

## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

|                                              |           |
|----------------------------------------------|-----------|
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## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934  
or Section 30(h) of the Investment Company Act of 1940

☐ Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

☐ Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

|                                                                                                                                                                                                          |                                                                            |                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Name and Address of Reporting Person *<br><u>MUCCI MARTIN</u><br><br>(Last) (First) (Middle)<br><u>911 PANORAMA TRAIL S.</u><br><br>(Street)<br><u>ROCHESTER NY 14625</u><br><br>(City) (State) (Zip) | 2. Issuer Name and Ticker or Trading Symbol<br><u>PAYCHEX INC [ PAYX ]</u> | 5. Relationship of Reporting Person(s) to Issuer<br>(Check all applicable)<br><input checked="" type="checkbox"/> Director 10% Owner<br>Officer (give title below) <input checked="" type="checkbox"/> Other (specify below)<br><u>Chairman</u> |
|                                                                                                                                                                                                          | 3. Date of Earliest Transaction (Month/Day/Year)<br><u>10/15/2025</u>      |                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                          | 4. If Amendment, Date of Original Filed (Month/Day/Year)                   | 6. Individual or Joint/Group Filing (Check Applicable Line)<br><input checked="" type="checkbox"/> Form filed by One Reporting Person<br>Form filed by More than One Reporting Person                                                           |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) |   | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) |            |       | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|----------------------------------------------------|--------------------------------|---|-------------------------------------------------------------------|------------|-------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------|
|                                 |                                      |                                                    | Code                           | V | Amount                                                            | (A) or (D) | Price |                                                                                               |                                                          |                                                       |
| Common Stock                    | 10/15/2025                           |                                                    | A                              |   | 855 <sup>(1)</sup>                                                | A          | \$0   | 426,324.3318                                                                                  | D                                                        |                                                       |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) |   | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) |     | 6. Date Exercisable and Expiration Date (Month/Day/Year) |                 | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) |                            | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--------------------------------------------|--------------------------------------------------------|--------------------------------------|----------------------------------------------------|--------------------------------|---|----------------------------------------------------------------------------------------|-----|----------------------------------------------------------|-----------------|-----------------------------------------------------------------------------------|----------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------|
|                                            |                                                        |                                      |                                                    | Code                           | V | (A)                                                                                    | (D) | Date Exercisable                                         | Expiration Date | Title                                                                             | Amount or Number of Shares |                                            |                                                                                                    |                                                           |                                                        |
| Stock Option                               | \$127.52                                               | 10/15/2025                           |                                                    | A                              |   | 3,607                                                                                  |     | 10/15/2026                                               | 10/14/2035      | Common Stock                                                                      | 3,607                      | \$127.52                                   | 3,607                                                                                              | D                                                         |                                                        |
| Stock Option                               | \$57.24                                                |                                      |                                                    |                                |   |                                                                                        |     | 07/12/2018                                               | 07/11/2027      | Common Stock                                                                      | 214,482                    |                                            | 214,482                                                                                            | D                                                         |                                                        |
| Stock Option                               | \$69.54                                                |                                      |                                                    |                                |   |                                                                                        |     | 07/11/2019                                               | 07/10/2028      | Common Stock                                                                      | 179,191                    |                                            | 179,191                                                                                            | D                                                         |                                                        |
| Stock Option                               | \$85.46                                                |                                      |                                                    |                                |   |                                                                                        |     | 07/10/2020                                               | 07/09/2029      | Common Stock                                                                      | 195,228                    |                                            | 195,228                                                                                            | D                                                         |                                                        |
| Stock Option                               | \$73.53                                                |                                      |                                                    |                                |   |                                                                                        |     | 07/15/2021                                               | 07/14/2030      | Common Stock                                                                      | 195,428                    |                                            | 195,428                                                                                            | D                                                         |                                                        |
| Stock Option                               | \$112.67                                               |                                      |                                                    |                                |   |                                                                                        |     | 07/15/2022                                               | 07/14/2031      | Common Stock                                                                      | 108,086                    |                                            | 108,086                                                                                            | D                                                         |                                                        |
| Stock Option                               | \$109.19                                               |                                      |                                                    |                                |   |                                                                                        |     | 10/15/2023                                               | 10/14/2032      | Common Stock                                                                      | 3,299                      |                                            | 3,299                                                                                              | D                                                         |                                                        |
| Stock Option                               | \$120.86                                               |                                      |                                                    |                                |   |                                                                                        |     | 07/15/2024                                               | 07/14/2033      | Common Stock                                                                      | 3,985                      |                                            | 3,985                                                                                              | D                                                         |                                                        |
| Stock Option                               | \$121.63                                               |                                      |                                                    |                                |   |                                                                                        |     | 07/15/2025                                               | 07/14/2034      | Common Stock                                                                      | 3,949                      |                                            | 3,949                                                                                              | D                                                         |                                                        |
| Stock Option                               | \$140.68                                               |                                      |                                                    |                                |   |                                                                                        |     | 07/15/2026                                               | 07/14/2035      | Common Stock                                                                      | 790                        |                                            | 790                                                                                                | D                                                         |                                                        |

## Explanation of Responses:

1. Award of restricted stock units, subject to vesting, pursuant to the Amended and Restated 2002 Stock Incentive Plan.

Prabha S. Bhandari, Attorney-in-fact

10/17/2025

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.