



2024 PROFIT PLAN DISTRIBUTION CALENDAR

MONTH	FRIDAY DISTRIBUTION DATES				
	<i>CLOSED PERIOD (12/23/2023 through 01/04/2024)</i>				
January 2024	5	12	19	26	
February 2024	2	9	16	23	
	<i>CLOSED PERIOD (02/24/2024 through 03/07/2024)</i>				
March 2024		8	15	22	29
April 2024	<i>CLOSED PERIOD (03/30/2024 through 05/09/2024)</i>				
May 2024		10	17	24	31
June 2024	7	14	21	28	
July 2024	<i>CLOSED PERIOD (06/29/2024 through 08/08/2024)</i>				
August 2024		9	16	23	30
September 2024	6	13	20	27	
October 2024	<i>CLOSED PERIOD (09/28/2024 through 11/07/2024)</i>				
November 2024		8	15	22	29
December 2024	6	13	20		

Once you decide to retire from Publix, you should contact the Publix Retirement Department 30 to 45 days prior to your last day of employment to request a PROFIT Plan retirement packet. The packet will be mailed to your home address as shown on PASSport. The packet provides important information about your account, available distribution options under the PROFIT Plan, distribution forms and a special tax notice. Publix recommends you plan your retirement with the help of a qualified financial or tax advisor. A sample packet is available on PASSport at Financial > Retirement & Stock > 10 Retirement Considerations.

Approved PROFIT Plan distributions generally are made within two (2) weeks following your employment separation date or the receipt of all original, properly completed distribution forms (including required documentation if any) by the Publix Retirement Department, whichever is later. Distributions are processed each Friday and mailed the following Monday after 1:00 p.m. (unless Monday is a holiday) except during closed periods when no distributions are allowed from the PROFIT Plan.

All distributions from the PROFIT Plan are made in the form of Publix Super Markets, Inc. common stock (“Publix stock”) in the manner you elect on your distribution forms. However, you have the right to sell distributed shares of Publix stock to Publix. If you elect to sell your shares to Publix, Publix will pay you the fair market value of the shares as of the date your election to sell your shares is processed by Publix Stockholder Services (**which will not be prior to the date the shares of Publix stock are distributed from your PROFIT Plan account**) based on the most recent valuation.

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Retirement Distributions

Retirement distributions made during the months of January and February will be for any previously allocated shares of Publix stock in your PROFIT Plan account, provided your Plan account consists of at least one full share of Publix stock. No later than March of the same Plan Year, you may receive another distribution made up of any shares that were converted from any other investments balance, any new allocation and, in the case where your previous Plan account was less than one full share, the fractional share of Publix stock.

The deadlines to submit original, properly completed distribution forms along with supporting documentation (if any) to receive a distribution prior to the closed periods are as follows:

- **February 9, 2024** – deadline prior to the closed period beginning February 24, 2024
- **March 15, 2024** – deadline prior to the closed period beginning March 30, 2024
- **June 14, 2024** – deadline prior to the closed period beginning June 29, 2024
- **September 13, 2024** – deadline prior to the closed period beginning September 28, 2024
- **December 6, 2024** – deadline to receive a distribution before the end of the year

Financial Hardship Withdrawals

Financial hardship withdrawals are not processed during the months of January and February or during closed periods as stated in this calendar.

The deadlines to submit original, properly completed financial hardship withdrawal forms along with supporting documentation to receive a distribution prior to the closed period are as follows:

- **March 15, 2024** – deadline prior to the closed period beginning March 30, 2024
- **June 14, 2024** – deadline prior to the closed period beginning June 29, 2024
- **September 13, 2024** – deadline prior to the closed period beginning September 28, 2024
- **December 6, 2024** – deadline to receive a distribution before the end of the year