Compensation Committee Charter

Effective: August 11, 2026

Purpose

This Compensation Committee Charter sets forth the duties and responsibilities of the Compensation Committee (Committee) of Publix Super Markets, Inc. (Company). The Committee is appointed by the Board of Directors (Board) of the Company to (i) assist the Board in evaluating the compensation of the Chief Executive Officer and other officers whose compensation is reported in the Company's proxy statement (collectively referred to as Executive Officers) and (ii) assure the Executive Officers are compensated effectively in a manner consistent with the compensation philosophy of the Company. The Committee is also responsible for producing a Compensation Committee Report for inclusion in the Company's proxy statement as required by the Securities and Exchange Commission (SEC).

Membership

The Committee is composed of at least three Board members, a majority of whom meet the definition of an Independent or Outside Director, as set forth in the Company's Corporate Governance Guidelines.

Committee members are appointed annually by the Board to serve a term of one year. The Board appoints the Committee Chairperson.

Meetings

The Committee shall meet as often as required to carry out its responsibilities. Meetings may be called by the Committee Chairperson or the Chairman of the Board. The Committee may request any employees of the Company or any outside advisors to attend a meeting of the Committee or to meet with any members of, or advisors to, the Committee. Any meetings may be conducted telephonically.

Reports of meetings and actions taken at meetings shall be made by the Committee Chairperson, or his or her delegate, to the Board at its next regularly scheduled Board meeting following the Committee meeting or action.

continued on next page

Compensation Committee Charter, Continued

Responsibilities and Authority

In carrying out its purpose, the Committee shall have the following responsibilities and authority:

- Periodically evaluate the Company's philosophy regarding Executive Officer compensation.
- Periodically evaluate the compensation (and compensation relative to performance) of the Chief Executive Officer and determine the amount and individual elements of compensation for the Chief Executive Officer consistent with the Company's philosophy.
- Periodically evaluate (in conjunction with the Chief Executive Officer) the compensation (and compensation relative to performance) of other Executive Officers and determine the amount and individual elements of compensation for such other Executive Officers consistent with the Company's philosophy.
- Periodically evaluate the terms of the Company's annual incentive plans to assure they are structured and administered in a manner consistent with the Company's objectives.
- Approve the Incentive Bonus Plan formula and payment for Officers.
- Review and discuss with management the Company's disclosures in the Compensation Discussion and Analysis (CD&A) and based on such review approve the CD&A required by the rules of the SEC to be included in the Company's SEC filings.
- Every three years, approve recommendation that stockholders approve, by an advisory (non-binding) vote, the compensation of the Executive Officers (Say-on-Pay vote).
- Every six years, approve recommendation that stockholders approve, by an advisory (non-binding) vote, the frequency of the advisory vote on the compensation of the Executive Officers.

Additional Resources

The Committee shall have the right to use reasonable amounts of time of the Company's employees as well as the right to hire outside advisors to assist the Committee in connection with its responsibilities. The Committee shall keep the Company's Chief Financial Officer advised as to the general range of anticipated expenses for outside advisors and shall inform the Board of any such expenditures.