



Metropolitan Life Insurance Company
200 Park Avenue, New York, New York 10166

CERTIFICATE RIDER

Group Policy No.: 85450-1-G
Policyholder: Sysco Corporation
Effective Date: January 1, 2026

The certificate is changed as follows:

Applicable to all Full-Time employees, its affiliates and subsidiaries on US payroll, excluding Executives covered under the Management Incentive Plan (MIP).

1. In the **ELIGIBILITY PROVISIONS: INSURANCE FOR YOU**, replace **For Basic Life Insurance and Basic Accidental Death and Dismemberment Insurance, Increase in Insurance and Decrease in Insurance** with the following:

“For Basic Life Insurance and Basic Accidental Death and Dismemberment Insurance

Increase in Insurance

An increase in insurance due to an increase in Your earnings will take effect on January 1, based on Your earnings as of September 15 of the prior year.

Basic Accidental Death and Dismemberment Insurance does not require evidence of Your insurability but such increase in insurance will not take effect until the day the increase in Your Life Insurance takes effect.

If You are not Actively at Work on the date insurance would otherwise take effect, insurance will take effect on the day You resume Active Work.

Decrease in Insurance

A decrease in insurance due to a decrease in Your earnings will take effect on January 1, based on Your earnings as of September 15 of the prior year.

2. In the **ELIGIBILITY PROVISIONS: INSURANCE FOR YOU**, replace **For Supplemental Life Insurance, Increase in Insurance and Decrease in Insurance** with the following:

For Supplemental Life Insurance

Increase in Insurance

An increase in insurance due to an increase in Your earnings will take effect as follows:

- if You are required to give evidence of insurability for the entire increase in insurance and We approve Your evidence of insurability, the increase will take effect on the next January 1, based on Your earnings as of September 15 of the prior year or the date We state in writing if later. If We do not approve Your evidence of insurability, or You do not submit evidence of insurability, the increase in insurance will not take effect.

CERTIFICATE RIDER (continued)

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- if You are required to give evidence of insurability for a portion of the increase in insurance:
 - the portion of the increase in insurance that is not subject to evidence of insurability will take effect on January 1, based on Your earnings as of September 15 of the prior year.
 - if We approve Your evidence of insurability, the portion of the increase in insurance that is subject to evidence of insurability will take effect on the next January 1, based on Your earnings as of September 15 of the prior year or the date We state in writing if later. If We do not approve Your evidence of insurability or You do not submit evidence of insurability, the increase in insurance will not take effect.
- if You are not required to give evidence of insurability, the increase will take effect on January 1, based on Your earnings as of September 15 of the prior year.

If You are not Actively at Work on the date insurance would otherwise take effect, insurance will take effect on the day You resume Active Work. For a Contributory Life Insurance Benefit to take effect, in addition to having been Actively at Work on the date the insurance benefit is to take effect, You must also have been Actively at Work for at least 20 hours during the 7 calendar days preceding that date.

Decrease in Insurance

A decrease in insurance due to a decrease in Your earnings will take effect on January 1, based on Your earnings as of September 15 of the prior year.

If You make a Written request to decrease Your insurance, that decrease will take effect as of the date of Your Written request.”

This rider is to be attached to and made part of the certificate.