



Stock Retention Policy

Effective Date: July 31, 2023

Owner: Compensation Committee (Administered by the Head of Human Resources)

1. Purpose

The purpose of this Stock Retention Policy ("**Policy**") is to encourage long-term ownership of the Company's common stock by specified employees and the Board of Directors to help align their interests with the long-term interests of the Company's stockholders.

2. Scope

This Policy applies to the Officers and Directors of VeriSign, Inc. and its affiliates (collectively, "Verisign" or the "Company").

3. Definitions

- **Direct or Indirect Ownership** – "Direct or Indirect Ownership" means the Company's common stock that is held by an Officer or Director either individually or jointly as well as the Company's common stock held in trust for the benefit of the Officer or Director or his or her immediate family members.
- **Director** – "Director" means a member of the Company's Board of Directors.
- **Equity Compensation Awards** – "Equity Compensation Awards" means stock appreciation rights, restricted stock awards, restricted stock units, performance shares, performance units, stock options or any other stock-based incentive awards.
- **Net Shares** – "Net Shares" means the number of issued shares of the Company's common stock remaining upon the settlement or vesting of an Equity Compensation Award after shares are sold or netted to pay the exercise price and applicable taxes as such amount is determined by the Company.
- **Officers** – "Officers" means Company's employees at the Senior Vice President level and above and members of senior management who qualify as "officers" under Section 16 of the Securities Exchange Act of 1934, as amended

4. Policy

4.1 Stock Ownership Guidelines

Officers and Directors shall maintain Direct or Indirect Ownership of the following amounts of the Company's common stock until the date that is six months after the Officer's or Director's service with the Company ceases or six months after the Officer or Director is no longer subject

to this Policy (the “**Stock Ownership Guidelines**”):

- Chief Executive Officer – 6 times annual base salary
- All other Officers – 3 times annual base salary
- Directors – 10 times annual retainer fee

For the avoidance of doubt, shares of the Company’s common stock purchased on the open market or acquired pursuant to the Company’s employee stock purchase plan shall be included with any other holdings of the Company’s common stock to determine compliance with the Stock Ownership Guidelines. As described in Section 4.3 below, such shares of the Company’s common stock are not subject to the retention requirement.

Officers and Directors must meet the applicable Stock Ownership Guidelines within five years of the date such Officer or Director becomes subject to this Policy.

4.2 Reporting and Compliance

Compliance with the Stock Ownership Guidelines will be calculated at the start of each quarter by multiplying an Officer’s or Director’s Direct or Indirect Ownership of the Company’s common stock by the closing price of the Company’s common stock on the last trading day of the preceding quarter. The result is compared against the Stock Ownership Guidelines to determine compliance. Following this calculation, each Officer will be presented an ownership statement in order to help maintain compliance with this Policy.

4.3 Retention Requirement

If at the time of the quarterly calculation of compliance, an Officer or Director does not meet the applicable Stock Ownership Guidelines, such Officer or Director shall be required to retain Direct or Indirect Ownership of 50% of the aggregate Net Shares of Company common stock issued upon the settlement or vesting of any Equity Compensation Awards. This retention requirement applies only to Equity Compensation Awards settling or vesting after the Officer or Director becomes subject to this Policy (i.e., an Officer or Director is not required to retain any of the Company’s common stock held prior to when he or she became subject to this Policy). The retention requirement terminates immediately upon the death of the Officer or Director.

Because equity holdings from an employee stock purchase plan and from purchases on the open market are not Equity Compensation Awards, an Officer or Director is not required to retain such Company common stock under this Policy.

4.4 Undue Hardship

There may be instances where compliance with this Policy may place an undue hardship on an Officer or Director, though it is anticipated that such instances will be rare. The Compensation Committee may, in its sole discretion, may waive or develop an alternative to this Policy for an Officer or Director that reflects the intent of this Policy and the Officer or Director’s personal circumstances. The Compensation Committee shall make such a determination after receipt of a written request from the Officer or Director requesting the waiver and specifying the reasons therefor. There shall be no time limit on when the Committee may consider the request.

5. Policy Review

The Compensation Committee reserves the right to review, amend, modify, suspend or terminate this Policy at any time if it determines in its sole discretion that such action would be in the best interests of the Company.

6. Failure to Comply

Each Officer and Director is responsible for ensuring his or her compliance with this Policy. The Compensation Committee may consider an Officer's or Director's compliance with the Stock Ownership Guidelines in connection with compensation decisions, promotion opportunities, etc., to the extent it determines appropriate in its discretion.

7. Exceptions

Exceptions from this Policy are subject to approval by the Compensation Committee.