

Your Total Rewards

Thanks for everything you do to contribute to the success of Verizon. Below is your 2023 Short-Term Incentive award and compensation opportunities for 2024. 2024 is a pivotal year for us. We have the assets, the teams, and the energy and drive - everything we need to accomplish our goals and extend our leadership position. It's our time to show everyone that we are Unstoppable.

Vamsi Krishna Komati

2023 Year End Band	7
2023 Year End Performance Rating	Performing
Current Supervisor	Dharanendrappa,Chaitra

2023 STI

2023 Short-Term Incentive Award

2023 Year End Salary	2,110,500
2023 STI Target	126,630
Total STI Award	141,826

2024 Total Rewards Summary

Base Pay Increase

Base Pay Increase Effective Date	Apr 01, 2024
Base Pay (Annualized) as of Feb 14, 2024	2,110,500
Base Pay Increase	221,600
Base Pay Increase %	10.50%
New Base Pay	2,332,100

Short-Term Incentive Opportunity

2024 STI Target Award (12%)	279,852
-----------------------------	---------

Stock Together

2024 Stock Together Award (\$5,000USD)	416,044
--	---------

2024 TARGETED TOTAL REWARDS OPPORTUNITY	
Your 2024 Opportunity	3,027,996

- Notes:**
- You may be eligible for a 2024 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.
 - 2024 Stock Together awards will be based off of your organization, permanent job type and level, work location and scheduled hours as of the 2024 Stock Together grant date which is anticipated to be in early 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.

