



CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS OF VERISIGN, INC.

Effective October 21, 2025

The Board of Directors (the “**Board**”) of VeriSign, Inc. (the “**Company**”) has adopted and approved the following Charter to define the Compensation Committee’s (the “**Committee**”) composition, responsibilities, and powers.

I. Membership

The Committee shall consist of at least two members of the Board, with the exact number being determined by the Board. All members of the Committee will be appointed by, and shall serve at the discretion of, the Board. The Board may remove any member of the Committee at any time with or without cause. Unless a Chair of the Committee is appointed by the Board, the members of the Committee may designate a Chair of the Committee by majority vote of the Committee. Each member of the Committee shall serve until his or her successor has been duly appointed and qualified or until his or her earlier resignation or removal.

Each member of the Committee shall be an “independent director” as defined under the listing rules of The Nasdaq Stock Market (“**Nasdaq**”) and must meet such other requirements for membership on the Committee as the Nasdaq listing rules and the rules of the Securities and Exchange Commission may establish (the “**Rules**”), including as a “non-employee director”. A subsequent determination that any member of the Committee does not qualify as a “non-employee director” will not invalidate any previous actions by the Committee except to the extent required by law or determined appropriate to satisfy regulatory standards.

II. Committee Structure and Operations

The Committee shall meet as often as it determines is appropriate to carry out its responsibilities under this Charter. The Chair of the Committee shall be responsible for establishing the agendas for meetings of the Committee. An agenda, together with materials relating to the subject matter of each meeting, shall be sent to members of the Committee prior to each meeting. In addition to the regular meeting schedule established by the Committee, the Chair of the Committee may call a special meeting at any time. The Committee shall keep minutes of its proceedings. The minutes shall be: (a) approved at a subsequent meeting of the Committee; (b) distributed periodically to the full Board (if requested); and (c) retained with the minutes of the proceedings of the Board.

The Committee is authorized and empowered to adopt its own rules of procedure not inconsistent with (a) any provision of this Charter, (b) any provision of the Bylaws of the Company, or (c) the

laws of the State of Delaware. A majority of the number of Committee members then serving shall constitute a quorum of the Committee unless there are only two members of the Committee, in which case a quorum shall require the presence of both members. Any action approved by at least a majority of the members present shall represent a valid action of the Committee (or where the Committee consists of only two members, by unanimous vote).

III. Duties and Responsibilities

Among its specific duties and responsibilities, the Committee will:

1. Approve and evaluate Senior Executive compensation arrangements, plans, policies and programs of the Company. For purposes of this Charter, “Senior Executives” means, collectively, the Company’s officers (within the meaning of Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”)), executive vice presidents and senior vice presidents.
2. Oversee the Company’s overall compensation philosophy, objectives and programs and assess whether the Company’s compensation form and structure establishes appropriate incentives for management and employees. Unless the Committee otherwise expressly provides, the Committee delegates authority to subcommittees of the Committee or to Management with respect to compensation determinations for persons who are not Senior Executives to the extent permitted by applicable law.
3. Have the authority to determine the form and amount of compensation to be paid or awarded to the Company’s non-employee directors, including compensation for service on the Board, as Non-Executive Chairman of the Board, as Lead Independent Director, on committees of the Board, as chair of a committee of the Board or as Safety and Security Council liaison, and the Committee will review such determinations annually.
4. Annually review and approve the matters related to compensation and performance management relevant to the compensation of the Chief Executive Officer (“CEO”) and evaluate the CEO performance in light of these goals and objectives, based on input from the formal evaluation of the CEO conducted by the independent directors of the Board. Based on this evaluation, the Committee will make and annually review decisions with respect to (i) the salary paid to the CEO; (ii) the grant of all cash-based bonuses and equity compensation to the CEO; (iii) the entering into or amendment or extension of any employment contract or similar arrangement with the CEO; (iv) the provision of any perquisites to the CEO that are not generally available to other Company employees; and (v) any other compensation matters related to the CEO as from time to time directed by the Board. In determining the long-term incentive component of the CEO’s compensation, the Committee will consider the Company’s performance and relative stockholder return, the value of similar incentive awards to chief executive officers at companies that the Committee determines comparable based on factors it selects, the incentive awards given to the Company’s CEO in prior years and any other facts the Committee deems relevant. In making determinations regarding any one of the foregoing components, the Committee shall consider all applicable components of the CEO’s compensation. The CEO shall not be present during any voting or deliberations by the Committee regarding the CEO’s compensation.

5. Review and approve matters related to compensation and performance management for Senior Executives other than the CEO on an annual basis and at the time of hire or promotion. Based on this evaluation, the Committee will make and review decisions with respect to (i) the salary paid to such Senior Executives; (ii) the grant of cash-based bonuses and equity compensation provided to such Senior Executives; (iii) the entering into or amendment or extension of any employment contract or similar arrangement with such Senior Executives; (iv) the provision of any perquisites to such Senior Executives that are not generally available to other Company employees; and (v) any other compensation matters related to such Senior Executives as from time to time directed by the Board. In determining the long-term incentive component of such Senior Executive's compensation, the Committee will consider the Company's performance and relative stockholder return, the value of similar incentive awards to such Senior Executives at companies that the Committee determines comparable based on factors it selects, and the incentive awards given to such Senior Executives in prior years. In making determinations regarding any one of the foregoing components, the Committee shall consider all applicable components of such Senior Executives' compensation.
6. Periodically review the peer group(s) used for benchmarking compensation levels and the criteria for selection.
7. As required, review and approve matters related to any change-in-control or severance arrangements for the CEO and other Senior Executives.
8. Annually review and make recommendations to the Board, as applicable, with respect to adoption and approval of, or amendments to, all cash-based and equity-based incentive compensation plans and arrangements, and the shares and amounts reserved thereunder after taking into consideration the Company's strategy of long-term and equity-based compensation.
9. Administer the Company's equity incentive plans for employees whether adopted prior to or after the date of adoption of this Charter (the "Stock Plans"). The Committee will: (i) approve grants of equity awards to individuals eligible for such grants (including grants in compliance with Rule 16b-3 promulgated under the Exchange Act to individuals who are subject to Section 16 of the Exchange Act); (ii) interpret and approve changes to the Stock Plans and agreements thereunder; and (iii) determine acceptable forms of consideration for stock acquired pursuant to the Stock Plans. The Committee may delegate to the CEO the authority to grant equity awards under the Stock Plans to employees of the Company or of any subsidiary of the Company who are not directors or officers (within the meaning of Rule 16a-1(f) under the Exchange Act), provided that no grant exceeds any limit previously established by resolution of the Committee.
10. Review and consider the results of the Company's say-on-pay vote and other feedback garnered through any engagement with stockholders on the subject of executive compensation.
11. Meet with the CEO within 90 days after the commencement of each fiscal year to discuss the incentive compensation programs to be in effect for Senior Executives other than the

CEO for such fiscal year, and the corporate goals and objectives relevant to those programs.

12. Review senior management succession planning and management development (other than the CEO).
13. Review as needed the Company's procedures with respect to employee loans and will not approve any arrangement in which the Company, directly or indirectly, extends or maintains credit, arranges for the extension of credit or renews an extension of credit, in the form of a personal loan to or for any director or executive officer (or equivalent thereof) of the Company. The Committee will assist the Board and management in complying with this prohibition.
14. Determine stock ownership and retention guidelines applicable to the Company's directors and Senior Executives and review compliance with such guidelines.
15. Oversee the Company's 401(k) Plan Committee.
16. Oversee and review the results of the Company's risk assessment and risk management relative to the Company's compensation programs, policies and practices.
17. (i) review the Compensation Discussion and Analysis section proposed for inclusion in the Company's annual proxy statement and the related disclosures about director and executive compensation; (ii) discuss the Compensation Discussion and Analysis section and related disclosures with management and recommend to the Board whether such section should be included in the Company's annual proxy statement; and (iii) provide the compensation committee report required to be included in the Company's annual proxy statement.
18. Oversee the administration of the Company's Incentive-Based Compensation Recovery Policy and, as required, review and approve any changes to such policy.
19. Periodically review the Company's human capital management practices, and may request, receive and discuss reports from management on such topics as it deems appropriate.
20. Periodically review with management the Company's employee health and safety matters.
21. At least annually, assess whether the work of compensation consultants involved in determining or recommending executive or director compensation has raised any conflict of interest that is required to be disclosed in the Company's annual report and proxy statement.
22. Perform any other activities required by applicable law, rules or regulations, including the rules of the Securities and Exchange Commission and Nasdaq, and perform other activities that are consistent with this Charter, the Company's certificate of incorporation

and bylaws, and governing laws, as the Committee or the Board deems necessary or appropriate.

IV. Committee and Charter Evaluation

The Committee will annually complete a self-evaluation of its own performance and effectiveness and will consider whether any changes to the Committee's Charter are appropriate. The Committee will also review and reassess the adequacy of this Charter annually and recommend to the Board any changes it determines are appropriate.

V. Committee Reports

The Chair of the Committee will report regularly to the Board on the Committee's activities, findings, and recommendations, including the results of the Committee's self-evaluation and any recommended changes to the Committee's Charter.

VI. Resources and Authority of the Committee

The Committee will have the sole authority and right, as and when it shall determine to be necessary or appropriate to the functions of the Committee, at the expense of the Company and not at the expense of the members of the Committee, to retain (or obtain the advice of) and terminate compensation consultants, legal counsel and other advisors of its choosing (together, "advisors") to assist the Committee in connection with its functions. Before selecting or receiving advice from an advisor (other than in-house counsel or other advisors excepted from the Rules), the Committee must take into consideration the factors set forth in the Rules. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any advisor retained by the Committee. The Committee shall have the sole authority to approve the fees and other retention terms of such advisors. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such advisors retained by the Committee pursuant to this Charter. In discharging its responsibilities, the Committee shall have full access to any relevant records of the Company and may also request that any officer or other employee of the Company, including the Company's senior compensation or human resources executives, the Company's outside counsel or any other person meet with any members of, or consultants to, the Committee. The Committee may delegate its duties and responsibilities to one or more subcommittees, consisting of not less than two members of the Committee, as it determines appropriate.