

Benefits delivered to you
with the same care we deliver
to every table.

How to Enroll



Online Sysco Benefits Center (SBC): Go to SyscoBenefits.com and click the *Sysco Benefits Center* button at the top right to enroll, review, or change your benefits. Scan the QR code to access the enrollment portal.



Phone: Call the Sysco Benefits Center directly at 1-800-55-SYSCO (1-800-557-9726), Monday through Friday, 7 a.m.–7 p.m. CT. Translators are available.



Stay connected: Opt in to text messages through the Sysco Benefits Center to receive important benefits updates and reminders.

Action Required

You need to make active benefits elections if you want to:

- Enroll for the first time
 - Make changes to your current plans and/or add dependents
 - Contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA)
- Note: You must make the minimum contribution to your HSA in order to receive Sysco’s contribution.

Note: If you add a new dependent during Annual Enrollment, you’ll need to complete the dependent verification process and provide the required documentation within 45 days from enrollment.

If You Do Not Take Action

If you do not take action during Annual Benefits Enrollment, your current benefit elections will carry over to 2027, except for HSA and FSA contributions, which must be re-elected each year. Your next opportunity to make changes to your benefits will be next year’s annual enrollment for 2028 benefits, unless you experience a qualifying life event. If you do not update your beneficiaries during enrollment, they will remain the same until you change them.



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SyscoBenefits.com

Review the What’s Changing page, the Benefits Guide, and FAQs. Enrollment instructions are on the site.

2027 Annual Benefits Enrollment is from
October 26–November 13, 2026.

Annual Benefits Enrollment is your opportunity each year to review your benefits, consider your coverage needs, and make changes or enroll. You can make changes to your elections throughout the enrollment period. Your elections are final as of November 13 at 11:59 p.m. CT. The benefits you elect are effective January 1, 2027.



¿Habla español?
Escanee este código QR para obtener una
versión en español de este correo.

2027 Annual
Benefits Enrollment

October 26 – November 13, 2026



Explore your options for 2027 and enroll by November 13. For more details, scan this QR code or visit the What’s Changing page on SyscoBenefits.com.

Serving
you
Well



What's Changing for 2027

Opt-out Credit

Share in the savings from opting out of Sysco medical coverage.

Eligible colleagues enrolled in a Sysco national medical plan for at least **twelve consecutive months** who have access to another medical plan can earn an opt-out credit by declining Sysco medical coverage or moving to a lower dependent tier for 2027. Examples of opt-out credit eligibility include:

- Enrolling in your spouse's coverage through their employer
- Moving from Colleague + Spouse coverage to Colleague only coverage

The choice is completely voluntary, giving you more flexibility to choose the coverage that works best for you and your family. Keep in mind, the opt-out credit is not available to colleagues who are already opted out of Sysco medical coverage.

Eligible colleagues who elect the opt-out option will receive a credit between \$1,000–\$2,000 distributed on your paychecks throughout 2027.

Union colleagues: The opt-out credit does not apply if you move from a Sysco medical plan to a union medical plan that Sysco helps fund. You must move to coverage that Sysco does not fund to qualify.

Special enrollment opportunity!

Increase Your Life Insurance Coverage

Eligible colleagues can **increase Supplemental Life Insurance coverage** by one level, up to plan limits, without answering health questions. You can also increase spouse or domestic partner coverage by one level, up to \$50,000.

For additional coverage, you can apply by answering just five health questions. Make your elections by November 13. Approved coverage begins January 1, 2027.



2027 Rates

Health care costs continue to rise nationwide, and Sysco is experiencing these increases as well. As a result, medical and dental rates will increase for 2027. Sysco continues to cover most of the cost of your medical coverage and is absorbing the majority of this increase. Even as costs rise, we remain committed to providing valuable benefits and helping you and your family access the care you need. Visit the online Sysco Benefits Center to view your rates.

The good news — deductibles, copays, coinsurance, and vision rates aren't changing.

Maximize Your Benefits

Every decision matters. By making informed choices and taking a proactive approach to your health, we can work together to help keep our plan as affordable as possible while continuing to support the health and wellbeing of our colleagues and their families. You have choices — take time to consider your budget to choose the coverage that works best for your family.



There are several simple ways to make smarter choices and help keep health care costs down. **Scan the QR code to explore more cost-saving strategies.**

Take advantage of these free programs:

- **Lantern** is a low cost or no cost option covering many routine procedures.
- **Thrive** offers free physical therapy for back, joint, or muscle pain.
- The **SupportLinc employee assistance program** (EAP) provides 24/7 confidential behavioral health support and resources for the whole family, including five free counseling sessions per year.
- BCBS **Health Advocacy Solutions** (HAS) helps you understand your benefit options, make informed choices, identify cost savings, negotiate medical bills, and more. Available 24/7.
- **AccessHope** offers support for navigating a cancer diagnosis and treatment.

Disclaimer: These benefits are available to Sysco national medical plan enrollees. The EAP is available to all colleagues.

Changes to Retiree Medical Coverage

Sysco's pre- and post-retiree medical plans will be **closed to new participants** starting in 2027. Current participants will keep their coverage, and eligible colleagues who retire by December 31, 2026, can still participate.

Introducing GO Wellbeing

Starting January 1, 2027, colleagues enrolled in a Sysco-sponsored national medical plan will have access to **GO Wellbeing**, a new BCBS platform offering personalized resources and rewards to support physical, mental and financial wellbeing.

GO Wellbeing will replace Well onTarget. **Be sure to redeem any unused Blue Points by December 31, 2026.** Any unused points will expire.



ID Cards

Colleagues enrolling for the first time or changing coverage will receive new medical, dental, and prescription ID cards beginning December 15. Digital cards will also be available. Your ID card includes your covered dependents.

FSA and HSA Debit Card

If you enroll in an FSA or the HSA, new debit cards will arrive in early January.