Welcome to your CDP Water Security Questionnaire 2022

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

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. Its family of products also includes equipment and supplies for the foodservice and hospitality industries. With more than 58,000 associates, the company operates 343 distribution facilities worldwide and serves more than 650,000 customer locations. For fiscal 2021 that ended July 3, 2021, the company generated sales of more than $51 billion. Information about our Corporate Social Responsibility (CSR) program, including Sysco's 2021 CSR Report, can be found at sysco.com/csr2021report.

Sysco provides a complete spectrum of quality-assured food products, from kitchen staples to fine gourmet items. Our non-food products range from kitchen equipment and glassware to eco-friendly disposables and chemicals. Sysco's service offerings include menu consultation, marketing support, and employee training. We succeed by partnering with our customers to understand their needs, and apply the same hands-on approach with the growers, ranchers, and manufacturers who supply Sysco Brand products. We serve approximately 650,000 customer locations around the world through a network of local operating companies complemented by specialty businesses. This structure gives us an effective blend of local knowledge, wide product selection and broad service capabilities. Our operations primarily exist in the United States and Canada, but also include operations in Ireland, the UK, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas. Sysco's portfolio includes specialty companies that enhance our ability to provide customers with premium-quality, niche, and exclusive products. FreshPoint, our specialty produce company, addresses customers' needs for fresh, unique, organic, and local produce items. Our specialty meat companies are among the industry's largest and most recognized providers of high-quality protein products. European Imports offers foodservice professionals and retail stores an extensive variety of products from around the world. SYGMA operating locations provide contract customers with logistics and operational expertise. Greco and Sons, was recently added to our portfolio and is a leading independent specialty Italian distributor in the United States Our Guest Worldwide company distributes equipment, textiles, accessories, and personal care amenities to hotels and other lodging facilities. Supplies on the Fly is an innovative, 24/7 online platform offering

more than 170,000 foodservice products, including heavy equipment, kitchen supplies, specialty foods, and kitchen staples. Sysco International Food Group (IFG) is the export specialty division of Sysco. More than 30 U.S.-based restaurant chains rely on IFG to deliver their brands and unique customer experiences to consumers around the world. Sysco Labs offers a suite of technology solutions that helps our company innovate with digital tools that make it easier for our customers to do business with us.

Due to costs required to collect and report on data, as well as relative size of these businesses, we have chosen not to report on operations related to our international Broadline companies located in the U.K., Ireland, France, Sweden , Costa Rica, Mexico, Panama and the Bahamas; European Imports (a foodservice import specialty company); Greco and Sons (a foodservice specialty Italian company); Guest Worldwide (a hotel amenities company); International Food Group (a foodservice company that exports products to international customers); and all other calendar year 2021 acquisitions. Collecting information for excluded operations may be evaluated in the future.

Note: Certain statements made herein that look forward in time or express management's expectations or beliefs with respect to the occurrence of future events are forward-looking statements under the Private Securities Litigation Reform Act of 1995. These statements are based on management's current expectations and estimates; actual results may differ materially due in part to the risk factors discussed at Item 1.A. in the Annual Report on Form 10-K and elsewhere.

W-FB0.1a

(W-FB0.1a) Which activities in the food, beverage, and tobacco sector does your organization engage in?

Distribution

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2021	December 31, 2021

W0.3

(W0.3) Select the countries/areas in which you operate.

Canada

United States of America

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

Yes

W0.6a

(W0.6a) Please report the exclusions.

Exclusion	Please explain
Significant operations not evaluated include our international Broadline companies located in Ireland, the UK, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas; the majority of our specialty meat and produce facilities; European Imports (a foodservice import specialty company); Guest Worldwide (a hotel amenities company); International Food Group (a foodservice company that exports products to international customers); Brakes (a UK-based foodservice and distribution company); and all other calendar year 2021 acquisitions.	Due to costs required to collect and report on data, as well as relative size of these businesses, we have chosen not to report on significant operations related to our international Broadline companies located in Ireland, the UK, France, Sweden, Belgium, Costa Rica, Mexico, Panama and the Bahamas; the majority of our specialty meat and produce facilities; European Imports (a foodservice import specialty company); Guest Worldwide (a hotel amenities company); International Food Group (a foodservice company that exports products to international customers); Brakes (a UK-based foodservice and distribution company); and all other calendar year 2021 acquisitions. The data set includes data from 12 specialty facilities that participate in a water data collection program. All other specialty companies' site data is estimated. Collecting data for these operations may be evaluated in the future.

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier

Yes, a Ticker symbol	SYY

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Important	Important	Sysco's direct operations use water mainly for refrigeration systems, washing vehicles, and landscaping. Access to sufficient volumes and good quality water is required; however, our direct operations do not require significant water use. We anticipate our future water dependency to remain steady on an intensity basis, while absolute water usage will grow linearly relative to the number of facilities Sysco operates. Sysco's suppliers (non-direct) require sufficient volumes of good quality freshwater, primarily rainwater and/or irrigation water, as it is required to produce nearly all of our products. This water availability is considered important as it has an indirect impact on our business. Short term weather conditions or more prolonged climate change have the potential to reduce or disrupt product availability within our supply chain and/or increase our cost of goods. Our inability to obtain adequate freshwater supplies in the future could lead to inability to fulfill customer obligations or lead to an increase in sales prices. We expect our suppliers' future water dependency to remain steady or increase due to anticipated impacts of climate change including rising temperatures and disrupted precipitation patterns.
Sufficient amounts of recycled, brackish and/or produced water available for use	Important	Important	Although our operations are not water intensive, our ability to use recycled water reduces our freshwater withdrawals and is considered important. Our direct operations have already identified water-saving opportunities, including recycling water from vehicle washing stations and

			refrigeration units and using rainwater for landscaping at some of our offices. We have installed technology to capture and recycle condensation from cooling processes at three locations. We are exploring locations where there may be similar opportunities for water conservation and cost savings. A number of Sysco suppliers (non-direct) utilize reused/recycled water in their agricultural operations and processing facilities. Each year we conduct a survey of our suppliers' practices, which includes optional questions around water management. Suppliers that opt-in can report gallons of processing facility water conserved through reuse/recycling practices implemented under Sysco's Integrated Pest Management (IPM) program. Sysco's growers report conversation of over 2.5 billion gallons of water during the 2020 growing season. Conservation of water in our suppliers' operations is important to enhancing their long-term sustainability and may contribute to lower production costs, which can translate into a net business benefit for Sysco. We anticipate continuing to increase our dependency on recycled water – and to encourage our suppliers to do the same – in order to offset freshwater withdrawals and promote conservation.

W-FB1.1a

(W-FB1.1a) Which water-intensive agricultural commodities that your organization produces and/or sources are the most significant to your business by revenue? Select up to five.

Agricultural commodities	% of revenue dependent on these agricultural commodities	Produced and/or sourced	Please explain
Cattle products	10-20	Sourced	These two products represent the highest revenue ingredients for Sysco and likely the highest proportion of Sysco's water demand given they are protein-based and therefore require considerable water inputs in the 'raw material' life cycle stage.

Other, please specify Poultry	10-20	Sourced	These two products represent the highest revenue ingredients for Sysco and likely the highest proportion of Sysco's water demand given they are protein-based and therefore require considerable water inputs in the 'raw material' life cycle stage.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Please explain
Water withdrawals – total volumes	100%	Total water withdrawals are captured at 100% of our 166 operating sites (not including exclusions reported under W0.6a). Water withdrawal data are captured at the meter-level from utility bills or facility tracking/metering for facilities. For the remaining facilities, a withdrawal intensity metric of withdrawal per square foot is applied to create an estimate. This estimate is calculated from the 116 facilities and is unique to each business division (i.e. Broadline, Specialty Meat Group, Specialty Produce).
Water withdrawals – volumes by source	100%	Water withdrawals by source are measured at 100% of our 166 operating sites (not including exclusions reported under W0.6a). For the 116 sites where water withdrawal information is actively collected, withdrawal source is determined through utility bills or communication with the site. For the remaining sites where water withdrawal data is estimated, we assume the source is municipal water supply. Of our 166 operating sites, 2 rely exclusively on renewable groundwater and 4 use a combination of municipal water supply and groundwater. We record this level of data to better understand our resource usage at a facility and company level.
Water withdrawals quality	100%	We have analyzed 100% of our sites with the WWF-DEG Water Risk Filter. The Water Risk Filter has a metric called the Surface Water Contamination Index which we use as a guide to determine quality for all sites that depend on municipal water. This index analyzes a broad

		suite of pollutants with well-documented direct or indirect negative effects on water resources. Aspects such as nitrogen/ phosphorous/ pesticide/ organic/ sediment/ mercury loading, soil salinization, potential acidification and thermal alteration inform the overall pollution indicator. Additionally, all water withdrawn from municipal sources is monitored by the municipality to ensure compliance with federal and local quality standards.
Water discharges – total volumes	100%	Total discharge is captured or estimated at 100% of our 166 operating sites (not including exclusions in W0.6a). Data is captured at a meter level from utility bills or facility tracking for 116 facilities. For these facilities, we also use a localized method to estimate discharge where no site data exists (i.e. no sewer info from utilities, no sewer meters/site tracking). This method considers meter specific information (e.g. condenser tower meters) to determine if an estimate is appropriate, but generally assumes water out equals *0.9 water in at the meter level. For the remaining facilities that lack data collection, an intensity metric of discharge/sq. foot (calculated from the 116 facilities with data, unique to business division) is used to create an estimate. Select locations are improving their recording of total discharge. Please note: per GRI guidance, “discharge of domestic sewage is not regarded as water discharge”; however, Sysco’s water discharge includes domestic sewage.
Water discharges – volumes by destination	100%	Water discharges by destination are captured at 100% of our 166 operating sites. Of our 166 operating sites, 5 sites discharge exclusively to groundwater, and 3 sites discharge to both municipal/industrial treatment plants and groundwater. For the 116 facilities where discharge data is actively gathered, discharge destination is determined by utility bill tracking or communication with the site. For the remaining facilities, it is assumed discharge is to municipal/industrial treatment plants.
Water discharges – volumes by treatment method	76-99	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being

		returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Water discharge quality – by standard effluent parameters	Not monitored	Based on the 166 sites with actual or estimated water discharge data, 5% of total discharges are sent to groundwater while 95% of water discharges are sent to municipal/industrial treatment plants. "Water discharge quality - by standard effluent parameters" is applicable to organizations that discharge effluents or process water, so this water aspect is not applicable to the majority of our water discharges as they are sent to municipal/industrial treatment plants, and pre-treatment prior to discharge to the municipality was not required. We do not currently track water discharge quality by standard effluent parameter (e.g., BOD or TSS) for the 8 sites that discharge to groundwater as part of our environmental data management system. Moving forward, we will evaluate opportunities to capture this level of data for the 8 sites that discharge to groundwater.
Water discharge quality – temperature	Not monitored	Based on the 166 sites with actual or estimated water discharge data, 5% of total discharges are sent to groundwater while 95% of water discharges are sent to municipal/industrial treatment plants. "Water discharge quality - temperature" is not applicable to the majority of our water discharges as they are sent to municipal/industrial treatment plants, and pre-treatment prior to discharge to the municipality was not required. We do not currently track water discharge temperature for the 8 sites that discharge to groundwater as part of our

		environmental data management system. Moving forward, we will evaluate opportunities to capture this level of data.
Water consumption – total volume	100%	We estimate consumption by calculating the difference between total (actual and estimated) water withdrawals and total (actual and estimated) water discharges (not including exclusions reported under W0.6a).
Water recycled/reused	1-25	In 2018 we piloted the use of an evaporator/condenser at our operating site in Houston to capture condensate from evaporators to reuse as makeup water. In 2019 we expanded this pilot to two additional sites. We track water reuse at these three sites and planned to expand condensate capturing to additional sites. Now, as of 2021, we have expanded condensate capturing to five U.S. locations.
The provision of fully-functioning, safely managed WASH services to all workers	100%	All of our U.S. and Canada Sysco-owned facilities provide and regularly review access to fully functioning WASH services for all workers in support of our Prerequisite & Food Safety Program - Good Manufacturing Practices (GMP) section.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, and how do these volumes compare to the previous reporting year?

	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Total withdrawals	2,796	About the same	Total withdrawals increased 9% from 2,574 ML in 2020 to 2,796 ML in 2021 due to an increase in business volume. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. We project that total withdrawals will remain about the same or increase slightly in future years as the business continues to expand.
Total discharges	2,040	Higher	Total discharges increased 23% from 1,658 ML in 2020 to 2,040 ML in 2021 due to an increase

			in business volume and updated water discharge methodology. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%.We project that total discharges will remain about the same or increase slightly in future years as the business continues to expand.
Total consumption	756	Lower	Total consumption decreased 18% from 917 ML in 2020 to 756 ML in 2021 due to changes in business output and methodology which led to a greater increase in discharge than withdrawals. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. We project that total consumption will remain about the same in future years as business operations normalize post COVID-19 pandemic.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress and provide the proportion.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Identification tool	Please explain
Row 1	Yes	26-50	About the same	WRI Aqueduct	Total water withdrawals from water stressed areas remained stable at 30% in both 2020 and 2021. Sysco defines “Decreased” as a reduction greater than 10% from previous years and “Increased” as a gain greater than 10% from previous years. Using the WRI's Aqueduct tool, we were able to assess 166 Sysco operating sites, given their location, for water stress. We defined stressed as having a "baseline

					water stress" (as defined by the WRI) as "High" or "Extremely High" (=>3 in Aqueduct's baseline water stress score tool). Given the granularity of the Aqueduct data to river basin, and given we used the Aqueduct method in our 2021 CDP submission, we determined this to be an appropriate tool to use. To crosscheck our calculations, we also ran a water risk assessment based on the WWF's Water Risk Filter (WRF) tool's baseline water stress indicator. In this tool we defined stressed as having "baseline water stress " (as defined by WWF) characterized as "High" or "Extremely High" (a risk =>4). The WRF tool produced a nearly identical result of 28% withdrawals from water stressed areas.

W-FB1.2e

(W-FB1.2e) For each commodity reported in question W-FB1.1a, do you know the proportion that is produced/sourced from areas with water stress?

Agricultural commodities	The proportion of this commodity produced in areas with water stress is known	The proportion of this commodity sourced from areas with water stress is known	Please explain
Cattle products	Not applicable	No, we do not have this data and have no plans to obtain it	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our

			direct operations and other material focus areas resulting from our sustainability strategy.
Other commodities from W-FB1.1a, please specify Poultry	Not applicable	No, we do not have this data and have no plans to obtain it	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Not relevant			We do not have fresh surface water withdrawals.
Brackish surface water/Seawater	Not relevant			We do not have brackish surface water/seawater withdrawals
Groundwater – renewable	Relevant	92	Higher	Renewable groundwater was used at 4 operating sites for which we collect meter-level data in 2021. Four sites relied exclusively on groundwater. We have assumed an additional 4 sites rely on groundwater resources. Our renewable groundwater withdrawals increased 51% from 61 ML in 2019 to 92 ML in 2020. Sysco defines ”about the

				same" as a change less than 10% from previous years, "higher" or "lower" as change greater than 10% but less than 75%, and "much higher" as a change greater than 75%. Groundwater withdrawal increased this past year because of the business growth following COVID-related impacts. Office facilities were closed, and operating sites remained open depending on COVID-19 protocols and measures in place. 17% of our 2021 figure is based on estimated data.
Groundwater – non-renewable	Not relevant			We do not have non-renewable groundwater withdrawals.
Produced/Entrained water	Not relevant			We do not use produced/process water.
Third party sources	Relevant	2,704	About the same	Of the 116 operating locations for which withdrawal data is captured at the meter level, municipal water was used at 112 sites in 2020. We have assumed an additional 2 locations withdraw from municipal resources. Our third-party water withdrawals remained about the same, increasing 8% from 2513 ML in 2019 to 2704 ML in 2021. Sysco considers any fluctuation equal or less than 10% from previous years as "about the same." 50% of our 2021 figure is based on estimated data.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water	Not relevant			We do not discharge to fresh surface water.
Brackish surface water/seawater	Not relevant			We do not discharge to brackish surface water/seawater.
Groundwater	Relevant	94	Higher	Of the 116 operating locations for which discharge is captured at the meter level, discharge to groundwater occurred at 7 of our operating locations in 2020. 5 sites discharged exclusively to groundwater. We have assumed 2 locations do not discharge to groundwater. Groundwater discharge increased by 35%, as 61 ML was reported in 2020. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. Please note that according to the GRI, “discharge of collected rainwater and domestic sewage is not regarded as water discharge”; however, domestic sewage is included in Sysco’s water discharges.
Third-party destinations	Relevant	1,946	Higher	Of 116 operating locations for which discharge is captured at the meter level, discharge to third-party destinations occurred at 111. 109 locations discharged exclusively to third-party destinations. We have assumed an additional 2 locations discharge

				to third-party destinations. Our third-party discharge increased 19% from 1590 ML in 2020. Sysco defines ”about the same” as a change less than 10% from previous years, “higher” or “lower” as change greater than 10% but less than 75%, and “much higher” as a change greater than 75%. Discharges increased due to an increase in business volume and updated water discharge methodology. Please note that per GRI, “discharge of domestic sewage is not regarded as water discharge”; however, Sysco’s water discharge includes domestic sewage.

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Please explain
Tertiary treatment	Not relevant	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater
Secondary treatment	Relevant but volume unknown	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants

		(representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Primary treatment only	Relevant but volume unknown	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Discharge to the natural environment without treatment	Relevant but volume unknown	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Discharge to a third party without treatment	Not relevant	"Volume by treatment method" refers to primary, secondary or tertiary treatment or pretreatment/technology types before being returned to the environment. Since the majority of operating sites (95%) discharge to municipal/industrial treatment plants (representing 95% of total water discharges), and since most municipal wastewater treatment facilities use primary, secondary, and

		sometimes tertiary levels of treatment, we have assumed secondary treatment for 95% of our water discharges. This estimate may be further refined in the future by following up with each municipal/industrial treatment plant to confirm treatment method. Moving forward, we will evaluate opportunities to capture treatment methods for the 8 sites that discharge to groundwater.
Other	Not relevant	

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	54,800,000,000	2,796	19,599,427.7539342	We anticipate maintaining or improving efficiency over time as revenues increase and we continue to implement efficiency measures.

W-FB1.3

(W-FB1.3) Do you collect/calculate water intensity for each commodity reported in question W-FB1.1a?

Agricultural commodities	Water intensity information for this produced commodity is collected/calculated	Water intensity information for this sourced commodity is collected/calculated	Please explain
Cattle products	Not applicable	No, not currently and we have no plans to collect/calculate this data within the next two years	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material

			focus areas resulting from our sustainability strategy.
Other commodities from W-FB1.1a, please specify Poultry	Not applicable	No, not currently and we have no plans to collect/calculate this data within the next two years	Since Sysco primarily obtains our foodservice and related products from third party suppliers through a complex supply chain, the data collection required to evaluate water stress for our significant commodities will require significant investment in time and resources. This is not an immediate business priority, as we continue to evaluate the impacts of our direct operations and other material focus areas resulting from our sustainability strategy.

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

1-25

% of total procurement spend

1-25

Rationale for this coverage

Sysco's IPM program, launched in 2004, promotes responsible use of agricultural inputs, such as fertilizers, pesticides, energy and water, by growers of Sysco Brand canned and frozen fruit and vegetables and potatoes. Participating processors and farmers work to identify and protect environmentally sensitive areas, build soil health and preserve water quality by using cover crops, crop rotation and natural pest control methods. Participation in our IPM program is required for all suppliers of Sysco Brand products, which involves 135 processing locations and more than 15,000 growers. To collect data to track the success of our IPM program, we partner with Azul, which

provides an online platform to conduct annual surveys and performs supplier audits. Since participating suppliers typically apply sustainable and IPM practices across their total acreage, we are able to collect performance metrics for their entire operation, including input and waste reduction, and water and energy conservation.

Impact of the engagement and measures of success

Sysco suppliers are required to follow the IPM program and are requested to report data around water, energy, electricity, and recycling. Since reporting may be overly burdensome to these suppliers' smaller growers, they are not required to report all environmental indicators requested, including water indicators.

Sysco uses data from our IPM program to ensure suppliers for Sysco Brand products are growing crops sustainably. IPM suppliers, audited on a rotating basis by geographic region, must meet performance criteria to remain in the program and continue supplying Sysco.

Success is measured by resource conservation and acreage enrolled in the program. In the 2019 growing season, our suppliers reported avoiding over 7 million pounds of pesticides by utilizing IPM principles, with more than 1 million acres under cultivation. During the 2020 growing season, IPM suppliers report they conserved over 2.5 billion gallons of water through employment of good agricultural practices and upgrades, reducing withdrawal impact and runoff impacts on surface and ground water quality.

Comment

The results of the IPM program have led to growers extending sustainable practices throughout their acres, stretching beyond those devoted to Sysco Brand products, and continuing to elevate practices across the industry. Over 1 million acres is devoted to Sysco Brand agricultural products worldwide.

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

No other supplier engagements

Details of engagement

% of suppliers by number

% of total procurement spend

Rationale for the coverage of your engagement

Impact of the engagement and measures of success

Comment

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

Yes

W2.1a

(W2.1a) Describe the water-related detrimental impacts experienced by your organization, your response, and the total financial impact.

Country/Area & River basin

United States of America

Other, please specify

Multiple river basins across US Gulf Coast, East Coast, and the Caribbean

Type of impact driver & Primary impact driver

Acute physical

Cyclone, hurricane, typhoon

Primary impact

Disruption to sales

Description of impact

In 2021 Management activated the Company's response and recovery strategies due to the climate related events of the unprecedented Texas winter freeze, hurricane Ida, and tropical storm Nicholas, which included ongoing communications, adjusted operating schedules, and business transfers across its geographically dispersed facility network to continue its business. Hurricane Ida caused business closures and damage to Sysco New Orleans, and our Coporate TST was activated in response. Overall impact was non-substantive.

Primary response

Amend the Business Continuity Plan

Total financial impact

1,000,000

Description of response

In 2021 Management activated the Company's response and recovery strategies due to the climate related events of the unprecedented Texas winter freeze, hurricane Ida, and tropical storm Nicholas, which included ongoing communications, adjusted operating schedules, and business transfers across its geographically dispersed facility network to continue its business. Sysco estimates the financial impact of hurricane Ida at $1,000,000 based on losses due to business interruption.

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

Yes, fines, enforcement orders or other penalties but none that are considered as significant

W2.2a

(W2.2a) Provide the total number and financial value of all water-related fines.

Row 1

Total number of fines

Total value of fines

% of total facilities/operations associated

Number of fines compared to previous reporting year

Comment

A global tracking system was launched June 2021 to help track regulatory activity including fines and orders. None have been entered to date, and we are not acutely aware of any major issues prior to the launch of that system.

W3. Procedures

W-FB3.1

(W-FB3.1) How does your organization identify and classify potential water pollutants associated with its food, beverage, and tobacco sector activities that could have a detrimental impact on water ecosystems or human health?

In the US, Sysco identifies and classifies potential water pollutants associated with our food sector activities as required by the U.S. Environmental Protection Agency (EPA) per the Clean Water Act (CWA). CWA is the primary Federal law that seeks to protect our nation's waters,

improving the quality of the nation's water, as well as, protect human health. As such, Sysco's Policy sets forth guidelines for all U.S. Operating Companies and U.S. Specialties that ensures governance, as well as, prevents detrimental impact on water ecosystems and human health.

W-FB3.1a

(W-FB3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your food, beverage, and tobacco sector activities.

Potential water pollutant

Chemicals formed during processing, storage and distribution (e.g., acrylamide, aflatoxins)

Activity/value chain stage

Distribution – direct operations

Description of water pollutant and potential impacts

Chemicals formed during processing, storage, and distribution can pollute water sources through wastewater discharge, leading to adverse impacts on the environment and human health. Any Sysco facility that discharges wastewater directly to the surface water must obtain a wastewater discharge permit if such is required in the country for operation. For example, U.S. facilities shall obtain a NPDES permit from the U.S. EPA or an authorized state agency. Fortunately, due to the functionality of Operating Companies and U.S. Specialties, Sysco does not discharge water pollutants that have an impact on the environment or human health.

Management procedures

Follow regulation standards

Please explain

In the US, Sysco operating companies and subsidiaries have regulatory applicability to the Clean Water Act. Sysco's U.S. Environmental Policy provides specific guidance and standard operating procedures for all operating companies and subsidiaries to ensure we protect the environment and comply with all environmental laws and regulations set forward by the EPA. As such, Sysco requires all U.S. operating companies and subsidiaries to assess the potential for source pollutants and to minimize the discharge of such pollutants and appropriately implement stormwater control measures in accordance with local, state, and Federal regulations. We evaluate success based on our facilities remaining in compliance with these regulations.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

Annually

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market
Enterprise risk management

Tools and methods used

WRI Aqueduct
WWF Water Risk Filter
Other, please specify
Internal methods; External consultants

Contextual issues considered

Water availability at a basin/catchment level
Water quality at a basin/catchment level
Stakeholder conflicts concerning water resources at a basin/catchment level
Implications of water on your key commodities/raw materials
Water regulatory frameworks
Status of ecosystems and habitats
Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers
Employees
Investors
Local communities
NGOs
Regulators

Suppliers
Water utilities at a local level
Other water users at the basin/catchment level

Comment

Sysco reassesses and reprioritizes risks on an ongoing basis at the business and executive levels. We conduct an annual water-related risk assessment to identify operating locations potentially exposed to risks. WRI's Aqueduct Water Risk Atlas is cross-referenced against our operating locations, water withdrawals, and sales to determine and prioritize management actions. We also reference WWF Water Risk Filter.

W3.3b

(W3.3b) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

i) Risk assessment tools, level of coverage, practical implementation: Over the past several years, we have implemented the use of various water risk assessment tools that serve tailored purposes.

Sysco Corporation ("Sysco" or "Company") utilizes an Enterprise Risk Management (ERM) process to identify, assess, and mitigate enterprise risks to the Company. These can include strategic, operational, financial, compliance, reputation, regulatory, and/or any other related emerging risk(s). Management is responsible for mitigating and managing enterprise risks and reporting those enterprise risks directly to the Company's Executive Leadership Team, the Audit Committee, and the Board of Directors ("Board") regularly. On an annual basis, Management reviews key enterprise risks with the Board, as well as Management's process for mitigating the potential negative effects of enterprise risks. The Company assesses and reprioritizes its enterprise risks on an ongoing basis. Sysco uses a risk rating criteria matrix to aid in assessing relative significance of risks. This assessment involves rating impact (measured by financial EBITDA impact; reputational impact; business interruption impact; regulatory, health, safety and environment impact, likely frequency of risks, and risk management effectiveness. Sysco reassesses and reprioritizes risks on an ongoing basis at the business and executive levels. We also conduct an annual water- related risk assessment to identify operating locations potentially exposed to risks. WRI's Aqueduct Water Risk Atlas and the WWF- DEG Water Risk Filter and are used.

ii) How outcomes are used in decision-making: Identification of these risks and opportunities allow us to conduct targeted water improvement projects on sites and reduce our water risks, as well as water footprint across our value chain.

After a risk is identified as having the potential to be an enterprise risk, Sysco consults outside support for specialist insight and involves the operational risk and compliance committee for further evaluation. Risks are then transferred into the management phase to identify an Executive Risk Sponsor, Business Risk Owners, and Subject Matter Experts as appropriate whereby three different levels of people who have responsibility for managing the risk. Once owners are assigned, a risk management plan is put into place along with a cadence for reporting to senior management and the Audit Committee, and Sysco's Board of Directors.

iii) **Contextual Issue Selection:** Water availability at a basin/catchment level is included because water availability is critical to Sysco's operations and its suppliers and any potential impacts to water availability could disrupt or reduce product availability within our supply chain and increase our cost of goods. Access to good water quality is required to operate our refrigeration systems, wash vehicles, and landscape. Stakeholder conflicts concerning water resources at a basin/catchment level are relevant to Sysco in that they have the potential to impact Sysco's business continuity, license to operate, and brand value. Implications of water on our key commodities and raw materials considered. For example, we monitor drought conditions in California to monitor product availability. Water regulatory frameworks are relevant because we comply with local regulations and tariffs and ensure that we align with any changes to frameworks. Status of ecosystems and habitats are considered because it's essential to Sysco's water stewardship program to incorporate impacts on their status into our water risk assessments. We include WASH services at all our US and Canada operating locations to ensure the health and safety of all our employees.
iv) **Stakeholder Selection:** Customers are considered in water risk process because water stress could impact our ability to fulfil our obligations to them. Associates help bring our company's strategic priorities to life and enable our growth agenda. Investors request disclosure of Sysco's direct and indirect impact of water resources on our business. Communities are included because Sysco is committed to the protection of the environment in communities in which we live and operate. NGO partnerships are critical to further our understanding of global trends impacting our business, customers, and communities around the world, risks around water usage and our supply chains, and help to advance food safety and information transparency. Regulators are relevant because it is critical to our business that all global operations comply with all water-related regulatory frameworks set by the regulating agencies. Sysco relies on its supply chain to provide adequate supplies of food service and related products. Local water utilities support Sysco's water stewardship efforts. Other water users are considered because Sysco engages a diverse set of stakeholders to assess the risks associated with sustainability specific issues.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Substantive change in our direct operations is measured primarily by financial impact. In most cases, substantive impact is defined as "High" (>$250MM) financial EBITDA impact. Sysco prioritizes risks that could result in a "High" or "Very High" financial impact based on EBITDA

and a "highly likely/imminent" or "frequently" likelihood as defined in Sysco's proprietary Risk Rating Criteria.

With respect to water, substantive change is based upon a high-level assessment of water risks at our operating locations that could result in a "High" or "Very High" financial impact based on EBITDA. Estimated CY2019 EBITDA at risk is used to determine the appropriate Very Low, Low, Medium, High, and Very High financial impact category.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Sysco's direct operations use water mainly for refrigeration systems, washing vehicles, and landscaping. They do not require significant water use. We evaluated water-related risk for 166 Sysco sites based on four primary criteria: Aqueduct baseline water stress greater than or equal to 3; a default overall water risk factor greater than or equal to 3 provided by the WRI Aqueduct Tool or a final basin risk greater than 3 for the WWF Water Risk Filter; a site to total water withdrawal intensity ratio greater than 0.27 percent, and a median water withdrawal (ML) per million cases intensity ratio greater than 0.52. For this year's analysis, more sites were included in the assessment and an overall increase in water withdrawal was observed, ultimately impacting the median water withdrawal per million cases intensity ratio. Sites with high or extremely high Aqueduct baseline water stress was selected as the preliminary filter to identify sites operating in river basins subject to current water stress. Sites with high or extremely high basin water risk, as identified by either WRI Aqueduct or the WWF Water Risk Filter, were then considered to identify those sites operating in river basins subject to current and/or future water risk (inclusive of physical quantity, physical quality, regulatory and reputational risks). Site water withdrawal intensity of greater than 0.27 percent results in coverage of 95 percent of our water withdrawals, eliminating non-material sites. Similarly, we calculated site-level water withdrawal to case volume intensity and made the company-wide 0.52, the threshold for sites to include in our analysis. Our analysis indicates that we do have facilities operating in regions with

		water risk, but only11 facilities (representing 9.4% of total water withdrawals and 7.9% of net sales) and corresponding river basins face significant risk and may be impacted by Sysco's water withdrawal. We estimated CY2021 EBITDA at risk based on the FY2021 EBITDA / FY2021 sales ratio. Plugging the estimated CY2021 EBITDA at risk into Sysco's proprietary Risk Rating Criteria resulted in a medium financial impact. As the estimated EBITDA at risk was below $250MM, Sysco's threshold for a "High" or "Very High" financial impact (EBITDA), we believe that our risk would not result in a substantive change to our business, operations, revenues or expenditures. res.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Not yet evaluated	Sysco does not currently have data needed to evaluate supplier water-related risk in terms of our definition of substantive change (W3.2), but we may evaluate supplier risks in the future as our sustainability strategy matures. However, we recognize that water plays a fundamental role in the food industry, and have identified the following potential value chain risks: •Physical: Most significant water use is embedded in crop or livestock production incurred by our suppliers. Changes in precipitation patterns, severe drought & flooding due to climate change may decrease crop yield & quality. Increased temperature & dry weather due to climate change may raise water requirements for crop & livestock. •Regulatory: Water scarcity & increased demand & competition for freshwater resources can change the pricing structure. More stringent requirements for wastewater quality may be imposed on food/meat processing facilities. •Reputational: Agricultural runoff & wastewater from food/meat processing facilities may have negative impacts on local water sources & ecosystems, potentially damaging brand image & reputation. Meat has a very large water & carbon footprint, with a potential reputational risk & impact on demand for meat products. Higher water temperature due to climate change may increase water borne pathogens, & fruit/food supply may face more risk of contamination, & subsequent reputational and financial damage.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Products and services

Primary water-related opportunity

Increased sales of existing products/services

Company-specific description & strategy to realize opportunity

Food service operators and their customers are demanding more local and sustainably sourced food products, which influences our product offerings.
Additionally, recognition as the industry leader in sustainability is a brand enhancement, with consumers intentionally choosing to work with businesses that demonstrate a commitment to responsible and sustainable operations, including practicing good water stewardship. We believe we have an opportunity to further enhance customer loyalty and potentially gain new customers by increasing our offerings of local and sustainable products, including products grown, sourced and delivered in a manner that conserves water and enhances water quality.

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

220,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact

Financial implications depend upon the volume of increased business specifically related to our customers' desire for sustainably-sourced products. For example, sales of locally sourced produce from FreshPoint produce locations, selling produce that exceeds the industry's best standards and is grown, packed, processed and shipped from the source, are estimated at approximately $220 million during FY2020.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

No

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual	Please explain
Director on board	The Chair of Corporate Social Responsibility Committee is responsible for upholding the Committee's duties which include water-related issues pertaining to (but not limited to) reviewing and assessing water-related risk, policy, projects and proposals.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Reviewing and guiding business plans Reviewing and guiding major plans of action Reviewing and guiding risk management policies	The Corporate Social Responsibility Committee of Sysco's Board of Directors (the "Committee") provides review for, and acts in an advisory capacity to, the Board of Directors (the "Board") and management of Sysco Corporation (the "Corporation" or "Sysco") with respect to those policies and strategies of the Corporation that affect the Corporation's long-term sustainability and its role as a socially and environmentally responsible organization. In addition, the Committee annually reviews, evaluates and provides input on Sysco's strategy, direction and policies related to sustainability, corporate responsibility, and social and environmental issues. The Committee meets at

		Reviewing and guiding corporate responsibility strategy	least three times a year. Water-related risks are integrated into the agenda within the framework of the sustainability issues and risk assessment tools systematically reviewed and revised throughout the year.

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues	Primary reason for no board-level competence on water-related issues	Explain why your organization does not have at least one board member with competence on water-related issues and any plans to address board-level competence in the future
Row 1	No, and we do not plan to address this within the next two years	Other, please specify Relevant experience exists, though formal assessment does not currently exist	Through experience, we have several board members who have gained knowledge about water-related issues. Our proxy statement identifies directors with “Sustainability/ESG” qualifications. We do not currently have plans to define competence on water issues specifically. However, we are exploring opportunities to do so in the future.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify

Senior VP (SVP) of Corporate Affairs & Chief Communication Officer (CCO)

Responsibility

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

Senior VP (SVP) of Corporate Affairs & Chief Communication Officer (CCO): i. Sysco’s CSR Department is led by the SVP of Corporate Affairs & CCO, supported by the Sr Dr of CSR. ii. We recognize the value of a strong sustainability strategy that maintains achievements and identifies new opportunities that are most relevant to Sysco. The SVP of Corporate Affairs & CCO is responsible for leading the Company’s approach to topics relating to People, Products and Planet, whereby water-related issues are

integrated. iii. The SVP of Corporate Affairs & CCO leads strategy, policy development and external engagement related to environmental and social issues. The Sr Director of CSR reports to the SVP of Corporate Affairs & CCO and leads day to day execution. The SVP of Corporate Affairs & CCO is supported in assessing and managing water-related issues focused on three key areas. We believe these areas are where we have the greatest impact and greatest opportunities to improve sustainability.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

No

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	No, water-related issues were reviewed but not considered as strategically relevant/significant	5-10	Through the process of completing our materiality assessment, we determined that water is not a leading priority in relation to other sustainability issues. Our three-pillar corporate sustainability strategy will offer us the greatest opportunities to improve sustainability within our Company in high priority areas: o People: Sysco will care for

			people by giving back, doing good and changing lives in our communities; creating a diverse and inclusive work environment; and empowering associates, customers and the next generation to make healthy choices about lifestyles and diet. o Products: Sysco will supply products responsibly by improving animal welfare in the foodservice industry; minimizing negative environmental, social or ethical impacts when sourcing products; and ensuring that human rights are respected in the company's operations, as well as the global supply chain. o Planet: Sysco will protect the planet by advancing sustainable agriculture practices, reducing the company's carbon footprint and diverting waste from landfills, in order to protect and preserve the environment for future generations. Given that our direct water use is relatively low, we believe water-related issues may be integrated specifically into our responsible sourcing and sustainable agriculture commitment.
Strategy for achieving long-term objectives	No, water-related issues were reviewed but not considered as strategically relevant/significant	5-10	Through the process of completing our materiality assessment, we determined that water is not a leading priority in relation to other sustainability issues. Our three-pillar corporate sustainability strategy will offer us the greatest opportunities to improve sustainability within our Company in high priority areas: o People: Sysco will care for people by giving back, doing good and changing lives in our communities; creating a diverse and inclusive work environment; and empowering associates, customers and the next generation to make healthy choices about lifestyles and diet. o Products: Sysco will supply products responsibly by improving animal welfare in the foodservice industry; minimizing negative environmental, social or ethical impacts when sourcing products; and ensuring that human rights are respected in the company's operations, as well as the global supply chain. o Planet: Sysco will protect the planet by advancing sustainable agriculture practices, reducing the company's carbon

			footprint and diverting waste from landfills, in order to protect and preserve the environment for future generations. Given that our direct water use is relatively low, we believe water-related issues may be integrated specifically into our responsible sourcing and sustainable agriculture commitment.
Financial planning	No, water-related issues were reviewed but not considered as strategically relevant/significant	5-10	Through the process of completing our materiality assessment, we determined that water is not a leading priority in relation to other sustainability issues. Our three-pillar corporate sustainability strategy will offer us the greatest opportunities to improve sustainability within our Company in high priority areas: o People: Sysco will care for people by giving back, doing good and changing lives in our communities; creating a diverse and inclusive work environment; and empowering associates, customers and the next generation to make healthy choices about lifestyles and diet. o Products: Sysco will supply products responsibly by improving animal welfare in the foodservice industry; minimizing negative environmental, social or ethical impacts when sourcing products; and ensuring that human rights are respected in the company's operations, as well as the global supply chain. o Planet: Sysco will protect the planet by advancing sustainable agriculture practices, reducing the company's carbon footprint and diverting waste from landfills, in order to protect and preserve the environment for future generations. Given that our direct water use is relatively low, we believe water-related issues may be integrated specifically into our responsible sourcing and sustainable agriculture commitment.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

Anticipated forward trend for CAPEX (+/- % change)

Water-related OPEX (+/- % change)

Anticipated forward trend for OPEX (+/- % change)

Please explain

Water-related CAPEX and OPEX expenditures are not currently tracked in detail. However, a high-level analysis indicates that water-related expenditures remained relatively stable in 2021 compared to 2020.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	No, and we do not plan to do so within the next two years	

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

Sysco's direct operations use water mainly for refrigeration systems, washing vehicles, and landscaping. Access to sufficient volumes and good quality water is required; however, our direct operations do not require significant water use.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain

Row 1	No, and we do not plan to address this within the next two years	Important but not an immediate business priority	

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Brand/product specific targets and/or goals	Goals are monitored at the corporate level	Sysco's Integrated Pest Management (IPM) program, launched in 2004 and ongoing, works with participating processors and farmers to protect environmentally sensitive growing areas; conserve water and energy; build soil health and preserve water quality by using cover crops and crop rotation; improve air quality; reduce, reuse and recycle resources; and promote responsible use of agricultural inputs; thereby helping to reduce the negative impact on the health of local water sources. As a major purchaser of fruit and vegetables, we know we can play a significant role in improving agricultural standards among growers, processors and distributors. As such, we require all suppliers of Sysco Brand canned and frozen fruits, vegetables and potatoes to participate in our IPM program. We've established a 2025 goal to expand our program, as well as our influence in support of sustainable agriculture, into five fresh crops. In 2019 we began the foundational work to bring this commitment to life — reviewing our own IPM program, engaging with IPM North America for advice and guidance, and reviewing existing produce supplier and industry programs to identify best practices. In the coming year we plan to move toward identifying which crops may provide the most significant beneficial impact and determining functional parameters for the expanded program. In FY2021 we completed a pilot program to expand our sustainable agriculture program to fresh produce. After

			successful pilots with tomatoes, mushrooms, and leafy greens we have launched the program to include 10 additional crops reaching 25+ suppliers in FY2022.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Promotion of sustainable agriculture practices

Level

Brand/product

Motivation

Recommended sector best practice

Description of goal

Sysco's Integrated Pest Management (IPM) program, launched in 2004 and ongoing, works with participating processors and farmers to protect environmentally sensitive growing areas; conserve water and energy; build soil health and preserve water quality by using cover crops and crop rotation; improve air quality; reduce, reuse and recycle resources; and promote responsible use of agricultural inputs; thereby helping to reduce the negative impact on the health of local water sources. Participating suppliers submit written programs addressing criteria we established with input from suppliers, university-based experts and other reviewers. These written programs are assessed and scored by the IPM Institute of North America. Suppliers implement the program with their raw material sources and participate in an annual third-party audit of their performance that includes both processing facilities and raw material suppliers. In addition, suppliers annually report environmental indicators such as pesticide and nutrient applications, and recycling and reuse activities.

Baseline year

2004

Start year

2004

End year

2021

Progress

This program is ongoing. The impact of our IPM program is broad and global, involving 135 processing locations and more than 15,000 growers of agricultural products worldwide. In the 2020 growing season, our suppliers reported avoiding over 7 million pounds of pesticides by utilizing IPM principles, with over 1 million acres under

cultivation.

Sysco Brand suppliers are required to follow the IPM program and are requested to report certain data around water, energy, electricity, and recycling. Since reporting may be overly burdensome to these suppliers' smaller growers, they are not required to report all environmental indicators requested, including water indicators.

Program success is measured by increasing resource conservation and increasing acreage enrolled in the IPM program. Sysco growers and suppliers work to reduce the impact of farming on surface and groundwater. To apply targeted irrigation strategies, many growers monitor rainfall, climate conditions and soil moisture. Growers reuse wastewater for irrigation and processors recycle water in their manufacturing facilities. Sysco suppliers conserved over 2.5billion gallons of water during the 2020 growing season.

Goal

Promotion of sustainable agriculture practices

Level

Brand/product

Motivation

Recommended sector best practice

Description of goal

We've established a 2025 goal to expand our Integrated Pest Management (IPM) program, as well as our influence in support of sustainable agriculture, into five fresh crops. In FY2021 we completed a pilot program to expand our sustainable agriculture program to fresh produce. After successful pilots with tomatoes, mushrooms, and leafy greens we have launched the program to include 10 additional crops reaching 25+ suppliers in FY2022.

Baseline year

2019

Start year

2019

End year

2025

Progress

With the wide success of the Sysco Sustainable/IPM Program, now implemented worldwide with 62 fruit and vegetable supply chains and more than 1.3 million acres, the Sustainable Food Group Sustainability StandardTM was launched in the fresh supply chain. This standard addresses requests from additional producers that performance be similarly documented and reported to buyers and others and has been modeled after

the IPM Program.

The objective of the program is to recognize farming and processing operations for performance on sustainability measures and encourage continuous improvement — and in 2019, we completed the first pilot with one of our fresh tomato suppliers and one of their growers in Mexico. Developed by Sustainable Food Group, part of the IPM Institute of North America, Azzule Systems and Primus Auditing Ops, this marks the first completed pilot for the standard.

In FY2021 we completed a pilot program to expand our sustainable agriculture program to fresh produce. After successful pilots with tomatoes, mushrooms, and leafy greens we have launched the program to include 10 additional crops reaching 25+ suppliers in FY2022.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

Yes

W9.1a

(W9.1a) Which data points within your CDP disclosure have been verified, and which standards were used?

Disclosure module	Data verified	Verification standard	Please explain
W1 Current state	Water Withdrawn = 98.7 Million Ft3 Water Discharge = 72 Million Ft3 Water Consumed = 26.7 Million Ft3	Other, please specify ISO14064-3	Water Withdrawn and Water Discharge are the two most important figures from the analysis of Sysco's 116 sites for which we capture data at the meter-level from utility bills or facility tracking/metering. Our Water consumed in CY2020 was also verified.

W10. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Senior Vice President of Corporate Affairs and Chief Communication Officer	Other C-Suite Officer

END