



Issued: June 23, 2025

Commitment to pay equity

At Verizon, we are committed to pay equity for all. We understand the importance of ensuring that all individuals are compensated equitably for similar work and have an equal opportunity to contribute and advance in the workplace. We believe that businesses must play a role in ensuring equal opportunity for all and we are committed to achieving that goal.

Toward that end, we commit to identify and promote best practices in compensation, hiring, promotion, and career development. By doing so, we believe Verizon can have a positive effect on our workforce that, in turn, makes our company and delivers value to our shareholders.