Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) ____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
SYSCO CORPORATION EMPLOYEES' 401(K) PLAN

1b Three-digit plan number (PN) ▶ 015

1c Effective date of plan 07/01/1983

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
SYSCO CORPORATION

1390 ENCLAVE PARKWAY
HOUSTON, TX 77077-2099

2b Employer Identification Number (EIN)
74-1648137

2c Plan Sponsor's telephone number
281-584-1390

2d Business code (see instructions)
424400

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/16/2023	MARTY MONTGOMERY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		
5	Total number of participants at the beginning of the plan year	**5**	50889
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	38382
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	43419
b	Retired or separated participants receiving benefits	**6b**	243
c	Other retired or separated participants entitled to future benefits	**6c**	14609
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	58271
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	239
f	Total. Add lines **6d** and **6e**.	**6f**	58510
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	52976
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	2987
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2A 2E 2G 2J 2K 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

4B

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	Insurance	**(1)**	Insurance
(2)	Code section 412(e)(3) insurance contracts	**(2)**	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4)	General assets of the sponsor	**(4)**	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2022** **This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
SYSCO CORPORATION EMPLOYEES' 401(K) PLAN

B Three-digit plan number (PN) ▶ 015

C Plan sponsor's name as shown on line 2a of Form 5500
SYSCO CORPORATION

D Employer Identification Number (EIN)
74-1648137

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	1919962	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	29454	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

WEAVER AND TIDWELL, L.L.P

75-0786316

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/AUDITOR	27810	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MERCER (US) INC

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49	INVESTMENT ADVISOR	19768	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
SYSCO CORPORATION EMPLOYEES' 401(K) PLAN

B Three-digit plan number (PN) ▶ 015

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
SYSCO CORPORATION

D Employer Identification Number (EIN)
74-1648137

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: WELLS FARGO FIXED INCOME FD-F

b Name of sponsor of entity listed in (a): WELLS FARGO BANK, NA

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
52-2252204-001	C	113407149

a Name of MTIA, CCT, PSA, or 103-12 IE: SHORT TERM INVESTMENT FUND

b Name of sponsor of entity listed in (a): WELLS FARGO BANK NA SHORT TERM INVESTMENT FUND

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
41-6292499-001	C	7312772

a Name of MTIA, CCT, PSA, or 103-12 IE: WELLS FARGO SHORT TERM INVEST FD S

b Name of sponsor of entity listed in (a): WELLS FARGO BANK N/A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
41-6292499-001	C	1786090

a Name of MTIA, CCT, PSA, or 103-12 IE: WM BLAIR SMMIDCP GR

b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
27-6331814-007	C	43386862

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2015

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735891-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: BP LG CAP VAL EQ CIT

b Name of sponsor of entity listed in (a): BOSTON PARTNERS TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
61-1603964-001	C	98437335

a Name of MTIA, CCT, PSA, or 103-12 IE: VANG INST TOT BD MKT

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
81-6321044-001	C	21477457

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2025

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735963-001	C	232521448

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735976-001	C	175872457

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2030

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735964-001	C	295491195

a Name of MTIA, CCT, PSA, or 103-12 IE: FID DIVSFD INTL POOL

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3022712-134	C	79623328

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735978-001	C	104282978

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-3799736-001	C	41176183

a Name of MTIA, CCT, PSA, or 103-12 IE: FID GR CO POOL CL 2

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3022712-135	C	520203855

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735899-001	C	69054898

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2035

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735965-001	C	289004142

a Name of MTIA, CCT, PSA, or 103-12 IE: VANG EXT MKT IDX TR

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
81-6324211-001	C	55083886

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET INC

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735883-001	C	40492868

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2045

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735972-001	C	232043163

a Name of MTIA, CCT, PSA, or 103-12 IE: VG TOT INTL STK IDX

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
81-6317280-001	C	23980681

a Name of MTIA, CCT, PSA, or 103-12 IE: AS CORE BOND II EF1

b Name of sponsor of entity listed in (a): WELLS FARGO BANK, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
47-6419204-001	C	53324390

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2065

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
82-6204383-001	C	10441564

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0735971-001	C	238112344

a Name of MTIA, CCT, PSA, or 103-12 IE: WESTWOOD MULTIPLE INVESTMENT TRUST

b Name of sponsor of entity listed in (a): SEI TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
26-2447110-025	C	25058533

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2070

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
88-6095930-001	C	182525

a Name of MTIA, CCT, PSA, or 103-12 IE: WESTFIELD SM/MID CAP GR EQ CIT

b Name of sponsor of entity listed in (a): COMERICA BANK & TRUST, NA

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
82-6648070-001	C	21805720

a Name of MTIA, CCT, PSA, or 103-12 IE: VANG INST 500 IDX TR

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
81-6327546-001	C	423201198

a Name of MTIA, CCT, PSA, or 103-12 IE: SS RUSS SMMID CAP SEC LENDING CL I

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 04-0025081-091	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5466250

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
SYSCO CORPORATION EMPLOYEES' 401(K) PLAN

B Three-digit plan number (PN) ▶ 015

C Plan sponsor's name as shown on line 2a of Form 5500
SYSCO CORPORATION

D Employer Identification Number (EIN)
74-1648137

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	302923
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	65547755	73191527
(2) Participant contributions	1b(2)	285347	123458
(3) Other	1b(3)	0	28969255
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	92599405	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	25354079	0
(B) All other	1c(3)(B)	45844108	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	48068354
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	103036895	104414533
(9) Value of interest in common/collective trusts	1c(9)	4042311527	3222231271
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	363054512	100841942
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	-10808880	285842752

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	4727224748	3863986015
Liabilities			
g Benefit claims payable	1g	0	266294
h Operating payables	1h	75863	97041
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	75863	363335
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	4727148885	3863622680

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	156763110	
(B) Participants	2a(1)(B)	204559282	
(C) Others (including rollovers)	2a(1)(C)	18933881	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		380256273
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	4946621	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		4946621
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	38274	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	26400923	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		26439197
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	3578262	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	3522753	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		55509
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	306854	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		306854

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-799808625
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-80706633
c Other income	2c		4822950
d Total income. Add all **income** amounts in column (b) and enter total	2d		-463687854
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	451357633	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		451357633
f Corrective distributions (see instructions)	2f		108272
g Certain deemed distributions of participant loans (see instructions)	2g		487841
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	44445	
(4) Other	2i(4)	2240022	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		2284467
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		454238213
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-917926067
l Transfers of assets:			
(1) To this plan	2l(1)		54399862
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WEAVER AND TIDWELL, LLP **(2)** EIN: 75-0786316

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a	X		131441329

		Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l	X		16201
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
SYSCO CORPORATION EMPLOYEES' 401(K) PLAN

B Three-digit plan number (PN) ▶ 015

C Plan sponsor's name as shown on line 2a of Form 5500
SYSCO CORPORATION

D Employer Identification Number (EIN)
74-1648137

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1**

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation_____

Sysco Corporation Employees' 401(k) Plan

Financial Report
December 31, 2022

weaver
Assurance • Tax • Advisory

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All other schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 are omitted because of the absence of the conditions under which they would apply.

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Independent Auditor's Report

To the Participants, Benefits Investment and Administrative Committee of the
Sysco Corporation Employees' 401(k) Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Sysco Corporation Employees' 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the years ended December 31, 2022 and 2021, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certification from a qualified institution as of and for the years ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (US GAAP).
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

The Participants, Benefits Investment and Administrative Committee of the
Sysco Corporation Employees' 401(k) Plan

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with US GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued (or when applicable, one year after the date that the financial statements are available to be issued).

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

The Participants, Benefits Investment and Administrative Committee of the
Sysco Corporation Employees' 401(k) Plan

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of US GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with US GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplementary Information Required by ERISA

The supplementary information listed in the table of contents as of and for the year ended December 31, 2022 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplementary information, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS. For information included in the supplementary information that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplementary information, we evaluated whether the supplementary information, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplementary information, other than the information in the supplementary information that agrees to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplementary information related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Weaver and Tidwell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

Houston, Texas
October 16, 2023

Sysco Corporation Employees' 401(k) Plan

Statements of Net Assets Available for Benefits
December 31, 2022 and 2021

	2022	2021
ASSETS		
Investments, at fair value	$ 3,371,141,567	4,280,683,236
Investments, at contract value	285,842,752	277,671,515
Total investments	3,656,984,319	4,558,354,751
Cash	302,923	-
Receivables		
Employer's contributions	73,191,527	65,547,755
Participants' contributions	123,458	285,347
Notes receivable from participants	104,414,533	103,036,895
Other receivable	137,039	-
Due from merged plans	28,832,216	-
Total receivables	206,698,773	168,869,997
Total assets	3,863,986,015	4,727,224,748
LIABILITIES		
Benefits payable	266,294	-
Investment management fees	97,041	75,863
Total liabilities	363,335	75,863
NET ASSETS AVAILABLE FOR BENEFITS	$ 3,863,622,680	$ 4,727,148,885

The Notes to Financial Statements are
an integral part of these statements.

Sysco Corporation Employees' 401(k) Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2022 and 2021

	2022	2021
ADDITIONS		
Investment income		
Net appreciation in fair value of investments	$ -	$ 592,054,069
Investment income	31,624,510	47,849,779
Total investment income	31,624,510	639,903,848
Contributions		
Employer	156,763,110	135,481,544
Participants	204,559,282	185,719,730
Rollovers	18,933,881	25,458,547
Total contributions	380,256,273	346,659,821
Interest income on notes receivable from participants	4,946,621	6,175,797
Total additions	416,827,404	992,739,466
DEDUCTIONS		
Net depreciation in fair value of investments	880,515,258	-
Benefits paid directly to participants	451,953,746	516,713,580
Administrative expenses	2,284,467	1,877,527
Total deductions	1,334,753,471	518,591,107
Net increase (decrease) before transfer	(917,926,067)	474,148,359
Transfer from other plans	54,399,862	-
Net increase (decrease) after transfer	(863,526,205)	474,148,359
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	4,727,148,885	4,253,000,526
NET ASSETS AVAILABLE FOR BENEFITS end of year	$ 3,863,622,680	$ 4,727,148,885

The Notes to Financial Statements are
an integral part of these statements.

Sysco Corporation Employees' 401(k) Plan

Notes to Financial Statements

Note 1. Description of the Plan

The following description of the Sysco Corporation Employees' 401(k) Plan (the Plan) provides only general information. Participants should refer to the *Plan document* for a more complete description of the Plan's provisions, which is available from Sysco Corporation and its participating U.S. subsidiaries and divisions (collectively, the Company). As used in these financial statements, the term "plan sponsor" refers to Sysco Corporation, and the term "plan administrator" refers to the committee appointed by Compensation Committee of Sysco's Board of Directors to act as a named fiduciary for the Plan.

General

The Plan is a defined contribution plan covering all eligible employees of the Company who have completed one hour of service and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

In December 2012, the Company amended the Plan to be a safe harbor design under Sections 401(k) and 401(m) of the Internal Revenue Code (IRC) with respect to all eligible employees. Eligible employees include all employees of the Company who are not members of a collective bargaining unit and those employees who are members of a collective bargaining unit, which adopted the January 1, 2013 safe harbor design. In addition to the safe harbor design, the Plan continues to accommodate alternative contribution structures for members of collective bargaining units that have bargained for participation in the Plan.

Effective September 23, 2022, the Plan was amended because of the merger of the Coastal Sunbelt Produce Company 401(k) Retirement Plan as maintained by Coastal Sunbelt, LLC. Participant balances and loans of $24,359,274 and $1,208,372, respectively, are reported as transfer from other plans on the statements of changes in net assets available for benefits.

Effective December 31, 2022, the Plan was amended because of the separate mergers of the Concord Foods 401(k) Plan ("Concord") as maintained by Concord Foods, Inc. and the Bellissimo Distribution, LLC 401(k) Plan (Bellissimo") and Trust effective as maintained by Bellissimo Distribution, LLC. Participant balances for Concord and Bellissimo of $1,583,962 and $27,248,254, respectively, are reported as transfer from other plans on the statements of changes in net assets available for benefits. The Plan assets were not received until 2023, thus a receivable from the merged plans is reported on the statements of net assets available for benefits.

Contributions

Participant Contributions

The safe harbor design allows participants to contribute up to 50 percent of their eligible annual compensation. In addition, the Plan allows catch-up contributions in the amount of 1 percent to 15 percent of eligible annual compensation for eligible employees age 50 or over.

For employees who are members of a collective bargaining unit that did not adopt the safe harbor design, highly compensated employees may contribute 1 percent to 6 percent of their eligible annual compensation on a pre-tax basis, and non-highly compensated employees may contribute up to 50 percent of their eligible annual compensation.

Subsequent to September 1, 2016, new participants are enrolled at a rate of 3 percent of their eligible annual compensation within 60 days unless they elect another rate of contribution. New participants were previously eligible to enroll immediately, with automatic enrollment occurring after 180 days prior to September 1, 2016. The automatic contributions are increased by 1 percent each year on the anniversary of the automatic enrollment date until a deferral rate of 6 percent is reached, unless they elect not to participate in the increase each year.

Subsequent to January 1, 2017, existing participants that are contributing at a deferred rate of less than 3 percent are subject to an annual auto-escalation process.

Participants may also contribute amounts representing rollover distributions from other qualified plans. Contributions are limited to the maximum amounts set by the Internal Revenue Service (IRS).

Employer Contributions
Under the safe harbor design of the Plan, the Company will make a non-elective contribution each pay period equal to 3 percent of each eligible participant's eligible compensation. Additionally, the Company will make matching contributions of 50 percent of the first 5 percent of the participant's eligible pre-tax contribution. Effective January 1, 2018, the Plan was amended to increase the matching contributions to 50 percent of the first 6 percent of eligible contributions. The Company makes non-elective contributions after 60 days for new employees hired after September 1, 2016. Certain employees that remain employed with the Company are also eligible for a transition contribution of 3 percent of the participant's eligible compensation per year for each of the 10 plan years beginning on January 1, 2013. Transition contributions apply to participants in the safe harbor design who were (i) age 50 years or older as of December 31, 2012, (ii) who had 15 or more years of service with the Company as of December 31, 2012, and (iii) whose benefit accruals under the Sysco Corporation Retirement Plan were frozen effective December, 2012. The Company may also make discretionary contributions.

For employees who are members of a collective bargaining unit that did not adopt the safe harbor design, the Company may make discretionary matching contributions of up to 50 percent of the first 6 percent of the participant's pre-tax contribution, if certain financial goals are met by the applicable operating location.

Participants direct the investment allocation of all contributions into various investment options offered by the Plan.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Company's non-elective and transition contributions and allocations of (a) the Company's match and discretionary contributions and (b) Plan earnings. Participant accounts are charged with an allocation of administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their elective contributions, plus actual earnings thereon.

Under the safe harbor design, vesting in the non-elective and transition contributions is immediate. Vesting in the Company match and Company discretionary contributions plus actual earnings thereon is based on years of credited service. Participants are 25 percent vested after two years of service, 50 percent after three years, 75 percent after four years, and 100 percent upon completion of five or more years of service. Participants may also become 100 percent vested prior to completing five years of service based on age, disability, or death as defined by the Plan.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of $1,000, up to a maximum equal to the lesser of $50,000 less the participant's highest outstanding loan balance during the preceding 12 months or 50 percent of their vested account balance. Only two general purpose loans may be outstanding at any time. Up to two additional loans may be outstanding if such loans are for college education expenses. The interest rate shall be the prime money market rate plus 1%. Loan terms range up to five years. The loans are secured by the balance in the participant's account. Principal and interest are paid through payroll deductions.

Payment of Benefits

The Plan provides benefits for eligible participants in the form of a single lump-sum payment upon retirement, death, termination, disability, in-service withdrawals after the age of 59 and a half, and withdrawals for financial hardship, subject to limitations as defined by the Plan.

Pursuant to the CARES Act, the Plan was permitted to allow participants to request up to $100,000 in coronavirus-related distributions, with repayment terms of up to three years. The ability to request these distributions ceased as of December 30, 2020.

Forfeited Accounts

At December 31, 2022 and 2021, forfeited nonvested accounts totaled approximately $3,441,000 and $3,978,000, respectively. These accounts are used to offset employer contributions to the Plan. During 2022 and 2021, Company contributions were reduced each year by approximately $4,500,000 from forfeited nonvested accounts.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (US GAAP) requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and accompanying notes and schedule. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

In general, investments of the Plan are reported at fair value (except for the fully benefit-responsive investment contract, which is reported at contract value). The fair value of a financial instrument is the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (exit price). See Note 5 for discussion of fair value measurements.

Investments in mutual funds are stated at fair value based on quotations obtained from national securities exchanges. Investments in common collective trusts (CCTs) are valued at the net asset value (NAV) of units held by the Plan as determined by the issuer.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded at the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2022 and 2021. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefit payments are recorded when paid.

Expenses

The Company may elect to pay any or all of the expenses of administering the Plan. Expenses that are paid by the Company are excluded from these financial statements. During 2022 and 2021, the Plan paid the trustee, investment manager, recordkeeping, and other related expenses of the Plan. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

Plan Management's Review of Subsequent Events

Plan management has evaluated subsequent events through October 16, 2023, the date the financial statements were available to be issued.

Note 3. Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplementary information, including investments and notes receivable from participants held at December 31, 2022 and 2021, and net appreciation (depreciation) in fair value of investments, investment income, and interest income on notes receivable from participants for the years ended December 31, 2022 and 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company (Fidelity), the trustee of the Plan, and Principal Bank, the custodian of certain investments of the Plan.

Note 4. Investment Contracts

The Plan offers an investment called the Stable Value Fund, which is managed by Galliard Capital Management and is comprised of investments in fixed income securities that are covered by synthetic investment contracts and a CCT. Within this structure, the Plan owns both the fixed income securities and the wrapper contracts. The fixed income securities are asset and mortgage-backed securities, bonds and/or CCTs. Synthetic investment contracts are disclosed on the face of the financial statements as fully benefit-responsive investment contracts at contract value.

In a synthetic guaranteed investment contract (GIC) structure, the Plan invests in fixed income securities. To reduce the risk of losses on these investments, the Plan purchases a wrapper contract (synthetic GIC) from an insurance company or bank, which enables Plan participants to transact at a specified contract value by protecting the principal amount invested over a specific period of time.

The Plan's investments covered by the wrapper contracts earn interest at interest crediting rates that are typically reset on a monthly or quarterly basis. These interest crediting rates use a formula that is based on the characteristics of the underlying fixed income portfolio. The minimum interest crediting rate for all investment contracts is 0%. Factors that can influence the future average crediting rates are (i) the level of market interest rates; (ii) the amount and timing of participant contributions, transfers, and withdrawals into/out of the investment contract; (iii) the investment returns generated by the fixed income investments that underlie the investment contracts; or (iv) the duration of the investments underlying the investment contracts. The crediting rate formula amortizes the realized and unrealized market value gains and losses over the duration of the underlying investments.

In certain events, the amounts withdrawn from investment contracts may be payable at fair value rather than contract value. These events include the termination of the Plan, a material adverse change to the provisions of the Plan, if the Company elects to withdraw from an investment contract or if the terms of a successor plan do not meet the contract issuer's criteria for issuance of a similar contract. Based upon the Plan's experience to date, the events described above are not probable of occurring in the foreseeable future.

In some cases, an investment contract issuer may terminate a contract with the Plan and settle at amounts different than the contract value. Examples of these events include the Plan's loss of its qualified status, material breaches of responsibilities that are not cured or material and adverse changes to the provisions of the Plan. If one of these events was to occur, the investment contract issuer could terminate the contract at the market value of the underlying investments.

Note 5. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurement,* provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds: Valued at the quoted market prices on the active markets on which the funds are traded.

Common stocks: Valued at quoted market prices on the active markets on which the stocks are traded.

Collective trust fund: Valued at the NAV as determined by the issuer based on the fair value of the underlying investments. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022 and 2021:

	2022	2021
Level 1:		
Mutual funds	$ 216,035,181	$ 363,054,512
Common stock funds	48,068,354	-
Total assets in the fair value hierarchy	264,103,535	363,054,512
Investments measured at net asset value:		
Common collective trusts	3,107,038,032	3,917,628,724
Investments at fair value	$ 3,371,141,567	$ 4,280,683,236

Vanguard Target Retirement Trusts – The Trustee, in its sole discretion, but upon consultation with the Participating Trust, shall decide whether to honor a redemption request in cash, in kind, or a combination of both. The Trustee will use its best efforts to distribute proceeds to the redeeming Participating Trust as soon as practicable; provided however, that (i) cash proceeds from the sale of securities liquidated to fund a withdrawal need not be paid until after the actual settlement date or dates of the sale of such securities; and (ii) the Trustee may suspend redemptions and/or postpone the payment of redemption proceeds at times when the New York Stock Exchange is closed or during other emergency circumstance.

Fidelity Growth Company Commingled Pool and Fidelity Diversified International Commingled Pool – Withdrawals from the Fund may be made daily. There is not a redemption notice period, but significant cash flow policies may apply. If a plan sponsor notifies Fidelity of an upcoming event such as a plan termination, plan merger, or if they want to terminate or add a pool to their plan; an analysis to determine if the cash flow breaches the materiality threshold for the specific pools will be calculated.

Boston Partners Large Cap Value Equity CIT – In accordance with the Trust Agreement, redemptions will be affected daily upon proper notice to the Trustee. All redemption requests must be made in writing.

Vanguard Institutional Extended Market Index Trust, Vanguard Institutional Total International Stock Market Index Trust, Vanguard Institutional Total Bond Market Index Trust and Vanguard Institutional 500 Index Trust – The Trustee, in its sole discretion, but upon consultation with the Participating Trust, shall decide whether to honor a redemption request in cash, in kind, or a combination of both. The Trustee will use its best efforts to distribute proceeds to the redeeming Participating Trust as soon as practicable; provided however, that (i) cash proceeds from the sale of securities liquidated to fund a withdrawal need not be paid until after the actual settlement date or dates of the sale of such securities; and (ii) the Trustee may suspend redemptions and/or postpone the payment of redemption proceeds at times when the New York Stock Exchange is closed or during other emergency circumstance. Notwithstanding anything herein to the contrary, the Trustee, on notice to the Participating Trusts, may impose such additional restrictions on any transfers to or withdrawals from any Trust as it, in its sole and absolute discretion, deems necessary or advisable from time to time in connection with the investment objectives of the Trust, and the protection of the interests of Unit holders including, but not limited to, restrictions to prevent market timing or other excessive trading practices. In making this determination, transactions executed in multiple accounts under the same Participating Trust or related Participating Trusts may be considered together.

Allspring Core Bond II CIT and Wells Fargo Short-Term Investment Fund – Participant redemptions of units from the Fund is based on unit values as of the valuation date. Redemptions of units may occur on a daily basis. There are no redemption restrictions noted.

William Blair Small-Mid Cap Growth CIT, Westwood Multiple Investment Trust, State Street Russell Small Mid Cap Index Securities Lending Fund Class I, and Westfield Small/Mid Cap Growth Equity – The NAV of the Fund is determined each business day. Issuances and redemptions of Fund units are made on such days, based upon the closing market value of the securities held. There are no redemption restrictions noted.

Note 6. Related Party Transactions and Party in Interest Transactions

Certain Plan investments are managed by the trustee and custodian of the Plan, and therefore, these transactions qualify as party-in-interest transactions. These transactions are exempt from the prohibited transactions rules. All investment fund earnings or losses posted to each Plan participant's account are net of investment management fees charged by each investment fund under the Plan.

Note 7. Plan Termination

Although it has not expressed any intent to do so, the plan sponsor has the right under the Plan to discontinue contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100 percent vested in their accounts.

Note 8. Tax Status

The Plan has received a determination letter from the IRS dated April 7, 2014, stating that the Plan is designed in accordance with Section 401(a) of the IRC and, therefore, the related trust is exempt from taxation. Subsequent to the determination by the IRS, the Plan was amended and restated. The Plan is required to operate in conformity with the IRC to maintain its qualification. The plan administrator has indicated that it will take the necessary steps, if any, to bring the Plan's operations into compliance with the Code.

US GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 9. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events, which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in values of investment securities will occur in the near term and that some changes could materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.

Supplementary Information

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions
Plan #015 / EIN: 74-1648137
December 31, 2022

	Participant Contributions Transferred Late to Plan	Total that Constitutes Nonexempt Prohibited Transactions			
	Check here if late participant loan payments are included:☑	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2020	$ 16,150,214	$ 16,150,214	$ -	$ -	$ -
2021	7,637,626	7,637,626	-	-	-
2022	107,653,489	-	107,653,489	-	-

Management is currently working on the corrections for the late contributions and loan payments.

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	MUTUAL FUNDS:			
*	Fidelity Investments	Fidelity Puritan Fund - Class K	$ -	$ 197,175,027
	Vanguard Group	Vanguard Inflation-Protected Securities Fund Institutional Shares	-	18,860,154
	TOTAL MUTUAL FUNDS		-	216,035,181
	COMMON STOCK			
	A10 Networks Inc	Common Stock	-	380,827
	Academy Sports & Outdoors Inc	Common Stock	-	662,004
	Addus Homecare Cor	Common Stock	-	378,062
	Adma Biologics Inc	Common Stock	-	732,544
	Advansix Inc	Common Stock	-	422,022
	Aersale Corporation	Common Stock	-	136,248
	Agree Realty Corp	Common Stock	-	595,812
	American Eqty Invt Life Hld Co	Common Stock	-	392,332
	Ameris Bancorp	Common Stock	-	461,972
	Amerisafe Inc	Common Stock	-	504,109
	Amkor Technology, Inc.	Common Stock	-	311,740
	Amplify Energy Corp New	Common Stock	-	212,718
	Arcbest Corporation	Common Stock	-	644,368
	Atea Pharmaceuticals Inc	Common Stock	-	155,363
	Avista Corporation	Common Stock	-	607,458
	Banco Latinoamericano De Come	Common Stock	-	324,000
	Banner Corp	Common Stock	-	480,320
	Beazer Homes Usa, Inc.	Common Stock	-	219,472
	Bluelinx Hldgs Inc	Common Stock	-	497,770
	Boise Cascade Co	Common Stock	-	666,099
	Byline Bancorp Inc	Common Stock	-	408,866
	Calix Networks Inc	Common Stock	-	68,430
	Callon Petroleum Company	Common Stock	-	348,646
	Chicos Fas Inc	Common Stock	-	301,596
	Chord Energy Corp	Common Stock	-	218,896
	Citi Trends Inc	Common Stock	-	158,880
	City Holding Co	Common Stock	-	577,158
	Clearwater Paper Corporation	Common Stock	-	412,129
	Cno Financial Group, Inc.	Common Stock	-	431,865
	Community Healthcare Tr Inc	Common Stock	-	429,600
	Consol Mining Corp	Common Stock	-	533,000
	Cross Ctry Healthcare Inc	Common Stock	-	603,139
	Customers Bancorp, Inc.	Common Stock	-	657,488
	Dht Holdings, Inc.	Common Stock	-	446,664
	Encore Capital Group Inc.	Common Stock	-	575,280
	Enstar Group Ltd	Common Stock	-	438,976
	Equity Commonwealth	Common Stock	-	347,083
	Essential Pptys Rlty Tr Inc	Common Stock	-	546,851
	Ethan Allen Inters	Common Stock	-	324,966
	Ezcorp Inc	Common Stock	-	558,275
	Farmers & Merchants Bank (Ohio)	Common Stock	-	263,646
	Fb Financial Corporation	Common Stock	-	379,470
	First Bancorp Puerto Rico	Common Stock	-	576,216
	Flex Lng Ltd	Common Stock	-	313,824
	Four Corners Ppty Tr Inc	Common Stock	-	350,055
	Genworth Financial Inc.	Common Stock	-	704,099
	German American Bancorp, Inc.	Common Stock	-	123,090
	Getty Realty Corp	Common Stock	-	308,035
	Gray Television, Inc.	Common Stock	-	270,798
	Group 1 Automotive, Inc.	Common Stock	-	685,406
	Hackett Group Inc	Common Stock	-	120,183
	Hanmi Financial Co	Common Stock	-	603,900
	Harborone Bancorp Inc	Common Stock	-	273,830
	Homestreet, Inc.	Common Stock	-	383,362
	Independence Realty Trust Inc	Common Stock	-	563,124
	Ingles Markets, Incorporated	Common Stock	-	491,946
	Inogen Inc	Common Stock	-	143,883
	Interdigital, Inc.	Common Stock	-	301,828
	International Seaways Inc	Common Stock	-	525,684
	Ishares Russell 2000 Etf	Common Stock	-	1,429,752
	Ishares Russell 2000 Val Etf	Common Stock	-	721,084
	Jackson Financial Inc	Common Stock	-	723,632
	Kelly Services Inc	Common Stock	-	297,440
	Lending Club Corporation	Common Stock	-	233,200

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Liveramp Holdings Inc	Common Stock	$ -	$ 663,352
	Mge Energy Inc	Common Stock	-	239,360
	Mvb Financial Corp	Common Stock	-	242,220
	Neogen Corp	Common Stock	-	558,941
	Netscout Systems	Common Stock	-	435,634
	Nexpoint Residential Trust Inc	Common Stock	-	378,624
	Olympic Steel, Inc.	Common Stock	-	601,082
	Orasure Tech	Common Stock	-	174,484
	Pbf Energy Inc	Common Stock	-	171,276
	Petiq Inc	Common Stock	-	148,442
	Piper Sandler Companies	Common Stock	-	416,608
	Plymouth Indl Reit Inc	Common Stock	-	485,254
	Prestige Consumer Healthcare Inc	Common Stock	-	619,740
	Primoris Services	Common Stock	-	291,802
	Red Rock Resorts Inc	Common Stock	-	640,160
	Rite Aid Corporation	Common Stock	-	253,840
	Ryerson Tull Inc	Common Stock	-	574,940
	Sanfilippo(John B)	Common Stock	-	203,300
	Sanmina Corp	Common Stock	-	154,683
	Scansource Inc	Common Stock	-	482,130
	Schnitzer Steel Inds Inc	Common Stock	-	226,810
	Seaworld Entertainment Inc	Common Stock	-	524,398
	Signet Jewelers Lt	Common Stock	-	346,800
	Sleep Number Corporation	Common Stock	-	223,428
	Smith & Wesson Brands Inc	Common Stock	-	328,972
	Spartannash Company	Common Stock	-	535,248
	Stag Industrial, Inc.	Common Stock	-	630,045
	Sterling Infrastructure, Inc.	Common Stock	-	711,760
	Stewart Information Svcs Corp	Common Stock	-	619,585
	Stitch Fix Inc	Common Stock	-	393,104
	Suncoke Energy, Inc.	Common Stock	-	511,759
	Sylvamo Corp	Common Stock	-	233,232
	Teekay Tankers Ltd	Common Stock	-	566,904
	Telephone And Data Systems Inc.	Common Stock	-	266,446
	Terreno Rlty Corp Com	Common Stock	-	341,220
	Texas Capital Bancshares Inc	Common Stock	-	506,604
	Textainer Group Hl	Common Stock	-	403,130
	Timkensteel Corporation	Common Stock	-	494,224
	Tiptree Inc	Common Stock	-	602,040
	Travelcenters Amer Inc	Common Stock	-	497,058
	Triton International Limited	Common Stock	-	536,484
	Trueblue Inc	Common Stock	-	595,232
	Tupperware Brands Corporation	Common Stock	-	173,052
	Turtle Beach Corporation	Common Stock	-	197,892
	Universal Insuranc	Common Stock	-	316,641
	Utd Natural Foods	Common Stock	-	367,745
	Valley National Bancorp	Common Stock	-	662,766
	Vanda Pharmace Inc	Common Stock	-	140,410
	Waterstone Financial Inc Md	Common Stock	-	418,978
	TOTAL COMMON STOCK		-	48,068,354
	COMMON COLLECTIVE TRUST FUNDS:			
	Boston Partners Trust Company	BP Large Cap Value Equity CIT	-	98,437,335
	Comerica Bank & Trust, NA	Westfield Small/Mid Cap Growth Equity	-	21,805,720
*	Fidelity Management Trust Company	Fidelity Diversified International Commingled Pool	-	79,623,328
*	Fidelity Management Trust Company	Fidelity Growth Company Commingled Pool	-	520,203,855
	Global Trust Company	William Blair Small Mid Cap Growth Fund	-	43,386,862
	SEI Trust Company	Westwood Multiple Investment Trust	-	25,058,533
	State Street Global Advisors Trust Company	State Street Russell Small Mid Cap Index Securities Lending Fund Class I	-	5,466,250
	Vanguard Fiduciary Trust Company	Vanguard Institutional Extended Market Index Trust	-	55,083,886
	Vanguard Fiduciary Trust Company	Vanguard Institutional 500 Index Trust	-	423,201,198
	Vanguard Fiduciary Trust Company	Vanguard Institutional Total Bond Market Index Trust	-	21,477,457
	Vanguard Fiduciary Trust Company	Vanguard Institutional Total International Stock Market Index Trust	-	23,980,681
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement Income Trust Plus	-	40,492,868
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2020 Trust	-	69,054,898
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2025 Trust	-	232,521,448

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2030 Trust	$ -	$ 295,491,195
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2035 Trust	-	289,004,142
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2040 Trust	-	238,112,344
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2045 Trust	-	232,043,163
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2050 Trust	-	175,872,457
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2055 Trust	-	104,282,978
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2060 Trust	-	41,176,183
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2065 Trust	-	10,441,564
	Vanguard Fiduciary Trust Company	Vanguard Target Retirement 2070 Trust	-	182,525
	Wells Fargo Bank, N.A.	Allspring Core Bond II CIT EF1	-	53,324,390
	Wells Fargo	Short-term Investment Fund	-	7,312,772
	TOTAL COMMON COLLECTIVE TRUST FUNDS		-	3,107,038,032
	SYNTHETIC GICs:			
	Wells Fargo	Fixed Income Fund F	-	113,407,149
	Wells Fargo Short Term Investment Fund S	Short-Term Investment Fund A S, 4.6212285% ,$1,786,090 par due 01/31/3100	-	1,786,090
	Fifth Third Bancorp	Fifth Third Bancorp, 4.772% ,$160,000 par due 07/28/2030	-	152,928
	Fannie Mae Pool	Fannie Mae Pool, 5.5% ,$806,551 par due 10/01/2052	-	821,430
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$912,661 par due 07/01/2052	-	860,932
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$921,075 par due 07/01/2052	-	870,123
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$992,773 par due 06/01/2052	-	906,132
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$1,102,894 par due 01/01/2052	-	943,337
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$133,471 par due 12/01/2051	-	109,546
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$617,495 par due 09/01/2060	-	544,522
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$340,302 par due 12/01/2051	-	290,216
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$157,916 par due 12/01/2051	-	129,381
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$462,212 par due 11/01/2051	-	394,187
	Exelon Corp	Exelon Corp, 2.75% ,$20,000 par due 03/15/2027	-	18,364
	Ecolab Inc	Ecolab Inc, 5.25% ,$60,000 par due 01/15/2028	-	61,230
	Daimler Trucks Finance North America LLC	Daimler Trucks Finance North America LLC, 2% ,$230,000 par due 12/14/2026	-	202,900
	Cedars-Sinai Health System	Cedars-Sinai Health System, 2.288% ,$250,000 par due 08/15/2031	-	201,188
	Cargill Inc	Cargill Inc, 5.125% ,$70,000 par due 10/11/2032	-	70,305
	Capital One Financial Corp	Capital One Financial Corp, 4.927% ,$110,000 par due 05/10/2028	-	106,525
	Capital One Financial Corp	Capital One Financial Corp, 3.273% ,$60,000 par due 03/01/2030	-	51,407
	Baxter International Inc	Baxter International Inc, 1.322% ,$150,000 par due 11/29/2024	-	139,685
	Bank of New York Mellon Corp/The	Bank of New York Mellon Corp/The, 5.802% ,$130,000 par due 10/25/2028	-	134,219
	Bank of New York Mellon Corp/The	Bank of New York Mellon Corp/The, 4.596% ,$140,000 par due 07/26/2030	-	135,439
	Bank of Montreal	Bank of Montreal, 4.7% ,$90,000 par due 09/14/2027	-	89,212
	Bank of Montreal	Bank of Montreal, 2.65% ,$240,000 par due 03/08/2027	-	219,508
	Bank of America Corp	Bank of America Corp, 4.571% ,$70,000 par due 04/27/2033	-	64,291
	BX Trust 2022-IND	BX Trust 2022-IND, 5.81672% ,$499,469 par due 04/15/2037	-	488,832
	American Honda Finance Corp	American Honda Finance Corp, 2.25% ,$260,000 par due 01/12/2029	-	223,801
	Wisconsin Power and Light Co	Wisconsin Power and Light Co, 3.95% ,$140,000 par due 09/01/2032	-	128,552
	WEC Energy Group Inc	WEC Energy Group Inc, 5.15% ,$80,000 par due 10/01/2027	-	80,977
	Verizon Communications Inc	Verizon Communications Inc, 2.355% ,$223,000 par due 03/15/2032	-	177,020
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.875% ,$500,000 par due 02/15/2032	-	425,664
	Truist Financial Corp	Truist Financial Corp, 4.123% ,$80,000 par due 06/06/2028	-	76,470
	Toyota Motor Credit Corp	Toyota Motor Credit Corp, 1.9% ,$190,000 par due 01/13/2027	-	169,772
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 2.8% ,$160,000 par due 03/10/2027	-	146,947
	Texas Electric Market Stabilization Funding N LLC	Texas Electric Market Stabilization Funding N LLC, 4.265% ,$360,000 par due 08/01/2034	-	342,496
	TSMC Arizona Corp	TSMC Arizona Corp, 3.875% ,$350,000 par due 04/22/2027	-	336,936
	State Street Corp	State Street Corp, 2.203% ,$260,000 par due 02/07/2028	-	233,806
	United States Small Business Administration	United States Small Business Administration, 3.8% ,$210,000 par due 08/01/2047	-	197,931
	San Diego Unified School District/CA	San Diego Unified School District/CA, 2.414% ,$250,000 par due 07/01/2034	-	192,150
	Roche Holdings Inc	Roche Holdings Inc, 1.93% ,$420,000 par due 12/13/2028	-	359,540
	Parker-Hannifin Corp	Parker-Hannifin Corp, 4.5% ,$80,000 par due 09/15/2029	-	76,821
	PNC Financial Services Group Inc/The	PNC Financial Services Group Inc/The, 5.354% ,$130,000 par due 12/02/2028	-	131,238
	PNC Financial Services Group Inc/The	PNC Financial Services Group Inc/The, 6.037% ,$50,000 par due 10/28/2033	-	52,230
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 3.877% ,$200,000 par due 05/01/2032	-	189,404
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 4.285% ,$40,000 par due 02/01/2032	-	38,799
	Nucor Corp	Nucor Corp, 4.3% ,$70,000 par due 05/23/2027	-	68,387
	New York State Dormitory Authority	New York State Dormitory Authority, 2.657% ,$220,000 par due 02/15/2028	-	194,757
	NYC Transitional Finance Auth Future Tax Sec Rev	NYC Transitional Finance Auth Future Tax Sec Rev, 3.45% ,$175,000 par due 02/01/2029	-	158,727
	National Australia Bank Ltd	National Australia Bank Ltd, 1.887% ,$310,000 par due 01/12/2027	-	275,700
	State of Mississippi	State of Mississippi, 2.287% ,$245,000 par due 10/01/2033	-	192,455
	Metropolitan Life Global Funding I	Metropolitan Life Global Funding I, 1.875% ,$230,000 par due 01/11/2027	-	203,737
	Warnermedia Holdings Inc	Warnermedia Holdings Inc, 3.755% ,$80,000 par due 03/15/2027	-	72,225
	MMAF Equipment Finance LLC 2022-A	MMAF Equipment Finance LLC 2022-A, 3.32% ,$255,000 par due 06/13/2044	-	240,296

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Lowe's Cos Inc	Lowe's Cos Inc, 3.35% ,$40,000 par due 04/01/2027	$ -	$ 37,598
	Louisiana Local Govt Env Fac. & Comm Dev Auth	Louisiana Local Govt Env Fac. & Comm Dev Auth, 4.145% ,$525,000 par due 02/01/2031	-	497,222
	KeyCorp	KeyCorp, 4.789% ,$80,000 par due 06/01/2033	-	75,817
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.912% ,$160,000 par due 07/25/2033	-	153,069
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 2.64% ,$110,000 par due 02/24/2028	-	98,012
	General Motors Financial Co Inc	General Motors Financial Co Inc, 2.4% ,$90,000 par due 10/15/2028	-	74,752
	GE HealthCare Technologies Inc	GE HealthCare Technologies Inc, 5.65% ,$160,000 par due 11/15/2027	-	162,179
	Seasoned Credit Risk Transfer Trust Series 2022-2	Seasoned Credit Risk Transfer Trust Series 2022-2, 3% ,$335,027 par due 04/25/2062	-	304,263
	Seasoned Credit Risk Transfer Trust 2017-4	Seasoned Credit Risk Transfer Trust 2017-4, 3.25% ,$900,088 par due 06/25/2057	-	821,697
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$192,550 par due 08/01/2047	-	178,965
	Fannie Mae Pool	Fannie Mae Pool, 3.58% ,$171,463 par due 06/01/2025	-	166,702
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$27,095 par due 02/01/2035	-	24,893
	Fannie Mae Pool	Fannie Mae Pool, 2.899% ,$18,914 par due 10/01/2047	-	18,488
	Fannie Mae Pool	Fannie Mae Pool, 2.669% ,$29,231 par due 09/01/2047	-	28,289
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$213,139 par due 11/01/2040	-	202,845
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$273,349 par due 04/01/2041	-	260,150
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$252,134 par due 08/01/2056	-	230,697
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$133,131 par due 06/01/2056	-	131,739
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$178,369 par due 11/01/2045	-	166,081
	Federal Realty Investment Trust	Federal Realty Investment Trust, 3.95% ,$200,000 par due 01/15/2024	-	197,452
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$45,019 par due 02/01/2035	-	41,344
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$252,927 par due 09/01/2051	-	206,589
	Freddie Mac Pool	Freddie Mac Pool, 3% ,$340,509 par due 04/01/2050	-	303,709
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4.5% ,$141,135 par due 11/01/2048	-	138,700
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$162,745 par due 01/01/2048	-	152,762
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$175,934 par due 02/01/2047	-	163,683
	Equinor ASA	Equinor ASA, 3% ,$125,000 par due 04/06/2027	-	116,772
	Equifax Inc	Equifax Inc, 2.35% ,$70,000 par due 09/15/2031	-	54,504
	WALT DISNEY CO/THE	WALT DISNEY CO/THE, 3.7% ,$220,000 par due 03/23/2027	-	211,778
	Welltower Inc	Welltower Inc, 2.7% ,$60,000 par due 02/15/2027	-	54,092
	Wells Fargo Commercial Mortgage Trust 2017-C39	Wells Fargo Commercial Mortgage Trust 2017-C39, 3.418% ,$270,000 par due 09/15/2050	-	248,826
	Virginia Housing Development Authority	Virginia Housing Development Authority, 3.1% ,$30,198 par due 06/25/2041	-	27,218
	Raytheon Technologies Corp	Raytheon Technologies Corp, 4.125% ,$150,000 par due 11/16/2028	-	143,857
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.625% ,$1,130,000 par due 05/15/2031	-	953,393
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.875% ,$700,000 par due 11/15/2030	-	561,258
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$554,482 par due 10/01/2052	-	538,399
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$1,053,149 par due 07/01/2052	-	994,891
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$875,704 par due 12/01/2051	-	720,858
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$842,354 par due 12/01/2051	-	693,191
	Fannie Mae Pool	Fannie Mae Pool, 2.59% ,$550,000 par due 12/01/2030	-	480,875
	Fannie Mae Pool	Fannie Mae Pool, 1.98% ,$817,214 par due 06/01/2030	-	703,976
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$642,708 par due 12/01/2051	-	550,560
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$421,481 par due 09/01/2051	-	361,333
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$735,017 par due 01/01/2052	-	627,694
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$113,025 par due 12/01/2051	-	92,764
	Evergy Missouri West Inc	Evergy Missouri West Inc, 5.15% ,$90,000 par due 12/15/2027	-	89,808
	Emerson Electric Co	Emerson Electric Co, 2% ,$370,000 par due 12/21/2028	-	315,020
	Parker-Hannifin Corp	Parker-Hannifin Corp, 4.25% ,$100,000 par due 09/15/2027	-	97,133
	Northwestern Mutual Global Funding	Northwestern Mutual Global Funding, 1.75% ,$300,000 par due 01/11/2027	-	265,266
	BP Capital Markets America Inc	BP Capital Markets America Inc, 2.721% ,$280,000 par due 01/12/2032	-	235,396
	Digital Realty Trust LP	Digital Realty Trust LP, 4.45% ,$160,000 par due 07/15/2028	-	151,579
	NextEra Energy Capital Holdings Inc	NextEra Energy Capital Holdings Inc, 1.875% ,$350,000 par due 01/15/2027	-	310,208
	Protective Life Global Funding	Protective Life Global Funding, 4.714% ,$150,000 par due 07/06/2027	-	145,783
	Mitsubishi UFJ Financial Group Inc	Mitsubishi UFJ Financial Group Inc, 2.341% ,$210,000 par due 01/19/2028	-	185,098
	Enterprise Products Operating LLC	Enterprise Products Operating LLC, 3.125% ,$80,000 par due 07/31/2029	-	70,563
	State of California	State of California, 1.7% ,$175,000 par due 02/01/2028	-	150,644
	Bank of Nova Scotia/The	Bank of Nova Scotia/The, 1.95% ,$130,000 par due 02/02/2027	-	115,882
	Wells Fargo & Co	Wells Fargo & Co, 4.897% ,$100,000 par due 07/25/2033	-	94,687
	Wells Fargo & Co	Wells Fargo & Co, 4.808% ,$150,000 par due 07/25/2028	-	146,469
	NTT Finance Corp	NTT Finance Corp, 4.372% ,$200,000 par due 07/27/2027	-	195,430
	Royal Bank of Canada	Royal Bank of Canada, 4.24% ,$200,000 par due 08/03/2027	-	194,851
	State Street Corp	State Street Corp, 2.623% ,$40,000 par due 02/07/2033	-	32,797
	American Express Co	American Express Co, 4.42% ,$90,000 par due 08/03/2033	-	85,312
	BMW US Capital LLC	BMW US Capital LLC, 1.25% ,$80,000 par due 08/12/2026	-	70,034
	Commonwealth Edison Co	Commonwealth Edison Co, 3.7% ,$40,000 par due 08/15/2028	-	37,715
	Duke Energy Carolinas LLC	Duke Energy Carolinas LLC, 2.45% ,$310,000 par due 08/15/2029	-	266,530
	Baxter International Inc	Baxter International Inc, 1.915% ,$230,000 par due 02/01/2027	-	204,167
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 4.851% ,$95,000 par due 02/01/2043	-	89,943

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost**	Current value
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 1.95% ,$210,000 par due 01/12/2027	$ -	$ 187,378
	DTE Electric Co	DTE Electric Co, 2.625% ,$100,000 par due 03/01/2031	-	85,229
	Alabama Federal Aid Highway Finance Authority	Alabama Federal Aid Highway Finance Authority, 2.156% ,$195,000 par due 09/01/2032	-	153,498
	DTE Electric Co	DTE Electric Co, 3% ,$170,000 par due 03/01/2032	-	146,967
	Wells Fargo & Co	Wells Fargo & Co, 3.35% ,$200,000 par due 03/02/2033	-	169,073
	American Express Co	American Express Co, 2.55% ,$260,000 par due 03/04/2027	-	236,768
	ERP Operating LP	ERP Operating LP, 3.25% ,$170,000 par due 08/01/2027	-	155,906
	MPLX LP	MPLX LP, 4.95% ,$40,000 par due 09/01/2032	-	37,632
	M&T Bank Corp	M&T Bank Corp, 4.553% ,$70,000 par due 08/16/2028	-	68,178
	Alabama Power Co	Alabama Power Co, 3.75% ,$140,000 par due 09/01/2027	-	134,350
	Kimco Realty Corp	Kimco Realty Corp, 4.6% ,$50,000 par due 02/01/2033	-	45,889
	Eaton Corp	Eaton Corp, 4.15% ,$40,000 par due 03/15/2033	-	37,270
	Commonwealth of Massachusetts	Commonwealth of Massachusetts, 3.769% ,$325,000 par due 07/15/2029	-	306,517
	Mercedes-Benz Finance North America LLC	Mercedes-Benz Finance North America LLC, 2.125% ,$300,000 par due 03/10/2025	-	282,255
	Honda Motor Co Ltd	Honda Motor Co Ltd, 2.534% ,$150,000 par due 03/10/2027	-	137,267
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 4.135% ,$125,000 par due 12/01/2033	-	120,431
	Commonwealth Bank of Australia	Commonwealth Bank of Australia, 2.552% ,$250,000 par due 03/14/2027	-	227,193
	Xcel Energy Inc	Xcel Energy Inc, 1.75% ,$155,000 par due 03/15/2027	-	135,966
	Alexandria Real Estate Equities Inc	Alexandria Real Estate Equities Inc, 2.95% ,$50,000 par due 03/15/2034	-	40,648
	Duke Energy Carolinas LLC	Duke Energy Carolinas LLC, 2.85% ,$20,000 par due 03/15/2032	-	16,987
	Rogers Communications Inc	Rogers Communications Inc, 3.2% ,$100,000 par due 03/15/2027	-	92,677
	Commonwealth Edison Co	Commonwealth Edison Co, 3.15% ,$90,000 par due 03/15/2032	-	78,900
	UBS Group AG	UBS Group AG, 2.746% ,$200,000 par due 02/11/2033	-	155,113
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.938% ,$1,850,090 par due 03/10/2032	-	1,680,975
	Bank of America Corp	Bank of America Corp, 4.271% ,$300,000 par due 07/23/2029	-	280,258
	Bank of America Corp	Bank of America Corp, 1.658% ,$220,000 par due 03/11/2027	-	194,712
	Bank of America Corp	Bank of America Corp, 2.551% ,$60,000 par due 02/04/2028	-	53,366
	Citigroup Inc	Citigroup Inc, 3.07% ,$420,000 par due 02/24/2028	-	379,178
	Citigroup Inc	Citigroup Inc, 3.785% ,$140,000 par due 03/17/2033	-	120,172
	Citigroup Inc	Citigroup Inc, 3.29% ,$80,000 par due 03/17/2026	-	76,180
	Bank of America Corp	Bank of America Corp, 4.948% ,$80,000 par due 07/22/2028	-	78,250
	Wells Fargo & Co	Wells Fargo & Co, 3.526% ,$200,000 par due 03/24/2028	-	185,445
	Guardian Life Global Funding	Guardian Life Global Funding, 3.246% ,$90,000 par due 03/29/2027	-	84,336
	Comcast Corp	Comcast Corp, 3.3% ,$70,000 par due 04/01/2027	-	66,062
	Baxter International Inc	Baxter International Inc, 3.95% ,$45,000 par due 04/01/2030	-	41,078
	Warnermedia Holdings Inc	Warnermedia Holdings Inc, 4.054% ,$110,000 par due 03/15/2029	-	95,346
	JPMorgan Chase & Co	JPMorgan Chase & Co, 1.47% ,$200,000 par due 09/22/2027	-	173,218
	Cooperatieve Rabobank UA	Cooperatieve Rabobank UA, 3.649% ,$250,000 par due 04/06/2028	-	230,662
	General Motors Financial Co Inc	General Motors Financial Co Inc, 4.3% ,$120,000 par due 04/06/2029	-	107,711
	Daimler Trucks Finance North America LLC	Daimler Trucks Finance North America LLC, 3.65% ,$150,000 par due 04/07/2027	-	140,417
	Oncor Electric Delivery Co LLC	Oncor Electric Delivery Co LLC, 4.55% ,$200,000 par due 09/15/2032	-	196,477
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 4.693% ,$80,000 par due 09/15/2027	-	79,209
	CenterPoint Energy Houston Electric LLC	CenterPoint Energy Houston Electric LLC, 4.45% ,$170,000 par due 10/01/2032	-	164,529
	Prologis LP	Prologis LP, 4.625% ,$80,000 par due 01/15/2033	-	77,568
	General Motors Financial Co Inc	General Motors Financial Co Inc, 5% ,$60,000 par due 04/09/2027	-	58,220
	Northwestern Mutual Global Funding	Northwestern Mutual Global Funding, 4.35% ,$80,000 par due 09/15/2027	-	78,009
	Take-Two Interactive Software Inc	Take-Two Interactive Software Inc, 3.7% ,$70,000 par due 04/14/2027	-	65,969
	Duke Energy Carolinas LLC	Duke Energy Carolinas LLC, 2.55% ,$140,000 par due 04/15/2031	-	117,286
	HP Inc	HP Inc, 4% ,$100,000 par due 04/15/2029	-	91,479
	Fifth Third Bancorp	Fifth Third Bancorp, 2.375% ,$80,000 par due 01/28/2025	-	75,869
	Huntington Bancshares Inc/OH	Huntington Bancshares Inc/OH, 4.443% ,$50,000 par due 08/04/2028	-	47,450
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 1.948% ,$90,000 par due 10/21/2027	-	78,799
	Cargill Inc	Cargill Inc, 3.625% ,$110,000 par due 04/22/2027	-	105,255
	Bank of America Corp	Bank of America Corp, 3.705% ,$300,000 par due 04/24/2028	-	278,021
	US Bancorp	US Bancorp, 2.215% ,$250,000 par due 01/27/2028	-	224,530
	Fifth Third Bancorp	Fifth Third Bancorp, 4.337% ,$20,000 par due 04/25/2033	-	18,335
	Fifth Third Bancorp	Fifth Third Bancorp, 4.055% ,$60,000 par due 04/25/2028	-	56,970
	US Bancorp	US Bancorp, 4.548% ,$90,000 par due 07/22/2028	-	87,884
	Truist Financial Corp	Truist Financial Corp, 4.26% ,$170,000 par due 07/28/2026	-	167,172
	Capital One Financial Corp	Capital One Financial Corp, 3.3% ,$140,000 par due 10/30/2024	-	135,187
	Boeing Co/The	Boeing Co/The, 5.15% ,$130,000 par due 05/01/2030	-	127,180
	State of Wisconsin	State of Wisconsin, 2.544% ,$155,000 par due 05/01/2031	-	130,000
	American Express Co	American Express Co, 4.05% ,$80,000 par due 05/03/2029	-	76,339
	US Bancorp	US Bancorp, 5.85% ,$80,000 par due 10/21/2033	-	83,333
	Fifth Third Bancorp	Fifth Third Bancorp, 6.361% ,$60,000 par due 10/27/2028	-	61,828
	Guardian Life Global Funding	Guardian Life Global Funding, 5.55% ,$170,000 par due 10/28/2027	-	173,687
	UnitedHealth Group Inc	UnitedHealth Group Inc, 5.25% ,$80,000 par due 02/15/2028	-	81,910
	Truist Financial Corp	Truist Financial Corp, 6.123% ,$75,000 par due 10/28/2033	-	79,190
	Anglo American Capital PLC	Anglo American Capital PLC, 2.25% ,$200,000 par due 03/17/2028	-	168,489
	Morgan Stanley	Morgan Stanley, 2.475% ,$215,000 par due 01/21/2028	-	191,307
	Morgan Stanley	Morgan Stanley, 4.889% ,$200,000 par due 07/20/2033	-	188,513

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost**	Current value
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.75% ,$400,000 par due 01/31/2029	$ -	$ 352,125
	Capital One Financial Corp	Capital One Financial Corp, 5.268% ,$40,000 par due 05/10/2033	-	37,279
	United States Treasury Note/Bond	United States Treasury Note/Bond, 2.75% ,$410,000 par due 08/15/2032	-	374,701
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4% ,$250,000 par due 10/31/2029	-	250,664
	Diageo Capital PLC	Diageo Capital PLC, 5.3% ,$200,000 par due 10/24/2027	-	204,540
	Ascension Health	Ascension Health, 2.532% ,$305,000 par due 11/15/2029	-	262,148
	Virginia Electric and Power Co	Virginia Electric and Power Co, 3.75% ,$50,000 par due 05/15/2027	-	47,739
	UnitedHealth Group Inc	UnitedHealth Group Inc, 4% ,$170,000 par due 05/15/2029	-	162,427
	DuPont de Nemours Inc	DuPont de Nemours Inc, 4.493% ,$80,000 par due 11/15/2025	-	78,740
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.375% ,$275,000 par due 11/15/2031	-	224,619
	Regents of the U of CA Med Center Pooled Revenue	Regents of the U of CA Med Center Pooled Revenue, 4.132% ,$85,000 par due 05/15/2032	-	79,183
	Comcast Corp	Comcast Corp, 5.35% ,$90,000 par due 11/15/2027	-	92,051
	HSBC Holdings PLC	HSBC Holdings PLC, 2.251% ,$360,000 par due 11/22/2027	-	312,196
	John Deere Capital Corp	John Deere Capital Corp, 4.15% ,$130,000 par due 09/15/2027	-	127,455
	Toyota Motor Credit Corp	Toyota Motor Credit Corp, 3.05% ,$90,000 par due 03/22/2027	-	84,057
	Citigroup Inc	Citigroup Inc, 4.91% ,$120,000 par due 05/24/2033	-	112,748
	Citigroup Inc	Citigroup Inc, 4.658% ,$50,000 par due 05/24/2028	-	48,446
	Aon Corp / Aon Global Holdings PLC	Aon Corp / Aon Global Holdings PLC, 2.85% ,$60,000 par due 05/28/2027	-	55,196
	Federal Realty Investment Trust	Federal Realty Investment Trust, 2.75% ,$250,000 par due 06/01/2023	-	247,210
	North Dakota Public Finance Authority	North Dakota Public Finance Authority, 2.13% ,$200,000 par due 12/01/2029	-	167,578
	Albemarle Corp	Albemarle Corp, 4.65% ,$100,000 par due 06/01/2027	-	97,692
	Canadian Pacific Railway Co	Canadian Pacific Railway Co, 1.75% ,$70,000 par due 12/02/2026	-	62,468
	Ryder System Inc	Ryder System Inc, 2.85% ,$110,000 par due 03/01/2027	-	99,439
	North Dakota Public Finance Authority	North Dakota Public Finance Authority, 4.05% ,$100,000 par due 12/01/2030	-	93,992
	Digital Realty Trust LP	Digital Realty Trust LP, 5.55% ,$50,000 par due 01/15/2028	-	50,411
	Alexandria Real Estate Equities Inc	Alexandria Real Estate Equities Inc, 2% ,$40,000 par due 05/18/2032	-	30,747
	Bank of Montreal	Bank of Montreal, 3.7% ,$40,000 par due 06/07/2025	-	38,845
	State Street Corp	State Street Corp, 5.82% ,$50,000 par due 11/04/2028	-	51,714
	Oracle Corp	Oracle Corp, 6.15% ,$30,000 par due 11/09/2029	-	31,211
	United States Small Business Administration	United States Small Business Administration, 5.13% ,$755,000 par due 11/01/2047	-	757,048
	GSK Consumer Healthcare Capital UK PLC	GSK Consumer Healthcare Capital UK PLC, 3.375% ,$250,000 par due 03/24/2027	-	233,095
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 4.456% ,$90,000 par due 06/08/2032	-	85,762
	Bank of New York Mellon Corp/The	Bank of New York Mellon Corp/The, 3.992% ,$50,000 par due 06/13/2028	-	47,862
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$749,889 par due 11/01/2050	-	645,926
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$982,776 par due 07/01/2052	-	952,142
	Freddie Mac Pool	Freddie Mac Pool, 3% ,$549,860 par due 11/01/2049	-	488,295
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$122,359 par due 04/01/2048	-	116,929
	Fannie Mae Pool	Fannie Mae Pool, 5% ,$1,234,971 par due 10/01/2052	-	1,230,295
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$1,006,068 par due 11/01/2052	-	976,887
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$203,191 par due 12/01/2049	-	180,454
	Freddie Mac Pool	Freddie Mac Pool, 3% ,$1,093,344 par due 01/01/2050	-	970,965
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4.5% ,$96,594 par due 11/01/2048	-	94,928
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$136,033 par due 12/01/2047	-	126,735
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$333,393 par due 03/01/2048	-	308,729
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$143,017 par due 08/01/2046	-	138,229
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$210,958 par due 04/01/2047	-	196,333
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$273,547 par due 11/01/2051	-	233,586
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$505,908 par due 12/01/2051	-	415,223
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$297,687 par due 12/01/2051	-	244,665
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$344,508 par due 12/01/2051	-	282,816
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$635,103 par due 12/01/2051	-	520,258
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$272,920 par due 12/01/2051	-	232,751
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$132,530 par due 12/01/2051	-	108,582
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$139,367 par due 12/01/2051	-	114,202
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$366,032 par due 12/01/2051	-	301,121
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$507,706 par due 12/01/2051	-	417,065
	Fannie Mae Pool	Fannie Mae Pool, 2% ,$476,601 par due 01/01/2052	-	390,352
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$337,853 par due 04/01/2050	-	300,047
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$61,609 par due 07/01/2046	-	57,300
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$748,382 par due 01/01/2052	-	638,294
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$1,170,950 par due 01/01/2052	-	999,876
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$769,118 par due 02/01/2052	-	656,821
	Freddie Mac Pool	Freddie Mac Pool, 2% ,$3,359,865 par due 01/01/2052	-	2,770,564
	Freddie Mac Pool	Freddie Mac Pool, 3% ,$746,089 par due 03/01/2052	-	659,010
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$233,773 par due 04/01/2047	-	208,858
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$170,429 par due 11/01/2045	-	163,897
	CubeSmart LP	CubeSmart LP, 2.25% ,$40,000 par due 12/15/2028	-	33,033
	WEC Energy Group Inc	WEC Energy Group Inc, 2.2% ,$240,000 par due 12/15/2028	-	203,559
	County of Bexar TX	County of Bexar TX, 2.021% ,$175,000 par due 06/15/2031	-	140,483
	Analog Devices Inc	Analog Devices Inc, 3.45% ,$300,000 par due 06/15/2027	-	282,949
	Bayer US Finance II LLC	Bayer US Finance II LLC, 4.25% ,$200,000 par due 12/15/2025	-	193,995

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

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(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	United States Treasury Note/Bond	United States Treasury Note/Bond, 2.875% ,$1,040,000 par due 06/15/2025	$ -	$ 1,005,957
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$90,290 par due 01/01/2035	-	83,283
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$146,794 par due 01/01/2035	-	135,407
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$29,648 par due 02/01/2035	-	27,349
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$56,121 par due 02/01/2035	-	51,732
	CVS Health Corp	CVS Health Corp, 4.3% ,$64,000 par due 03/25/2028	-	62,008
	HP Inc	HP Inc, 1.45% ,$120,000 par due 06/17/2026	-	105,378
	Fidelity National Information Services Inc	Fidelity National Information Services Inc, 4.7% ,$70,000 par due 07/15/2027	-	68,394
	BPR Trust 2022-OANA	BPR Trust 2022-OANA, 6.23361% ,$475,000 par due 04/15/2037	-	463,599
	Taubman Centers Commercial Mortgage Trust 2022-DPM	Taubman Centers Commercial Mortgage Trust 2022-DPM, 6.52161% ,$345,000 par due 05/15/2037	-	334,992
	Life 2022-BMR Mortgage Trust	Life 2022-BMR Mortgage Trust, 5.63085% ,$330,000 par due 05/15/2039	-	321,733
	T-Mobile USA Inc	T-Mobile USA Inc, 2.4% ,$100,000 par due 03/15/2029	-	84,461
	GE HealthCare Technologies Inc	GE HealthCare Technologies Inc, 5.857% ,$100,000 par due 03/15/2030	-	102,572
	Dominion Energy South Carolina Inc	Dominion Energy South Carolina Inc, 2.3% ,$110,000 par due 12/01/2031	-	89,032
	Verizon Master Trust	Verizon Master Trust, 1.53% ,$485,000 par due 07/20/2028	-	453,565
	Equifax Inc	Equifax Inc, 2.6% ,$230,000 par due 12/01/2024	-	219,742
	Equifax Inc	Equifax Inc, 5.1% ,$60,000 par due 12/15/2027	-	59,322
	Nelnet Student Loan Trust 2021-D	Nelnet Student Loan Trust 2021-D, 1.63% ,$481,229 par due 04/20/2062	-	434,049
	NXP BV / NXP Funding LLC / NXP USA Inc	NXP BV / NXP Funding LLC / NXP USA Inc, 5% ,$90,000 par due 01/15/2033	-	85,239
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 2.949% ,$93,030 par due 08/01/2047	-	90,210
	Fannie Mae Pool	Fannie Mae Pool, 2.862% ,$12,315 par due 09/01/2047	-	12,106
	Toyota Auto Loan Extended Note Trust 2022-1	Toyota Auto Loan Extended Note Trust 2022-1, 3.82% ,$510,000 par due 04/25/2035	-	483,823
	ECMC Group Student Loan Trust 2018-2	ECMC Group Student Loan Trust 2018-2, 5.18871% ,$330,347 par due 09/25/2068	-	314,432
	Toyota Motor Credit Corp	Toyota Motor Credit Corp, 4.45% ,$90,000 par due 06/29/2029	-	88,305
	Fannie Mae Pool	Fannie Mae Pool, 2.27% ,$240,000 par due 04/01/2029	-	212,640
	Fannie Mae Pool	Fannie Mae Pool, 3.13% ,$784,273 par due 01/01/2029	-	730,787
	Fannie Mae Pool	Fannie Mae Pool, 2.885% ,$390,000 par due 05/01/2029	-	358,125
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$36,616 par due 01/01/2041	-	34,848
	COMM 2014-CCRE16 Mortgage Trust	COMM 2014-CCRE16 Mortgage Trust, 4.051% ,$650,000 par due 04/10/2047	-	633,524
	Citigroup Commercial Mortgage Trust 2014-GC21	Citigroup Commercial Mortgage Trust 2014-GC21, 3.855% ,$385,000 par due 05/10/2047	-	374,818
	BANK 2017-BNK5	BANK 2017-BNK5, 3.131% ,$320,000 par due 06/15/2060	-	292,991
	Fiserv Inc	Fiserv Inc, 3.2% ,$260,000 par due 07/01/2026	-	243,610
	Towd Point Mortgage Trust 2022-1	Towd Point Mortgage Trust 2022-1, 3.75% ,$388,682 par due 07/25/2062	-	356,504
	Towd Point Mortgage Trust 2022-4	Towd Point Mortgage Trust 2022-4, 3.75% ,$352,738 par due 09/25/2062	-	330,196
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4.125% ,$2,196,000 par due 11/15/2032	-	2,249,185
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4% ,$1,525,000 par due 12/15/2025	-	1,516,660
	United States Treasury Note/Bond	United States Treasury Note/Bond, 3.25% ,$1,575,000 par due 06/30/2029	-	1,510,647
	Northrop Grumman Corp	Northrop Grumman Corp, 3.25% ,$235,000 par due 01/15/2028	-	217,108
	Marathon Oil Corp	Marathon Oil Corp, 4.4% ,$280,000 par due 07/15/2027	-	267,791
	Healthpeak Properties Inc	Healthpeak Properties Inc, 3.25% ,$90,000 par due 07/15/2026	-	85,113
	UDR Inc	UDR Inc, 3.2% ,$120,000 par due 01/15/2030	-	104,393
	Cigna Corp	Cigna Corp, 3.75% ,$36,000 par due 07/15/2023	-	35,761
	Pioneer Natural Resources Co	Pioneer Natural Resources Co, 1.125% ,$60,000 par due 01/15/2026	-	53,536
	Georgia-Pacific LLC	Georgia-Pacific LLC, 3.734% ,$400,000 par due 07/15/2023	-	396,318
	Alexandria Real Estate Equities Inc	Alexandria Real Estate Equities Inc, 3.95% ,$150,000 par due 01/15/2027	-	143,457
	Mitsubishi UFJ Financial Group Inc	Mitsubishi UFJ Financial Group Inc, 1.538% ,$320,000 par due 07/20/2027	-	277,768
	Royal Bank of Canada	Royal Bank of Canada, 2.05% ,$60,000 par due 01/21/2027	-	54,265
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 3.85% ,$150,000 par due 01/26/2027	-	142,773
	Canadian Pacific Railway Co	Canadian Pacific Railway Co, 2.9% ,$180,000 par due 02/01/2025	-	172,088
	Boston Properties LP	Boston Properties LP, 3.65% ,$120,000 par due 02/01/2026	-	113,804
	San Jose Redevelopment Agency Successor Agency	San Jose Redevelopment Agency Successor Agency, 3.25% ,$215,000 par due 08/01/2029	-	192,801
	Boeing Co/The	Boeing Co/The, 2.7% ,$190,000 par due 02/01/2027	-	171,732
	Texas Public Finance Authority	Texas Public Finance Authority, 1.819% ,$255,000 par due 02/01/2029	-	210,923
	State of Hawaii	State of Hawaii, 1.892% ,$350,000 par due 08/01/2029	-	293,031
	San Diego Community College District	San Diego Community College District, 2.383% ,$420,000 par due 08/01/2033	-	328,843
	7-Eleven Inc	7-Eleven Inc, 0.95% ,$80,000 par due 02/10/2026	-	70,127
	Petroleos Mexicanos	Petroleos Mexicanos, 2.29% ,$30,000 par due 02/15/2024	-	29,497
	Tyco Electronics Group SA	Tyco Electronics Group SA, 3.7% ,$100,000 par due 02/15/2026	-	96,315
	Verizon Communications Inc	Verizon Communications Inc, 2.625% ,$230,000 par due 08/15/2026	-	212,525
	Advocate Health & Hospitals Corp	Advocate Health & Hospitals Corp, 3.829% ,$200,000 par due 08/15/2028	-	186,820
	Stanford Health Care	Stanford Health Care, 3.31% ,$150,000 par due 08/15/2030	-	134,376
	Massachusetts School Building Authority	Massachusetts School Building Authority, 1.753% ,$100,000 par due 08/15/2030	-	81,643
	Phillips 66	Phillips 66, 1.3% ,$90,000 par due 02/15/2026	-	80,759
	Carrier Global Corp	Carrier Global Corp, 2.242% ,$215,000 par due 02/15/2025	-	202,692
	Public Service Electric and Gas Co	Public Service Electric and Gas Co, 1.9% ,$100,000 par due 08/15/2031	-	79,766
	BNP Paribas SA	BNP Paribas SA, 4.4% ,$250,000 par due 08/14/2028	-	237,183
	United States Small Business Administration	United States Small Business Administration, 3.23% ,$185,534 par due 02/01/2034	-	175,686
	United States Small Business Administration	United States Small Business Administration, 5.78% ,$9,694 par due 08/01/2027	-	9,623
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.191% ,$18,936 par due 03/10/2024	-	18,439
	Halliburton Co	Halliburton Co, 2.92% ,$180,000 par due 03/01/2030	-	154,826
	MPLX LP	MPLX LP, 1.75% ,$170,000 par due 03/01/2026	-	151,745

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Pricoa Global Funding I	Pricoa Global Funding I, 1.2% ,$170,000 par due 09/01/2026	$ -	$ 149,633
	MD Comm Dev Admin Housing Rev	MD Comm Dev Admin Housing Rev, 3.5% ,$40,000 par due 09/01/2047	-	39,064
	Ameren Illinois Co	Ameren Illinois Co, 3.25% ,$100,000 par due 03/01/2025	-	96,701
	City of Houston TX	City of Houston TX, 3.625% ,$150,000 par due 03/01/2029	-	139,049
	United States Small Business Administration	United States Small Business Administration, 2.03% ,$248,205 par due 09/01/2036	-	221,882
	United States Small Business Administration	United States Small Business Administration, 5.56% ,$6,292 par due 09/01/2027	-	6,267
	United States Small Business Administration	United States Small Business Administration, 5.6% ,$14,666 par due 09/01/2028	-	14,434
	United States Small Business Administration	United States Small Business Administration, 3.21% ,$164,167 par due 03/01/2034	-	153,679
	MassMutual Global Funding II	MassMutual Global Funding II, 3.4% ,$525,000 par due 03/08/2026	-	500,446
	Union Pacific Corp	Union Pacific Corp, 3.95% ,$80,000 par due 09/10/2028	-	76,814
	Siemens Financieringsmaatschappij NV	Siemens Financieringsmaatschappij NV, 1.2% ,$250,000 par due 03/11/2026	-	223,038
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 1.25% ,$110,000 par due 09/10/2026	-	96,311
	McCormick & Co Inc/MD	McCormick & Co Inc/MD, 3.15% ,$100,000 par due 08/15/2024	-	96,852
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.845% ,$452,895 par due 03/10/2027	-	425,611
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.518% ,$255,955 par due 09/10/2027	-	238,246
	Phillips 66	Phillips 66, 3.9% ,$150,000 par due 03/15/2028	-	141,809
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.548% ,$275,878 par due 09/10/2028	-	260,753
	Mid-America Apartments LP	Mid-America Apartments LP, 3.95% ,$60,000 par due 03/15/2029	-	57,036
	WRKCo Inc	WRKCo Inc, 4.65% ,$140,000 par due 03/15/2026	-	137,480
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.113% ,$476,998 par due 03/10/2029	-	448,070
	Roper Technologies Inc	Roper Technologies Inc, 2.95% ,$90,000 par due 09/15/2029	-	78,163
	Agilent Technologies Inc	Agilent Technologies Inc, 2.75% ,$80,000 par due 09/15/2029	-	69,166
	Martin Marietta Materials Inc	Martin Marietta Materials Inc, 2.5% ,$80,000 par due 03/15/2030	-	66,327
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.078% ,$490,884 par due 03/10/2030	-	440,403
	PacifiCorp	PacifiCorp, 2.7% ,$320,000 par due 09/15/2030	-	275,938
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 1.667% ,$312,547 par due 03/10/2031	-	264,744
	Mid-America Apartments LP	Mid-America Apartments LP, 1.1% ,$20,000 par due 09/15/2026	-	17,319
	PerkinElmer Inc	PerkinElmer Inc, 1.9% ,$160,000 par due 09/15/2028	-	132,803
	Lowe's Cos Inc	Lowe's Cos Inc, 1.7% ,$120,000 par due 09/15/2028	-	100,985
	Bank of Nova Scotia/The	Bank of Nova Scotia/The, 1.3% ,$100,000 par due 09/15/2026	-	87,463
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 1.304% ,$549,050 par due 09/10/2031	-	474,903
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.351% ,$4,465 par due 03/10/2023	-	4,436
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.015% ,$8,601 par due 09/10/2024	-	8,334
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.829% ,$26,825 par due 09/10/2025	-	25,713
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.507% ,$63,804 par due 03/10/2026	-	60,020
	UBS Group AG	UBS Group AG, 1.494% ,$210,000 par due 08/10/2027	-	180,905
	RELX Capital Inc	RELX Capital Inc, 4% ,$30,000 par due 03/18/2029	-	27,854
	Mondelez International Holdings Netherlands BV	Mondelez International Holdings Netherlands BV, 2.25% ,$200,000 par due 09/19/2024	-	190,278
	EMD Finance LLC	EMD Finance LLC, 3.25% ,$230,000 par due 03/19/2025	-	220,569
	Mondelez International Inc	Mondelez International Inc, 2.625% ,$120,000 par due 03/17/2027	-	109,003
	Verizon Communications Inc	Verizon Communications Inc, 4.329% ,$160,000 par due 09/21/2028	-	154,124
	Trane Technologies Luxembourg Finance SA	Trane Technologies Luxembourg Finance SA, 3.5% ,$300,000 par due 03/21/2026	-	283,321
	Bank of America Corp	Bank of America Corp, 1.734% ,$170,000 par due 07/22/2027	-	149,029
	Volkswagen Group of America Finance LLC	Volkswagen Group of America Finance LLC, 2.85% ,$200,000 par due 09/26/2024	-	191,491
	AT&T Inc	AT&T Inc, 1.7% ,$310,000 par due 03/25/2026	-	279,813
	Archer-Daniels-Midland Co	Archer-Daniels-Midland Co, 3.25% ,$75,000 par due 03/27/2030	-	67,838
	State of Texas	State of Texas, 4.631% ,$250,000 par due 04/01/2033	-	247,765
	Boston Properties LP	Boston Properties LP, 2.75% ,$140,000 par due 10/01/2026	-	126,225
	Ingredion Inc	Ingredion Inc, 3.2% ,$120,000 par due 10/01/2026	-	112,409
	Evergy Kansas Central Inc	Evergy Kansas Central Inc, 3.1% ,$150,000 par due 04/01/2027	-	139,273
	Orlando Health Obligated Group	Orlando Health Obligated Group, 3.777% ,$105,000 par due 10/01/2028	-	95,366
	New York Hospital for Special Surgery	New York Hospital for Special Surgery, 3.737% ,$100,000 par due 04/01/2028	-	91,915
	NTT Finance Corp	NTT Finance Corp, 1.162% ,$220,000 par due 04/03/2026	-	194,726
	State of Hawaii	State of Hawaii, 2.322% ,$90,000 par due 10/01/2033	-	70,376
	Warnermedia Holdings Inc	Warnermedia Holdings Inc, 4.279% ,$100,000 par due 03/15/2032	-	82,487
	JPMorgan Chase & Co	JPMorgan Chase & Co, 3.782% ,$100,000 par due 02/01/2028	-	93,558
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.203% ,$60,000 par due 07/23/2029	-	56,009
	JPMorgan Chase & Co	JPMorgan Chase & Co, 3.797% ,$50,000 par due 07/23/2024	-	49,501
	JPMorgan Chase & Co	JPMorgan Chase & Co, 3.96% ,$70,000 par due 01/29/2027	-	66,798
	JPMorgan Chase & Co	JPMorgan Chase & Co, 2.947% ,$260,000 par due 02/24/2028	-	235,731
	Northwestern Mutual Global Funding	Northwestern Mutual Global Funding, 3.3% ,$100,000 par due 04/04/2029	-	90,842
	Otis Worldwide Corp	Otis Worldwide Corp, 2.056% ,$185,000 par due 04/05/2025	-	173,221
	United States Small Business Administration	United States Small Business Administration, 1.77% ,$374,141 par due 04/01/2045	-	311,432
	United States Small Business Administration	United States Small Business Administration, 5.57% ,$8,243 par due 10/01/2027	-	8,167
	United States Small Business Administration	United States Small Business Administration, 5.63% ,$20,849 par due 10/01/2028	-	20,560
	United States Small Business Administration	United States Small Business Administration, 3.37% ,$127,250 par due 10/01/2033	-	119,283
	United States Small Business Administration	United States Small Business Administration, 3.11% ,$175,591 par due 04/01/2034	-	165,352
	United States Small Business Administration	United States Small Business Administration, 2.21% ,$282,757 par due 10/01/2036	-	254,385
	Commonwealth of Massachusetts	Commonwealth of Massachusetts, 4.5% ,$100,000 par due 08/01/2031	-	97,505
	Starbucks Corp	Starbucks Corp, 2% ,$75,000 par due 03/12/2027	-	67,104
	Starbucks Corp	Starbucks Corp, 2.25% ,$40,000 par due 03/12/2030	-	33,290
	Mondelez International Inc	Mondelez International Inc, 2.75% ,$46,000 par due 04/13/2030	-	39,731

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

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(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Monongahela Power Co	Monongahela Power Co, 4.1% ,$100,000 par due 04/15/2024	$ -	$ 98,320
	Enterprise Products Operating LLC	Enterprise Products Operating LLC, 4.15% ,$160,000 par due 10/16/2028	-	151,778
	Alexandria Real Estate Equities Inc	Alexandria Real Estate Equities Inc, 3.8% ,$200,000 par due 04/15/2026	-	193,691
	Yale University	Yale University, 1.482% ,$150,000 par due 04/15/2030	-	120,445
	KeyCorp	KeyCorp, 2.25% ,$200,000 par due 04/06/2027	-	177,292
	Regions Financial Corp	Regions Financial Corp, 1.8% ,$170,000 par due 08/12/2028	-	144,685
	Citigroup Inc	Citigroup Inc, 3.352% ,$120,000 par due 04/24/2025	-	116,268
	Bank of America Corp	Bank of America Corp, 2.456% ,$70,000 par due 10/22/2025	-	66,172
	Cargill Inc	Cargill Inc, 2.125% ,$95,000 par due 04/23/2030	-	78,455
	JPMorgan Chase & Co	JPMorgan Chase & Co, 1.578% ,$190,000 par due 04/22/2027	-	167,224
	TSMC Global Ltd	TSMC Global Ltd, 1.25% ,$250,000 par due 04/23/2026	-	224,251
	Helios Leasing I LLC	Helios Leasing I LLC, 1.734% ,$16,037 par due 07/24/2024	-	15,616
	Marsh & McLennan Cos Inc	Marsh & McLennan Cos Inc, 4.375% ,$140,000 par due 03/15/2029	-	135,674
	SLM Student Loan Trust 2005-4	SLM Student Loan Trust 2005-4, 4.47843% ,$27,413 par due 01/25/2027	-	27,374
	Public Service Electric and Gas Co	Public Service Electric and Gas Co, 3.7% ,$231,000 par due 05/01/2028	-	219,064
	Norfolk Southern Corp	Norfolk Southern Corp, 2.55% ,$100,000 par due 11/01/2029	-	85,894
	American Water Capital Corp	American Water Capital Corp, 2.8% ,$25,000 par due 05/01/2030	-	21,683
	USAA Capital Corp	USAA Capital Corp, 2.125% ,$150,000 par due 05/01/2030	-	123,278
	Marathon Petroleum Corp	Marathon Petroleum Corp, 4.7% ,$210,000 par due 05/01/2025	-	206,943
	Boeing Co/The	Boeing Co/The, 5.04% ,$20,000 par due 05/01/2027	-	19,801
	State of Wisconsin	State of Wisconsin, 1.772% ,$110,000 par due 05/01/2032	-	84,000
	Danone SA	Danone SA, 2.589% ,$290,000 par due 11/02/2023	-	283,945
	Sealed Air Corp	Sealed Air Corp, 1.573% ,$80,000 par due 10/15/2026	-	69,170
	United States Small Business Administration	United States Small Business Administration, 5.49% ,$6,833 par due 05/01/2028	-	6,759
	Royal Bank of Canada	Royal Bank of Canada, 3.625% ,$190,000 par due 05/04/2027	-	180,839
	United States Small Business Administration	United States Small Business Administration, 6.77% ,$15,861 par due 11/01/2028	-	15,917
	HSBC Holdings PLC	HSBC Holdings PLC, 2.633% ,$210,000 par due 11/07/2025	-	197,502
	Morgan Stanley	Morgan Stanley, 2.72% ,$120,000 par due 07/22/2025	-	114,770
	Morgan Stanley	Morgan Stanley, 1.512% ,$110,000 par due 07/20/2027	-	95,576
	Morgan Stanley	Morgan Stanley, 4.21% ,$290,000 par due 04/20/2028	-	276,222
	Morgan Stanley	Morgan Stanley, 6.296% ,$90,000 par due 10/18/2028	-	92,722
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.5% ,$616,000 par due 02/15/2030	-	526,343
	Oracle Corp	Oracle Corp, 2.95% ,$140,000 par due 04/01/2030	-	119,956
	Oracle Corp	Oracle Corp, 2.8% ,$605,000 par due 04/01/2027	-	552,283
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.625% ,$535,000 par due 08/15/2030	-	422,378
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.25% ,$2,900,000 par due 10/31/2025	-	2,595,726
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.375% ,$450,000 par due 01/31/2026	-	400,764
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.25% ,$375,000 par due 08/15/2031	-	305,112
	International Business Machines Corp	International Business Machines Corp, 2.2% ,$150,000 par due 02/09/2027	-	134,977
	International Business Machines Corp	International Business Machines Corp, 4.15% ,$140,000 par due 07/27/2027	-	136,644
	Intel Corp	Intel Corp, 4% ,$230,000 par due 08/05/2029	-	219,156
	Ethiopian Leasing 2012 LLC	Ethiopian Leasing 2012 LLC, 2.566% ,$58,565 par due 08/14/2026	-	54,912
	AT&T Inc	AT&T Inc, 4.5% ,$130,000 par due 05/15/2035	-	118,379
	Halliburton Co	Halliburton Co, 3.8% ,$7,000 par due 11/15/2025	-	6,815
	Children's Hospital Medical Center/Cincinnati OH	Children's Hospital Medical Center/Cincinnati OH, 2.853% ,$270,000 par due 11/15/2026	-	242,293
	Masco Corp	Masco Corp, 3.5% ,$70,000 par due 11/15/2027	-	64,943
	Mid-Atlantic Interstate Transmission LLC	Mid-Atlantic Interstate Transmission LLC, 4.1% ,$160,000 par due 05/15/2028	-	150,885
	HOUSTON TX UTILITY SYS REVENUE	HOUSTON TX UTILITY SYS REVENUE , 3.923% ,$115,000 par due 11/15/2030	-	107,241
	Oncor Electric Delivery Co LLC	Oncor Electric Delivery Co LLC, 3.7% ,$160,000 par due 11/15/2028	-	151,180
	FedEx Corp	FedEx Corp, 4.25% ,$290,000 par due 05/15/2030	-	273,511
	Ameren Illinois Co	Ameren Illinois Co, 1.55% ,$150,000 par due 11/15/2030	-	118,953
	OhioHealth Corp	OhioHealth Corp, 2.297% ,$250,000 par due 11/15/2031	-	200,828
	Kinder Morgan Inc	Kinder Morgan Inc, 1.75% ,$190,000 par due 11/15/2026	-	167,911
	DuPont de Nemours Inc	DuPont de Nemours Inc, 4.725% ,$190,000 par due 11/15/2028	-	187,702
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.625% ,$1,775,000 par due 05/15/2030	-	1,408,906
	AbbVie Inc	AbbVie Inc, 2.6% ,$160,000 par due 11/21/2024	-	153,140
	AbbVie Inc	AbbVie Inc, 3.8% ,$290,000 par due 03/15/2025	-	282,872
	AbbVie Inc	AbbVie Inc, 2.95% ,$100,000 par due 11/21/2026	-	93,110
	Ventas Realty LP	Ventas Realty LP, 3.85% ,$150,000 par due 04/01/2027	-	141,045
	Welltower Inc	Welltower Inc, 4.125% ,$256,000 par due 03/15/2029	-	235,442
	Simon Property Group LP	Simon Property Group LP, 1.375% ,$230,000 par due 01/15/2027	-	201,024
	Rolls-Royce PLC	Rolls-Royce PLC, 3.625% ,$300,000 par due 10/14/2025	-	276,000
	Black Hills Corp	Black Hills Corp, 4.25% ,$280,000 par due 11/30/2023	-	278,408
	Vodafone Group PLC	Vodafone Group PLC, 4.125% ,$280,000 par due 05/30/2025	-	275,755
	Rochester Gas and Electric Corp	Rochester Gas and Electric Corp, 3.1% ,$150,000 par due 06/01/2027	-	137,734
	Trinity Health	Trinity Health, 3.084% ,$260,000 par due 12/01/2034	-	217,940
	Kraft Heinz Foods Co	Kraft Heinz Foods Co, 3% ,$148,000 par due 06/01/2026	-	138,686
	Health Care Service Corp A Mutual Legal Reserve Co	Health Care Service Corp A Mutual Legal Reserve Co, 1.5% ,$180,000 par due 06/01/2025	-	165,479
	Magellan Midstream Partners LP	Magellan Midstream Partners LP, 3.25% ,$50,000 par due 06/01/2030	-	43,760
	JPMorgan Chase & Co	JPMorgan Chase & Co, 2.069% ,$60,000 par due 06/01/2029	-	50,204
	Healthpeak Properties Inc	Healthpeak Properties Inc, 2.125% ,$40,000 par due 12/01/2028	-	33,612
	PayPal Holdings Inc	PayPal Holdings Inc, 3.9% ,$40,000 par due 06/01/2027	-	38,589
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.452% ,$230,000 par due 12/05/2029	-	216,463

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

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(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost**	Current value
	United States Small Business Administration	United States Small Business Administration, 5.68% ,$6,074 par due 06/01/2028	$ -	$ 6,003
	United States Small Business Administration	United States Small Business Administration, 6.22% ,$26,029 par due 12/01/2028	-	26,623
	United States Small Business Administration	United States Small Business Administration, 2.81% ,$176,271 par due 06/01/2037	-	161,264
	United States Small Business Administration	United States Small Business Administration, 4.01% ,$878,163 par due 06/01/2047	-	838,532
	New York Life Global Funding	New York Life Global Funding, 2% ,$260,000 par due 01/22/2025	-	244,705
	Becton Dickinson and Co	Becton Dickinson and Co, 2.823% ,$70,000 par due 05/20/2030	-	60,246
	Sumitomo Mitsui Financial Group Inc	Sumitomo Mitsui Financial Group Inc, 1.902% ,$370,000 par due 09/17/2028	-	305,506
	GM Financial Revolving Receivables Trust 2021-1	GM Financial Revolving Receivables Trust 2021-1, 1.17% ,$275,000 par due 06/12/2034	-	239,288
	Sumitomo Mitsui Financial Group Inc	Sumitomo Mitsui Financial Group Inc, 2.174% ,$200,000 par due 01/14/2027	-	177,781
	GM Financial Revolving Receivables Trust 2022-1	GM Financial Revolving Receivables Trust 2022-1, 5.91% ,$165,000 par due 10/11/2035	-	168,243
	Sherwin-Williams Co/The	Sherwin-Williams Co/The, 2.95% ,$100,000 par due 08/15/2029	-	87,777
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$245,082 par due 03/01/2042	-	229,744
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$593,360 par due 07/01/2056	-	569,031
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 6% ,$20,580 par due 08/01/2037	-	21,311
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 6% ,$2,332 par due 08/01/2037	-	2,445
	Bank of America Corp	Bank of America Corp, 2.087% ,$170,000 par due 06/14/2029	-	143,350
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$91,711 par due 07/01/2033	-	86,122
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$629,957 par due 10/01/2045	-	587,656
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$264,177 par due 11/01/2046	-	253,312
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$159,089 par due 11/01/2046	-	152,382
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$193,820 par due 02/01/2043	-	181,787
	Fannie Mae Pool	Fannie Mae Pool, 5.5% ,$3,710 par due 02/01/2034	-	3,828
	Fannie Mae Pool	Fannie Mae Pool, 5.5% ,$20,404 par due 02/01/2035	-	21,093
	United States Small Business Administration	United States Small Business Administration, 4.71% ,$610,000 par due 12/01/2047	-	600,352
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 6% ,$43,934 par due 08/01/2038	-	46,018
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$97,771 par due 08/01/2032	-	92,295
	Freddie Mac Pool	Freddie Mac Pool, 3% ,$355,334 par due 12/01/2049	-	315,547
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$402,465 par due 11/01/2048	-	394,135
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$463,121 par due 06/01/2048	-	443,216
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$30,762 par due 02/01/2047	-	28,588
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$180,840 par due 03/01/2046	-	168,457
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$251,448 par due 04/01/2046	-	234,257
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$54,522 par due 12/01/2041	-	52,425
	MMAF Equipment Finance LLC 2018-A	MMAF Equipment Finance LLC 2018-A, 3.39% ,$55,336 par due 01/10/2025	-	55,159
	Fannie Mae Pool	Fannie Mae Pool, 6% ,$8,303 par due 08/01/2037	-	8,585
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$438,191 par due 04/01/2056	-	420,223
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$77,503 par due 09/01/2047	-	74,123
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$80,208 par due 08/01/2046	-	74,724
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$251,279 par due 05/01/2044	-	235,659
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$8,279 par due 12/01/2042	-	7,761
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$59,470 par due 12/01/2041	-	57,246
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$489,033 par due 04/01/2050	-	434,782
	Fannie Mae Pool	Fannie Mae Pool, 3.5% ,$85,138 par due 11/01/2046	-	79,158
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$112,692 par due 03/01/2049	-	107,587
	MMAF Equipment Finance LLC 2019-A	MMAF Equipment Finance LLC 2019-A, 2.93% ,$379,320 par due 03/10/2026	-	375,677
	Fannie Mae Pool	Fannie Mae Pool, 6% ,$17,080 par due 12/01/2037	-	17,888
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$46,018 par due 04/01/2043	-	43,186
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$140,246 par due 03/01/2033	-	132,049
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$93,655 par due 09/01/2045	-	87,424
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$144,257 par due 09/01/2045	-	138,502
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$48,680 par due 09/01/2045	-	46,739
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$230,932 par due 09/01/2045	-	215,209
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$42,101 par due 09/01/2045	-	40,547
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$147,207 par due 10/01/2045	-	137,383
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$101,245 par due 08/01/2043	-	94,927
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$101,165 par due 10/01/2045	-	97,129
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5% ,$353,208 par due 11/01/2042	-	331,397
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$211,175 par due 11/01/2045	-	202,525
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$98,527 par due 07/01/2046	-	88,530
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$126,246 par due 07/01/2046	-	113,436
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$144,670 par due 07/01/2046	-	130,081
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$619,752 par due 01/01/2043	-	565,432
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$502,914 par due 08/01/2046	-	451,392
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.565% ,$40,000 par due 06/14/2030	-	37,731
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$2,606,532 par due 12/01/2050	-	2,231,355
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$1,881,826 par due 12/01/2050	-	1,610,948
	Freddie Mac Pool	Freddie Mac Pool, 3.5% ,$12,432 par due 08/01/2049	-	11,449
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$180,209 par due 06/01/2056	-	178,326
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4.5% ,$291,451 par due 08/01/2039	-	289,433
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$214,169 par due 01/01/2047	-	205,710
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$386,876 par due 06/01/2056	-	383,311
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4% ,$43,465 par due 08/01/2044	-	41,846
	Packaging Corp of America	Packaging Corp of America, 3% ,$160,000 par due 12/15/2029	-	137,292

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

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(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Ford Credit Auto Owner Trust 2020-REV1	Ford Credit Auto Owner Trust 2020-REV1, 2.04% ,$410,000 par due 08/15/2031	$ -	$ 384,106
	Washington Co ISD	Washington Co ISD, 5.909% ,$100,000 par due 06/15/2026	-	103,440
	City & County of San Francisco CA	City & County of San Francisco CA, 1.784% ,$325,000 par due 06/15/2029	-	272,467
	Ford Credit Auto Owner Trust 2021-REV1	Ford Credit Auto Owner Trust 2021-REV1, 1.37% ,$440,000 par due 10/17/2033	-	393,363
	Ford Credit Auto Owner Trust 2022-REV1	Ford Credit Auto Owner Trust 2022-REV1, 3.88% ,$330,000 par due 11/15/2034	-	316,810
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 4.387% ,$170,000 par due 06/15/2027	-	164,101
	Union Electric Co	Union Electric Co, 2.95% ,$140,000 par due 06/15/2027	-	130,527
	Bayer US Finance II LLC	Bayer US Finance II LLC, 4.375% ,$200,000 par due 12/15/2028	-	188,548
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 5% ,$348 par due 04/01/2023	-	351
	CVS Health Corp	CVS Health Corp, 3% ,$150,000 par due 08/15/2026	-	140,283
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$19,802 par due 03/01/2027	-	19,112
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$26,518 par due 03/01/2027	-	25,050
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$45,334 par due 03/01/2027	-	42,823
	Fannie Mae Pool	Fannie Mae Pool, 3% ,$37,283 par due 04/01/2027	-	35,966
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 2.5% ,$95,679 par due 01/01/2028	-	91,577
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$349,088 par due 08/01/2031	-	326,810
	Freddie Mac Pool	Freddie Mac Pool, 2.5% ,$129,251 par due 01/01/2035	-	119,212
	Fannie Mae Pool	Fannie Mae Pool, 2.5% ,$28,370 par due 02/01/2035	-	26,065
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$24,896 par due 06/01/2027	-	23,653
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3% ,$12,097 par due 05/01/2027	-	11,491
	HSBC Holdings PLC	HSBC Holdings PLC, 4.583% ,$200,000 par due 06/19/2029	-	184,472
	John Deere Owner Trust 2021	John Deere Owner Trust 2021, 0.36% ,$527,682 par due 09/15/2025	-	509,498
	Hexcel Corp	Hexcel Corp, 4.2% ,$135,000 par due 02/15/2027	-	125,636
	SLM Student Loan Trust 2003-10	SLM Student Loan Trust 2003-10, 5.439% ,$378,316 par due 12/17/2068	-	366,424
	Verizon Master Trust	Verizon Master Trust, 0.5% ,$435,000 par due 05/20/2027	-	408,678
	T-Mobile USA Inc	T-Mobile USA Inc, 2.55% ,$110,000 par due 02/15/2031	-	90,191
	MO State Higher Ed Std Asst	MO State Higher Ed Std Asst, 5.35286% ,$13,010 par due 05/20/2030	-	13,007
	Government National Mortgage Association	Government National Mortgage Association, 2.3115% ,$401,441 par due 01/20/2069	-	387,065
	Nelnet Student Loan Trust 2021-A	Nelnet Student Loan Trust 2021-A, 1.36% ,$335,219 par due 04/20/2062	-	296,905
	Nelnet Student Loan Trust 2021-C	Nelnet Student Loan Trust 2021-C, 1.32% ,$97,138 par due 04/20/2062	-	86,320
	NXP BV / NXP Funding LLC / NXP USA Inc	NXP BV / NXP Funding LLC / NXP USA Inc, 2.65% ,$60,000 par due 02/15/2032	-	47,121
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 4.145% ,$9,345 par due 09/01/2037	-	9,530
	Fannie Mae Pool	Fannie Mae Pool, 2.939% ,$6,495 par due 04/01/2035	-	6,377
	Fannie Mae Pool	Fannie Mae Pool, 3.668% ,$3,318 par due 07/01/2035	-	3,347
	Fannie Mae Pool	Fannie Mae Pool, 4.131% ,$7,915 par due 08/01/2036	-	7,855
	Fannie Mae Pool	Fannie Mae Pool, 3.538% ,$4,721 par due 06/01/2034	-	4,623
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 2.659% ,$8,224 par due 03/01/2036	-	8,334
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 4.099% ,$5,609 par due 07/01/2036	-	5,665
	Fannie Mae Pool	Fannie Mae Pool, 3.322% ,$4,800 par due 05/01/2040	-	4,709
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 4.025% ,$1,667 par due 11/01/2040	-	1,665
	Fannie Mae Pool	Fannie Mae Pool, 2.083% ,$2,741 par due 01/01/2041	-	2,766
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 4.13% ,$6,886 par due 09/01/2041	-	6,967
	Stanley Black & Decker Inc	Stanley Black & Decker Inc, 3.4% ,$260,000 par due 03/01/2026	-	248,226
	Toyota Auto Loan Extended Note Trust 2019-1	Toyota Auto Loan Extended Note Trust 2019-1, 2.56% ,$335,000 par due 11/25/2031	-	322,910
	Toyota Auto Loan Extended Note Trust 2021-1	Toyota Auto Loan Extended Note Trust 2021-1, 1.07% ,$695,000 par due 02/27/2034	-	616,644
	Access Group Inc 2013-1	Access Group Inc 2013-1, 4.51614% ,$213,083 par due 02/25/2036	-	208,462
	SLM Student Loan Trust 2013-2	SLM Student Loan Trust 2013-2, 4.83871% ,$82,686 par due 06/25/2043	-	78,909
	Navient Student Loan Trust 2021-1	Navient Student Loan Trust 2021-1, 4.98871% ,$330,115 par due 12/26/2069	-	315,688
	ECMC Group Student Loan Trust 2021-1	ECMC Group Student Loan Trust 2021-1, 4.95871% ,$247,830 par due 11/25/2070	-	235,990
	Fannie Mae REMICS	Fannie Mae REMICS, 5.5% ,$18,768 par due 04/25/2035	-	19,054
	United States Small Business Administration	United States Small Business Administration, 3.93% ,$1,055,000 par due 07/01/2047	-	1,005,805
	United States Small Business Administration	United States Small Business Administration, 2.98% ,$215,117 par due 07/01/2037	-	199,656
	United States Small Business Administration	United States Small Business Administration, 5.87% ,$22,297 par due 07/01/2028	-	22,044
	Ginnie Mae II pool	Ginnie Mae II pool, 5.48% ,$35,076 par due 06/20/2058	-	35,152
	Vermont Std Asst Corp	Vermont Std Asst Corp, 5.08871% ,$42,409 par due 07/28/2034	-	42,202
	Fannie Mae Pool	Fannie Mae Pool, 4% ,$450,805 par due 08/01/2051	-	426,727
	Fannie Mae Pool	Fannie Mae Pool, 4.5% ,$448,625 par due 01/01/2051	-	440,102
	Fannie Mae Pool	Fannie Mae Pool, 3.07% ,$135,091 par due 02/01/2026	-	128,645
	Fannie Mae Pool	Fannie Mae Pool, 3.58% ,$570,000 par due 01/01/2026	-	552,195
	Fannie Mae Pool	Fannie Mae Pool, 2.932% ,$28,533 par due 01/01/2024	-	27,856
	Fannie Mae Pool	Fannie Mae Pool, 2.92% ,$490,582 par due 10/01/2025	-	470,807
	Fannie Mae Pool	Fannie Mae Pool, 2.37% ,$614,135 par due 11/01/2023	-	598,547
	PHEAA Student Loan Trust 2016-2	PHEAA Student Loan Trust 2016-2, 5.33871% ,$194,926 par due 11/25/2065	-	193,263
	Ginnie Mae II Pool	Ginnie Mae II Pool, 4.472% ,$271,448 par due 02/20/2067	-	265,991
	BNP Paribas Sec Corp	BNP Paribas Sec Corp, 1.675% ,$200,000 par due 06/30/2027	-	174,266
	Towd Point Mortgage Trust 2017-1	Towd Point Mortgage Trust 2017-1, 2.75% ,$27,382 par due 10/25/2056	-	26,921
	CSAIL 2016-C7 Commercial Mortgage Trust	CSAIL 2016-C7 Commercial Mortgage Trust, 3.502% ,$340,000 par due 11/15/2049	-	317,091
	GS Mortgage Securities Trust 2014-GC26	GS Mortgage Securities Trust 2014-GC26, 3.629% ,$460,000 par due 11/10/2047	-	441,359
	GS Mortgage Securities Trust 2017-GS5	GS Mortgage Securities Trust 2017-GS5, 3.674% ,$290,000 par due 03/10/2050	-	270,562
	JPMBB Commercial Mortgage Sec Trust 2014-C26	JPMBB Commercial Mortgage Sec Trust 2014-C26, 3.4943% ,$240,000 par due 01/15/2048	-	229,900
	Morgan Stanley BAML Trust 2014-C16	Morgan Stanley BAML Trust 2014-C16, 3.6% ,$454,098 par due 06/15/2047	-	442,168
	Morgan Stanley BAML Trust 2014 C19	Morgan Stanley BAML Trust 2014 C19, 3.526% ,$320,000 par due 12/15/2047	-	306,579

Sysco Corporation Employees' 401(k) Plan

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – Continued

Plan #015 / EIN: 74-1648137

December 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	**Description of investment including maturity date, rate of interest, collateral, par or maturity value**	**Cost****	**Current value**
	Wells Fargo Commercial Mortgage Trust 2016-C33	Wells Fargo Commercial Mortgage Trust 2016-C33, 3.162% ,$152,290 par due 03/15/2059	$ -	$ 142,529
	UBS Commercial Mortgage Trust 2017-C3	UBS Commercial Mortgage Trust 2017-C3, 3.167% ,$160,000 par due 08/15/2050	-	147,726
	Wells Fargo Commercial Mortgage Trust 2017-C39	Wells Fargo Commercial Mortgage Trust 2017-C39, 3.157% ,$110,000 par due 09/15/2050	-	100,548
	Wells Fargo Commercial Mortgage Trust 2017-C40	Wells Fargo Commercial Mortgage Trust 2017-C40, 3.317% ,$330,000 par due 10/15/2050	-	303,609
	Wells Fargo Commercial Mortgage Trust 2017-C38	Wells Fargo Commercial Mortgage Trust 2017-C38, 3.453% ,$325,000 par due 07/15/2050	-	300,330
	CGMS Commercial Mortgage Trust 2017-B1	CGMS Commercial Mortgage Trust 2017-B1, 3.197% ,$492,870 par due 08/15/2050	-	447,070
	JPMCC Commercial Mortgage Sec Trust 2017-JP7	JPMCC Commercial Mortgage Sec Trust 2017-JP7, 3.454% ,$330,000 par due 09/15/2050	-	304,463
	GS Mortgage Securities Trust 2017-GS8	GS Mortgage Securities Trust 2017-GS8, 3.205% ,$500,000 par due 11/10/2050	-	457,515
	UBS Commercial Mortgage Trust 2017-C7	UBS Commercial Mortgage Trust 2017-C7, 3.679% ,$210,000 par due 12/15/2050	-	193,979
	Citigroup Commercial Mortgage Trust 2018-B2	Citigroup Commercial Mortgage Trust 2018-B2, 4.009% ,$195,000 par due 03/10/2051	-	182,908
	Wells Fargo Commercial Mortgage Trust 2018-C43	Wells Fargo Commercial Mortgage Trust 2018-C43, 4.012% ,$250,000 par due 03/15/2051	-	235,705
	BANK 2018-BNK11	BANK 2018-BNK11, 3.784% ,$380,000 par due 03/15/2061	-	355,941
	Wells Fargo Commercial Mortgage Trust 2018-C44	Wells Fargo Commercial Mortgage Trust 2018-C44, 4.212% ,$235,000 par due 05/15/2051	-	223,151
	UBS Commercial Mortgage Trust 2018-C10	UBS Commercial Mortgage Trust 2018-C10, 4.3134% ,$265,000 par due 05/15/2051	-	251,803
	Seasoned Credit Risk Transfer Trust Series 2018-3	Seasoned Credit Risk Transfer Trust Series 2018-3, 3.5% ,$85,992 par due 08/25/2057	-	81,640
	GS Mortgage Securities Corp II	GS Mortgage Securities Corp II, 3.89% ,$435,000 par due 07/10/2051	-	405,762
	GS Mortgage Securities Corp II	GS Mortgage Securities Corp II, 4.155% ,$265,000 par due 07/10/2051	-	249,949
	Wells Fargo Commercial Mortgage Trust 2018-C46	Wells Fargo Commercial Mortgage Trust 2018-C46, 4.152% ,$190,000 par due 08/15/2051	-	179,794
	Wells Fargo Commercial Mortgage Trust 2018-C48	Wells Fargo Commercial Mortgage Trust 2018-C48, 4.302% ,$275,000 par due 01/15/2052	-	261,317
	Seasoned Credit Risk Transfer Trust Series 2019-1	Seasoned Credit Risk Transfer Trust Series 2019-1, 4% ,$210,187 par due 07/25/2058	-	199,962
	University of California	University of California, 3.349% ,$195,000 par due 07/01/2029	-	178,164
	Seasoned Credit Risk Transfer Trust Series 2019-2	Seasoned Credit Risk Transfer Trust Series 2019-2, 4% ,$236,967 par due 08/25/2058	-	225,534
	Seasoned Credit Risk Transfer Trust Series 2019-3	Seasoned Credit Risk Transfer Trust Series 2019-3, 4% ,$147,196 par due 10/25/2058	-	140,083
	CLEVELAND CLINIC HEALTH SYSTEM	CLEVELAND CLINIC HEALTH SYSTEM, 2.785% ,$335,000 par due 01/01/2031	-	282,954
	Towd Point Mortgage Trust 2019-4	Towd Point Mortgage Trust 2019-4, 2.9% ,$358,710 par due 10/25/2059	-	333,362
	Johns Hopkins Health System Corp/The	Johns Hopkins Health System Corp/The, 2.42% ,$200,000 par due 01/01/2030	-	166,599
	Vendee Mortgage Trust 1998-2	Vendee Mortgage Trust 1998-2, 6.75% ,$33,772 par due 06/15/2028	-	34,752
	Fannie Mae REMIC Trust 2002-W11	Fannie Mae REMIC Trust 2002-W11, 4.41% ,$273 par due 11/25/2032	-	264
	Freddie Struct PT Cert	Freddie Struct PT Cert, 6.5% ,$119,378 par due 02/25/2042	-	119,366
	Commonwealth of Massachusetts	Commonwealth of Massachusetts, 5.456% ,$150,000 par due 12/01/2039	-	157,469
	GS Mortgage Securities Trust 2013-GCJ14	GS Mortgage Securities Trust 2013-GCJ14, 4.243% ,$550,000 par due 08/10/2046	-	544,551
	GS Mortgage Securities Trust 2013-GC16	GS Mortgage Securities Trust 2013-GC16, 4.271% ,$600,000 par due 11/10/2046	-	592,673
	Comm 2013-CCRE13 Mortgage Trust	Comm 2013-CCRE13 Mortgage Trust, 4.194% ,$700,000 par due 11/10/2046	-	687,721
	WFRBS Commercial Mortgage Trust 2013-C17	WFRBS Commercial Mortgage Trust 2013-C17, 4.023% ,$700,000 par due 12/15/2046	-	687,952
	JPMorgan Comm Mtg Sec Tr	JPMorgan Comm Mtg Sec Tr, 3.1425% ,$81,186 par due 12/15/2047	-	81,006
	JPMBB Comml Mtg Sec Tr	JPMBB Comml Mtg Sec Tr, 4.131% ,$350,000 par due 11/15/2045	-	345,485
	COMM 2013-CCRE11 Mortgage Trust	COMM 2013-CCRE11 Mortgage Trust, 4.258% ,$640,000 par due 08/10/2050	-	632,940
	County of Baltimore MD	County of Baltimore MD, 2.988% ,$300,000 par due 07/01/2034	-	248,889
	CHRISTUS Health	CHRISTUS Health, 4.341% ,$150,000 par due 07/01/2028	-	142,781
	Payables/Receivables	Payable for investments purchased on a fwd basis and Receivable for investment payments due	-	(299,389)
	Accrued interest	Accrued interest	-	834,334
	Total Synthetic GIC's at fair value		-	**264,658,434**
	Adjustment from fair value to contract value for fully benefit responsive investment contracts		-	**21,184,318**
	Total Synthetic GIC's at contract value		-	**285,842,752**
*	Notes receivable from participants	Varying maturity dates with interest rates ranging from 4.25% to 10.50%	-	104,414,533
	VALUE OF TOTAL INVESTMENTS		$ -	**$ 3,761,398,852**

* Party-in-interest

** Cost information is not required for participant directed investments