

## 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><br><br>3. Date of Earliest Transaction (Month/Day/Year)<br><u>12/23/2025</u><br><br>4. If Amendment, Date of Original Filed (Month/Day/Year) | 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><br><br>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) | V | Amount               | (A) or (D) | Price    | 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) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|----------------------|------------|----------|---|--|---|
|                                 |                                      |  |                                |   |                      |            |          |   |  |   |
| Common Stock                    | 12/23/2025                           |  | G                              |   | 8,277 <sup>(1)</sup> | D          | \$114.36 | 418,047.3318  | 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                               | \$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   |  |
| Stock Option                               | \$127.52   |                                      |  |                                |  | 10/15/2026 10/14/2035                                    | Common Stock 3,607  |  | 3,607  | D   |  |

## Explanation of Responses:

1. Shares were gifted to The Mucci Family Foundation.

Prabha S. Bhandari, Attorney-in-fact

12/29/2025

\*\* 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.