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VERIZON COMMUNICATIONS INC (VZ)

2026 DEF 14A · filed 2026-04-06 · CIK 0000732712

Headline facts

CEO TOTAL PAY

$34,311,016

Daniel Schulman* · 2025 · ‘ 42% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

248 to 1

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from VZ’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
GOOGL Alphabet Inc.	$10,906,079	35 to 1	$310,826	Leadership Development, Inclusion and Compensation Committee
AMZN AMAZON COM INC	$2,069,861	51 to 1	$40,206	Leadership Development and Compensation Committee
META Meta Platforms, Inc.	$25,125,904	65 to 1	$388,200	Compensation, Nominating & Governance Committee
NFLX NETFLIX INC	$53,905,972	255 to 1	$53,905,972	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Daniel Schulman* Chief Executive Officer	$375,000	$32,774,795	$937,500	$223,721	**$34,311,016**
Hans Vestberg* Former Chairman and Chief Executive Officer	$1,500,000	$25,000,035	$3,750,000	$923,453	**$31,175,022**
Sowmyanarayan Sampath** Former Executive Vice President and Group CEO – Verizon Consumer	$1,200,000	$15,000,015	$2,400,000	$299,850	**$18,901,142**
Anthony Skiadas Executive Vice President and Chief Financial Officer	$1,100,000	$13,000,067	$1,650,000	$256,860	**$16,008,226**
Kyle Malady Executive Vice President and Group CEO – Verizon Business	$1,100,000	$9,750,061	$1,650,000	$257,531	**$12,762,860**
Vandana Venkatesh Executive Vice President and Chief Legal Officer	$900,000	$5,000,068	$1,350,000	$176,257	**$7,430,590**

CEO pay mix (latest year)

Base salary	1%
Cash incentive	3%
Equity	96%
Other	1%
At-risk	**98%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 248 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“of our CEO to the median of the annual total compensation of all of our employees (excluding the CEO). We determined that the annualized total compensation of Mr. Schulman was $38,264,880, the median of the 2025 annual total compensation of all of our employees (excluding Mr. Schulman) was $154,605, and the ratio of these amounts was 248 to 1. Mr. Schulman was appointed CEO October 4, 2025, and as such his base salary of $1,500,000 and target short-term incentive award of $3,750,000 have been annualized for purposes of this calculation. The value of employer provided benefits under non-discrim…”

Compensation committee = Compensation Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation Committee report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“40 Anti-hedging policy Our anti-hedging policy prohibits Directors and executives who receive equity-based incentive awards from entering into transactions designed to hedge or offset any decrease in the market value of Verizon stock that they own”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“In addition, none of the named executive officers has engaged in any pledging transaction with respect to shares of Verizon’s stock.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock ownership guidelines”