

WELCOME TO THE SODEXO 401(K) RETIREMENT SAVINGS PLAN

Saving is easy with
Sodexo by your side



sodexo



SODEXO OFFERS A BROAD RANGE OF BENEFITS AND PROGRAMS TO HELP YOU WITH YOUR FINANCIAL FUTURE, INCLUDING THE SODEXO 401(K) RETIREMENT SAVINGS PLAN

THE 401(K) PLAN HELPS YOU SAVE FOR AN IMPORTANT LIFE EVENT—RETIREMENT

Here are a few reasons why it's a great benefit:

- Sodexo gets you started by automatically enrolling you in the Plan at 1% of your pay, and increasing your contributions 1% each year until you reach 3%. **Sodexo Live and Union employees are not eligible for auto enrollment but if you are interested in enrolling in the plan, follow the steps on page 4 to actively make enrollment elections.**
- Sodexo matches half of what you save, up to the first 6% of pay you contribute. It's called the company match. You can contribute anywhere from 1-50% of your eligible pay, but keep in mind that if you save anything less than 6%, you are leaving money on the table.
- You can save for the future by contributing a percentage of your pay on a pre-tax, Roth 401(k) and/or after-tax basis.
- You have a choice of investments, including State Street Target Retirement Funds, to make your choice easier.
- You have access to personalized investment advice.
- Account access is available 24/7 through the Internet or phone.

YOUR PASSWORD

When you access the Plan website or Information Line for the first time, you will need to use your Social Security number and password. Your password will be mailed to your home in a white security envelope.

If you do not receive your password, please call 866-7MY-PLAN (866-769-7526).

INFORMACIÓN IMPORTANTE

Si no hace nada, usted quedará inscrito automáticamente en el Plan 401(k) de ahorros de jubilación de Sodexo 30 días después de su primer día en Sodexo. Cada periodo de pago, el 1% de su pago se invertirá en el fondo State Street Target Retirement Fund que corresponde con el año en que se calcula que se jubilará. Su contribución será aumentada en un 1% cada año, hasta que usted esté ahorrando un total del 3%. Usted puede cambiar su tasa de contribución y opciones de inversión en cualquier momento después de inscrito. Para solicitar una copia de este paquete de inscripción en español, llame al 866-7MY-PLAN (866-769-7526).



START NOW TO SAVE MORE FOR RETIREMENT

Starting right now can make a huge difference to your financial future. Why? Because the longer you save, the more time your savings have to grow—and the potential to earn returns that can earn more returns.

It's called compounding. Your savings and company matching contributions, as well as returns, grow tax-free until withdrawal—so you benefit from tax-deferred compounding.

While it's never too late to start saving, just look at how much more you could have by starting early and saving \$100 a month.

IF YOU START SAVING \$100 A MONTH FOR:

40 Years	<div style="background-color: #667788; width: 100px; height: 10px; display: inline-block;"></div>	\$210,587
30 Years	<div style="background-color: #CCCCCC; width: 100px; height: 10px; display: inline-block;"></div>	\$115,821
20 Years	<div style="background-color: #334466; width: 100px; height: 10px; display: inline-block;"></div>	\$57,643

HOW DID WE COME UP WITH THESE NUMBERS?

They're based on you saving \$100 a month, including the company match and assuming a 5% compound annual return. This example is for illustrative purposes only and is not intended to be investment advice or a prediction of future results.

ABOUT Voya FINANCIAL®

Voya Financial (NYSE: VOYA) is a premier retirement, investment and insurance company servicing the financial needs of millions of individual and institutional customers throughout the United States. Voya Institutional Plan Services, LLC (VIPS), a member of the Voya® family of companies, is the Plan's recordkeeper. VIPS provides you with Plan information, saving and investing education, transaction processing and more on your journey to retirement.

GET TO KNOW YOUR 401(K) PLAN

ENROLLING IN THE 401(K) PLAN IS EASY

When it comes to enrolling in the 401(k) Plan, you have three choices. Sodexo Live and Union employees are not eligible for auto enrollment but if you are interested in enrolling in the plan, follow the first choice to actively make enrollment elections.

1 ACTIVELY MAKE ENROLLMENT ELECTIONS

Go to the Plan website at MySodexoSavingsPlan.com or call the Information Line at 866-7MY-PLAN (866-769-7526). Enter your Social Security number (or username if you've established one) and password. Then simply follow the instructions to select your contribution percentage rate and choose your investment options. Remember, if you contribute 6%, you get the full 3% company match. That's a 50% return on your savings. So make saving 6% your goal.

2 STAY AUTOMATICALLY ENROLLED

If you do nothing, you will be automatically enrolled 30 days after your first day with Sodexo. Each payroll period, 1% of your pay will be invested in the State Street Target Retirement Fund that corresponds with your estimated year of retirement (see page 8). Your contribution will be increased by 1% each year, until you are saving a total of 3%. You can change your contribution rate and/or investment options at any time after you are enrolled.

3 OPT OUT (CHOOSE NOT TO PARTICIPATE)

We get you started with automatic enrollment, but you can choose not to participate. To opt out, go to MySodexoSavingsPlan.com or call 866-7MY-PLAN (866-769-7526) within 30 days of your hire date.

Note: You will need your Social Security number and password. If you change your mind, you can enroll at any time in the future.

GIVE YOUR SAVINGS A RAISE WITH THE CONTRIBUTION RATE ESCALATOR

Go to the Plan website and select this tool to set automatic contribution increases. Go to *Account > Contributions & Savings > Manage Contributions* then follow the simple instructions. Think about setting an annual 1% increase. Try it once. If you don't like it, you can always shut it off.

Note: The Contribution Rate Escalator is not available to those employees classified as Highly Compensated Employees (HCEs).

ACCESS YOUR ACCOUNT ON THE GO. DOWNLOAD THE Voya RETIRE APP.

Search **Voya Retire** in your preferred app store.*

* App Store is a service mark of Apple Inc. Android is a trademark of Google LLC. Amazon and Kindle are trademarks of Amazon.com, Inc. or its affiliates.

CHOOSE YOUR BENEFICIARY

The money in your 401(k) Plan account belongs to you. But no one can predict the future. So it's important to name a beneficiary: the person or persons who will receive your account balance in the event of your death. Keep in mind, if you are married, your spouse is automatically your beneficiary unless he or she agrees otherwise. Log on to the Plan website and select "Your Name" in the top right corner, then *Personal Information > Beneficiary Information > Add/Edit Beneficiary*.

HERE ARE SOME KEY FEATURES:

Contributions

You can contribute 1-50%* of your pay on a pre-tax, Roth 401(k) and/or traditional after-tax basis, or a combination of both. Your contributions cannot exceed a total of 50% of your pay and your total contributions cannot exceed the annual IRS limit (which is evaluated each year).

Visit voyadelivers.com/sodexo/roth to learn more about Roth 401(k) contributions.

*If you are considered a Highly Compensated Employee (HCE), additional limits may apply to you. Please visit the Plan website for more information.

Catch-Up Contributions

If you are age 50 or older this year, you can make catch-up contributions in addition to your regular contributions. Catch-up contributions are not eligible for the company match.

Company Match Limit

To help you save, Sodexo adds \$.50* to your account for every \$1.00 you contribute, up to the first 6% of your pay. In other words, if you contribute 6%, Sodexo will automatically add 3% more. Be sure to save at least 6% to get the full company matching contribution. Here's what it can mean to your account.

If you earn \$25,000 a year and you save	You contribute each year	Sodexo adds the company match	Total to your account
1% of pay	\$250	+ \$125	= \$375
3% of pay	\$750	+ \$375	= \$1,125
6% of pay	\$1,500	+ \$750	= \$2,250

*The company match may vary from year to year.

The company contribution is made quarterly, and generally a participant must be employed by the company on the last business day of the quarter to receive the company's quarterly contribution.

Vesting

Your contributions always belong to you. It's called vesting. Generally, you become 100% vested in company matching contributions after completing 3 years of service. Please refer to the *Summary Plan Description* for more information on vesting.

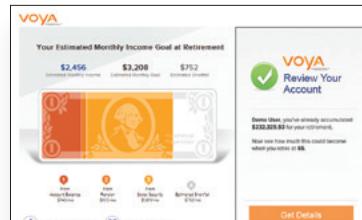
Loans

While you should try to avoid tapping into your 401(k) Plan account before retirement, you can borrow from your Plan account (a minimum of \$400; a maximum of 50% of your balance up to \$50,000). Only one loan may be outstanding at any time, and there is a onetime fee of \$75 to process your loan.

myOrangeMoney® WEB EXPERIENCE

Will you be financially ready for retirement?

Know what your monthly retirement income needs are with [myOrangeMoney®](#). Based on your age and income, this educational, interactive online experience shows you the income you'll likely need each month in retirement and the progress you've already made toward that goal. Access it anytime through [MySodexoSavingsPlan.com](#).



IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

Contribution Types

This chart gives you an overview of your three contribution types. It does not constitute legal, investment or financial advice. Please consult your tax advisor or financial planner to decide which option is best for you.

	PRE-TAX	ROTH 401(K)	TRADITIONAL AFTER-TAX
Contribution tax treatment	Contributions reduce taxable income dollar-for-dollar, which may lower the taxes you pay today.	Contributions are made after taxes.	No current tax savings; contributions are made after taxes.
Contribution limits¹	1%–50% ¹ of eligible earnings, but not more than the IRS limit, including Roth 401(k) and after-tax contributions. HCE's are limited to 5%.	1%–50% ¹ of eligible earnings, but not more than the IRS limit, including pre-tax and after-tax contributions. HCE's are limited to 5%.	1%–50% ¹ of eligible earnings, but not more than the IRS limit, including pre-tax and Roth 401(k) contributions. HCE's may not contribute after-tax contributions.
Company match	\$0.50 for every \$1.00 up to the first 6% of eligible pay whether contributions are pre-tax, Roth 401(k), traditional after-tax or a combination. Whether you contribute pre-tax, Roth 401(k), traditional after-tax or a combination of the three, it won't impact your company match.		
Loans permitted	Yes.	Yes.	Traditional after-tax funds may be withdrawn at any time.
Withdrawal tax treatment	Contributions and investment earnings are taxed as ordinary income.	Contributions and investment earnings may be withdrawn tax-free for qualified withdrawals.	Contributions may be withdrawn tax-free at any time; investment earnings are taxed as ordinary income at withdrawal.
Qualified withdrawal requirements	Age 59½ or older (or upon your death or disability) for contributions and investment earnings.	Age 59½ or older (or upon your death or disability) plus Roth 401(k) contributions must remain invested for at least a taxable five-year period, beginning with the year of your first Roth 401(k) contribution to the Plan.	No requirements.
Early withdrawal penalties	10% early withdrawal penalty plus ordinary income taxes on contributions and earnings.	10% early withdrawal penalty plus ordinary income taxes on investment earnings only.	None.
Rollovers permitted with no taxes due	To an IRA or other employer-qualified retirement plan. ²	To a Roth IRA or other employer-qualified retirement plan ² , so long as that plan accepts Roth 401(k) balances.	To an IRA or other employer-qualified retirement plan, so long as that plan accepts 401(k) after-tax rollovers.
Key advantage	Reduce current income taxes.	No taxes on qualified withdrawal of earnings.	No taxes on withdrawals of contributions at any time.

¹ Every year, the IRS announces the latest contribution limits for retirement savings accounts. Please refer to voya.com/IRSLimits for current limitations.

² Rollovers to qualified retirement plans are subject to the rules and restrictions of the receiving plan.

Withdrawals

If you need to withdraw your pre-tax contributions before age 59½, you may do so in limited circumstances. But in most cases, you will pay a penalty in addition to taxes. After-tax withdrawals can be taken from your after-tax balance. Regardless of your age, if you are experiencing financial hardship, you may qualify for a hardship withdrawal. Keep in mind, the rules for early withdrawals can be complex, and the penalties can be severe. Be sure you understand these rules and penalties before you request an early withdrawal.

For more information on loans and withdrawals, please see the *Summary Plan Description*, or call the Information Line to speak with a Customer Service Associate.

Access your account anytime, anywhere

You can easily manage your account online or by phone through the Plan website and Information Line.

Go to MySodexoSavingsPlan.com or call 866-7MY-PLAN (866-769-7526) anytime to:

- Enroll
- Check your balance
- Obtain investment performance
- Change your contribution rate
- Change your investment elections
- Make fund transfers
- Obtain forms and more

Be sure to visit the *Financial Wellness* section of the website to learn about saving, investing, personal finance management and more.

Customer Service Associates are available through the Information Line weekdays from 8 a.m. to 8 p.m. ET (except on New York Stock Exchange holidays) to answer questions, assist with transactions and help you navigate the website.

STATEMENTS

When you invest for retirement, you invest in your future. Your retirement Plan account statement can be a valuable resource as you manage your retirement savings.

Your current account statement is available anytime through your Plan's website. Simply log in and visit the *Statements and Documents* link under the *Overview* section to view your most recent statement, as well as previous statements and accompanying notices. You can also see a statement for any available time period you choose by selecting *Personal Rate of Return* in the *Contributions & Savings* section.

Your account statement can help you follow the progress of your savings and your investments, providing important information that can help you stay on track as you work toward your financial objectives. If you prefer to receive a paper copy of your most recent quarterly statement, you may do so at any time and for no additional cost by calling 866-7MY-PLAN (866-769-7526).

INVESTMENT CHOICES MADE EASY

You can choose from a wide variety of investment funds, including Target Retirement Funds. You can invest in the way that's comfortable for you. Investment choices can be changed at any time.

Do It for Me: Target Retirement Funds or Moderate Strategic Balanced Fund

If you're looking for a simple investment solution or are not comfortable choosing your own investment mix, consider a Target Retirement Fund or the State Street Moderate Strategic Balanced Fund. You just select the one fund that most closely matches your appetite for risk/reward.

Target Retirement Funds offer a simple "one-stop" solution. Each fund provides a diversified portfolio, including stocks, bonds and stable value investments. The mix of assets is geared toward the target retirement year in each fund's name. A professional manager manages the mix over the fund's time horizon, which becomes more conservative as your target retirement year approaches. You can simply choose the fund with a date closest to when you expect to retire.

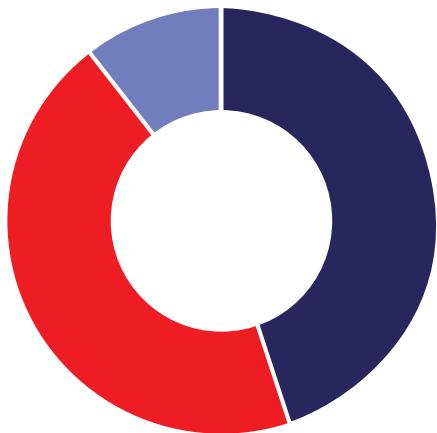
Your Birth Year	Target Retirement Year*	Consider This Target Retirement Fund
Before 1/1/1953	2017 or earlier	State Street Target Retirement Income
1953-1957	2018-2022	State Street Target Retirement 2020
1958-1962	2023-2027	State Street Target Retirement 2025
1963-1967	2028-2032	State Street Target Retirement 2030
1968-1972	2033-2037	State Street Target Retirement 2035
1973-1977	2038-2042	State Street Target Retirement 2040
1978-1982	2043-2047	State Street Target Retirement 2045
1983-1987	2048-2052	State Street Target Retirement 2050
1988-1992	2053 - 2057	State Street Target Retirement 2055
1993 - 1997	2058 - 2062	State Street Target Retirement 2060
After 1997	2063 or later	State Street Target Retirement 2065

*Assumes retirement age of 65.

Each Target Retirement Fund seeks to provide a mix of growth and income that suits people retiring around a specific year (or target date). The Funds are offered in five-year increments, as indicated in a Fund's name (excluding the Target Retirement Income Fund, which is designed for individuals in retirement). Over time, the mix of investments in each Fund changes according to a predetermined "glide path." Each Fund will become more conservative in its investing approach as it nears its target retirement date to help you prepare your savings for retirement. Five years after a Fund reaches its target retirement date, the Fund will merge with the Target Retirement Income Fund.

Target Retirement Funds seek to adjust automatically throughout your career, gradually shifting from a ratio of more aggressive investments to more conservative investments as you approach and enter retirement. If your retirement plans change and you decide to retire earlier or later, you can always choose another fund. Also keep in mind, as with any investment, even as you approach and enter retirement, there is still investment risk associated with the volatility of the markets.

The State Street Strategic Moderate Balanced Fund is another option in which diversification and investment selections are done for you. The Fund is professionally managed to meet a moderate investor risk/reward profile, and provide growth opportunities through stock investments with income opportunities through bond investments. Keep in mind that the mix does not shift over a time horizon; it remains fairly static.



- Domestic Stock
- Bonds
- International Stock

For more details, refer to the individual fund fact sheets or go to *Investments* at MySodexoSavingsPlan.com.



DO IT MYSELF: INDIVIDUAL INVESTMENT FUNDS

If you prefer to choose and manage your own mix of investments, the Plan offers 18 individual fund options. Each represents a different asset class. You can select any combination of funds, which range from very conservative to very aggressive, to form your own diversified investment strategy.

ASSET CLASS	INVESTMENT OPTION
Stable Value	Stable Value Fund
Index – US General	State Street US Bond Index Fund
Index – Balanced	State Street Moderate Balanced Fund
Index – US Large Cap	State Street S&P 500 Index Fund
Index – US Mid Cap	State Street S&P Mid Cap Index Fund
Index – US Small Cap	State Street Russell 2000 Index Fund
Index – International	State Street EAFE Index Fund
Index – Real Asset	State Street Real Asset Fund
Bonds – US Inflation Protected	DFA Inflation-Protected Securities Portfolio
Bonds – International	PIMCO Global Bond Opportunities Fund
Stocks – US Large Value	MFS Value Fund
Stocks – US Mid Value	Allspring Special Mid Cap Value Fund
Stocks – US Small Value	Delaware Small Cap Value Fund
Stocks – US Small Growth	INVESTCO Small-Cap Growth Fund
International Stocks	BlackRock International Fund
International Stocks	JP Morgan Emerging Markets Equity Fund

If you choose individual investment funds, consider activating the Automatic Account Rebalance feature on the Plan website.

Because of investment gains and losses, the percentages you originally elected for each of your investments may shift over time. By electing this feature, Voya will rebalance your funds each quarter to reflect the percentages you originally selected. Please note, rebalancing does not ensure a profit or protect against a loss in a declining market.



GET PERSONALIZED INVESTMENT ADVICE

If you're looking for personalized advice about your savings and investment decisions, Voya Retirement Advisors (VRA)¹, powered by Edelman Financial Engines[®], provides you with access to two levels of investment advisory service. You can access this service two ways:

- **Online Advice** – Through your Sodexo 401(k) Retirement Savings Plan website at MySodexoSavingsPlan.com, go to *Account > Get Investment Advice*. If you prefer to manage your own account, this web-based service lets you get personalized retirement income forecasts,² risk assessments and specific savings and fund recommendations at no additional cost to you.
- **Professional Management** – If you prefer to have your account managed for you, you can work one-on-one by phone with VRA and receive:
 - Personalized advice and forecasts²
 - Specific savings and fund recommendations
 - Ongoing account management support
 - Quarterly progress reports

There is an additional fee based on your account balance if you enroll in the Professional Management program.

For details, go to *Account > Get Investment Advice* on the Plan website or call the Information Line at 866-7MY-PLAN (866-769-7526) and ask to speak to a VRA Investment Advisor Representative. Representatives are available Monday through Friday, from 8:00 a.m. to 8:00 p.m. Eastern time (excluding New York Stock Exchange holidays).

Personalized portfolio recommendations from VRA¹ are based on the funds available in your plan and are designed to help you reach your retirement goals.

¹**Advisory Services provided by Voya Retirement Advisors, LLC (VRA).** VRA is a member of the Voya Financial (Voya) family of companies. For more information, please read the Voya Retirement Advisors Disclosure Statement, Advisory Services Agreement and your plan's Fact Sheet. These documents may be viewed online by accessing the advisory services link(s) through your plan's web site at mysodexosavingsplan.com. You may also request these from a VRA Investment Advisor Representative by calling your plan's information line at 866-7MY-PLAN (866-769-7526). Financial Engines Advisors L.L.C. (FEA) acts as a sub advisor for Voya Retirement Advisors, LLC. Financial Engines Advisors L.L.C. (FEA) is a federally registered investment advisor. Neither VRA nor FEA provides tax or legal advice. If you need tax advice, consult your accountant or if you need legal advice consult your lawyer. Future results are not guaranteed by VRA, FEA or any other party and past performance is no guarantee of future results. Edelman Financial Engines[®] is a registered trademark of Edelman Financial Engines, LLC. All other marks are the exclusive property of their respective owners. FEA and Edelman Financial Engines, LLC are not members of the Voya family of companies. © 2023 Edelman Financial Engines, LLC. Used with permission.

²**IMPORTANT:** Forecasts, projected outcomes or other information generated regarding the likelihood of various investment options are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. In addition, results may vary each time a forecast is generated for you.

