

Effective December 11, 2023, colleagues of Edward DON & Company will be eligible to enter the Sysco Corporation Employees' 401(k) Plan (the "Sysco Plan") unless you are part of a collective bargaining agreement that prohibits this. Fidelity Investments is the service provider for the Sysco Plan. Participants of the current Edward DON & Company 401(k) plan (the "Edward DON Plan") see additional details below.



## What do I need to do?

### BE AWARE OF KEY DATES

You will enter the Sysco Plan on December 11, 2023.

To help you plan ahead, see the *Key dates* section below.

### REVIEW HOW YOUR MONEY WILL TRANSFER

Your Edward DON Plan will not move over to your Sysco Plan automatically. If you would like to move your Edward DON Plan to your Sysco Plan you will need to contact Securian to process a direct rollover.

### LEARN MORE

Get to know what services and features will be available in the Sysco Plan.

See the *Other transition details* section on page 4 for more information.



## Key Information

A change like this takes some time. Review the dates below for exact timing and details.

ENTER THE SYSCO 401(K) PLAN	ASSET TRANSFER	BENEFICIARY DESIGNATION
<p><b>December 11, 2023 by 4:00 p.m. ET</b></p> <p>This is the first day in the Sysco Plan. You will be able to:</p> <ul style="list-style-type: none"> <li>o Enroll and choose your contribution rate.</li> <li>o Choose Investment options.</li> <li>o If you do not enroll proactively, you will be automatically enrolled in the Sysco Plan.</li> <li>o Elect your beneficiary.</li> </ul> <p>Contact Securian to get details about your Edward DON Plan:</p> <ul style="list-style-type: none"> <li>o <b>Securian Website:</b> <a href="http://www.securianretirementcenter.com">www.securianretirementcenter.com</a></li> <li>o <b>Securian Phone Number:</b> 1-888-233-2881</li> <li>o <b>Securian Email Address:</b> participants can contact support once they register online and can then send messages.</li> </ul>	<p>Your Edward DON Plan will not transfer to Fidelity automatically. If you would like to move your Edward DON Plan to your Sysco Plan, you will need to contact Securian to process a direct rollover.</p>	<p>Beneficiary information will not transfer to the Sysco Plan.</p> <p>With Fidelity's Online Beneficiaries Service, you can designate your beneficiaries, receive instant online confirmation, and check your beneficiary information virtually any time. Once you have access, log on to NetBenefits® or call Fidelity to designate your beneficiary.</p>

## Sysco Plan investment options

***Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.***

The following investment options will be available in the Sysco Plan. Once you enter the plan on December 11, 2023, all services will be available, including the ability to make investment changes within your account.

INVESTMENT OPTION	TICKER SYMBOL
Allspring Core Bond II CIT EF1	N/A
Boston Partners Large Cap Value Equity Fund Class D	N/A
Fidelity® Diversified International Commingled Pool	N/A
Fidelity® Growth Company Commingled Pool Class 2	N/A
Income Fund	N/A
Small/Mid Stock Fund	N/A
Vanguard Institutional 500 Index Trust	N/A
Vanguard Institutional Extended Market Index Trust	N/A
Vanguard Institutional Total Bond Market Index Trust	N/A
Vanguard Institutional Total International Stock Market Index Trust	N/A
Vanguard Short-Term Inflation-Protected Securities Index Fund Institutional Shares	VTSPX
Vanguard Target Retirement 2020 Trust Select	N/A
Vanguard Target Retirement 2025 Trust Select	N/A
Vanguard Target Retirement 2030 Trust Select	N/A
Vanguard Target Retirement 2035 Trust Select	N/A
Vanguard Target Retirement 2040 Trust Select	N/A
Vanguard Target Retirement 2045 Trust Select	N/A
Vanguard Target Retirement 2050 Trust Select	N/A
Vanguard Target Retirement 2055 Trust Select	N/A
Vanguard Target Retirement 2060 Trust Select	N/A
Vanguard Target Retirement 2065 Trust Select	N/A
Vanguard Target Retirement 2070 Trust Select	N/A

## Default investment option

If you do not proactively enroll in the plan, you will be automatically enrolled in early January at 3%. Unless you take action to change your fund elections, contributions will be invested in the target date fund that has a target retirement date closest to the year you might retire (assuming a retirement age of 65), our default investment fund.

Target Date Funds are an asset mix of stocks, bonds, and other investments that automatically become more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

Please use the guidelines in the table below to determine in which Vanguard Target Retirement Trust Plus your current account balances and future contributions will be invested.

DATE OF BIRTH	FUND NAME
Before 1953	Vanguard Target Retirement Income Trust Select
1953–1957	Vanguard Target Retirement 2020 Trust Select
1958–1962	Vanguard Target Retirement 2025 Trust Select
1963–1967	Vanguard Target Retirement 2030 Trust Select
1968–1972	Vanguard Target Retirement 2035 Trust Select
1973–1977	Vanguard Target Retirement 2040 Trust Select
1978–1982	Vanguard Target Retirement 2045 Trust Select
1983–1987	Vanguard Target Retirement 2050 Trust Select
1988–1992	Vanguard Target Retirement 2055 Trust Select
1993–1997	Vanguard Target Retirement 2060 Trust Select
1998–2002	Vanguard Target Retirement 2065 Trust Select
2003 or after	Vanguard Target Retirement 2070 Trust Select

Date of birth ranges were selected by your Plan Sponsor.



## Other transition details

Company Contributions	<p>Starting December 2023, Sysco Corporation will automatically contribute 3% to your account each paycheck, regardless of how much you contribute to the Sysco Plan.</p> <p>Additionally, Sysco Corporation will match 50% of your contributions to the Sysco Plan up to 6% of your eligible compensation. This match is posted to accounts annually each year, at the beginning of the following year, for those employed on 12/31 of the year the match is earned.</p>
Beneficiary Designations	<p>Beneficiary information will not be transferred to the Sysco Plan.</p> <p>With Fidelity's Online Beneficiaries Service, you can designate your beneficiaries, receive instant online confirmation, and check your beneficiary information virtually any time. You can log on to NetBenefits® or call Fidelity to designate your beneficiary.</p>
Loans	<p>Any outstanding loan balances in the Edward DON Plan will not transfer to the Sysco Plan. If you are currently an active participant in the Edward DON Plan, your loan repayments will continue. You will need to contact Securian to talk about the details and options for your outstanding loan if taking a distribution or rolling over to an IRA or the Sysco 401(k) plan.</p>
Account Statements	<p>Your first quarterly statement from Fidelity will be available online in January 2024, contact Fidelity with any questions.</p> <p>Account statements will not be automatically mailed to your home; they will be available on NetBenefits at <a href="http://www.netbenefits.com">www.netbenefits.com</a>. To change your mail preferences and request that statements be mailed to your home address, call Fidelity at 800-635-4015 or log on to NetBenefits at <a href="http://www.netbenefits.com">www.netbenefits.com</a>. Select <i>Profile</i>, then <i>Communication</i>.</p>

If you have any questions concerning this notice, you should contact Fidelity at 800-635-4015, Monday through Friday, 8:30 a.m.–8:30 p.m. Eastern time.

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the Sysco Corporation Employees' 401(k) Plan, and the Plan document will govern in the event of any discrepancies.

You are not permitted to make a direct exchange from Income Fund to Vanguard Short-Term Inflation-Protected Securities Index Fund Institutional Shares (considered "competing funds"). Before exchanging from Income Fund, you must first exchange to a "noncompeting" fund for 90 days. While these requirements may seem restrictive, they are typically imposed by issuers such as insurance companies, banks, or other approved financial institutions, as a condition for issuing investment contracts to retirement plans.

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