

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan SYSCO CORPORATION EMPLOYEES' 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 015
1c	Effective date of plan 07/01/1983
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SYSCO CORPORATION 1390 ENCLAVE PARKWAY HOUSTON, TX 77077-2099
2b	Employer Identification Number (EIN) 74-1648137
2c	Plan Sponsor's telephone number 281-584-1390
2d	Business code (see instructions) 424400

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2024	MARTY MONTGOMERY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 58510
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 43419 6a(2) 44285 6b 242 6c 15834 6d 60361 6e 276 6f 60637 6g(1) 52976 6g(2) 57097 6h 4087
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2A 2E 2G 2J 2K 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

4B

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SYSCO CORPORATION EMPLOYEES' 401(K) PLAN	B Three-digit plan number (PN) ▶	015
C Plan sponsor's name as shown on line 2a of Form 5500 SYSCO CORPORATION	D Employer Identification Number (EIN) 74-1648137	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	2006898	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	193872	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MERCER (US) INC

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	INVESTMENT ADVISOR	40487	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WEAVER AND TIDWELL, L.L.P.

4400 POST OAK PARKWAY, SUITE 1100
HOUSTON, TX 77027

75-0786316

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/AUDITOR	15450	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	WEAVER AND TIDWALL, L.L.P.	b EIN:	75-0786316
c Position:	AUDITORS		
d Address:	4400 POST OAK PARKWAY, SUITE 1100 HOUSTON, TX 77027	e Telephone:	713-850-8787

Explanation: THE PLAN HAS CHANGED AUDITORS DUE TO A CONFLICT OF INTEREST WITH THE PRIOR AUDITING FIRM. AFTER CAREFUL CONSIDERATION, THE PLAN HAS ENGAGED A NEW AUDITOR WHO WILL PROVIDE AN UNBIASED REVIEW OF THE PLAN.

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
	For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
	A Name of plan SYSCO CORPORATION EMPLOYEES' 401(K) PLAN	

B Three-digit plan number (PN) ►	015
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 SYSCO CORPORATION	
D Employer Identification Number (EIN) 74-1648137	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: WESTFIELD SM/MID CAP GR EQ CIT		
b Name of sponsor of entity listed in (a): COMERICA BANK & TRUST, NA		
c EIN-PN 82-6648070-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25956354
a Name of MTIA, CCT, PSA, or 103-12 IE: WM BLAIR SMMIDCP GR		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 27-6331814-007	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 27382985
a Name of MTIA, CCT, PSA, or 103-12 IE: EASTERN SHORE COLLECTIVE INV TRUST		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 81-4262900-099	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 32070775
a Name of MTIA, CCT, PSA, or 103-12 IE: GALLIARD SHORT CORE FUND F		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 52-2252204-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 108617182
a Name of MTIA, CCT, PSA, or 103-12 IE: SHORT TERM INVESTMENT FUND		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 41-6292499-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 813983
a Name of MTIA, CCT, PSA, or 103-12 IE: WELLS FARGO SHORT TERM INVEST FD SF		
b Name of sponsor of entity listed in (a): WELLS FARGO BANK N/A		
c EIN-PN 41-6292499-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: WESTWOOD MULTIPLE INVESTMENT TRUST		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 26-2447110-025	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 23891924

a Name of MTIA, CCT, PSA, or 103-12 IE: SS RUSS SMMID CAP SEC LENDING CL I		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 04-0025081-091	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2585549

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2025		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735963-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735976-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2030		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735964-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735978-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799736-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735899-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2035		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735965-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET INC		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735883-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2065		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6204383-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735971-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2070		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 88-6095930-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: BP LG CAP VAL EQ CIT		
b Name of sponsor of entity listed in (a): BOSTON PARTNERS TRUST COMPANY		
c EIN-PN 61-1603964-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 111146096

a Name of MTIA, CCT, PSA, or 103-12 IE: VANG INST TOT BD MKT		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 81-6321044-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 26868834

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083983-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 80951394

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2035		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083977-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 396361856

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2065		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6194314-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19851328

a Name of MTIA, CCT, PSA, or 103-12 IE: AS CORE BOND II EF1		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 47-6419204-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 60435437

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET INC		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083968-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 50957907

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2025		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083981-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 283142197

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2030		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083979-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 402882506
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2045		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 310719980
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083974-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 321580671
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 27-6715074-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 145525787
a Name of MTIA, CCT, PSA, or 103-12 IE: FID DIV INTL PL CL A		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-134	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 97095543
a Name of MTIA, CCT, PSA, or 103-12 IE: FID GR CO POOL CL F		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-135	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 712704162
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083970-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 240836881
a Name of MTIA, CCT, PSA, or 103-12 IE: VANG EXT MKT IDX TR		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 81-6327546-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 68013913
a Name of MTIA, CCT, PSA, or 103-12 IE: VG TOT INTL STK IDX		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 81-6317280-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30110545
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 63424721

a Name of MTIA, CCT, PSA, or 103-12 IE: VANG EXT MKT IDX TR

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 81-6324211-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2070

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 87-7030296-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1286627
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANG INST 500 IDX TR

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 81-6327546-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 518872186
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2045

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-0735972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: SHORT-TERM INVESTMENT FUND II

b Name of sponsor of entity listed in (a): SEI TRUST COMPANY

c EIN-PN 92-2544088-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4467784
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SYSCO CORPORATION EMPLOYEES' 401(K) PLAN	B Three-digit plan number (PN) ►	015
C Plan sponsor's name as shown on line 2a of Form 5500 SYSCO CORPORATION	D Employer Identification Number (EIN) 74-1648137	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	302923	31793
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	73191527	72898709
(2) Participant contributions	1b(2)	123458	467593
(3) Other	1b(3)	28969255	243862
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	48068354	39284597
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	104414533	120024291
(9) Value of interest in common/collective trusts	1c(9)	322231271	4168555107
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	100841942	18015478
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	285842752	160130229

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	3863986015	4579651659
Liabilities			
g Benefit claims payable	1g	266294	199072
h Operating payables	1h	97041	461163
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	222868
k Total liabilities (add all amounts in lines 1g through 1j)	1k	363335	883103
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	3863622680	4578768556

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	169832962	
(B) Participants	2a(1)(B)	225654709	
(C) Others (including rollovers)	2a(1)(C)	17493400	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		412981071
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	6721044	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6721044
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	879426	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	2265266	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3144692
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	41506863	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	38827052	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		2679811
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	3479290	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		765525206
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-11489984
c Other income	2c		7441862
d Total income. Add all income amounts in column (b) and enter total	2d		1190482992

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	473708127	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		473708127
f Corrective distributions (see instructions)	2f		40390
g Certain deemed distributions of participant loans (see instructions)	2g		335280
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	13500	
(3) Recordkeeping fees.....	2i(3)	1442326	
(4) IQPA audit fees.....	2i(4)	15450	
(5) Investment advisory and investment management fees	2i(5)	549277	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	236154	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2256707
j Total expenses. Add all expense amounts in column (b) and enter total	2j		476340504

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		714142488
l Transfers of assets:			
(1) To this plan	2l(1)		1003388
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **MELTON & MELTON, LLP**

(2) EIN: **74-1550819**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	☒	☐	43901573
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☐	☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	☐	☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☒	☐	18036
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☐	☒	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SYSCO CORPORATION EMPLOYEES' 401(K) PLAN	B Three-digit plan number (PN) ▶ 015	
C Plan sponsor's name as shown on line 2a of Form 5500 SYSCO CORPORATION	D Employer Identification Number (EIN) 74-1648137	

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107 Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.	
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a
b Enter the amount contributed by the employer to the plan for this plan year	6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c
If you completed line 6c, skip lines 8 and 9.	
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes ☐ No ☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes ☐ No ☐ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.	☐ Increase ☐ Decrease ☐ Both ☐ No
---	--

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14a**14b****14c**

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year

b The corresponding number for the second preceding plan year

15a**15b**

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers

16a**16b**

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

- ☐ Yes.
- ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
- ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
- ☐ No. Other. Provide explanation. _____

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

- ☒ Design-based safe harbor method
- ☐ "Prior year" ADP test
- ☒ "Current year" ADP test
- ☐ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

SYSKO CORPORATION
EMPLOYEES' 401(k) PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES
AS OF
DECEMBER 31, 2023 AND 2022
AND INDEPENDENT AUDITOR'S REPORT



MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN

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MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Investment and Plan Administrative Committees of
Sysco Corporation Employees' 401(k) Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of Sysco Corporation Employees' 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2023 Financial Statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2023 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section:

- the amounts and disclosures in the accompanying 2023 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying 2023 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – 2023 Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i - schedule of assets (held at end of year) as of December 31, 2023, and schedule H, line 4a - schedule of delinquent participant contributions for the year ended December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Other Matter – Auditor’s Report on the 2022 Financial Statements

Predecessor auditors performed an audit on the 2022 financial statements of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by a qualified institution. Their report dated October 16, 2023 indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Melton + Melton, LLP

Houston, Texas
October 14, 2024

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<u>ASSETS</u>		
Investments, at fair value	\$ 4,116,424,017	\$ 3,371,141,567
Investments, at contract value	<u>269,561,394</u>	<u>285,842,752</u>
Total investments	<u>4,385,985,411</u>	<u>3,656,984,319</u>
 Cash	 <u>31,793</u>	 <u>302,923</u>
Receivables:		
Employer contributions	72,898,709	73,191,527
Participant contributions	467,593	123,458
Notes receivable from participants	120,024,291	104,414,533
Other receivable	243,862	137,039
Due from merged plans	<u>-</u>	<u>28,832,216</u>
Total receivables	<u>193,634,455</u>	<u>206,698,773</u>
 Total assets	 <u>4,579,651,659</u>	 <u>3,863,986,015</u>
<u>LIABILITIES</u>		
Benefits payable	199,072	266,294
Other liabilities	<u>684,031</u>	<u>97,041</u>
Total liabilities	<u>883,103</u>	<u>363,335</u>
 Net assets available for benefits	 <u>\$ 4,578,768,556</u>	 <u>\$ 3,863,622,680</u>

(See accompanying notes to financial statements)

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
For the Year Ended December 31, 2023

Investment income:	
Interest and dividends	\$ 2,244,986
Net appreciation in fair value of investments	768,535,891
	<u>770,780,877</u>
Interest income on notes receivable from participants	<u>6,721,044</u>
Contributions:	
Participant	225,654,709
Rollover	17,493,400
Employer	169,832,962
	<u>412,981,071</u>
Benefits paid to participants	(474,083,797)
Administrative expenses	(2,256,707)
	<u>(476,340,504)</u>
Change in net assets available for benefits	714,142,488
Transfer from merged plans	1,003,388
Net assets available for benefits at:	
Beginning of year	<u>3,863,622,680</u>
End of year	<u>\$ 4,578,768,556</u>

(See accompanying notes to financial statements)

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 - DESCRIPTION OF THE PLAN

The following description of the Sysco Corporation Employees' 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all eligible United States employees of Sysco Corporation and its adopting affiliates (collectively, the "Company"), excluding non-resident aliens, leased and temporary employees, and employees covered by a collective bargaining agreement that does not provide for participation in the Plan. Employees become eligible to participate after completing one hour of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan was designed to be a safe harbor plan under sections 401(k) and 401(m) of the Internal Revenue Code (IRC) with respect to eligible employees. In addition, the Plan continues to accommodate alternative contribution structures for members of collective bargaining units that have bargained for participation in the Plan.

Administration of the Plan

Fidelity Management Trust Company (Fidelity) is the trustee of the Plan and Fidelity Workplace Services is the recordkeeper. The Sysco Corporation Plan Administrative Committee is the Plan administrator.

Plan Mergers

Effective December 31, 2022, the Plan was amended because of separate mergers of the Concord Foods 401(k) Plan (Concord) and the Bellissimo Distribution, LLC 401(k) Plan and Trust (Bellissimo). Participant balances for Concord and Bellissimo of \$1,583,962 and \$27,248,254, respectively, were transferred to the Plan in 2023 and are reported as receivables due from merged plans on the statement of net assets available for benefits as of December 31, 2022. Participant loans transferred from Concord and Bellissimo into the Plan during 2023 amounted to \$1,003,388 and are reported as a transfer from merged plans on the statement of changes in net assets available for benefits for the year ended December 31, 2023.

Contributions

Participant Contributions

Participants may elect to make a pre-tax salary deferral contribution to the Plan up to 50% of eligible compensation up to the maximum amount allowed under the appropriate sections of the IRC. In addition, the Plan allows catch-up contributions in the amount of 1% to 15% of eligible annual compensation for eligible employees age 50 or over.

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 - DESCRIPTION OF THE PLAN (CONTINUED)

For employees who are members of a collective bargaining unit that did not adopt the safe harbor design, highly compensated employees may contribute 1% to 6% of their eligible annual compensation on a pre-tax basis, and non-highly compensated employees may contribute up to 50% of their annual eligible compensation.

The Plan includes an automatic enrollment feature. If an eligible employee does not make an affirmative election to make a salary deferral contribution or not to participate in the Plan within 60 days of employment, the employee's eligible compensation will be automatically reduced by a pre-tax salary deferral contribution of 3% of their annual eligible compensation. Entry into auto enrollment will take place on the first day of the month coinciding with or next following the date the eligible employee completes 60 days of employment. The automatic contributions are increased by 1% each year on the anniversary of the automatic enrollment date until a deferral rate of 6% is reached, unless the participant elects not to participate in the increase each year.

Existing participants who are contributing at a deferred rate of less than 3% are subject to an annual auto-escalation process. Participants may also elect to have their contribution percentage automatically increased by 1% to 3% each year until the participant's contribution equals 6% of their eligible compensation.

The Plan allows rollover contributions from eligible retirement plans qualified under the appropriate sections of the IRC. The Plan is participant directed, and participants may change their contributions rates and investment options at any time.

Employer Contributions

Under the safe harbor design of the Plan, the Company will make a non-elective contribution each pay period equal to 3% of each eligible participant's eligible compensation. The Company makes non-elective contributions after 60 days for new employees. Additionally, the Company will make annual matching contributions of 50% of the first 6% of each eligible participant's elective deferrals.

The Company may also make discretionary contributions. The Company made no discretionary contribution for the plan year ended December 31, 2023.

For employees who are members of a collective bargaining unit that did not adopt the safe harbor design, the Company may make discretionary matching contributions of up to 50% of the first 6% of the participant's pre-tax contribution, if certain financial goals are met by the applicable operating location.

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of the Company's contributions and Plan earnings. In addition, participants are charged with any applicable administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 - DESCRIPTION OF THE PLAN (CONTINUED)

Vesting

Participants are at all times fully vested in their contributions, rollover contributions, and the appreciation and depreciation thereon. Under the safe harbor design, vesting in non-elective contributions is immediate. Vesting in the Company match and discretionary contributions plus earnings thereon is based on years of credited service. Participants vest 25% after two years of service, 50% after three years, 75% after four years and are 100% vested after five years of service. A participant is immediately vested upon death, retirement, or termination of employment due to total and permanent disability.

Payment of Benefits

Normal retirement age under the Plan is 65. Upon retirement, disability, death, or termination of employment, participants are eligible for the benefit payment in the form of a single lump-sum payment. The Plan also allows hardship withdrawals from a participant's salary deferral account and certain in-service withdrawals on the attainment of age 59 ½ subject to certain conditions set forth in the Plan.

Forfeited Accounts

Forfeitures of nonvested employer contributions may be used to reduce future employer contributions. The forfeitures balance at December 31, 2023 and 2022 was approximately \$4,742,000 and \$3,441,000, respectively. Forfeitures of approximately \$3,545,000 were used to reduce Company contributions during 2023.

Notes Receivable from Participants

Plan participants may borrow a minimum of \$1,000 up to a maximum of the lesser of 50% of their vested account balance in the Plan, or \$50,000 reduced by the highest outstanding loan balance during the preceding one-year period. Loans are repaid in level installments through payroll deductions for periods ranging up to five years. The loans bear an interest rate at 1% over the Prime Rate and are secured by the participant's vested account to the extent of the principal amount of the loan plus accrued interest. Participants are allowed to have only two general purpose loans outstanding at any time. Up to two additional loans may be outstanding if such loans are for college education expenses.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts.

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan have been prepared on the accrual basis of accounting.

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

Investments

Investments are reported at fair value, except the fully benefit-responsive investment contract, which is reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Contributions

Contributions from Plan participants and the Company matching contributions are recorded in the plan year in which the participant contributions are withheld from compensation. The Company's non-elective contributions are recorded in the plan year in which participant's compensation is paid.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to trustee services, investment management, recordkeeping, notes receivable from participants, withdrawals, and certain investment transaction fees are charged directly to or are allocated to the participant's account and are included in administrative expenses. Other investment-related expenses are included in net appreciation in fair value of investments.

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 3 - INFORMATION CERTIFIED

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity, the trustee of the Plan, and Principal Bank, the custodian of certain investments have certified to the completeness and accuracy of all investments and notes receivable from participants reflected in the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, and the supplemental schedule H, line 4i - schedule of assets (held at end of year) as of December 31, 2023, and the related investment activity and interest income on notes receivable from participants reflected in the statement of changes in net assets available for benefits for the year ended December 31, 2023.

NOTE 4 - FAIR VALUE MEASUREMENTS

Various inputs are used in determining the fair value of the Plan's investments. Valuation techniques used to measure fair value must maximize the use of observable inputs and minimize the use of unobservable inputs. The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. The three levels of the fair value hierarchy, including the types of Plan investments that fall under each category and the valuation methodologies used to measure fair value, are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common Stocks: Valued at quoted prices in an active market.

Level 2 - Inputs to the valuation methodology are other than quoted market prices in active markets that are observable, either directly or indirectly, such as quoted prices for similar assets or liabilities in active markets; quoted prices that are in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 - Inputs to the valuation methodology are unobservable inputs (i.e., projections, estimates, interpretations, etc.) that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

Collective Investment Trusts

The Collective Investment Trusts are valued at NAV as determined by the issuer based on the fair value of the underlying investments. The NAV, as provided by the trustee of the Collective Investment Trusts, is used as a practical expedient to estimate fair value.

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 4 - FAIR VALUE MEASUREMENTS (CONTINUED)

Allspring Core Bond II CIT EF1 and SEI Trust Company Short-Term Investment Fund II – Participant redemptions of units from the fund is based on unit values as of the valuation date. Redemptions of units may occur on a daily basis. There are no redemption restrictions noted.

Boston Partners Large Cap Value Equity CIT – In accordance with the trust agreement, redemptions will be affected daily upon proper notice to the trustee. All redemption requests must be made in writing.

Fidelity Growth Company Commingled Pool and Fidelity Diversified International Commingled Pool – Withdrawals from the fund may be made daily. There is not a redemption notice period, but significant cash flow policies may apply. If a plan sponsor notifies Fidelity of an upcoming event such as Plan termination, Plan merger, or if they want to terminate or add a pool to their plan; an analysis to determine if the cash flow breaches the materiality threshold for the specific pools will be calculated.

Vanguard Institutional Extended Market Index Trust, Vanguard Institutional Total International Stock Market Index Trust, Vanguard Institutional Total Bond Market Index Trust, and Vanguard Institutional 500 Index Trust – The trustee, in its sole discretion, but upon consultation with the participating trust, shall decide whether to honor a redemption request in cash, in kind, or a combination of both. The trustee will use its best efforts to distribute proceeds to the redeeming participating trust as soon as practicable; provided however, that (i) cash proceeds from the sale of securities liquidated to fund a withdrawal need not be paid until after the actual settlement date or dates of the sale of such securities; and (ii) the trustee may suspend redemptions and/or postpone the payment of redemption proceeds at times when the New York Stock Exchange is closed or during other emergency circumstances. Notwithstanding anything herein to the contrary, the trustee, on notice to the participating trusts, may impose such additional restrictions on any transfers to or withdrawals from any trust as it, in its sole and absolute discretion, deems necessary or advisable from time to time in connection with the investment objectives of the trust, and the protection of the interests of unit holders including, but not limited to, restrictions to prevent market timing or other excessive trading practices. In making this determination, transactions executed in multiple accounts under the same participating trust or related participating trust may be considered together.

Vanguard Target Retirement Trusts – The trustee, in its sole discretion, but upon consultation with the participating trust, shall decide whether to honor a redemption request in cash, in kind, or a combination of both. The trustee will use its best efforts to distribute proceeds to the redeeming participating trust as soon as practicable; provided however, that (i) cash proceeds from the sale of securities liquidated to fund a withdrawal need not be paid until after the actual settlement date or dates of the sale of such securities; and (ii) the trustee may suspend redemptions and/or postpone the payment of redemption proceeds at times when the New York Stock Exchange is closed or during other emergency circumstances.

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
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NOTE 4 - FAIR VALUE MEASUREMENTS (CONTINUED)

William Blair Small-Mid Cap Growth CIT, Westwood SMidCap Value Collective Trust, Eastern Shore Collective U.S. Small Cap CIT, State Street Russell Small Mid Cap Index Securities Lending Fund Class I, and Westfield Small/Mid Cap Growth Equity – The NAV of the fund is determined each business day. Issuances and redemptions of fund units are made on such days, based upon the closing market value of the securities held. There are no redemption restrictions noted.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The inputs and methodologies used for valuing securities are not an indication of the risk associated with investing in those securities. There have been no changes in the methodologies used at December 31, 2023 or 2022.

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31:

<u>Description</u>	<u>2023</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Mutual Funds	\$18,015,478			\$ 18,015,478
Common stocks	<u>39,284,597</u>			<u>39,284,597</u>
	<u>\$57,300,075</u>			57,300,075
Investments measured at net asset value*				<u>4,059,123,942</u>
Total investments at fair value				<u>\$4,116,424,017</u>

<u>Description</u>	<u>2022</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Mutual Funds	\$216,035,181			\$ 216,035,181
Common stocks	<u>48,068,354</u>			<u>48,068,354</u>
	<u>\$264,103,535</u>			264,103,535
Investments measured at net asset value*				<u>3,107,038,032</u>
Total investments at fair value				<u>\$3,371,141,567</u>

*Certain investments that were measured at the NAV per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the investment amounts presented in the statements of net assets available for benefits.

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
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Deoember 31, 2023 and 2022

NOTE 5 - INVESTMENT AT CONTRACT VALUE

The Plan offers an investment called the Stable Value Fund, which is managed by Galliard Capital Management and is comprised of investments in fixed income securities that are covered by synthetic investment contracts and a common collective trust (CCT). Within this structure, the Plan owns both the fixed income securities and the wrapper contracts. The fixed income securities are asset and mortgage-backed securities, bonds, and/or CCTs. Synthetic investment contracts are disclosed on the face of the financial statements as fully benefit-responsive investment contracts at contract value. Contract value is the relevant measure for fully benefit-responsive contracts because this is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

In a synthetic guaranteed investment contract (GIC) structure, the Plan invests in fixed income securities. To reduce the risk of losses on these investments, the Plan purchases a wrapper contract (synthetic GIC) from an insurance company or bank, which enables Plan participants to transact at a specific contract value by protecting the principal amount invested over a specific period of time.

The Plan's investments covered by the wrapper contracts earn interest at interest crediting rates that are typically reset on a monthly or quarterly basis. These interest crediting rates use a formula that is based on the characteristics of the underlying fixed income portfolio. The minimum interest crediting rate for all investment contracts is 0%. Factors that can influence the future average crediting rates are (i) the level of market interest rates; (ii) the amount and timing of participant contributions, transfer, and withdrawals into/out of the investment contract; (iii) the investment returns generated by the fixed income investments that underlie the investment contracts; or (iv) the duration of the investments underlying the investment contracts. The crediting rate formula amortizes the realized and unrealized market value gains and losses over the duration of the underlying investments.

In certain events, the amounts withdrawn from investment contracts may be payable at fair value rather than contract value. These events include the termination of the Plan, a material adverse change to the provisions of the Plan, if the Company elects to withdraw from an investment contract or if the terms of a successor plan do not meet the contract issuer's criteria for issuance of a similar contract. Based upon the Plan's experience to date, the events described above are not probable of occurring in the foreseeable future.

In some cases, an investment contract issuer may terminate a contract with the Plan and settle at amounts different than the contract value. Examples of these events include the Plan's loss of its qualified status, material breaches of responsibilities that are cured or material and adverse changes to the provisions of the Plan. If one of these events was to occur, the investment contract issuer could terminate the contract at the market value of the underlying investments.

NOTE 6 - PARTIES IN INTEREST

Certain Plan investments in collective investment trusts are managed by affiliates of Fidelity. These investments are considered party-in-interest transactions. Notes receivable from Plan participants are also considered party-in-interest transactions. These party-in-interest transactions are covered by an exemption from the prohibited transaction provisions of ERISA.

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NOTE 7 - TAX STATUS

The Plan obtained its latest determination letter dated April 7, 2014, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan to determine if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 8 - RISKS AND UNCERTAINTIES

The Plan provides for various investments. In general, such investments are exposed to various risks such as significant world events, interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in participants' accounts and the statements of net assets available for benefits.

NOTE 9 - DELINQUENT CONTRIBUTIONS

During 2023, 2021 and 2020, there were unintentional delays by the Company in submitting participant contributions to the Plan totaling \$20,113,733, \$7,637,626 and \$16,150,214, respectively. The Company intends to compensate the affected participants for any lost earnings resulting from the 2023, 2021 and 2020 delinquent contributions in 2024.

NOTE 10 - SUBSEQUENT EVENTS

The Company acquired Bix Produce Company in August 2023. As a result, effective April 15, 2024, the Bix Produce Company, LLC 401(k) Retirement Plan merged into the Plan resulting in a transfer of assets totaling approximately \$15,000,000.

Management has evaluated subsequent events through October 14, 2024, the date the financial statements were available to be issued.

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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
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(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Mutual Funds:			
	Vanguard	Short-Term Inflation-Protected Securities Index Fund Institutional Shares	**	\$ 17,633,860
	BNY Mellon Investments	Dreyfus Treasury Securities Cash Managemen	**	381,618
	Total Mutual Funds			<u>18,015,478</u>
	Common Stocks:			
	A Mark Precious Metals Inc	Common Stock	**	398,842
	Abercrombie & Fitch Co	Common Stock	**	458,744
	Addus Homecare Cor	Common Stock	**	259,980
	Advansix Inc	Common Stock	**	95,872
	Alpha Metallurgical Res Inc	Common Stock	**	440,596
	Ameris Bancorp	Common Stock	**	307,690
	Amkor Technology, Inc.	Common Stock	**	495,723
	Amplify Energy Corp New	Common Stock	**	275,152
	Anywhere Real Estate Inc.	Common Stock	**	403,878
	Arcbest Corporation	Common Stock	**	192,336
	Axos Financial Inc	Common Stock	**	382,200
	Banco Latinoamericano De Come	Common Stock	**	56,902
	Bank Of Nt Butterfield&Son Ltd	Common Stock	**	115,236
	Banner Corp	Common Stock	**	246,376
	BCB Bancorp Inc	Common Stock	**	84,810
	Beazer Homes USA, Inc.	Common Stock	**	378,448
	Berry Corp	Common Stock	**	327,598
	Bluelinx Hldgs Inc	Common Stock	**	475,902
	Boise Cascade Co	Common Stock	**	543,312
	Bread Financial Holdings, Inc.	Common Stock	**	372,222
	Brookdale Senior Living Inc.	Common Stock	**	389,940
	Byline Bancorp Inc	Common Stock	**	336,908
	Cal Maine Foods In	Common Stock	**	384,513
	Callon Petroleum Company	Common Stock	**	230,040
	Chicos Fas Inc	Common Stock	**	360,050
	Chord Energy Corp	Common Stock	**	199,476
	City Holding Co	Common Stock	**	441,040
	Civitas Res Inc	Common Stock	**	225,654
	Clear Channel Outdoor Hldgs In	Common Stock	**	293,566
	Clearwater Paper Corporation	Common Stock	**	227,556
	Community Health Systems Incorporated	Common Stock	**	95,152
	Community Healthcare TR Inc	Common Stock	**	279,720
	Constellium Se Cl A Shs	Common Stock	**	101,796
	Costamare Inc	Common Stock	**	239,430
	Cross Ctry Healthcare Inc	Common Stock	**	323,752
	Delek US Holdings	Common Stock	**	291,540
	Digi Intl Inc	Common Stock	**	156,000
	Dineequity, Inc	Common Stock	**	193,635
	Eagle Bancorp Inc	Common Stock	**	244,134
	Emergent Biosoluti	Common Stock	**	87,360
	Encore Capital Group Inc.	Common Stock	**	406,000
	Enersys	Common Stock	**	413,936
	Enstar Group Ltd	Common Stock	**	441,525
	Enviri Corp	Common Stock	**	333,900
	Equity Commonwealth	Common Stock	**	203,520
	Esco Technologies	Common Stock	**	198,951
	Essential Pptys Rlty Tr Inc	Common Stock	**	393,624
	Farmers & Merchants Bank (Ohio)	Common Stock	**	203,360
	FB Financial Corporation	Common Stock	**	298,875
	Federal Agric Mtg Corp	Common Stock	**	172,098
	First Bancorp Puerto Rico	Common Stock	**	481,985
	First Bancshares Inc	Common Stock	**	102,655
	Flex Lng Ltd	Common Stock	**	270,258
	Four Corners Ppty Tr Inc	Common Stock	**	414,920
	Genworth Financial Inc.	Common Stock	**	479,624
	Getty Realty Corp	Common Stock	**	289,278
	GMS Inc	Common Stock	**	197,832
	Green Brick Partners Inc	Common Stock	**	373,968
	Green Dot Corp	Common Stock	**	218,790
	Group 1 Automotive, Inc.	Common Stock	**	457,110
	Hanmi Financial Co	Common Stock	**	318,160
	Herbalife Ltd	Common Stock	**	312,830
	Iheartmedia Inc	Common Stock	**	287,826
	Ingles Markets, Incorporated	Common Stock	**	354,117
	Innovative Industrial Propertes Inc	Common Stock	**	221,804
	Inogen Inc	Common Stock	**	177,876
	Ishares Russell 2000 Val ETF	Common Stock	**	186,396
	Jackson Financial Inc	Common Stock	**	517,120
	Kelly Services Inc	Common Stock	**	227,010

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
(CONTINUED)
December 31, 2023

<u>(a)</u>	<u>(b)</u> <u>Identity of Issue,</u> <u>Borrower, Lessor,</u> <u>or Similar Party</u>	<u>(c)</u> <u>Description of Investment</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral,</u> <u>Par, or Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current</u> <u>Value</u>
	Kinetik Holdings Inc	Common Stock	**	\$ 183,700
	Kulicke And Soffa Industries, Inc.	Common Stock	**	399,456
	Lendingtree Inc	Common Stock	**	124,312
	Liberty Energy Inc	Common Stock	**	390,010
	Live Oak Bancshares Inc	Common Stock	**	254,800
	Liveramp Holdings Inc	Common Stock	**	443,196
	M/I Homes, Inc.	Common Stock	**	179,062
	Matador Resources Company	Common Stock	**	369,590
	MDC Hldgs Inc	Common Stock	**	447,525
	Meritage Homes Corp	Common Stock	**	191,620
	MGE Energy Inc	Common Stock	**	173,544
	MVB Financial Corp	Common Stock	**	187,248
	Neogen Corp	Common Stock	**	488,673
	Netscout Systems	Common Stock	**	228,280
	Oceanfirst Financial Corp.	Common Stock	**	83,328
	O-I Glass Inc	Common Stock	**	224,406
	Olympic Steel, Inc.	Common Stock	**	433,550
	Opendoor Technologies Inc	Common Stock	**	447,104
	Orasure Tech	Common Stock	**	231,240
	Otter Tail Corporation	Common Stock	**	314,389
	Pacific Premier Bancorp Inc	Common Stock	**	296,922
	Pagseguro Digital Ltd	Common Stock	**	431,462
	Par Pacific Holdings, Inc.	Common Stock	**	407,344
	Pathward Finl Inc	Common Stock	**	381,096
	PBF Energy Inc	Common Stock	**	131,880
	Pennymac Finl	Common Stock	**	371,154
	Petiq Inc	Common Stock	**	312,050
	Physicians Realty TR	Common Stock	**	181,016
	Plymouth Indl Reit Inc	Common Stock	**	182,932
	Prestige Consumer Healthcare Inc	Common Stock	**	453,028
	Prog Hldgs Inc	Common Stock	**	448,195
	Rayonier Advanced Materials Inc	Common Stock	**	178,200
	Retail Opportunity Investments Corp	Common Stock	**	293,227
	Ryerson Tull Inc	Common Stock	**	312,120
	Scansource Inc	Common Stock	**	312,919
	Schnitzer Steel Inds Inc	Common Stock	**	153,816
	Signet Jewelers Lt	Common Stock	**	418,314
	Sinclair Broadcast Group Inc	Common Stock	**	348,057
	Smartfinancial Inc	Common Stock	**	97,960
	Smith & Wesson Brands Inc	Common Stock	**	37,968
	Spartannash Company	Common Stock	**	309,825
	Squarespace Inc	Common Stock	**	379,615
	Standex Intl Corp	Common Stock	**	126,704
	Sterling Infrastructure, Inc.	Common Stock	**	404,478
	Stewart Information Svcs Corp	Common Stock	**	446,500
	Stitch Fix Inc	Common Stock	**	113,526
	Suncoke Energy, Inc.	Common Stock	**	372,678
	Taylor Morrison Home Corp	Common Stock	**	325,435
	Teekay Corporation	Common Stock	**	353,210
	Telephone And Data Systems Inc.	Common Stock	**	376,175
	Terreno Rlty Corp Com	Common Stock	**	269,481
	Textainer Group HI	Common Stock	**	329,640
	The Manitowoc Company, Inc.	Common Stock	**	210,294
	Timkensteel Corporation	Common Stock	**	424,445
	Titan Machinery Inc.	Common Stock	**	138,624
	Trinseo Plc	Common Stock	**	153,171
	Trueblue Inc	Common Stock	**	351,286
	UMB Finl Corp	Common Stock	**	116,970
	UTD Natural Foods	Common Stock	**	368,421
	Victory Capital Holdings, Inc.	Common Stock	**	375,396
	VIR Biotechnology Inc	Common Stock	**	389,322
	Virtus Investment	Common Stock	**	146,507
	Vivid Seats Inc	Common Stock	**	163,688
	Waterstone Financial Inc MD	Common Stock	**	230,040
	WSFS Financial Corporation	Common Stock	**	496,044
	Total Common Stocks			39,284,597
	Collective Investment Trusts:			
	SEI Trust Company	Allspring Core Bond II CIT EF1	**	60,435,437
	Boston Partners	Large Cap Value Equity CIT	**	111,146,096
	Comerica Bank & Trust, NA	Westfield Small/Mid Cap Growth Equity	**	25,956,354
*	Fidelity Management Trust Company	Diversified International Commingled Pool	**	97,095,543
*	Fidelity Management Trust Company	Growth Company Commingled Pool	**	712,704,162
	Global Trust Company	William Blair Small Mid Cap Growth CIT	**	27,382,985
	SEI Trust Company	Westwood SMidCap Value Collective Trust	**	23,891,924

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(CONTINUED)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	SEI Trust Company	Eastern Shore U.S. Small Cap CIT	**	\$ 32,070,775
	State Street Global Advisors Trust Company	Russell Small Mid Cap Index Securities Lending Fund Class I	**	2,585,549
	Vanguard Fiduciary Trust Company	Institutional Extended Market Index Trust	**	68,013,913
	Vanguard Fiduciary Trust Company	Institutional 500 Index Trust	**	518,872,186
	Vanguard Fiduciary Trust Company	Institutional Total Bond Market Index Trust	**	26,868,834
	Vanguard Fiduciary Trust Company	Institutional Total International Stock Market Index Trust	**	30,110,545
	Vanguard Fiduciary Trust Company	Target Retirement Income Trust Plus	**	50,957,907
	Vanguard Fiduciary Trust Company	Target Retirement 2020 Trust Select	**	80,951,394
	Vanguard Fiduciary Trust Company	Target Retirement 2025 Trust Select	**	283,142,197
	Vanguard Fiduciary Trust Company	Target Retirement 2030 Trust Select	**	402,882,506
	Vanguard Fiduciary Trust Company	Target Retirement 2035 Trust Select	**	396,361,856
	Vanguard Fiduciary Trust Company	Target Retirement 2040 Trust Select	**	321,580,671
	Vanguard Fiduciary Trust Company	Target Retirement 2045 Trust Select	**	310,719,980
	Vanguard Fiduciary Trust Company	Target Retirement 2050 Trust Select	**	240,836,881
	Vanguard Fiduciary Trust Company	Target Retirement 2055 Trust Select	**	145,525,787
	Vanguard Fiduciary Trust Company	Target Retirement 2060 Trust Select	**	63,424,721
	Vanguard Fiduciary Trust Company	Target Retirement 2065 Trust Select	**	19,851,328
	Vanguard Fiduciary Trust Company	Target Retirement 2070 Trust Select	**	1,286,627
	SEI Trust Company	Short-term Investment Fund II	**	4,467,784
		Total Collective Investment Trusts		<u>4,059,123,942</u>
	Synthetic GICs:			
	7-Eleven Inc	7-Eleven Inc, 0.95%, \$80,000 par due 02/10/2026	**	73,968
	Access Group Inc 2013-1	Access Group Inc 2013-1, 5.95191%, \$154,438 par due 02/25/2036	**	152,009
	Advocate Health & Hospitals Corp	Advocate Health & Hospitals Corp, 3.829%, \$200,000 par due 08/15/2028	**	194,551
	Agilent Technologies Inc	Agilent Technologies Inc, 2.75%, \$80,000 par due 09/15/2029	**	73,231
	Alabama Federal Aid Highway Finance Authority	Alabama Federal Aid Highway Finance Authority, 2.156%, \$195,000 par due 09/01/2032	**	160,713
	Albemarle Corp	Albemarle Corp, 4.65%, \$100,000 par due 06/01/2027	**	98,253
	Alexandria Real Estate Equities Inc	Alexandria Real Estate Equities Inc, 3.95%, \$150,000 par due 01/15/2027	**	145,240
	Alexandria Real Estate Equities Inc	Alexandria Real Estate Equities Inc, 3.8%, \$200,000 par due 04/15/2026	**	194,687
	Ameren Illinois Co	Ameren Illinois Co, 1.55%, \$310,000 par due 11/15/2030	**	252,525
	American Express Co	American Express Co, 2.55%, \$190,000 par due 03/04/2027	**	178,093
	American Express Co	American Express Co, 5.282%, \$150,000 par due 07/27/2029	**	153,266
	American Express Co	American Express Co, 6.489%, \$40,000 par due 10/30/2031	**	43,440
	Amgen Inc	Amgen Inc, 5.15%, \$80,000 par due 03/02/2028	**	81,845
	Anglo American Capital PLC	Anglo American Capital PLC, 2.25%, \$200,000 par due 03/17/2028	**	178,381
	Aon Corp / Aon Global Holdings PLC	Aon Corp / Aon Global Holdings PLC, 2.85%, \$60,000 par due 05/28/2027	**	56,743
	Ascension Health	Ascension Health, 2.532%, \$305,000 par due 11/15/2029	**	272,592
	AT&T Inc	AT&T Inc, 4.5%, \$130,000 par due 05/15/2035	**	123,393
	AT&T Inc	AT&T Inc, 1.7%, \$310,000 par due 03/25/2026	**	290,150
	Bank 2017-BNK5	Bank 2017-BNK5, 3.131%, \$320,000 par due 06/15/2060	**	300,574
	Bank 2018-BNK11	Bank 2018-BNK11, 3.784%, \$376,517 par due 03/15/2061	**	357,639
	Bank of America Corp	Bank of America Corp, 3.705%, \$300,000 par due 04/24/2028	**	286,705
	Bank of America Corp	Bank of America Corp, 4.271%, \$300,000 par due 07/23/2029	**	289,993
	Bank of America Corp	Bank of America Corp, 1.658%, \$220,000 par due 03/11/2027	**	203,581
	Bank of America Corp	Bank of America Corp, 1.734%, \$170,000 par due 07/22/2027	**	155,812
	Bank of America Corp	Bank of America Corp, 2.087%, \$170,000 par due 06/14/2029	**	149,967
	Bank of America Corp	Bank of America Corp, 2.551%, \$60,000 par due 02/04/2028	**	55,617
	Bank of America Corp	Bank of America Corp, 4.571%, \$70,000 par due 04/27/2033	**	66,893
	Bank of America Corp	Bank of America Corp, 4.948%, \$80,000 par due 07/22/2028	**	80,052
	Bank of Montreal	Bank of Montreal, 4.7%, \$90,000 par due 09/14/2027	**	90,308
	Bank of Montreal	Bank of Montreal, 5.203%, \$80,000 par due 02/01/2028	**	81,551
	Bank of New York Mellon Corp	Bank of New York Mellon Corp, 3.992%, \$50,000 par due 06/13/2028	**	48,814
	Bank of New York Mellon Corp	Bank of New York Mellon Corp, 4.596%, \$140,000 par due 07/26/2030	**	139,169
	Bank of New York Mellon Corp	Bank of New York Mellon Corp, 5.802%, \$20,000 par due 10/25/2028	**	20,749
	Bank of New York Mellon Corp	Bank of New York Mellon Corp, 4.543%, \$140,000 par due 02/01/2029	**	139,086
	Bank of Nova Scotia/The	Bank of Nova Scotia/The, 1.3%, \$100,000 par due 09/15/2026	**	91,107
	Bank of Nova Scotia/The	Bank of Nova Scotia/The, 1.95%, \$130,000 par due 02/02/2027	**	119,797
	Bank of Nova Scotia/The	Bank of Nova Scotia/The, 4.85%, \$60,000 par due 02/01/2030	**	59,956
	Baxter International Inc	Baxter International Inc, 3.95%, \$45,000 par due 04/01/2030	**	42,652
	Baxter International Inc	Baxter International Inc, 1.322%, \$150,000 par due 11/29/2024	**	144,448
	Baxter International Inc	Baxter International Inc, 1.915%, \$230,000 par due 02/01/2027	**	210,772
	Bayer US Finance II LLC	Bayer US Finance II LLC, 4.25%, \$200,000 par due 12/15/2025	**	194,927
	Bayer US Finance II LLC	Bayer US Finance II LLC, 4.375%, \$200,000 par due 12/15/2028	**	190,260
	Becton Dickinson & Co	Becton Dickinson & Co, 2.823%, \$70,000 par due 05/20/2030	**	62,639
	Becton Dickinson & Co	Becton Dickinson & Co, 4.693%, \$70,000 par due 02/13/2028	**	70,359
	BHP Billiton Finance USA Ltd	BHP Billiton Finance USA Ltd, 5.1%, \$310,000 par due 09/08/2028	**	318,431
	BMW US Capital LLC	BMW US Capital LLC, 5.05%, \$180,000 par due 08/11/2028	**	183,477
	BNP Paribas SA	BNP Paribas SA, 4.4%, \$250,000 par due 08/14/2028	**	243,716
	BNP Paribas Sec Corp	BNP Paribas Sec Corp, 1.675%, \$200,000 par due 06/30/2027	**	183,240
	Boeing Co/The	Boeing Co/The, 2.7%, \$190,000 par due 02/01/2027	**	179,280
	Boeing Co/The	Boeing Co/The, 5.04%, \$10,000 par due 05/01/2027	**	10,094
	Boeing Co/The	Boeing Co/The, 5.15%, \$130,000 par due 05/01/2030	**	132,514
	Boeing Co/The	Boeing Co/The, 2.196%, \$10,000 par due 02/04/2026	**	9,452

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
EIN: 74-1648137 PLAN #015
SCHEDULE H, LINE 4i- SCHEDULE OF ASSETS (HELD AT END OF YEAR)
(CONTINUED)
December 31, 2023

<u>(a)</u>	<u>(b)</u> <u>Identity of Issue,</u> <u>Borrower, Lessor,</u> <u>or Similar Party</u>	<u>(c)</u> <u>Description of Investment</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral,</u> <u>Par, or Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current</u> <u>Value</u>
	Boston Properties LP	Boston Properties LP, 3.65%, \$120,000 par due 02/01/2026	**	\$ 115,527
	Boston Properties LP	Boston Properties LP, 2.75%, \$140,000 par due 10/01/2026	**	129,909
	BP Capital Markets America Inc	BP Capital Markets America Inc, 4.893%, \$160,000 par due 09/11/2033	**	163,065
	BPR Trust 2022-OANA	BPR Trust 2022-OANA, 7.25981%, \$380,000 par due 04/15/2037	**	374,518
	BX Commercial Mortgage Trust 2022-AHP	BX Commercial Mortgage Trust 2022-AHP, 6.35181%, \$195,000 par due 01/17/2039	**	191,329
	BX Trust 2021-RISE	BX Trust 2021-RISE, 6.22398%, \$174,236 par due 11/15/2036	**	171,396
	BX Trust 2022-IND	BX Trust 2022-IND, 6.85281%, \$413,578 par due 04/15/2037	**	410,465
	Canadian Pacific Railway Co	Canadian Pacific Railway Co, 2.9%, \$180,000 par due 02/01/2025	**	175,656
	Canadian Pacific Railway Co	Canadian Pacific Railway Co, 1.75%, \$70,000 par due 12/02/2026	**	64,576
	Capital One Financial Corp	Capital One Financial Corp, 3.273%, \$160,000 par due 03/01/2030	**	143,040
	Capital One Financial Corp	Capital One Financial Corp, 4.927%, \$110,000 par due 05/10/2028	**	108,172
	Capital One Financial Corp	Capital One Financial Corp, 5.268%, \$40,000 par due 05/10/2033	**	39,319
	Capital One Financial Corp	Capital One Financial Corp, 5.468%, \$30,000 par due 02/01/2029	**	29,925
	Carrier Global Corp	Carrier Global Corp, 2.242%, \$75,000 par due 02/15/2025	**	72,689
	Cedars-Sinai Health System	Cedars-Sinai Health System, 2.288%, \$250,000 par due 08/15/2031	**	208,290
	CGMS Commercial Mortgage Trust 2017-B1	CGMS Commercial Mortgage Trust 2017-B1, 3.197%, \$483,823 par due 08/15/2050	**	453,321
	Charles Schwab Corp	Charles Schwab Corp, 5.643%, \$80,000 par due 05/19/2029	**	82,130
	Charles Schwab Corp/The	Charles Schwab Corp/The, 6.196%, \$90,000 par due 11/17/2029	**	94,467
	Children's Hospital Medical Center/Cincinnati OH	Children's Hospital Medical Center/Cincinnati OH, 2.853%, \$270,000 par due 11/15/2026	**	254,385
	Christus Health	Christus Health, 4.341%, \$150,000 par due 07/01/2028	**	146,697
	Citigroup Commercial Mortgage Trust 2014-GC21	Citigroup Commercial Mortgage Trust 2014-GC21, 3.855%, \$385,000 par due 05/10/2047	**	382,984
	Citigroup Commercial Mortgage Trust 2017-P7	Citigroup Commercial Mortgage Trust 2017-P7, 3.442%, \$276,179 par due 04/14/2050	**	261,632
	Citigroup Commercial Mortgage Trust 2018-B2	Citigroup Commercial Mortgage Trust 2018-B2, 4.009%, \$195,000 par due 03/10/2051	**	185,705
	Citigroup Inc	Citigroup Inc, 3.352%, \$120,000 par due 04/24/2025	**	119,087
	Citigroup Inc	Citigroup Inc, 3.07%, \$420,000 par due 02/24/2028	**	396,004
	Citigroup Inc	Citigroup Inc, 3.785%, \$140,000 par due 03/17/2033	**	126,131
	Citigroup Inc	Citigroup Inc, 4.658%, \$50,000 par due 05/24/2028	**	49,690
	Citigroup Inc	Citigroup Inc, 4.91%, \$120,000 par due 05/24/2033	**	117,700
	Citizens Auto Receivables Trust 2023-1	Citizens Auto Receivables Trust 2023-1, 5.84%, \$435,000 par due 01/18/2028	**	441,198
	Cleveland Clinic Health System	Cleveland Clinic Health System, 2.785%, \$335,000 par due 01/01/2031	**	298,187
	Comcast Corp	Comcast Corp, 4.55%, \$200,000 par due 01/15/2029	**	201,073
	COMM 2014-CCRE16 Mortgage Trust	COMM 2014-CCRE16 Mortgage Trust, 4.051%, \$650,000 par due 04/10/2047	**	644,874
	Commonwealth Edison Co	Commonwealth Edison Co, 3.7%, \$40,000 par due 08/15/2028	**	38,674
	Commonwealth of Massachusetts	Commonwealth of Massachusetts, 3.769%, \$325,000 par due 07/15/2029	**	317,681
	Consumers Energy Co	Consumers Energy Co, 4.9%, \$290,000 par due 02/15/2029	**	295,384
	Cooperatieve Rabobank UA	Cooperatieve Rabobank UA, 3.649%, \$250,000 par due 04/06/2028	**	238,431
	Corebridge Global Funding	Corebridge Global Funding, 5.9%, \$100,000 par due 09/19/2028	**	103,120
	County of Bexar TX	County of Bexar TX, 2.021%, \$175,000 par due 06/15/2031	**	148,481
	CSAIL 2016-C7 Commercial Mortgage Trust	CSAIL 2016-C7 Commercial Mortgage Trust, 3.502%, \$340,000 par due 11/15/2049	**	322,807
	CubeSmart LP	CubeSmart LP, 2.25%, \$90,000 par due 12/15/2028	**	79,390
	CVS Health Corp	CVS Health Corp, 4.3%, \$64,000 par due 03/25/2028	**	62,989
	CVS Health Corp	CVS Health Corp, 3%, \$150,000 par due 08/15/2026	**	143,433
	CVS Health Corp	CVS Health Corp, 5.125%, \$240,000 par due 02/21/2030	**	244,050
	Daimler Truck Finance North America LLC	Daimler Truck Finance North America LLC, 2%, \$230,000 par due 12/14/2026	**	211,509
	Daimler Truck Finance North America LLC	Daimler Truck Finance North America LLC, 3.65%, \$150,000 par due 04/07/2027	**	144,668
	DC Commercial Mortgage Trust 2023-DC	DC Commercial Mortgage Trust 2023-DC, 6.3143%, \$175,000 par due 09/12/2040	**	180,664
	Dell Equipment Finance Trust 2023-2	Dell Equipment Finance Trust 2023-2, 5.65%, \$120,000 par due 01/22/2029	**	121,443
	Digital Realty Trust LP	Digital Realty Trust LP, 4.45%, \$160,000 par due 07/15/2028	**	156,306
	Digital Realty Trust LP	Digital Realty Trust LP, 5.55%, \$50,000 par due 01/15/2028	**	50,908
	Dominion Energy South Carolina Inc	Dominion Energy South Carolina Inc, 2.3%, \$110,000 par due 12/01/2031	**	91,792
	DTE Electric Co	DTE Electric Co, 2.625%, \$100,000 par due 03/01/2031	**	87,616
	DTE Electric Co	DTE Electric Co, 3%, \$140,000 par due 03/01/2032	**	124,232
	DTE Electric Securitization Funding II LLC	DTE Electric Securitization Funding II LLC, 5.97%, \$205,000 par due 03/01/2032	**	215,321
	Duke Energy Carolinas LLC	Duke Energy Carolinas LLC, 2.45%, \$310,000 par due 08/15/2029	**	275,787
	Duke Energy Carolinas LLC	Duke Energy Carolinas LLC, 2.55%, \$180,000 par due 04/15/2031	**	156,296
	DuPont de Nemours Inc	DuPont de Nemours Inc, 4.493%, \$80,000 par due 11/15/2025	**	79,425
	ECMC Group Student Loan Trust 2018-2	ECMC Group Student Loan Trust 2018-2, 6.25191%, \$285,766 par due 09/25/2068	**	281,041
	ECMC Group Student Loan Trust 2021-1	ECMC Group Student Loan Trust 2021-1, 6.02191%, \$202,280 par due 11/25/2070	**	197,646
	Enbridge Inc	Enbridge Inc, 6%, \$180,000 par due 11/15/2028	**	189,148
	Energy Transfer LP	Energy Transfer LP, 6.1%, \$110,000 par due 12/01/2028	**	115,580
	Entergy Mississippi LLC	Entergy Mississippi LLC, 2.85%, \$280,000 par due 06/01/2028	**	258,635
	Enterprise Fleet Financing 2023-2 LLC	Enterprise Fleet Financing 2023-2 LLC, 5.56%, \$155,000 par due 04/22/2030	**	155,431
	Enterprise Products Operating LLC	Enterprise Products Operating LLC, 4.15%, \$160,000 par due 10/16/2028	**	158,144
	Enterprise Products Operating LLC	Enterprise Products Operating LLC, 3.125%, \$80,000 par due 07/31/2029	**	74,910
	Equifax Inc	Equifax Inc, 2.6%, \$230,000 par due 12/01/2024	**	223,931
	Equifax Inc	Equifax Inc, 2.35%, \$70,000 par due 09/15/2031	**	58,169
	Equifax Inc	Equifax Inc, 5.1%, \$60,000 par due 12/15/2027	**	60,602
	Equifax Inc	Equifax Inc, 5.1%, \$60,000 par due 06/01/2028	**	60,576
	ERP Operating LP	ERP Operating LP, 3.25%, \$170,000 par due 08/01/2027	**	161,609
	Ethiopian Leasing 2012 LLC	Ethiopian Leasing 2012 LLC, 2.566%, \$43,492 par due 08/14/2026	**	42,559
	Evergy Missouri West Inc	Evergy Missouri West Inc, 5.15%, \$90,000 par due 12/15/2027	**	90,603
	Exelon Corp	Exelon Corp, 5.15%, \$170,000 par due 03/15/2028	**	172,488
	Extra Space Storage LP	Extra Space Storage LP, 4%, \$120,000 par due 06/15/2029	**	114,506
	Extra Space Storage LP	Extra Space Storage LP, 5.9%, \$100,000 par due 01/15/2031	**	104,513

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	Fannie Mae Pool	Fannie Mae Pool, 4.086%, \$2,271 par due 01/01/2041	**	\$ 2,334
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$46,835 par due 12/01/2041	**	45,674
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$26,948 par due 04/01/2027	**	25,980
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$13,615 par due 03/01/2027	**	13,051
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$74,184 par due 08/01/2032	**	71,547
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$76,468 par due 11/01/2046	**	71,617
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$154,172 par due 11/01/2045	**	150,157
	Fannie Mae Pool	Fannie Mae Pool, 2.923%, \$482,121 par due 10/01/2025	**	468,515
	Fannie Mae Pool	Fannie Mae Pool, 3.07%, \$132,807 par due 02/01/2026	**	128,808
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$7,892 par due 12/01/2042	**	7,475
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$161,242 par due 11/01/2045	**	151,316
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$56,138 par due 07/01/2046	**	52,703
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$297,149 par due 08/01/2031	**	280,890
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$466,466 par due 08/01/2046	**	425,491
	Fannie Mae Pool	Fannie Mae Pool, 5.5%, \$3,176 par due 02/01/2034	**	3,273
	Fannie Mae Pool	Fannie Mae Pool, 5.5%, \$17,304 par due 02/01/2035	**	17,835
	Fannie Mae Pool	Fannie Mae Pool, 6.119%, \$6,718 par due 08/01/2036	**	6,682
	Fannie Mae Pool	Fannie Mae Pool, 5.538%, \$4,402 par due 06/01/2034	**	4,355
	Fannie Mae Pool	Fannie Mae Pool, 4.899%, \$3,997 par due 04/01/2035	**	3,960
	Fannie Mae Pool	Fannie Mae Pool, 7.054%, \$2,614 par due 07/01/2035	**	2,637
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$195,220 par due 11/01/2045	**	188,446
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$28,157 par due 02/01/2047	**	26,310
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$404,912 par due 04/01/2056	**	384,079
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$122,074 par due 06/01/2056	**	120,242
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$354,398 par due 06/01/2056	**	349,078
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$164,811 par due 06/01/2056	**	160,910
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$125,537 par due 08/01/2046	**	122,273
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$236,712 par due 08/01/2056	**	215,007
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$544,229 par due 07/01/2056	**	516,898
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$32,289 par due 01/01/2041	**	31,848
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$242,634 par due 04/01/2041	**	239,318
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$189,651 par due 11/01/2040	**	187,059
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$419,196 par due 08/01/2051	**	394,793
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$408,251 par due 01/01/2051	**	403,138
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$546,010 par due 09/01/2060	**	481,428
	Fannie Mae Pool	Fannie Mae Pool, 2.681%, \$22,616 par due 09/01/2047	**	22,588
	Fannie Mae Pool	Fannie Mae Pool, 2.862%, \$11,948 par due 09/01/2047	**	11,867
	Fannie Mae Pool	Fannie Mae Pool, 2.845%, \$14,601 par due 10/01/2047	**	14,443
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$25,054 par due 02/01/2035	**	23,287
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$25,342 par due 02/01/2035	**	23,492
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$22,474 par due 02/01/2035	**	20,889
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$102,100 par due 04/01/2048	**	98,504
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$360,564 par due 11/01/2048	**	355,825
	Fannie Mae Pool	Fannie Mae Pool, 3.58%, \$570,000 par due 01/01/2026	**	558,408
	Fannie Mae Pool	Fannie Mae Pool, 3.58%, \$168,888 par due 06/01/2025	**	165,622
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$172,684 par due 08/01/2047	**	162,122
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$95,471 par due 03/01/2049	**	91,841
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$185,807 par due 12/01/2049	**	166,673
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$314,749 par due 04/01/2050	**	281,589
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$445,285 par due 04/01/2050	**	399,424
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$46,339 par due 02/01/2035	**	43,025
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$315,088 par due 12/01/2051	**	260,053
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$445,393 par due 01/01/2052	**	367,007
	Fannie Mae Pool	Fannie Mae Pool, 1.98%, \$801,471 par due 06/01/2030	**	698,353
	Fannie Mae Pool	Fannie Mae Pool, 2.59%, \$550,000 par due 12/01/2030	**	488,611
	Fannie Mae Pool	Fannie Mae Pool, 2.27%, \$240,000 par due 04/01/2029	**	216,512
	Fannie Mae Pool	Fannie Mae Pool, 3.13%, \$775,088 par due 01/01/2029	**	733,317
	Fannie Mae Pool	Fannie Mae Pool, 2.885%, \$390,000 par due 05/01/2029	**	361,877
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$257,118 par due 12/01/2051	**	220,233
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$124,280 par due 12/01/2051	**	102,408
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$780,242 par due 12/01/2051	**	646,904
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$123,303 par due 12/01/2051	**	101,760
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$696,889 par due 01/01/2052	**	596,908
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$588,887 par due 12/01/2051	**	485,236
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$322,078 par due 12/01/2051	**	267,036
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$2,395,597 par due 12/01/2050	**	2,055,796
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$1,726,414 par due 12/01/2050	**	1,481,531
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$1,029,661 par due 01/01/2052	**	886,921
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$1,080,585 par due 01/01/2052	**	929,059
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$811,791 par due 12/01/2051	**	673,225
	Fannie Mae Pool	Fannie Mae Pool, 2%, \$477,352 par due 12/01/2051	**	395,774
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$911,619 par due 05/01/2052	**	848,015
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$849,743 par due 06/01/2052	**	790,454
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$871,920 par due 07/01/2052	**	829,198

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	Fannie Mae Pool	Fannie Mae Pool, 4%, \$993,099 par due 07/01/2052	**	\$ 944,447
	Fannie Mae Pool	Fannie Mae Pool, 4%, \$860,552 par due 07/01/2052	**	818,390
	Fannie Mae Pool	Fannie Mae Pool, 5%, \$1,168,746 par due 10/01/2052	**	1,169,371
	Fannie Mae Pool	Fannie Mae Pool, 5.5%, \$738,844 par due 10/01/2052	**	752,489
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$519,006 par due 10/01/2052	**	507,058
	Fannie Mae Pool	Fannie Mae Pool, 4.5%, \$943,584 par due 11/01/2052	**	921,808
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$214,283 par due 04/01/2047	**	194,788
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$126,066 par due 01/01/2035	**	117,175
	Fannie Mae Pool	Fannie Mae Pool, 2.5%, \$688,706 par due 11/01/2050	**	596,104
	Fannie Mae Pool	Fannie Mae Pool, 6%, \$7,821 par due 08/01/2037	**	8,180
	Fannie Mae Pool	Fannie Mae Pool, 6%, \$14,621 par due 12/01/2037	**	15,293
	Fannie Mae Pool	Fannie Mae Pool, 3.5%, \$224,045 par due 03/01/2042	**	212,220
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$118,192 par due 03/01/2033	**	112,001
	Fannie Mae Pool	Fannie Mae Pool, 3%, \$78,263 par due 07/01/2033	**	73,933
	Fannie Mae Pool	Fannie Mae Pool, 5.326%, \$4,525 par due 05/01/2040	**	4,467
	Fannie Mae REMIC Trust 2002-W11	Fannie Mae REMIC Trust 2002-W11, 4.41%, \$182 par due 11/25/2032	**	175
	Fannie Mae REMICS	Fannie Mae REMICS, 5.5%, \$15,963 par due 04/25/2035	**	16,229
	Federal Realty OP LP	Federal Realty OP LP, 3.95%, \$200,000 par due 01/15/2024	**	199,787
	FedEx Corp	FedEx Corp, 4.25%, \$140,000 par due 05/15/2030	**	136,997
	Fidelity National Information Services Inc	Fidelity National Information Services Inc, 4.7%, \$70,000 par due 07/15/2027	**	70,033
	Fifth Third Bancorp	Fifth Third Bancorp, 4.055%, \$60,000 par due 04/25/2028	**	57,239
	Fifth Third Bancorp	Fifth Third Bancorp, 4.337%, \$20,000 par due 04/25/2033	**	18,638
	Fifth Third Bancorp	Fifth Third Bancorp, 4.772%, \$160,000 par due 07/28/2030	**	156,490
	Fifth Third Bancorp	Fifth Third Bancorp, 6.361%, \$60,000 par due 10/27/2028	**	62,288
	Fiserv Inc	Fiserv Inc, 3.2%, \$260,000 par due 07/01/2026	**	250,365
	Fiserv Inc	Fiserv Inc, 5.45%, \$70,000 par due 03/02/2028	**	72,148
	Ford Credit Auto Owner Trust 2021-REV1	Ford Credit Auto Owner Trust 2021-REV1, 1.37%, \$440,000 par due 10/17/2033	**	406,815
	Ford Credit Auto Owner Trust 2022-REV1	Ford Credit Auto Owner Trust 2022-REV1, 3.88%, \$330,000 par due 11/15/2034	**	321,228
	Ford Credit Auto Owner Trust 2023-B	Ford Credit Auto Owner Trust 2023-B, 5.23%, \$215,000 par due 05/15/2028	**	216,910
	Ford Credit Auto Owner Trust 2023-REV1	Ford Credit Auto Owner Trust 2023-REV1, 4.85%, \$710,000 par due 08/15/2035	**	712,584
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 6%, \$16,298 par due 08/01/2037	**	17,070
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 6%, \$2,196 par due 08/01/2037	**	2,301
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 6%, \$36,198 par due 08/01/2038	**	37,916
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$38,563 par due 08/01/2044	**	37,500
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$92,548 par due 08/01/2043	**	87,363
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$225,759 par due 05/01/2044	**	213,301
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$41,465 par due 04/01/2043	**	39,279
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 2.5%, \$66,907 par due 01/01/2028	**	64,587
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4.5%, \$256,237 par due 08/01/2039	**	256,504
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$163,764 par due 03/01/2046	**	153,235
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$177,822 par due 02/01/2043	**	167,933
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$321,258 par due 11/01/2042	**	303,928
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$17,266 par due 06/01/2027	**	16,792
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$7,770 par due 05/01/2027	**	7,560
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$29,466 par due 03/01/2027	**	28,669
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$18,192 par due 03/01/2027	**	17,480
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$53,725 par due 12/01/2041	**	52,399
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$571,411 par due 01/01/2043	**	526,977
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$126,182 par due 09/01/2045	**	121,974
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$80,691 par due 09/01/2045	**	75,833
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$46,684 par due 09/01/2045	**	45,127
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$193,221 par due 09/01/2045	**	181,768
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$40,982 par due 09/01/2045	**	39,615
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$98,415 par due 10/01/2045	**	95,132
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$229,359 par due 04/01/2046	**	215,796
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$93,189 par due 07/01/2046	**	85,149
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$109,088 par due 07/01/2046	**	99,711
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3%, \$131,660 par due 07/01/2046	**	120,465
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$144,195 par due 11/01/2046	**	139,385
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$251,165 par due 11/01/2046	**	242,789
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$154,264 par due 02/01/2047	**	145,024
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$122,581 par due 12/01/2047	**	115,339
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$146,061 par due 01/01/2048	**	137,284
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$301,980 par due 03/01/2048	**	283,114
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$72,319 par due 08/01/2046	**	68,048
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$191,869 par due 01/01/2047	**	185,535
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$190,851 par due 04/01/2047	**	179,576
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$418,417 par due 06/01/2048	**	404,241
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4%, \$73,069 par due 09/01/2047	**	70,579
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4.5%, \$87,696 par due 11/01/2048	**	86,683
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 4.5%, \$128,204 par due 11/01/2048	**	126,754
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$569,332 par due 10/01/2045	**	535,397
	Freddie Mac Gold Pool	Freddie Mac Gold Pool, 3.5%, \$132,593 par due 10/01/2045	**	124,673
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 6.145%, \$8,894 par due 09/01/2037	**	9,167

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(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 6.099%, \$5,319 par due 07/01/2036	**	\$ 5,370
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 6.025%, \$1,585 par due 11/01/2040	**	1,586
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 6.13%, \$6,653 par due 09/01/2041	**	6,815
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 2.92%, \$72,224 par due 08/01/2047	**	72,151
	Freddie Mac Non Gold Pool	Freddie Mac Non Gold Pool, 4.661%, \$6,705 par due 03/01/2036	**	6,753
	Freddie Mac Pool	Freddie Mac Pool, 3.5%, \$11,200 par due 08/01/2049	**	10,421
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$3,137,831 par due 01/01/2052	**	2,604,202
	Freddie Mac Pool	Freddie Mac Pool, 3%, \$994,521 par due 01/01/2050	**	892,290
	Freddie Mac Pool	Freddie Mac Pool, 3%, \$315,149 par due 04/01/2050	**	284,186
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$235,045 par due 09/01/2051	**	192,512
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$428,748 par due 11/01/2051	**	367,324
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$254,388 par due 11/01/2051	**	218,793
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$276,134 par due 12/01/2051	**	229,000
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$473,573 par due 12/01/2051	**	390,789
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$150,668 par due 12/01/2051	**	124,135
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$131,399 par due 12/01/2051	**	108,289
	Freddie Mac Pool	Freddie Mac Pool, 2%, \$105,296 par due 12/01/2051	**	86,890
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$314,038 par due 12/01/2051	**	269,017
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$686,110 par due 01/01/2052	**	589,902
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$709,310 par due 02/01/2052	**	609,970
	Freddie Mac Pool	Freddie Mac Pool, 3%, \$696,232 par due 03/01/2052	**	620,302
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$76,777 par due 01/01/2035	**	71,362
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$113,373 par due 01/01/2035	**	105,377
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$37,863 par due 02/01/2035	**	35,071
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$390,320 par due 09/01/2051	**	336,376
	Freddie Mac Pool	Freddie Mac Pool, 2.5%, \$591,154 par due 12/01/2051	**	509,003
	Freddie Mac Pool	Freddie Mac Pool, 3%, \$499,693 par due 11/01/2049	**	448,639
	Freddie Mac Pool	Freddie Mac Pool, 3%, \$328,127 par due 12/01/2049	**	294,193
	Freddie Struct PT Cert	Freddie Struct PT Cert, 6.5%, \$104,671 par due 02/25/2042	**	104,443
	GE HealthCare Technologies Inc	GE HealthCare Technologies Inc, 5.65%, \$160,000 par due 11/15/2027	**	165,736
	GE HealthCare Technologies Inc	GE HealthCare Technologies Inc, 5.857%, \$100,000 par due 03/15/2030	**	105,172
	General Motors Financial Co Inc	General Motors Financial Co Inc, 2.4%, \$90,000 par due 10/15/2028	**	79,981
	General Motors Financial Co Inc	General Motors Financial Co Inc, 4.3%, \$120,000 par due 04/06/2029	**	115,709
	General Motors Financial Co Inc	General Motors Financial Co Inc, 5%, \$60,000 par due 04/09/2027	**	59,871
	Ginnie Mae II Pool	Ginnie Mae II Pool, 4.468%, \$244,078 par due 02/20/2067	**	239,411
	Ginnie Mae II Pool	Ginnie Mae II Pool, 6.86%, \$10,494 par due 06/20/2058	**	10,505
	GM Financial Revolving Receivables Trust 2021-1	GM Financial Revolving Receivables Trust 2021-1, 1.17%, \$440,000 par due 06/12/2034	**	398,662
	GM Financial Revolving Receivables Trust 2022-1	GM Financial Revolving Receivables Trust 2022-1, 5.91%, \$165,000 par due 10/11/2035	**	171,754
	GM Financial Revolving Receivables Trust 2023-2	GM Financial Revolving Receivables Trust 2023-2, 5.77%, \$360,000 par due 08/11/2036	**	375,485
	GMF Floorplan Owner Revolving Trust	GMF Floorplan Owner Revolving Trust, 5.34%, \$360,000 par due 06/15/2028	**	364,501
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 3.85%, \$150,000 par due 01/26/2027	**	145,913
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 4.223%, \$300,000 par due 05/01/2029	**	290,505
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 1.992%, \$190,000 par due 01/27/2032	**	153,788
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 1.948%, \$90,000 par due 10/21/2027	**	82,366
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The, 2.64%, \$110,000 par due 02/24/2028	**	102,002
	Government National Mortgage Association	Government National Mortgage Association, 6.15719%, \$371,278 par due 01/20/2069	**	364,325
	GS Mortgage Securities Trust 2017-GS5	GS Mortgage Securities Trust 2017-GS5, 3.674%, \$290,000 par due 03/10/2050	**	270,928
	GS Mortgage Securities Trust 2017-GS8	GS Mortgage Securities Trust 2017-GS8, 3.205%, \$500,000 par due 11/10/2050	**	462,501
	GS Mortgage Securities Trust 2018-GS10	GS Mortgage Securities Trust 2018-GS10, 3.89%, \$435,000 par due 07/10/2051	**	413,726
	GS Mortgage Securities Trust 2018-GS10	GS Mortgage Securities Trust 2018-GS10, 4.155%, \$265,000 par due 07/10/2051	**	249,467
	GSK Consumer Healthcare Capital UK PLC	GSK Consumer Healthcare Capital UK PLC, 3.375%, \$250,000 par due 03/24/2027	**	240,692
	Guardian Life Global Funding	Guardian Life Global Funding, 3.246%, \$90,000 par due 03/29/2027	**	85,763
	Guardian Life Global Funding	Guardian Life Global Funding, 5.737%, \$60,000 par due 10/02/2028	**	62,999
	Halliburton Co	Halliburton Co, 2.92%, \$180,000 par due 03/01/2030	**	162,135
	Health Care Service Corp A Mutual Legal Reserve Co	Health Care Service Corp A Mutual Legal Reserve Co, 1.5%, \$180,000 par due 06/01/2025	**	170,873
	Healthpeak OP LLC	Healthpeak OP LLC, 3.25%, \$90,000 par due 07/15/2026	**	86,417
	Healthpeak OP LLC	Healthpeak OP LLC, 2.125%, \$40,000 par due 12/01/2028	**	35,149
	Hexcel Corp	Hexcel Corp, 4.2%, \$135,000 par due 02/15/2027	**	130,077
	Houston TX Utility Sys Revenue	Houston TX Utility Sys Revenue, 3.923%, \$115,000 par due 11/15/2030	**	110,889
	HP Inc	HP Inc, 4%, \$100,000 par due 04/15/2029	**	97,124
	HSBC Holdings PLC	HSBC Holdings PLC, 4.583%, \$200,000 par due 06/19/2029	**	194,116
	HSBC Holdings PLC	HSBC Holdings PLC, 2.251%, \$360,000 par due 11/22/2027	**	330,583
	HSBC Holdings PLC	HSBC Holdings PLC, 6.161%, \$220,000 par due 03/09/2029	**	227,275
	Huntington Bancshares Inc/OH	Huntington Bancshares Inc/OH, 4.443%, \$50,000 par due 08/04/2028	**	48,503
	Ingredion Inc	Ingredion Inc, 3.2%, \$120,000 par due 10/01/2026	**	114,836
	Interstate Power and Light Co	Interstate Power and Light Co, 3.6%, \$330,000 par due 04/01/2029	**	313,310
	John Deere Owner Trust 2023-B	John Deere Owner Trust 2023-B, 5.18%, \$125,000 par due 03/15/2028	**	126,120
	Johns Hopkins Health System Corp/The	Johns Hopkins Health System Corp/The, 2.42%, \$200,000 par due 01/01/2030	**	174,089
	JPMBB Commercial Mortgage Sec Trust 2014-C26	JPMBB Commercial Mortgage Sec Trust 2014-C26, 3.4943%, \$240,000 par due 01/15/2048	**	233,922
	JPMCC Commercial Mortgage Sec Trust 2017-JP7	JPMCC Commercial Mortgage Sec Trust 2017-JP7, 3.454%, \$330,000 par due 09/15/2050	**	303,795
	JPMorgan Chase & Co	JPMorgan Chase & Co, 3.782%, \$100,000 par due 02/01/2028	**	96,662
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.203%, \$60,000 par due 07/23/2029	**	58,357
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.452%, \$230,000 par due 12/05/2029	**	225,473
	JPMorgan Chase & Co	JPMorgan Chase & Co, 3.96%, \$70,000 par due 01/29/2027	**	68,400

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<u>(a)</u>	<u>(b)</u> <u>Identity of Issue,</u> <u>Borrower, Lessor,</u> <u>or Similar Party</u>	<u>(c)</u> <u>Description of Investment</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral,</u> <u>Par, or Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current</u> <u>Value</u>
	JPMorgan Chase & Co	JPMorgan Chase & Co, 1.578%, \$190,000 par due 04/22/2027	**	\$ 175,390
	JPMorgan Chase & Co	JPMorgan Chase & Co, 2.069%, \$60,000 par due 06/01/2029	**	53,249
	JPMorgan Chase & Co	JPMorgan Chase & Co, 1.47%, \$200,000 par due 09/22/2027	**	181,234
	JPMorgan Chase & Co	JPMorgan Chase & Co, 2.947%, \$260,000 par due 02/24/2028	**	244,772
	JPMorgan Chase & Co	JPMorgan Chase & Co, 4.565%, \$40,000 par due 06/14/2030	**	39,184
	KeyCorp	KeyCorp, 2.25%, \$200,000 par due 04/06/2027	**	180,219
	KeyCorp	KeyCorp, 4.789%, \$80,000 par due 06/01/2033	**	73,586
	Kinder Morgan Inc	Kinder Morgan Inc, 1.75%, \$190,000 par due 11/15/2026	**	174,895
	Kraft Heinz Foods Co	Kraft Heinz Foods Co, 3%, \$148,000 par due 06/01/2026	**	142,247
	Lennox International Inc	Lennox International Inc, 5.5%, \$190,000 par due 09/15/2028	**	195,263
	Life 2021-BMR Mortgage Trust	Life 2021-BMR Mortgage Trust, 6.17648%, \$98,297 par due 03/15/2038	**	96,135
	Life 2022-BMR Mortgage Trust	Life 2022-BMR Mortgage Trust, 6.65705%, \$330,000 par due 05/15/2039	**	322,575
	Louisiana Local Govt Env Fac. & Comm Dev Auth	Louisiana Local Govt Env Fac. & Comm Dev Auth, 4.145%, \$280,000 par due 02/01/2031	**	275,604
	Lowe's Cos Inc	Lowe's Cos Inc, 1.7%, \$120,000 par due 09/15/2028	**	106,073
	Lowe's Cos Inc	Lowe's Cos Inc, 3.35%, \$40,000 par due 04/01/2027	**	38,554
	M&T Bank Corp	M&T Bank Corp, 4.553%, \$70,000 par due 08/16/2028	**	67,346
	Magellan Midstream Partners LP	Magellan Midstream Partners LP, 3.25%, \$50,000 par due 06/01/2030	**	45,324
	Manufacturers & Traders Trust Co	Manufacturers & Traders Trust Co, 4.7%, \$260,000 par due 01/27/2028	**	252,813
	Marathon Oil Corp	Marathon Oil Corp, 4.4%, \$280,000 par due 07/15/2027	**	272,869
	Marathon Petroleum Corp	Marathon Petroleum Corp, 4.7%, \$210,000 par due 05/01/2025	**	208,611
	Martin Marietta Materials Inc	Martin Marietta Materials Inc, 2.5%, \$80,000 par due 03/15/2030	**	70,528
	Masco Corp	Masco Corp, 3.5%, \$70,000 par due 11/15/2027	**	66,594
	Massachusetts School Building Authority	Massachusetts School Building Authority, 1.753%, \$100,000 par due 08/15/2030	**	85,951
	MD Comm Dev Admin Housing Rev	MD Comm Dev Admin Housing Rev, 3.5%, \$25,000 par due 09/01/2047	**	24,636
	Mercedes-Benz Finance North America LLC	Mercedes-Benz Finance North America LLC, 4.8%, \$150,000 par due 03/30/2028	**	151,588
	Mercedes-Benz Finance North America LLC	Mercedes-Benz Finance North America LLC, 5.1%, \$150,000 par due 08/03/2028	**	153,039
	Metropolitan Edison Co	Metropolitan Edison Co, 5.2%, \$70,000 par due 04/01/2028	**	70,567
	Metropolitan Life Global Funding I	Metropolitan Life Global Funding I, 1.875%, \$230,000 par due 01/11/2027	**	210,154
	Metropolitan Life Global Funding I	Metropolitan Life Global Funding I, 5.4%, \$250,000 par due 09/12/2028	**	256,764
	Mid-America Apartments LP	Mid-America Apartments LP, 1.1%, \$20,000 par due 09/15/2026	**	18,147
	Mid-Atlantic Interstate Transmission LLC	Mid-Atlantic Interstate Transmission LLC, 4.1%, \$160,000 par due 05/15/2028	**	154,619
	Mitsubishi UFJ Financial Group Inc	Mitsubishi UFJ Financial Group Inc, 1.538%, \$320,000 par due 07/20/2027	**	292,531
	Mitsubishi UFJ Financial Group Inc	Mitsubishi UFJ Financial Group Inc, 2.341%, \$210,000 par due 01/19/2028	**	194,449
	MMAF Equipment Finance LLC 2022-A	MMAF Equipment Finance LLC 2022-A, 3.32%, \$255,000 par due 06/13/2044	**	243,563
	MMAF Equipment Finance LLC 2023-A	MMAF Equipment Finance LLC 2023-A, 5.54%, \$280,000 par due 12/13/2029	**	284,068
	Mondelez International Holdings Netherlands BV	Mondelez International Holdings Netherlands BV, 2.25%, \$200,000 par due 09/19/2024	**	195,258
	Morgan Stanley	Morgan Stanley, 2.72%, \$120,000 par due 07/22/2025	**	118,026
	Morgan Stanley	Morgan Stanley, 1.512%, \$110,000 par due 07/20/2027	**	100,514
	Morgan Stanley	Morgan Stanley, 2.475%, \$215,000 par due 01/21/2028	**	199,747
	Morgan Stanley	Morgan Stanley, 4.21%, \$290,000 par due 04/20/2028	**	283,634
	Morgan Stanley	Morgan Stanley, 6.296%, \$90,000 par due 10/18/2028	**	94,341
	Morgan Stanley	Morgan Stanley, 5.449%, \$20,000 par due 07/20/2029	**	20,397
	Morgan Stanley BAML Trust 2014 C19	Morgan Stanley BAML Trust 2014 C19, 3.526%, \$320,000 par due 12/15/2047	**	312,325
	MPLX LP	MPLX LP, 4.125%, \$90,000 par due 03/01/2027	**	88,137
	MPLX LP	MPLX LP, 1.75%, \$170,000 par due 03/01/2026	**	159,095
	MPLX LP	MPLX LP, 4.95%, \$40,000 par due 09/01/2032	**	39,210
	Mutual of Omaha Cos Global Funding	Mutual of Omaha Cos Global Funding, 5.45%, \$140,000 par due 12/12/2028	**	143,008
	Navient Student Loan Trust 2021-1	Navient Student Loan Trust 2021-1, 6.05191%, \$276,881 par due 12/26/2069	**	272,144
	Nelnet Student Loan Trust 2021-A	Nelnet Student Loan Trust 2021-A, 1.36%, \$264,077 par due 04/20/2062	**	239,150
	Nelnet Student Loan Trust 2021-C	Nelnet Student Loan Trust 2021-C, 1.32%, \$75,253 par due 04/20/2062	**	67,555
	Nelnet Student Loan Trust 2021-D	Nelnet Student Loan Trust 2021-D, 1.63%, \$378,233 par due 04/20/2062	**	345,413
	New York Hospital for Special Surgery	New York Hospital for Special Surgery, 3.737%, \$100,000 par due 04/01/2028	**	94,728
	New York Life Global Funding	New York Life Global Funding, 4.9%, \$150,000 par due 06/13/2028	**	151,469
	New York State Electric & Gas Corp	New York State Electric & Gas Corp, 5.65%, \$230,000 par due 08/15/2028	**	236,035
	NextEra Energy Capital Holdings Inc	NextEra Energy Capital Holdings Inc, 1.875%, \$130,000 par due 01/15/2027	**	119,612
	Nissan Auto Lease Trust 2023-B	Nissan Auto Lease Trust 2023-B, 5.69%, \$240,000 par due 07/15/2026	**	241,745
	NNN REIT Inc	NNN REIT Inc, 4.3%, \$150,000 par due 10/15/2028	**	145,656
	Norfolk Southern Corp	Norfolk Southern Corp, 2.55%, \$100,000 par due 11/01/2029	**	89,924
	Norfolk Southern Corp	Norfolk Southern Corp, 5.05%, \$210,000 par due 08/01/2030	**	215,462
	North Dakota Public Finance Authority	North Dakota Public Finance Authority, 2.13%, \$200,000 par due 12/01/2029	**	175,016
	North Dakota Public Finance Authority	North Dakota Public Finance Authority, 4.05%, \$100,000 par due 12/01/2030	**	96,560
	Northwestern Mutual Global Funding	Northwestern Mutual Global Funding, 1.75%, \$300,000 par due 01/11/2027	**	274,607
	Northwestern Mutual Global Funding	Northwestern Mutual Global Funding, 3.3%, \$100,000 par due 04/04/2029	**	92,104
	NTT Finance Corp	NTT Finance Corp, 1.162%, \$220,000 par due 04/03/2026	**	203,000
	Nucor Corp	Nucor Corp, 4.3%, \$70,000 par due 05/23/2027	**	69,355
	Nutrien Ltd	Nutrien Ltd, 4.9%, \$70,000 par due 03/27/2028	**	70,677
	NXP BV / NXP Funding LLC / NXP USA Inc	NXP BV / NXP Funding LLC / NXP USA Inc, 2.65%, \$60,000 par due 02/15/2032	**	50,639
	NXP BV / NXP Funding LLC / NXP USA Inc	NXP BV / NXP Funding LLC / NXP USA Inc, 5%, \$90,000 par due 01/15/2033	**	90,331
	NYC Transitional Finance Auth Future Tax Sec Rev	NYC Transitional Finance Auth Future Tax Sec Rev, 3.45%, \$175,000 par due 02/01/2029	**	167,010
	OhioHealth Corp	OhioHealth Corp, 2.297%, \$250,000 par due 11/15/2031	**	210,752
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 4.285%, \$36,739 par due 02/01/2032	**	36,109
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 3.877%, \$176,414 par due 05/01/2032	**	170,570
	Oklahoma Development Finance Authority	Oklahoma Development Finance Authority, 4.135%, \$116,500 par due 12/01/2033	**	113,839
	Oncor Electric Delivery Co LLC	Oncor Electric Delivery Co LLC, 3.7%, \$160,000 par due 11/15/2028	**	154,386

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	Oncor Electric Delivery Co LLC	Oncor Electric Delivery Co LLC, 2.75%, \$90,000 par due 05/15/2030	**	\$ 80,609
	Oncor Electric Delivery Co LLC	Oncor Electric Delivery Co LLC, 4.3%, \$150,000 par due 05/15/2028	**	148,272
	ONE Gas Inc	ONE Gas Inc, 5.1%, \$140,000 par due 04/01/2029	**	142,912
	Oracle Corp	Oracle Corp, 2.8%, \$605,000 par due 04/01/2027	**	570,916
	Oracle Corp	Oracle Corp, 2.95%, \$140,000 par due 04/01/2030	**	126,463
	Oracle Corp	Oracle Corp, 6.15%, \$30,000 par due 11/09/2029	**	32,315
	Orlando Health Obligated Group	Orlando Health Obligated Group, 3.777%, \$105,000 par due 10/01/2028	**	99,327
	Pacific Life Global Funding II	Pacific Life Global Funding II, 5.5%, \$150,000 par due 07/18/2028	**	153,439
	PacifiCorp	PacifiCorp, 2.7%, \$320,000 par due 09/15/2030	**	277,644
	Packaging Corp of America	Packaging Corp of America, 3%, \$160,000 par due 12/15/2029	**	145,000
	Parker-Hannifin Corp	Parker-Hannifin Corp, 4.25%, \$100,000 par due 09/15/2027	**	99,198
	Parker-Hannifin Corp	Parker-Hannifin Corp, 4.5%, \$80,000 par due 09/15/2029	**	80,415
	Petroleos Mexicanos	Petroleos Mexicanos, 2.29%, \$10,000 par due 02/15/2024	**	9,902
	PHEAA Student Loan Trust 2016-2	PHEAA Student Loan Trust 2016-2, 6.40191%, \$159,557 par due 11/25/2065	**	158,080
	Phillips 66	Phillips 66, 3.9%, \$150,000 par due 03/15/2028	**	145,937
	Phillips 66	Phillips 66, 1.3%, \$90,000 par due 02/15/2026	**	83,632
	Phillips 66 Co	Phillips 66 Co, 4.95%, \$120,000 par due 12/01/2027	**	121,107
	Pioneer Natural Resources Co	Pioneer Natural Resources Co, 1.125%, \$60,000 par due 01/15/2026	**	55,718
	PNC Financial Services Group Inc/The	PNC Financial Services Group Inc/The, 6.037%, \$50,000 par due 10/28/2033	**	52,333
	PNC Financial Services Group Inc/The	PNC Financial Services Group Inc/The, 5.354%, \$130,000 par due 12/02/2028	**	131,658
	PNC Financial Services Group Inc/The	PNC Financial Services Group Inc/The, 5.068%, \$40,000 par due 01/24/2034	**	39,209
	Pricoa Global Funding I	Pricoa Global Funding I, 1.2%, \$170,000 par due 09/01/2026	**	154,441
	Prologis LP	Prologis LP, 1.75%, \$180,000 par due 02/01/2031	**	149,738
	Protective Life Global Funding	Protective Life Global Funding, 4.714%, \$150,000 par due 07/06/2027	**	149,186
	Realty Income Corp	Realty Income Corp, 0.75%, \$80,000 par due 03/15/2026	**	73,045
	Regions Financial Corp	Regions Financial Corp, 1.8%, \$170,000 par due 08/12/2028	**	145,741
	Revvity Inc	Revvity Inc, 1.9%, \$160,000 par due 09/15/2028	**	138,668
	Rochester Gas and Electric Corp	Rochester Gas and Electric Corp, 3.1%, \$150,000 par due 06/01/2027	**	141,537
	Rogers Communications Inc	Rogers Communications Inc, 3.2%, \$100,000 par due 03/15/2027	**	95,507
	Rolls-Royce PLC	Rolls-Royce PLC, 3.625%, \$300,000 par due 10/14/2025	**	288,150
	Roper Technologies Inc	Roper Technologies Inc, 2.95%, \$90,000 par due 09/15/2029	**	82,558
	Royal Bank of Canada	Royal Bank of Canada, 3.625%, \$190,000 par due 05/04/2027	**	183,764
	Royal Bank of Canada	Royal Bank of Canada, 4.24%, \$200,000 par due 08/03/2027	**	197,820
	RTX Corp	RTX Corp, 5.75%, \$180,000 par due 01/15/2029	**	188,304
	RTX Corp	RTX Corp, 6%, \$140,000 par due 03/15/2031	**	149,348
	RTX Corp	RTX Corp, 4.125%, \$150,000 par due 11/16/2028	**	146,624
	Ryder System Inc	Ryder System Inc, 2.85%, \$110,000 par due 03/01/2027	**	103,489
	Ryder System Inc	Ryder System Inc, 5.65%, \$70,000 par due 03/01/2028	**	72,166
	San Diego Community College District	San Diego Community College District, 2.383%, \$420,000 par due 08/01/2033	**	347,567
	San Diego Unified School District/CA	San Diego Unified School District/CA, 2.414%, \$250,000 par due 07/01/2034	**	203,260
	San Jose Redevelopment Agency Successor Agency	San Jose Redevelopment Agency Successor Agency, 3.25%, \$215,000 par due 08/01/2029	**	201,154
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 5.168%, \$1,030,131 par due 03/10/2033	**	1,034,018
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.191%, \$16,638 par due 03/10/2024	**	16,555
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.015%, \$5,419 par due 09/10/2024	**	5,331
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.829%, \$20,323 par due 09/10/2025	**	19,640
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.507%, \$31,752 par due 03/10/2026	**	30,358
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.845%, \$282,459 par due 03/10/2027	**	271,957
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.518%, \$189,266 par due 09/10/2027	**	177,974
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.548%, \$235,750 par due 09/10/2028	**	224,825
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 3.113%, \$359,352 par due 03/10/2029	**	338,648
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.078%, \$454,443 par due 03/10/2030	**	412,056
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 1.667%, \$293,377 par due 03/10/2031	**	254,496
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 1.304%, \$546,462 par due 09/10/2031	**	460,634
	SBA Small Business Investment Cos	SBA Small Business Investment Cos, 2.938%, \$1,835,645 par due 03/10/2032	**	1,671,315
	Sealed Air Corp	Sealed Air Corp, 1.573%, \$80,000 par due 10/15/2026	**	72,067
	Seasoned Credit Risk Transfer Trust 2017-4	Seasoned Credit Risk Transfer Trust 2017-4, 3.25%, \$837,235 par due 06/25/2057	**	737,830
	Seasoned Credit Risk Transfer Trust Series 2018-3	Seasoned Credit Risk Transfer Trust Series 2018-3, 3.5%, \$74,557 par due 08/25/2057	**	70,435
	Seasoned Credit Risk Transfer Trust Series 2019-1	Seasoned Credit Risk Transfer Trust Series 2019-1, 4%, \$190,638 par due 07/25/2058	**	177,222
	Seasoned Credit Risk Transfer Trust Series 2019-2	Seasoned Credit Risk Transfer Trust Series 2019-2, 4%, \$213,506 par due 08/25/2058	**	199,579
	Seasoned Credit Risk Transfer Trust Series 2019-3	Seasoned Credit Risk Transfer Trust Series 2019-3, 4%, \$132,293 par due 10/25/2058	**	122,977
	Seasoned Credit Risk Transfer Trust Series 2022-2	Seasoned Credit Risk Transfer Trust Series 2022-2, 3%, \$310,426 par due 04/25/2062	**	275,725
	SFS Auto Receivables Securitization Trust 2023-1	SFS Auto Receivables Securitization Trust 2023-1, 5.47%, \$240,000 par due 10/20/2028	**	242,502
	Sherwin-Williams Co/The	Sherwin-Williams Co/The, 2.95%, \$100,000 par due 08/15/2029	**	92,096
	Simon Property Group LP	Simon Property Group LP, 3.375%, \$100,000 par due 12/01/2027	**	95,393
	SLM Student Loan Trust 2003-10	SLM Student Loan Trust 2003-10, 6.28275%, \$317,682 par due 12/17/2068	**	312,373
	SLM Student Loan Trust 2013-2	SLM Student Loan Trust 2013-2, 5.90191%, \$70,735 par due 06/25/2043	**	68,895
	Stanford Health Care	Stanford Health Care, 3.31%, \$150,000 par due 08/15/2030	**	137,998
	Stanley Black & Decker Inc	Stanley Black & Decker Inc, 3.4%, \$260,000 par due 03/01/2026	**	251,424
	State of California	State of California, 3.05%, \$275,000 par due 04/01/2029	**	258,429
	State of Hawaii	State of Hawaii, 1.892%, \$350,000 par due 08/01/2029	**	308,259
	State of Mississippi	State of Mississippi, 2.287%, \$245,000 par due 10/01/2033	**	201,897
	State of Ohio	State of Ohio, 1.73%, \$350,000 par due 09/15/2031	**	289,468
	State of Texas	State of Texas, 4.631%, \$250,000 par due 04/01/2033	**	251,188
	State of Wisconsin	State of Wisconsin, 1.772%, \$110,000 par due 05/01/2032	**	89,401

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
EIN: 74-1648137 PLAN #015
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
(CONTINUED)
December 31, 2023

<u>(a)</u>	<u>(b)</u> <u>Identity of Issue,</u> <u>Borrower, Lessor,</u> <u>or Similar Party</u>	<u>(c)</u> <u>Description of Investment</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral,</u> <u>Par. or Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current</u> <u>Value</u>
	State of Wisconsin	State of Wisconsin, 2.544%, \$155,000 par due 05/01/2031	**	\$ 136,956
	State Street Corp	State Street Corp, 2.623%, \$40,000 par due 02/07/2033	**	33,747
	State Street Corp	State Street Corp, 5.684%, \$220,000 par due 11/21/2029	**	227,637
	Sumitomo Mitsui Financial Group Inc	Sumitomo Mitsui Financial Group Inc, 1.902%, \$370,000 par due 09/17/2028	**	324,116
	Sumitomo Mitsui Financial Group Inc	Sumitomo Mitsui Financial Group Inc, 2.174%, \$200,000 par due 01/14/2027	**	184,759
	Take-Two Interactive Software Inc	Take-Two Interactive Software Inc, 3.7%, \$70,000 par due 04/14/2027	**	67,903
	Taubman Centers Commercial Mortgage Trust 2022-DPM	Taubman Centers Commercial Mortgage Trust 2022-DPM, 7.54781%, \$345,000 par due 05/15/2037	**	342,942
	Texas Electric Market Stabilization Funding N LLC	Texas Electric Market Stabilization Funding N LLC, 4.265%, \$338,681 par due 08/01/2034	**	327,449
	Texas Natural Gas Securitization Finance Corp	Texas Natural Gas Securitization Finance Corp, 5.102%, \$410,000 par due 04/01/2035	**	417,847
	T-Mobile USA Inc	T-Mobile USA Inc, 2.55%, \$110,000 par due 02/15/2031	**	94,856
	T-Mobile USA Inc	T-Mobile USA Inc, 2.4%, \$100,000 par due 03/15/2029	**	89,831
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 2.8%, \$160,000 par due 03/10/2027	**	151,163
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 4.693%, \$80,000 par due 09/15/2027	**	79,910
	Toronto-Dominion Bank/The	Toronto-Dominion Bank/The, 5.156%, \$130,000 par due 01/10/2028	**	131,885
	Towd Point Mortgage Trust 2017-1	Towd Point Mortgage Trust 2017-1, 2.75%, \$5,263 par due 10/25/2056	**	5,228
	Towd Point Mortgage Trust 2019-4	Towd Point Mortgage Trust 2019-4, 2.9%, \$306,896 par due 10/25/2059	**	288,331
	Towd Point Mortgage Trust 2022-1	Towd Point Mortgage Trust 2022-1, 3.75%, \$347,043 par due 07/25/2062	**	324,190
	Towd Point Mortgage Trust 2022-4	Towd Point Mortgage Trust 2022-4, 3.75%, \$309,447 par due 09/25/2062	**	289,695
	Toyota Auto Loan Extended Note Trust 2021-1	Toyota Auto Loan Extended Note Trust 2021-1, 1.07%, \$695,000 par due 02/27/2034	**	640,473
	Toyota Auto Loan Extended Note Trust 2022-1	Toyota Auto Loan Extended Note Trust 2022-1, 3.82%, \$510,000 par due 04/25/2035	**	495,550
	Toyota Auto Loan Extended Note Trust 2023-1	Toyota Auto Loan Extended Note Trust 2023-1, 4.93%, \$445,000 par due 06/25/2036	**	449,335
	Trane Technologies Financing Ltd	Trane Technologies Financing Ltd, 3.5%, \$300,000 par due 03/21/2026	**	291,682
	Trinity Health	Trinity Health, 3.084%, \$260,000 par due 12/01/2034	**	226,559
	Truist Financial Corp	Truist Financial Corp, 4.123%, \$80,000 par due 06/06/2028	**	77,088
	Truist Financial Corp	Truist Financial Corp, 6.123%, \$75,000 par due 10/28/2033	**	77,977
	Truist Financial Corp	Truist Financial Corp, 4.873%, \$230,000 par due 01/26/2029	**	226,823
	UBS Commercial Mortgage Trust 2017-C3	UBS Commercial Mortgage Trust 2017-C3, 3.167%, \$160,000 par due 08/15/2050	**	151,017
	UBS Commercial Mortgage Trust 2017-C7	UBS Commercial Mortgage Trust 2017-C7, 3.679%, \$210,000 par due 12/15/2050	**	194,194
	UBS Commercial Mortgage Trust 2018-C10	UBS Commercial Mortgage Trust 2018-C10, 4.3134%, \$265,000 par due 05/15/2051	**	253,143
	UBS Group AG	UBS Group AG, 1.494%, \$210,000 par due 08/10/2027	**	189,827
	UBS Group AG	UBS Group AG, 2.746%, \$200,000 par due 02/11/2033	**	164,349
	UDR Inc	UDR Inc, 3.2%, \$120,000 par due 01/15/2030	**	109,135
	United States Small Business Administration	United States Small Business Administration, 1.77%, \$348,886 par due 04/01/2045	**	287,179
	United States Small Business Administration	United States Small Business Administration, 4.01%, \$846,735 par due 06/01/2047	**	799,667
	United States Small Business Administration	United States Small Business Administration, 3.93%, \$1,013,224 par due 07/01/2047	**	960,417
	United States Small Business Administration	United States Small Business Administration, 3.8%, \$203,244 par due 08/01/2047	**	190,694
	United States Small Business Administration	United States Small Business Administration, 5.13%, \$725,030 par due 11/01/2047	**	736,386
	United States Small Business Administration	United States Small Business Administration, 4.71%, \$583,173 par due 12/01/2047	**	581,351
	United States Small Business Administration	United States Small Business Administration, 4.91%, \$370,609 par due 01/01/2048	**	372,901
	United States Small Business Administration	United States Small Business Administration, 5.78%, \$7,517 par due 08/01/2027	**	7,461
	United States Small Business Administration	United States Small Business Administration, 5.56%, \$4,548 par due 09/01/2027	**	4,529
	United States Small Business Administration	United States Small Business Administration, 5.57%, \$6,180 par due 10/01/2027	**	6,131
	United States Small Business Administration	United States Small Business Administration, 5.49%, \$4,805 par due 05/01/2028	**	4,768
	United States Small Business Administration	United States Small Business Administration, 5.68%, \$4,773 par due 06/01/2028	**	4,734
	United States Small Business Administration	United States Small Business Administration, 5.87%, \$15,784 par due 07/01/2028	**	15,669
	United States Small Business Administration	United States Small Business Administration, 4.61%, \$549,119 par due 02/01/2048	**	538,621
	United States Small Business Administration	United States Small Business Administration, 4.93%, \$837,613 par due 03/01/2048	**	845,075
	United States Small Business Administration	United States Small Business Administration, 4.48%, \$615,039 par due 04/01/2048	**	603,414
	United States Small Business Administration	United States Small Business Administration, 5.6%, \$11,158 par due 09/01/2028	**	11,027
	United States Small Business Administration	United States Small Business Administration, 5.63%, \$13,163 par due 10/01/2028	**	13,028
	United States Small Business Administration	United States Small Business Administration, 6.77%, \$11,662 par due 11/01/2028	**	11,936
	United States Small Business Administration	United States Small Business Administration, 6.22%, \$19,673 par due 12/01/2028	**	19,834
	United States Small Business Administration	United States Small Business Administration, 5.15%, \$460,000 par due 08/01/2048	**	468,947
	United States Small Business Administration	United States Small Business Administration, 5.28%, \$880,000 par due 12/01/2048	**	906,432
	United States Small Business Administration	United States Small Business Administration, 3.37%, \$107,481 par due 10/01/2033	**	102,285
	United States Small Business Administration	United States Small Business Administration, 3.23%, \$155,403 par due 02/01/2034	**	147,361
	United States Small Business Administration	United States Small Business Administration, 3.21%, \$139,945 par due 03/01/2034	**	132,502
	United States Small Business Administration	United States Small Business Administration, 3.11%, \$145,909 par due 04/01/2034	**	138,037
	United States Small Business Administration	United States Small Business Administration, 2.03%, \$211,398 par due 09/01/2036	**	190,505
	United States Small Business Administration	United States Small Business Administration, 2.21%, \$261,550 par due 10/01/2036	**	235,496
	United States Small Business Administration	United States Small Business Administration, 2.81%, \$158,480 par due 06/01/2037	**	145,189
	United States Small Business Administration	United States Small Business Administration, 2.98%, \$184,221 par due 07/01/2037	**	170,716
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.5%, \$616,000 par due 02/15/2030	**	537,412
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.625%, \$1,775,000 par due 05/15/2030	**	1,452,727
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.25%, \$2,000,000 par due 10/31/2025	**	1,858,204
	United States Treasury Note/Bond	United States Treasury Note/Bond, 0.875%, \$700,000 par due 11/15/2030	**	576,024
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.625%, \$1,130,000 par due 05/15/2031	**	970,962
	United States Treasury Note/Bond	United States Treasury Note/Bond, 1.375%, \$275,000 par due 11/15/2031	**	228,733
	United States Treasury Note/Bond	United States Treasury Note/Bond, 3.25%, \$820,000 par due 06/30/2029	**	794,567
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4.125%, \$892,000 par due 11/15/2032	**	908,411
	United States Treasury Note/Bond	United States Treasury Note/Bond, 3.5%, \$430,000 par due 02/15/2033	**	417,806
	United States Treasury Note/Bond	United States Treasury Note/Bond, 3.375%, \$1,080,000 par due 05/15/2033	**	1,038,657
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4%, \$935,000 par due 06/30/2028	**	940,259
	United States Treasury Note/Bond	United States Treasury Note/Bond, 3.875%, \$1,530,000 par due 08/15/2033	**	1,531,195

SYSCO CORPORATION EMPLOYEES' 401(k) PLAN
EIN: 74-1648137 PLAN #015
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
(CONTINUED)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	United States Treasury Note/Bond	United States Treasury Note/Bond, 5%, \$1,435,000 par due 08/31/2025	**	\$ 1,448,453
	United States Treasury Note/Bond	United States Treasury Note/Bond, 5%, \$1,395,000 par due 09/30/2025	**	1,409,495
	United States Treasury Note/Bond	United States Treasury Note/Bond, 5%, \$1,380,000 par due 10/31/2025	**	1,396,011
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4.875%, \$695,000 par due 10/31/2028	**	726,167
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4.5%, \$460,000 par due 11/15/2033	**	483,934
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4.875%, \$1,410,000 par due 11/30/2025	**	1,424,926
	United States Treasury Note/Bond	United States Treasury Note/Bond, 4.375%, \$705,000 par due 11/30/2028	**	722,129
	US Bancorp	US Bancorp, 4.548%, \$90,000 par due 07/22/2028	**	88,736
	US Bancorp	US Bancorp, 5.85%, \$80,000 par due 10/21/2033	**	82,597
	USAA Capital Corp	USAA Capital Corp, 2.125%, \$150,000 par due 05/01/2030	**	126,146
	Vendee Mortgage Trust 1998-2	Vendee Mortgage Trust 1998-2, 6.75%, \$26,126 par due 06/15/2028	**	26,826
	Ventas Realty LP	Ventas Realty LP, 3.85%, \$150,000 par due 04/01/2027	**	144,163
	Verizon Communications Inc	Verizon Communications Inc, 4.329%, \$160,000 par due 09/21/2028	**	158,451
	Verizon Communications Inc	Verizon Communications Inc, 2.355%, \$223,000 par due 03/15/2032	**	185,786
	Verizon Master Trust	Verizon Master Trust, 1.53%, \$485,000 par due 07/20/2028	**	467,178
	Verizon Master Trust	Verizon Master Trust, 5.16%, \$145,000 par due 06/20/2029	**	146,772
	Vermont Std Asst Corp	Vermont Std Asst Corp, 6.14321%, \$25,660 par due 07/28/2034	**	25,588
	Virginia Electric and Power Co	Virginia Electric and Power Co, 3.75%, \$50,000 par due 05/15/2027	**	48,846
	Virginia Housing Development Authority 2016-A	Virginia Housing Development Authority 2016-A, 3.1%, \$27,056 par due 06/25/2041	**	24,782
	Volkswagen Group of America Finance LLC	Volkswagen Group of America Finance LLC, 2.85%, \$200,000 par due 09/26/2024	**	196,020
	Volkswagen Group of America Finance LLC	Volkswagen Group of America Finance LLC, 5.65%, \$320,000 par due 09/12/2028	**	328,643
	Warnermedia Holdings Inc	Warnermedia Holdings Inc, 3.755%, \$80,000 par due 03/15/2027	**	76,716
	Warnermedia Holdings Inc	Warnermedia Holdings Inc, 4.054%, \$110,000 par due 03/15/2029	**	104,412
	Warnermedia Holdings Inc	Warnermedia Holdings Inc, 4.279%, \$100,000 par due 03/15/2032	**	91,642
	Washington Co ISD	Washington Co ISD, 5.909%, \$100,000 par due 06/15/2026	**	102,918
	WEC Energy Group Inc	WEC Energy Group Inc, 2.2%, \$240,000 par due 12/15/2028	**	213,193
	WEC Energy Group Inc	WEC Energy Group Inc, 5.15%, \$80,000 par due 10/01/2027	**	81,217
	SEI Trust Company	Galliard Short Core Fund F	**	108,617,182
	SEI Trust Company	Short-term Investment Fund A S	**	813,983
	Wells Fargo & Co	Wells Fargo & Co, 3.35%, \$200,000 par due 03/02/2033	**	175,188
	Wells Fargo & Co	Wells Fargo & Co, 3.526%, \$200,000 par due 03/24/2028	**	190,916
	Wells Fargo & Co	Wells Fargo & Co, 4.808%, \$150,000 par due 07/25/2028	**	148,958
	Wells Fargo & Co	Wells Fargo & Co, 4.897%, \$100,000 par due 07/25/2033	**	97,555
	Wells Fargo & Co	Wells Fargo & Co, 5.574%, \$90,000 par due 07/25/2029	**	91,989
	Wells Fargo Commercial Mortgage Trust 2016-C33	Wells Fargo Commercial Mortgage Trust 2016-C33, 3.162%, \$147,401 par due 03/15/2059	**	140,662
	Wells Fargo Commercial Mortgage Trust 2017-C38	Wells Fargo Commercial Mortgage Trust 2017-C38, 3.453%, \$325,000 par due 07/15/2050	**	305,421
	Wells Fargo Commercial Mortgage Trust 2017-C39	Wells Fargo Commercial Mortgage Trust 2017-C39, 3.157%, \$110,000 par due 09/15/2050	**	103,200
	Wells Fargo Commercial Mortgage Trust 2017-C39	Wells Fargo Commercial Mortgage Trust 2017-C39, 3.418%, \$270,000 par due 09/15/2050	**	252,743
	Wells Fargo Commercial Mortgage Trust 2017-C40	Wells Fargo Commercial Mortgage Trust 2017-C40, 3.317%, \$330,000 par due 10/15/2050	**	311,242
	Wells Fargo Commercial Mortgage Trust 2018-C43	Wells Fargo Commercial Mortgage Trust 2018-C43, 4.012%, \$250,000 par due 03/15/2051	**	238,375
	Wells Fargo Commercial Mortgage Trust 2018-C44	Wells Fargo Commercial Mortgage Trust 2018-C44, 4.212%, \$235,000 par due 05/15/2051	**	225,832
	Wells Fargo Commercial Mortgage Trust 2018-C46	Wells Fargo Commercial Mortgage Trust 2018-C46, 4.152%, \$190,000 par due 08/15/2051	**	180,520
	Wells Fargo Commercial Mortgage Trust 2018-C48	Wells Fargo Commercial Mortgage Trust 2018-C48, 4.302%, \$275,000 par due 01/15/2052	**	265,484
	Welltower OP LLC	Welltower OP LLC, 4.125%, \$256,000 par due 03/15/2029	**	247,356
	Welltower OP LLC	Welltower OP LLC, 2.7%, \$60,000 par due 02/15/2027	**	56,289
	Wheels Fleet Lease Funding 1 LLC	Wheels Fleet Lease Funding 1 LLC, 5.8%, \$330,000 par due 04/18/2038	**	330,955
	Williams Cos Inc/The	Williams Cos Inc/The, 5.65%, \$80,000 par due 03/15/2033	**	83,734
	Williams Cos Inc/The	Williams Cos Inc/The, 5.3%, \$210,000 par due 08/15/2028	**	215,090
	Wisconsin Power and Light Co	Wisconsin Power and Light Co, 3.95%, \$140,000 par due 09/01/2032	**	132,866
	WRKCo Inc	WRKCo Inc, 4.65%, \$140,000 par due 03/15/2026	**	139,083
	Xcel Energy Inc	Xcel Energy Inc, 1.75%, \$155,000 par due 03/15/2027	**	141,444
	Accrued interest	Accrued interest	**	918,685
	Payable/Receivable	Payable for investments purchased on a fwd basis and Receivable for investment payments due	**	129,204
		Total Synthetic GICs at fair value		254,725,242
	Adjustment from fair value to contract value for fully benefit responsive investment contracts			14,836,152
		Total Synthetic GICs at contract value		269,561,394
		Total Investments		4,385,985,411
*	Participant Loans	4.25% - 10.50%	0	120,024,291
				<u>\$ 4,506,009,702</u>

* Represents a party in interest to the Plan.

** Cost omitted for participant directed investments.

SYSKO CORPORATION EMPLOYEES' 401(k) PLAN
EIN:74-1648137 PLAN #015
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS
For the Year Ended December 31, 2023

Participant Contributions Transferred Late to the Plan	Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
		Contributions	Contributions	Contributions
Check here if late participant loan repayments are included: <u>X</u>	Contributions	Corrected	Pending	Pending
	<u>Not Corrected</u>	<u>Outside VFCP</u>	<u>Correction</u>	<u>in VFCP</u>
<u>\$ 43,901,573</u>	<u>\$ 43,901,573</u>			