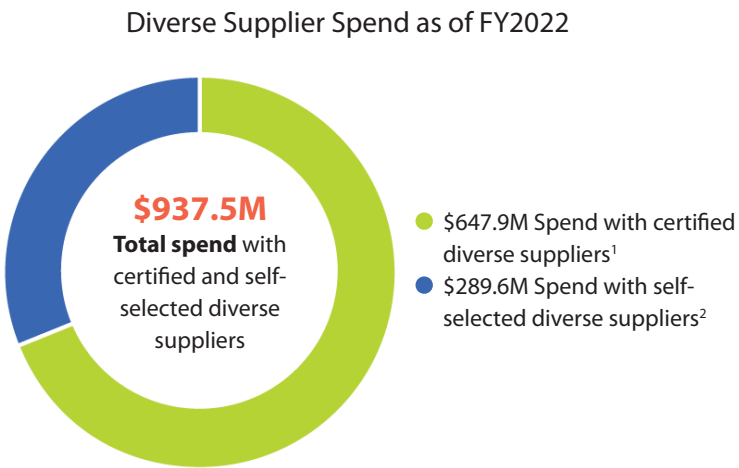


Supplier Diversity

We are committed to building relationships with diverse supply partners who reflect and meet the needs of the customers and communities we serve.

At Sysco, supplier diversity is woven into our strategic approach. Rather than treating it as a standalone program, it is an ongoing activity fully embedded in the way we do business.

Accordingly, in FY2022, we announced our membership with the five leading diversity councils, which will enhance our ability to develop relationships with qualified diverse suppliers. Through the new memberships, we expanded Sysco's scope and definition of supplier diversity and created an auditable process that helped us identify nearly \$937.5 million in diverse supplier spend. We also formalized our new Supplier Diversity Mentorship Program, which we piloted in FY2021, and in May, we hosted our first Supplier Diversity Summit with participation from nearly 500 suppliers.



GOAL
Increase spend by 25% by 2025 with certified diverse suppliers³

PROGRESS: We increased our spend with certified diverse suppliers by 7.8% vs. last year.



Our expanded definition of diverse suppliers **includes certified businesses that are 51% owned and operated by** women, ethnic minorities, veterans, LGBTQ+ individuals and those who are disabled.

1 Going forward, Sysco will only count certified-spend toward our goal.
2 We will pursue opportunities in FY2023 to transition self-selected diverse suppliers to certification.
3 Sysco's original goal, established in FY2018, included both certified and self-selected diverse suppliers and only accounted for minority- and women-owned suppliers. For FY2021 and beyond, we will only include certified diverse suppliers in our reporting. In alignment with our expanded definition of diverse suppliers, we will also include businesses owned by veterans, LGBTQ+ individuals and those who are disabled, in addition to businesses owned by minorities and/or women.

SUPPLIER DIVERSITY, CONT.

Launching New Diversity Memberships and Partnerships

Our DEI work is rooted in building relationships. By launching new partnerships and memberships with leading DEI councils, community business networks and industry forums, we are positioning Sysco to effectively support our customers as their needs and businesses evolve. As noted above, we launched crucial partnerships with the five major councils certifying diverse suppliers in FY2022. These partnerships provide direct access to a database of certified diverse suppliers, allowing us to identify and engage qualified vendors owned and operated by women, ethnic minorities, veterans, individuals with disabilities and those who identify as LGBTQ+. In turn, these certifying councils provide diverse suppliers with opportunities for mentorship, training and education, enabling them to establish long-term relationships with leading corporations and participate in qualified corporate member projects.



5 Major Councils:

- 1. *Disability:IN*
- 2. *National LGBT Chamber of Commerce (NGLCC)*
- 3. *National Veteran-Owned Business Association (NaVOBA)*
- 4. *National Minority Supplier Development Council (NMSDC)*
- 5. *Women’s Business Enterprise National Council (WBENC)*

Supporting Everybody Water’s Mission to Uplift Millions of Women and Girls

Sysco is proud to partner with women-owned businesses certified by the Women’s Business Enterprise National Council (WBENC). One of our new WBENC-certified supply partners is Everybody Water, co-founded by Megan Hayes and Kimberly Reilly. As neighbors and entrepreneurs, the two set out to create a product that could help people meet their clean water needs while uplifting women and girls. Their line of premium water provides a sleek and sustainable alternative to plastic water bottles while giving back to communities around the world.

The company’s recyclable cartons are made with Forest Stewardship Council-certified paperboard and have plant-based sugarcane caps. A portion of the proceeds supports infrastructure products that bring clean water and sanitation directly into peoples’ homes. This creates more time for women and girls who previously spent much of their time collecting water to instead attend school, earn an income and thrive. We launched our partnership with Everybody Water after our customer, PRESSED Café, requested the product from a Sysco Sales Consultant, and they now serve accounts across multiple states.



In FY2021, FreshPoint Carolinas began a BIPOC pilot program with Compass. We expanded the program in FY2022 to include seven BIPOC farmers. The program’s market-plus payment structure pays a premium to help participants reinvest in their farms.

SUPPLIER DIVERSITY, CONT.

Hosting Sysco’s First Supplier Diversity Summit

In May, we hosted Sysco’s inaugural Supplier Diversity Summit featuring:

- 1. *Nearly 500 participating suppliers*
- 2. *Information on business and DEI initiatives shared by Sysco senior leaders*
- 3. *Virtual matchmaking sessions with direct and indirect suppliers*

The virtual matchmaking sessions helped Sysco identify and engage with foodservice industry suppliers that are at least 51% diverse operated, managed and owned. Our DEI Ambassadors were critical to the inaugural summit’s success, helping to organize the virtual event and facilitate matchmaking sessions.

Along with hosting the summit, we also formalized our new Supplier Diversity Mentorship Program, which we piloted in FY2021. Thanks to the help of our DEI Ambassadors, we were able to enhance the program with peer-group style mentoring. This enabled smaller businesses to connect with and receive guidance from our larger, more established brands.



“A diverse supplier base is critical to our business performance. The most basic thing we do is provide the products our customers want. Customers count on Sysco to provide innovative solutions, and we are committed to growing our diverse supplier base so we can continue to offer products that meet our customers’ needs.”

JUDY SANSONE EVP, Chief Commercial Officer at Sysco



Making an Impact Through Mentorship:
Lillie’s of Charleston

An early participant in our Supplier Diversity Mentorship Program was the Black-owned and certified diverse supplier Lillie’s of Charleston, launched by Tracey Richardson and her sister, Kellye Wicker, in 2001. Lillie’s is known for its line of authentic southern and low country BBQ products. Their BBQ sauces, hot sauces and spice mixes are inspired by the family’s original recipes—first developed by the founders’ father, grandmother and great aunt Lillie in Charleston, South Carolina, during the 1950s.

Through our Supplier Diversity Mentorship Program, small, diverse-owned businesses such as Lillie’s receive close mentorship and support. At the same time, the program builds recognition of our suppliers’ high-quality products. Participants’ products are stored and shipped from all four Sysco Central Warehouses. They are available for purchase by all street customers and are visible to our Sales Consultants.



Community Impact

The foodservice industry is deeply intertwined with the communities that we work with and serve.

We focus our energy on organizations and initiatives that share our dedication to promoting DEI in our communities—working closely with industry and community leaders to drive progress and mitigate structural barriers for underrepresented groups. We also collaborate on various events aimed at educating and empowering Sysco associates, community members and industry leaders.

In FY2022, we began important partnerships with the U.S. Black Chamber of Commerce and the U.S. Hispanic Chamber of Commerce. We also partnered with the Women’s Foodservice Forum and continued our work with the Let’s Talk Womxn movement, both of which align with our focus on increasing gender equity at Sysco and industry-wide. Finally, in the Houston area, we supported Black and Latin Restaurant Week campaigns to help highlight diverse-owned culinary businesses and connect them with Sysco’s business.



Key Community Partnerships in FY2022

- 1. *U.S. Black Chamber of Commerce*
- 2. *U.S. Hispanic Chamber of Commerce*
- 3. *Women’s Foodservice Forum*
- 4. *Let’s Talk Womxn*



Accelerating Action with Let’s Talk Womxn

Let’s Talk Womxn (LTW) is an action-led movement engaging more than 650 women restaurant owners and entrepreneurs. Originally founded in Chicago, the movement now extends across 14 cities nationwide. Throughout FY2022, we worked closely with the group to participate in and sponsor several associate- and industry-facing events. Examples include:



Let’s Talk Change Virtual Summit

In March, we kicked off Women’s History Month by sponsoring the group’s power-packed virtual summit. The event included featured speakers and discussions aimed at amplifying women’s ability to be seen and be heard.



Making Restaurants Better Event

In May, we joined LTW and the American Culinary Foundation to present LTW’s live event in Chicago. It featured a gourmet dinner created by five Chicago restaurateurs and a panel of diverse industry leaders moderated by our CDCO.



LTW: Owning the Kitchen

In October, our CDCO moderated another live LTW panel discussion featuring female restaurant owners from the Cincinnati area. All Sysco associates in the U.S., Canada and Latin America received an invitation to the live-streamed discussion, which touched on topics such as what drives women restaurant owners’ success and what hardships they have overcome.



“I have the privilege to serve as the Executive Sponsor of our Veterans ARG. Like other diverse groups, our veterans offer unique skills and backgrounds that contribute to Sysco’s success. It is richly rewarding for me to work with this group and so exciting to see Sysco’s support of all our ARGs.”

TOM PECK EVP, Chief Information & Digital Officer at Sysco

Promoting Industry Inclusion Through Diverse Restaurant Weeks

Taking place in cities throughout the U.S., restaurant weeks are an important way to highlight diverse-owned restaurants and culinary businesses. In FY2022, Sysco sponsored Houston-based campaigns for the Black Restaurant Weeks and Latin Restaurant Weeks organizations. In addition to providing both organizations with much-needed financial support, this enabled us to promote Sysco’s broad services and capabilities to diverse restaurant operators who either weren’t familiar with our business or historically felt intimidated by attempting to do business with a company of Sysco’s size.

Showcasing Our Veterans

In June, Sysco’s Veterans ARG announced the company’s participation in Military Makeover: Operation Career, which airs on Lifetime Television. The show profiled companies offering outstanding opportunities for veterans in the workforce and featured three of Sysco’s veteran associates. We promoted the show’s airing across our organization and invited associates to tune in. Sysco’s Central Illinois and Ventura locations also hosted watch parties to celebrate the associates and their families. Our participation in the series allowed us an opportunity to recognize all veterans for their service to our country and for the unique skills and perspectives they bring to their work.



Sysco’s Veterans ARG participated in **Military Makeover: Operation Career**, which aired on Lifetime Television.



For questions or comments concerning this report, please contact the Sysco DEI Team at dei@sysco.com.

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