NEW: Enhancement to Your Retirement Plan

Sysco is introducing a new enhancement to your retirement plan. **You can now make separate contribution elections for your annual AIP bonus paid in September**. This allows you to specify different contribution percentages for your regular pay and your AIP bonus, giving you more flexibility and control over your retirement savings. With this new enhancement, you will be able to select a separate deferral percentage for your AIP bonus in pre-tax, Roth, pre-tax catch-up, and Roth catch-up elections.

As this is a new deferral choice, your 2026 AIP bonus deferral election has been defaulted to zero (0%). **If you wish to contribute a portion of your 2026 AIP bonus, you must make an active deferral election on NetBenefits®**. If you do not wish to contribute a portion of your AIP bonus to the Sysco Corporation Employees' 401(k) Plan, no action is needed.

The AIP bonus earned for FY26 will be paid on September 4, 2026, and now is the time to decide if you want to defer a portion of your bonus in the Sysco Corporation Employees' 401(k) Plan. **If you wish to elect a bonus deferral, you must make this election starting August 14, 2026, through August 26, 2026, prior to 4:00 PM EST**.