

# Your Total Rewards

Thanks for everything you do to contribute to the success of Verizon. Below is your 2024 Short-Term Incentive award and compensation opportunities for 2025. 2025 will be a defining year for Verizon. We have everything we need to win. Now, we need to get it done together. Let's go big, go bold and go beyond in 2025.

**Vamsi Krishna Komati**

2024 Year End Band	7
2024 Year End Performance Rating	Achieving
Current Supervisor	Dharanendrappa,Chaitra

2024 STI

**2024 Short-Term Incentive Award**

2024 Year End Salary	2,332,100
2024 STI Target	279,852
<b>Total STI Award</b>	<b>291,046</b>

2025 Total Rewards Summary

**Base Pay Increase**

Base Pay Increase Effective Date	Apr 01, 2025
Base Pay (Annualized) as of Feb 20, 2025	2,332,100
Base Pay Increase	209,889
Base Pay Increase %	9.00%
<b>New Base Pay</b>	<b>2,541,989</b>

**Short-Term Incentive Opportunity**

2025 STI Target Award (12%)	305,039
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**Stock Together**

2025 Stock Together Award (\$5,000USD)	428,062
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2025 TARGETED TOTAL REWARDS OPPORTUNITY

**Your 2025 Opportunity** **3,275,090**

- Notes:**
- You may be eligible for a 2025 Stock Together Award. Stock Together Awards are subject to meeting the applicable eligibility requirements and the approval of the Human Resources Committee. The Committee has the discretion to determine the terms and conditions of all awards, including but not limited to the value, amount and type of awards granted.
  - 2025 Stock Together awards will be based off of your organization, permanent job type and level, work location and scheduled hours as of the 2025 Stock Together grant date which is anticipated to be in March, subject to Board approval.
  - Stock Together awards are granted in US\$'s, please note the local currency amount shown on this statement is indicative only and based on the current exchange rate. The local currency amount on vesting may differ depending on prevailing exchange rates at that time.
  - Information represented in Local Currency (INR) and Full Time Equivalents.
  - Please note that in the event of any conflict or difference between the information on this statement and the official records, plans or policies, the company records and the terms of the actual plans or policies will govern. Access My Pay on Inside Verizon for more information on our Total Rewards program.

