



Effective January 1, 2026, colleagues of Ginsberg’s Foods will be eligible to participate in the Sysco Corporation Employees’ 401(k) Plan (the “Sysco Plan”) Fidelity Investments is the service provider for the Sysco Plan. Participants of the current Ginsberg’s Foods 401(k) plan (the “Ginsberg’s Plan”) see additional details below.



## What do I need to do?

### BE AWARE OF KEY DATES

You are eligible to participate in the Sysco Plan effective January 1, 2026.

Access to the Sysco Plan tools/resources will be available starting on December 17, 2025.

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

### REVIEW HOW YOUR MONEY WILL TRANSFER

Your Ginsberg’s Plan will not move over to your Sysco Plan automatically. If you would like to rollover your funds from your Ginsberg’s Plan to the Sysco Plan you will need to contact Empower to start this process.

### 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.

ACCESS TO THE SYSCO 401(K) PLAN	ASSET TRANSFER	BENEFICIARY DESIGNATION
<p><b>December 17, 2025 by 4:00 p.m. ET</b></p> <p>This is your first day with access to the Sysco Plan. You will be able to:</p> <ul style="list-style-type: none"> <li>o Enroll and choose your contribution rate for the first 2026 payroll check.</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 Empower to get details about your Ginsberg’s Plan:</p> <ul style="list-style-type: none"> <li>o <b>Empower Website:</b> <a href="http://www.empowermyretirement.com">www.empowermyretirement.com</a></li> <li>o <b>Empower Phone Number:</b> 1-800-338-4015</li> </ul>	<p>Your Ginsberg’s Plan will not transfer to Fidelity automatically. If you would like to move your Ginsberg’s Plan to your Sysco Plan, you will need to contact Empower to process a direct rollover.</p> <p>Please have Empower make checks payable to FIIOC if you are looking 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

The following investment options will be available in the Sysco Plan.

INVESTMENT OPTION	TICKER SYMBOL
Allspring Core Bond MD	N/A
Boston Partners Large Cap Value Equity CIT	N/A
Fidelity® Diversified International Commingled Pool Class A	N/A
Fidelity® Growth Company Commingled Pool Class F	N/A
Income Fund	N/A
Small/Mid Stock Fund	N/A
Vanguard Institutional 500 Index Trust	N/A
Vanguard Institutional Extended Market Index C	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 Income	N/A
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 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



## Other transition details

<p>Company Contributions</p>	<p>Starting January 1, 2026, Sysco will automatically contribute a non-elective employer contribution of 3% to your account each paycheck, regardless of how much you contribute to the Sysco Plan.</p> <p>Additionally, Sysco will match 50% of your contributions up to 6% of your eligible compensation. This match is posted to accounts annually each year, for those employed on 12/31 of the year the match is earned.</p>
<p>Beneficiary Designations</p>	<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>
<p>Account Information</p>	<p>Your first quarterly statement from Fidelity will be available online in January 2026, 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> <p>You can access the Summary Plan Description to the Sysco plan on the Plan Information and Documents page of <a href="http://www.netbenefits.com">www.netbenefits.com</a>.</p> <p>You can also view the plan highlights at: <a href="https://www.planhighlights.com/faq/2PbfUHunxhNDdv2WLeUCZfDzag4nTaSclKmBj+lpGZo=">https://www.planhighlights.com/faq/2PbfUHunxhNDdv2WLeUCZfDzag4nTaSclKmBj+lpGZo=</a></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.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917  
 © 2025 FMR LLC. All rights reserved.

XXXXXXXX.XX