

Sysco Corporation

Employee Stock Purchase Plan (ESPP)

FAQs

<p>1: What is the purpose of the Employee Stock Purchase Plan (ESPP)?</p> <p>The ESPP allows participants the opportunity to invest in the future of the Company. Participants are able to purchase Sysco stock at a 15% discount. The purchase price per share is equal to eighty-five percent (85%) of the closing price of Sysco stock on the last day of the Offering Period in which shares were traded.</p>	<p>2. Who is eligible to participate in the ESPP?</p> <p>Sysco associates who are regularly expected to work more than twenty (20) hours per week for more than five (5) months per calendar year are eligible to participate.</p>
<p>3. How do I purchase stock through the ESPP?</p> <p>Associates who enroll in the ESPP may elect to contribute a portion of their Eligible Compensation. Elections may be from 1% to 10% (up to \$21,250 annually). Contributions are deducted from participant paychecks and are used to purchase stock on behalf of the participant.</p>	<p>4. How do I enroll or change my contribution?</p> <p>US associates may enroll or make contribution changes online any time at Fidelity Investments, netbenefits.com. International associates must complete a Participation Form, which may be obtained through their company's Human Resources Department. Deductions will begin as soon as administratively feasible on or after the beginning of the next Offering Period.</p>
<p>5. For contributions made in a currency other than US Dollars, what is the conversion rate?</p> <p>Contributions made in a foreign currency are converted based on exchange rates provided by Sysco's Financial Reporting department as of the last day of the Offering Period.</p>	<p>6. When is the stock purchased?</p> <p>Stock is purchased after the end of an Offering Period. There are four (4) Offering Periods per year:</p> <ul style="list-style-type: none"> • January 1 - March 31 • April 1 - June 30 • July 1 - September 30 • October 1 - December 31
<p>7. May I withdraw from the ESPP?</p> <p>Participants may withdraw from the ESPP at any time. Payroll deductions will end as soon as administratively feasible. Contributions deducted prior to the date of withdrawal will be used to purchase shares for the current Offering Period. US associates may withdraw from the plan online at Fidelity Investments, netbenefits.com. International associates must complete a Participation Form to discontinue contributions, which may be obtained through their company's Human Resources Department.</p>	<p>8. What happens if I leave Sysco?</p> <p>Refunds will be issued to participants who terminate employment with Sysco (for any reason) prior to the last day of the Offering Period. Refunds are delivered to the associate's Individual Brokerage Account at Fidelity after the end of the Offering Period in which the termination date occurs.</p>
<p>9. How long must I hold my stock?</p> <p>There is no required holding period for stock purchased under the ESPP. However, in order for US taxpayers to receive more favorable tax treatment, the stock must be held for two years from the first day of the Offering Period. If the stock is sold before the end of the two-year period, a "Disqualifying Disposition" occurs and the tax treatment is less favorable.</p>	<p>10. Who do I contact if I have questions concerning the ESPP?</p> <p>Fidelity Stock Plan Services:</p> <ul style="list-style-type: none"> • 800-544-9354 US Associates • 800-544-0275 Canada Associates <p>Sysco Stock Plan Administration:</p> <ul style="list-style-type: none"> • 281-584-1383 All Associates • sspa@corp.sysco.com