NortonLifeLock
401(k) Plan
Summary Plan Description

Effective April 1, 2022

Contents

Introduction

We all want to be financially secure when we retire. But a financially secure retirement requires long-term planning, saving, and investing—today.

It is important that you find the right savings and investment vehicles to meet your long-term financial needs. That's why NortonLifeLock, Inc. offers you a tool—the NortonLifeLock 401(k) Plan (the "Plan")—to help you save and invest for the future.

- ***Savings:*** The savings feature of the Plan enables you to set aside money on a before-tax basis and reduce your current income taxes while you set aside money for retirement. You may also set aside money on an after-tax basis and not pay tax once your benefits are distributed to you in retirement.

- ***Company Matching Contributions:*** The company also matches contributions you make to your account—an additional incentive to save through the Plan!

This Plan was adopted and established as of January 1, 1988 by Symantec Corporation ("Symantec"). After a corporate transaction, NortonLifeLock became the Plan Sponsor in 2019 and the Plan was renamed the NortonLifeLock Section 401(k) Plan. The Plan has also been adopted by numerous participating subsidiaries of Norton (and its predecessor Symantec) for the benefit of their eligible employees.

This booklet, called a Summary Plan Description ("SPD"), is a brief description of the Plan and your rights, obligations, and benefits under the Plan as of January 1, 2022. Please read this SPD carefully. It was prepared for your benefit so that you may understand your rights under the Plan. This document is not meant to interpret, extend, or change the provisions of the Plan in any way (provisions may be determined accurately only by reading the plan document). As a result, if there is a discrepancy between this SPD and the actual plan provisions, the plan document shall govern. A copy of the plan document is on file at NortonLifeLock's Global Benefits Office and nortonlifelock.com/us/en/benefits/employee-benefits/basics/required/,and may be read by you, your beneficiaries, or your legal counsel at any reasonable time. If you make a written request, you can receive a copy of the plan document (at a reasonable charge).

While the Plan is intended to continue indefinitely, it can be changed or terminated at any time by the Plan Sponsor (without the consent of Plan participants).

If you have any questions after reading this material, call Fidelity at 1-800-835-5095. Fidelity representatives are available business days from 5:30 a.m. to 5:30 p.m. (Pacific Time) to help you. The website is available 24 hours a day seven days a week. The Fidelity website allows you to view your account balance, execute transfers or election changes, request loan applications, and access investment planning, asset allocation tools, e-statements, and many other features.

You may also contact the Plan Administrator. The name and address of the Plan Administrator can be found in the section of this booklet entitled "Administrative Information".

Plan Highlights

Here's a snapshot of how the Plan works.

Plan Feature	Description
Eligibility	You are eligible for the Plan on your date of hire if you are hired or rehired by NortonLifeLock in an eligible job category or if you are hired by NortonLifeLock as part of a corporate acquisition. Legacy employees of Symantec or acquired entities will be notified of their eligibility date separately.
Automatic Enrollment	You are automatically enrolled to contribute to the Plan at a rate of 7% of your eligible compensation. You can opt out of automatic enrollment, increase, or reduce your contribution below these amounts at any time.
Your Contributions	You can contribute a percentage of your eligible compensation on a before-tax basis, a Roth basis, and/or an After-Tax basis. The most you can contribute each plan year on a before-tax and/or Roth basis is 75% of your eligible compensation. After January 1, 2017, if you are age 50 or over, you are eligible to make catch up before-tax and Roth contributions up to 100% of your compensation. The most you can contribute on an After-Tax basis is 25% of your eligible compensation.
Automatic Increases	If you do not make an election on your own to increase your contributions, your contribution rate will increase automatically by 1% each year when annual bonuses and paid and salary merit increases take effect, unless (or until) your before-tax and/or Roth contribution rate is 10% of compensation. You can opt out of automatic increases at any time.
Company Matching Contributions	At this time, the company matches $.50 for each $1 you contribute (including catch up contributions), up to the first 7% of your eligible compensation for each plan year. The maximum matching contribution that you can receive each year is 3.5% of your eligible compensation, up to $6,000.
Vesting (The Amount You Own)	You are 100% vested in your own contributions and in company matching contributions made on or after January 1, 2017. For vesting information prior to January 1, 2017, please refer to the "When Your Account is Paid" section.
Contribution Rates	You can change your contribution rate at any time, and your change will be effective as soon as administratively feasible.
Investment Funds	You can invest your account balance among 12 different core investment options and a self-directed brokerage window. You can change how you invest your account balance on a daily basis. If you do not make an investment election, your account balance will be invested in a T. Rowe Price retirement trust fund. Please be aware that some funds may impose a Contingent Redemption Fee, which will be deducted from your account. (A Contingent Redemption Fee is a fee that some mutual funds charge when their shareholders redeem their shares during a short-term holding period specified in the fund's prospectus.)

Plan Feature	Description
Payouts	You can receive your vested account balance when you: • Terminate; • Retire; or • Become permanently and totally disabled. If you die before the Plan pays your entire account balance to you, you will become 100% vested in your account and your beneficiary will receive your vested account balance. You can also receive a distribution of some of your accounts while you are still employed, if you are at least 59½, if you experience a financial hardship, and if certain other conditions are met.
Loans	You may have one loan outstanding at any time.

If you have any questions after reading this material, call Fidelity at 1-800-835-5095. Fidelity representatives are available business days from 5:30 a.m. to 5:30 p.m. (Pacific Time) to help you. The website is available 24 hours a day seven days a week.

This chart is only a snapshot of the Plan. This booklet provides a detailed summary of the actual Plan provisions. You are encouraged to read on to better understand how the Plan can help you save and invest for the future. Please note that the Plan does change from time to time and changes will be reflected in the next SPD.

Plan Participation

Your participation continues until the Plan pays out your account balance because of your death, disability, retirement, or termination.

Eligibility

Your employment status determines whether you can participate.

Who Is Eligible

You are eligible to participate in the Plan on the day you are hired or rehired, as long as you are hired by NortonLifeLock (including Symantec or another participating affiliate) on or after January 1, 1988. Legacy employees of acquired entities will be eligible to participate in the Plan when you become a NortonLifeLock employee. Once you complete your enrollment with Fidelity and receive your enrollment confirmation, your contributions will begin as soon as administratively feasible. New employees will be automatically enrolled unless you opt out (see section entitled "Enrolling in the Plan").

There are no age or service requirements to participate in the Plan.

Who Is Not Eligible

You are not eligible to participate in this Plan if you are:

- An independent contractor (even if you are later retroactively reclassified as a common law employee for periods during which the Employer originally classified you as an independent contractor).
- A leased employee (your employment is contracted through another employer for a specific amount of time).
- A collectively-bargained employee (union employee) whose retirement benefits are the subject of a collective bargaining agreement.
- An individual who provides services to the company pursuant to an agreement between the company and temporary agency, or who provides services to the company on a seasonal or casual basis.
- A non-resident alien who has no earned income from sources within the United States.
- An intern.
- An employee covered under any other pension, profit sharing, 401(k) or other retirement plan to which NortonLifeLock (or one of its affiliates) is required to contribute either directly or indirectly.
- Any "localized worker" who is hired to perform services exclusively at any office outside of the U.S. and is no longer maintained on the U.S. payroll records (with the exception of U.S. ex-pats that are on U.S. payroll).

Enrolling in the Plan

Automatic Enrollment for New Employees and Rehires

If you became a Symantec employee *after* January 1, 2012 but before February 1, 2014, or were rehired between those dates, you were automatically enrolled in the Plan and 4% of your compensation will become your contribution to the Plan if you satisfy the eligibility requirements above. If you became a NortonLifeLock (or Symantec) employee on or after February 1, 2014, or were rehired after that date, you were automatically enrolled in the Plan and 6% of your eligible compensation became your contribution to the Plan if you satisfied the eligibility requirements above. If you were hired on or after January 1, 2022 or rehired after that date, you will be automatically enrolled in the Plan and 7% of your eligible compensation will become your contribution to the Plan if you satisfy the eligibility requirements above. You do not need to do anything to enroll if you are a new (or rehired) employee. Your contributions will automatically begin 35 days after Fidelity sends the automatic enrollment notice to you in the mail and then contributions will automatically be deducted from your paycheck.

In order to make an election to avoid automatic enrollment, you will need to make the election on line at https://nb.fidelity.com/public/nb/401k/home . If you opt out of automatic enrollment within 35days of receiving the automatic enrollment notice, then no automatic contributions will be taken from your paycheck.

You may also opt out of automatic contributions at any time, even after automatic contributions have already started.

After you are automatically enrolled in the Plan, you may change the deferral contribution level of your account at any time as described below. You may change the automatic deferral election to decrease it down to 0% or increase the percentage up to 75% of your compensation (100% of your compensation if you are at least 50 and eligible for catch up contributions; see section entitled “Contributions to Your Account”). Automatic contributions are made in the form of before-tax salary-deferral contributions and are eligible for company matching contributions (see the section entitled “Contributions to Your Account”).

After you are automatically enrolled in the Plan, you may change the investment of your account at any time. You can read more about your investment choices in the section titled “Your Investment Choices”. If you are automatically enrolled and do not change the investment of your account, your account will automatically be invested in a T. Rowe Price retirement trust fund that most closely matches your target retirement year, based on an assumed retirement age of 65.

Remember, if you are automatically enrolled you may still use Fidelity’s website (https://nb.fidelity.com/public/nb/401k/home /) or telephone number (1-800-835-5095) to change your contribution level and/or investment allocation.

Current Employees

If you did not previously enroll in the Plan, you may enroll in the Plan at any time as long as you meet the eligibility requirements listed above. Once you enroll, you may contribute to the Plan. Your contributions will begin as soon as administratively feasible after Fidelity receives your enrollment confirmation. To enroll, log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095 using the Personal Identification Number (PIN) that was mailed to you or creating one on the Fidelity website. When you enroll, you are asked to:

- Choose the percentage you want to contribute on a salary-deferral basis of before-tax, Roth or After-Tax contributions; and

- Direct how you want your entire Plan accounts (your salary-deferral contributions and Company matching contributions) invested among the various fund options.

You can change your contribution level or investment allocation at any time. All you need to do is log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095. You can also make changes online. Any change in your level of deferral contributions will generally take effect at the beginning of the next available payroll period after your request is received and processed. Any change in your investment allocation will generally take effect as soon as administratively feasible.

To enroll or opt out of automatic enrollment or automatic increase, log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095.

Naming a Beneficiary
When you enroll, you are asked to name a beneficiary(ies)—someone who receives the "full value" of your account if you die. See the section of this booklet entitled "When Your Account Is Paid" for more information. Fidelity keeps your beneficiary designation on file, which takes effect on the date it is received. If you name more than one beneficiary, be sure to designate the percentage of your payout that will be allocated to each beneficiary.

Under current law, if you are married, your spouse is automatically your beneficiary. For purposes of the Plan, your spouse is the person to whom you are legally married under the laws of the state or country where the marriage occurred, regardless of where you are currently living. Your spouse can be of the same or opposite sex as you. If you want to name someone other than your spouse (including a trust), Fidelity will send you and your spouse a waiver, which indicates that your spouse has consented to your choice. The waiver must be notarized and sent back to Fidelity, so that the Plan's records can be updated.

If you are not married, you may designate a beneficiary to receive your death benefit.

You may change your beneficiary election at any time. To make a change to your beneficiary designation or to update or correct your beneficiary's address, log on to the Fidelity website at https://nb.fidelity.com/public/nb/401k/home under the My Accounts tab. Any change you make replaces all prior designations and takes effect on the date your designation is processed. Keep in mind that your spouse must approve any beneficiary change in writing, unless the new form names your spouse as beneficiary for your entire account balance.

If you die and a designated beneficiary is not on file, or if your named beneficiary dies before you do, the Plan pays the full value of your account in the form of a lump sum in the following order:

- To your surviving spouse; or
- If you do not have a surviving spouse, to your estate.

What Is the "Full Value" of Your Account
The "full value" of your account in the event of your death includes the following amounts (plus or minus any investment earnings):

- Before-tax salary-deferral contributions;
- Roth salary-deferral contributions;
- After-tax contributions;
- Rollover contributions; and
- Company matching contributions.

See the section of this booklet entitled “When Your Account Is Paid” for additional information regarding vesting.

How Payments Are Received After Your Death

Your beneficiary has the right to receive payment as soon as administratively possible. Or, he or she can delay payment (at his or her discretion) for up to five years after your death. If the full value of your account (not including your rollover contribution subaccount) is equal to or less than $1,000, the Plan pays benefits to your beneficiary in a lump-sum cash distribution as soon as possible after your death.

Payments to your beneficiary of amounts over $1,000 may be made in the form of a lump-sum cash distribution, partial withdrawal, or installments. If your beneficiary does not choose one of these methods in a timely fashion, payments will be made in the form of installments for the life expectancy of your beneficiary. Your spouse or non-spouse beneficiary can avoid tax withholding by electing a direct rollover to an IRA or another employer’s plan.

Contributions to Your Account

Generally, you may contribute a percentage of your eligible compensation (in whole percentages) to the Plan each payroll period. The total amount that you may contribute on a before-tax and/or Roth basis is limited to 75% of your eligible compensation. The company matches a portion of these savings. The maximum matching contribution that you can receive in any given plan year is 3.5% of your eligible compensation, up to $6,000.

You may enroll or reenroll in the Plan and submit a salary-deferral contribution election of up to 75% of your eligible compensation (100% if you are age 50 or over), and make additional "catch up" deferral contributions. You were automatically enrolled after 30 days and salary-deferral contributions in the amount of 7% of your eligible compensation were made from your paycheck. (You may have been enrolled at a different percentage in years prior to 2021.) You may change your automatic enrollment percentage or opt out of automatic enrollment at any time (see the section entitled "Enrolling in the Plan").

If your contribution rate is less than 10% of eligible compensation, your rate will increase 1% each year when annual bonuses are paid and merit increases take effect regardless of whether you were enrolled automatically in the Plan. You may opt out of automatic increase at any time (see the section entitled "Enrolling in the Plan").

You may also enter a new salary-deferral election at any time to select a different election amount, or you can elect not to defer in the Plan by logging on to https://nb.fidelity.com/public/nb/401k/home / or calling Fidelity at 1-800-835-5095. Your salary-deferral election remains in effect until you revoke the election.

In addition, you may elect to make After-Tax contributions to the Plan. Such contributions may not exceed 25% of your eligible compensation, and will not be matched by the Company.

What Is Eligible Compensation

Your eligible compensation is considered your base salary, overtime, bonuses, and commissions. Your eligible compensation *does not* include any of the following amounts:

- Reimbursements or other expense allowances;
- Cash and non-fringe benefits
- Severance payments;
- Deferred compensation;
- Welfare benefits;
- Compensation received during any paid leave of absence;
- Taxable relocation expenses or allowances;
- Gain on the disposition of an incentive stock option (ISO); gain on the disposition of a nonqualifying stock option (NQSO); and gain on the disqualifying disposition of stock from an employee stock purchase plan (ESPP);
- Value of any fitness club membership or facilities provided by the company; imputed income from domestic partner benefits, group term life insurance, equipment imputed income, imputed income from gift certificates or other imputed income; the value of any tax advice or tax preparation services, Winning our Way imputed income, Wellness Reimbursement imputed income provided by the company; and the value of any forgiven loans;
- Restricted stock units;
- Restricted stock awards;
- Dividend equivalents; or
- Any amount paid pursuant to the Health Care Security Ordinance (HCSO) of San Francisco.

Your eligible compensation *does* include:

- Any amount contributed under a salary reduction arrangement under this Plan; the company's flexible benefit plans; or the company's transportation fringe benefit plans.

Keep in mind that since you are saving a percentage of your eligible compensation, any change in the amount of your eligible compensation automatically impacts the amount you contribute to the Plan.

The amount of eligible compensation used to calculate your contributions and the company's contributions cannot exceed an annual limit set by federal law ($305,000 for 2022). If it does, you will be notified.

Your Contributions

Below are the different types of contributions you may make.

- **Before-Tax Salary-Deferral Contributions:** You may make salary-deferral contributions to the Plan on a before-tax basis. Before-tax salary-deferral contributions are deducted from your eligible compensation and variable compensation (including the bonus plan, overtime and commissions, if applicable) each payroll period before federal and most state and local income taxes are withheld. As a result, you are not taxed on your salary-deferral contributions and any related earnings until you receive a payout from the Plan. Automatic enrollment contributions are made from before-tax salary-deferral contributions.

- **Roth Salary-Deferral Contributions:** You may also make salary-deferral contributions to the Plan on an After-Tax basis. After-Tax salary-deferral contributions are deducted from your eligible compensation and variable compensation (including the bonus plan, overtime and commissions, if applicable) each payroll period after income taxes and Social Security taxes have been calculated. As a result you do not pay additional taxes on Roth 401(k) contributions, or the investment earnings on Roth 401(k) contributions, when you receive a payout from the Plan provided that you meet certain criteria, which include leaving the contributions in the Plan for at least five years (see "How Your Account is Paid", below).

The tax rules governing Roth deferrals are complicated. You may want to consult your tax advisor regarding the financial impact of designating Roth deferrals, and how they might fit into your retirement income planning. Your distribution and rollover options may differ for distributions of Roth amounts. See the section of this booklet entitled "How Your Account is Paid" for additional information.

- Unless specifically stated otherwise, Roth salary-deferral contributions are treated just like before-tax salary-deferral contributions for all Plan purposes. As such, any reference in this booklet to salary-deferral contributions, generally, shall mean both your before-tax and Roth salary-deferral contributions.

- ***Please Note:*** Your salary-deferral contributions are subject to IRS regulations. For example, there is an annual legal limit on the amount that you can contribute on a before-tax and Roth basis, which is $20,500 for 2022. If you have reached age 50, or will reach age 50 before the end of the plan year, your combined limit is automatically increased to $27,000 for the 2022 plan year (unless you change or stop your deferral election). See the section of this booklet entitled "Limits on Contributions" for additional information.

- The Plan credits your salary-deferral contributions to a separate subaccount in your name. You are always 100% vested in these amounts, and you may invest and change your investment of these contributions.

- **After-Tax Contributions:** You may make After-Tax contributions that are not Roth contributions. After-Tax contributions are limited to 25% of your eligible compensation subject to IRS limits. Such After-Tax contributions are deducted from your eligible compensation and variable compensation (including the bonus plan, overtime and commissions, if applicable) each payroll period after income taxes and Social Security taxes have been calculated. As a result, you do not pay additional taxes on such After-Tax contributions when you receive a payout from the Plan. However, unlike in the case of Roth contributions, the investment earnings on After-Tax contributions are taxed upon payout.

The tax rules governing After-Tax deferrals are complicated. You may want to consult your tax advisor regarding the financial impact of designating After-Tax contributions, and how they might fit into your retirement income planning. See the section of this booklet entitled "How Your Account is Paid" for additional information.

The Plan credits your After-Tax contributions to a separate subaccount in your name. You are always 100% vested in these amounts, and you may invest and change your investment of these contributions.

- **Rollover Contributions:** At the discretion of the company, this Plan accepts eligible rollover contributions from a qualified retirement plan, a 403(b) plan, a 457(b) plan maintained by a governmental entity (but not a nongovernmental tax-exempt entity), a traditional individual retirement account (IRA), or a traditional individual retirement annuity. You may roll over a distribution pursuant to a direct rollover or a direct transfer. A distribution of Roth amounts will only be accepted pursuant to a direct rollover from certain types of retirement plans. You must make a rollover (other than a direct rollover) contribution within 60 days after you receive payment from the former plan, annuity, or account.

  - The Plan credits your rollover contributions to a separate subaccount in your name. You are always 100% vested in these amounts, and you may invest and change your investment of these contributions.

  - You may call Fidelity at 1-800-835-5095 to obtain instructions to roll over contributions from a former plan, annuity or account.

Changing Your Contribution Amounts

You may start, stop, or change your contributions to the Plan at any time. As a general rule, you must have worked one payroll period in order to enroll in the Plan, and then your contributions can begin as soon as administratively feasible after your enrollment is processed. Any change you make to your elections will also take effect as soon as administratively feasible. To make a change, log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095. Your contribution election remains in effect until you revoke it by making a change. If you decide to stop contributing, you may begin again at any time. Contributions resume as soon as administratively feasible after you call or make the change online.

Keep in mind that since you are saving a percentage of your eligible compensation, any change in the amount of your eligible compensation automatically impacts the amount you contribute.

Company Matching Contributions

Here is a brief description of the contributions the company makes to your account.

For every dollar that you save as a salary-deferral contribution to the Plan, the company makes a matching contribution each pay period of $.50 for each $1 you contribute (including catch up contributions), up to the first 7% of your eligible compensation. The total company matching contribution that you receive in any plan year may not exceed 3.5% of your eligible compensation, up to $6,000. Your company matching contribution will be allocated semi-monthly.

- However, only employees employed on the last day of the plan year (December 31st) may have their matching contribution "trued up", which means that they will have their matching contribution recalculated at the end of the year to make sure that they have received the maximum matching contribution permissible under the Plan's formula, taking into account their eligible compensation for the entire plan year. For example, employees that front-load their salary-deferral contributions would not have a "true up" of their matching contributions if they were to terminate from employment before the end of the plan year.

The Plan credits your company matching contributions to a separate subaccount in your name. Any company matching contributions that are made to the Plan on or after January 1, 2006 but before January 1, 2017 will vest over a four-year period. Matching contributions that are made on or after January 1, 2017 shall be 100% vested at all times. Effective January 1, 2009, in order to get credit for a "year of service" under the Plan's vesting schedule, you must have completed a period of 12 consecutive months during which you complete at least one hour of service during each such month. However, all service with NortonLifeLock (including Symantec) or any company acquired by NortonLifeLock (or Symantec) will count towards this four-year vesting schedule. The vesting rules are described in more detail in the section of this booklet entitled "When Your Account Is Paid," and the service rules are described in more detail in the "What "Service" Means" section.

Company matching contributions are paid from general company assets and from the forfeited accounts of terminated participants who are not fully vested. The Plan's assets are held in trust, and the trustee makes all Plan payments. For more information on the trustee, see the "Administrative Information" section later in this booklet.

To show how the company match works, let's suppose your eligible compensation is $60,000 per year and you elect to contribute 8% of your eligible compensation during the plan year. Your salary-deferral contributions, plus the company matching contributions, are determined as follows:

Your Salary-Deferral Contributions	
(8% x $60,000)	$4,800
PLUS	
Company Matching Contributions	
(50% x 7% x $60,000)	$2,100
Total Contributions	$6,900

Limits on Contributions

There is an annual legal limit on your salary-deferral contributions. The limit for 2022 is $20,500, and this limit is expected to be adjusted in certain years after 2022 to reflect increases in the cost of living. This limit applies to your combined before-tax and Roth salary-deferral contributions, but not to your After-Tax contributions. If you exceed the limit, the excess contributions are returned to you.

There is also an annual legal limit on the total amount of money (including After-Tax contributions) that may be contributed to the Plan by you and the company. The limit for 2022 is the lesser of:

- 100% of your total annual pay; or
- $61,000 (which is expected to be adjusted each year to reflect increases in the cost of living).

If you are affected by this limit in a year, you will be notified.

For After-Tax contributions, the most you can contribute on an After-Tax basis is 25% of your eligible compensation, subject to the $61,000 limit for all contributions described above.

There are also limitations based on levels of contributions made by or for non-highly compensated employees to prevent discrimination in benefits in favor of highly-compensated employees. If you are a highly compensated employee affected by this limit, you will receive the excess amount (which will be included in your taxable income in the year deferred).

Catch-Up Contributions

If you are age 50 or older, or if you will reach age 50 by the end of the Plan year, you may make additional salary deferral contributions even though they would otherwise exceed the legal limits described above. The limit for such "catch-up" contributions is $6,500 for 2022, and is expected to be adjusted to reflect increases in the cost of living from time-to-time. Once you defer the maximum $20,500 of before-tax and/or Roth salary deferral you will automatically start making catch-up contributions up to an additional $6,500 for 2022. To change your salary deferrals, including catch-up contributions, log on to https://nb.fidelity.com/public/nb/401k/home .

NortonLifeLock does not match After-Tax contributions (or any rollover from another qualified plan made during the year).

If you have questions regarding contributions, please contact Fidelity at 1-800-835-5095.

Your Investment Choices

For additional growth potential, you may invest your account in a number of different investment funds. The contributions made to your account (your contributions as well as company matching contributions) are held in trust. You then decide how to invest them.

Your Choices
The Plan currently offers many different investment fund options *plus* target date funds that are a combination of various investment funds, which vary according to levels of risk. The continued availability of these funds, as well as any funds that may be offered in the future, is subject to a number of factors. You may change your investment selections or transfer your existing balances so that a new "mix" of investments is selected. Investment changes for future contributions may be made at any time. The company cannot guarantee that any fund will continue to be offered on an unchanged or ongoing basis and may change the investment options available at any time. The Fidelity Web Site at https://nb.fidelity.com/public/nb/401k/home and HR Online provide the most current list of investment funds.

Lifecycle Funds
Lifecycle Funds are funds designed to provide varying degrees of long-term appreciation and capital preservation based on an investor's age or target retirement date through a mix of asset classes. The mix changes over time to become less focused on growth and more focused on income.

- Target Date Funds: The T. Rowe Price Retirement Trust are target date funds, which is a diversified portfolio invested in a variety of stocks, bonds and cash that is tailored to a particular time frame of the investor. The target date funds are structured around the underlying investors' retirement date (generally age 65). Target date funds automatically reset their portfolios to adjust the mix of stocks, bonds, and cash in the portfolio to become less risky as the retirement date of the portfolio approaches. The Plan offers the following target date funds:

T. Rowe Price Retirement Balanced Trust
T. Rowe Price Retirement 2005 Trust
T. Rowe Price Retirement 2010 Trust
T. Rowe Price Retirement 2015 Trust
T. Rowe Price Retirement 2020 Trust
T. Rowe Price Retirement 2025 Trust
T. Rowe Price Retirement 2030 Trust
T. Rowe Price Retirement 2035 Trust
T. Rowe Price Retirement 2040 Trust
T. Rowe Price Retirement 2045 Trust
T. Rowe Price Retirement 2050 Trust
T. Rowe Price Retirement 2055 Trust
T. Rowe Price Retirement 2060 Trust
T. Rowe Price Retirement 2065 Trust

Capital Preservation Funds

Capital Preservation Funds are funds with an investment goal or objective to keep the original investment amount (the principal) from decreasing in value.

- Putnam Stable Value Fund: Seeks to provide current income and capital protection by maintaining a stable net asset value. The fund invests in a range of conservative short-term fixed income investments, including short-term bonds and interest contracts that are guaranteed or "wrapped" by financial companies, as well as money market instruments. The wrap feature is intended to provide a layer of credit protection in addition to what the underlying securities carry, in order to guarantee an investment's book value.

Bond Funds

Bond Funds are funds that invest primarily in bonds and other debt instruments. A bond is a debt security that represents the borrowing of money by a corporation, government, or other entity. The borrowing institution repays the amount of the loan plus a percentage as interest.

- Metropolitan West Total Return Bond Fund: Seeks to maximize long-term total return. The fund pursues its objective by investing, under normal circumstances, at least 80% of its net assets in investment-grade fixed-income securities or unrated securities that are determined by the fund's advisor to be of similar quality. Up to 20% of the fund's net assets may be invested in securities rated below investment grade.

- Vanguard Total Bond Market Index Fund: Seeks to provide moderate current income. The fund attempts to track the performance of the Bloomberg US Aggregate Float Adjusted Index, which represents the US investment-grade bond market, by purchasing bonds held within the Index. The fund tends to observe an intermediate duration and high-credit quality profile.

Large Cap Funds

Large Cap Funds are funds that invest primarily in stocks of companies with a large market capitalization. These large cap companies tend to be well-established companies, so their stocks typically entail less risk than small caps, but large caps also offer less potential for dramatic growth.

- T. Rowe Price Structured Research Fund: The strategy attempts to create a portfolio with similar characteristics to the Standard & Poor's 500 Stock Index (S&P 500 Index) with the potential to provide excess returns relative to the Index. The fund uses a disciplined portfolio construction process whereby it weights each sector and industry approximately the same as the S&P 500 Index. Within each sector and industry, the weighting of individual fund holdings can vary significantly from their weighting within the S&P 500 Index. The fund attempts to outperform the S&P 500 Index by overweighting those stocks that are viewed favorably relative to their weighting in the Index, and underweighting or avoiding those stocks that are viewed negatively. The fund may also purchase stocks that are not in the S&P 500 Index, but at least 80% of the fund's total assets will normally be invested in stocks that are in the S&P 500 Index at the time of purchase.

- ➢ Vanguard Institutional Index Fund: Seeks to track the performance of a benchmark index that measures the investment return of large-capitalization stocks. The fund attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the Standard & Poor's 500 index, which is a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies.

Mid-Cap Funds

Mid-Cap Funds are funds that invest primarily is stocks of companies with a medium market capitalization. These mid-cap companies are often considered to offer more growth potential than larger caps (but less than small caps) and less risk than small caps (but more than large caps).

- ➢ Mid-Cap Core Stock Fund: The fund has approximately 50% of assets in the Wells Fargo Special Mid-Cap Value investment strategy, 50% in the Hartford Mid-Cap Fund. The resulting blend of these strategies may be expected to resemble a mid-cap core strategy. Wells Fargo Special Mid-Cap Value seeks long-term capital appreciation by investing in mid-cap companies that the fund's management believes to have increasing cash flows and strong balance sheets. Hartford Mid-Cap seeks long-term capital appreciation by investing in mid-cap companies with strong business economics, high growth potential, and reasonable valuations.

- ➢ Vanguard Mid-Cap Index Fund: Seeks to track the performance of a benchmark index that measures the investment return of mid-capitalization stocks. The fund seeks to match the risk profile of the CRSP US Mid-Cap Index. It is exposed to the generally higher risk inherent in mid-cap stocks, relative to large-cap stocks.

Small Cap Funds

Small Cap Funds are funds that invest primarily in stocks of companies with a smaller market capitalization. These small cap companies are often considered to offer more growth potential than large caps and mid-caps but with more risk.

- ➢ Frontier Small Cap Core Fund: The fund is a weighted combination of 60% Phocas Small Cap Value investment strategy and 40% Calamos Timpani Small Cap Growth investment strategy. The resulting blend of these two strategies may be expected to resemble a small-cap core strategy. Phocas Small Cap Value seeks long-term total investment return through capital appreciation by investing in small-cap companies that appear to be priced at a discount to their fair value. Calamos Timpani Small Cap Growth seeks capital appreciation by investing in small-cap companies that appear to have sound growth potential and the ability to exceed market expectations in areas such as growth and profitability.

- ➢ Vanguard Small Cap Index Fund: Seeks to track the performance of a benchmark index that measures the investment return of small-capitalization stocks. The fund's investment approach is designed to track the performance of CRSP US Small Cap Index, a broadly diversified index of stocks of smaller U.S. companies. The fund attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

International Funds

International Funds are funds that invest primarily in the securities of companies located, or with revenues derived from outside of the United States.

- International Core Stock Fund: The fund has approximately 50% of assets in the Dodge & Cox International Stock investment strategy, and 50% in the Vanguard International Growth investment strategy. The resulting blend of these strategies may be expected to resemble an international core strategy. Dodge & Cox International Stock seeks long-term growth of principal and income by investing in equity securities of non-U.S. companies that appear undervalued but have the potential for long-term growth. Vanguard International Growth seeks to provide long-term capital appreciation by investing in non-U.S. companies that appear to have above-average growth potential.

- Vanguard Total International Stock Index Fund: Seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in Europe, the Pacific region, and emerging-market countries. The fund's investment approach is designed to track the performance of the FTSE Global All Cap ex US Index.

The above descriptions are not comprehensive. The following additional information is available to you upon request, by logging on to https://nb.fidelity.com/public/nb/401k/home or calling Fidelity at 1-800-835-5095:

- Copies of any prospectuses, financial statements and reports, and of any other materials produced by Fidelity for the general public relating to the available investment alternatives

- A description of the annual operating expenses of each designated investment alternative (e.g., investment management costs, administrative and transaction costs, etc.) and the total amount of such expenses expressed as a percentage of average net assets of the designated alternative.

- A list of the assets comprising the fund's portfolio, the value of each asset (or the proportion of the fund's portfolio which it comprises), and for each underlying asset that is a fixed rate investment contract issued by a bank, savings and loan association or insurance company, the name of the issuer of the contract, the term of the contract and the rate of return on the contract.

- Information concerning the value of shares or units in available investment alternatives, as well as past and current investment performance of such alternatives, determined net of expenses and on a reasonable and consistent basis.

- Information concerning the value of shares or units in designated investment funds held in your accounts.

Brokerage Option

The Plan's brokerage option lets you invest in a wide variety of investments beyond those offered by the Plan that are listed above. The brokerage option allows you to select from numerous investments. Investments available through the brokerage option are intended for more experienced investors who have the time and knowledge to manage a more sophisticated portfolio. To use the brokerage option, you must have a minimum balance of $2,500 in the Plan. Transfers into the self-directed brokerage must be done in minimum transfers of at least $500. The brokerage option is offered through Fidelity's BrokerageLink. Other investment fees will apply in most circumstances. To open a brokerage account, log onto https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095 and speak to a Fidelity representative.

A Few Words About Investing

There are a number of things to consider when deciding which investment funds are right for you. It is important to realize that the past performance of a given fund is not a guarantee that the fund will continue to perform at the same level or offer the same yield in the future. Remember, all investment funds have some associated level of risk, and you are solely responsible for the investment risk associated with your election.

Investors should carefully consider the investment objectives, risks, charges and expenses of a fund before investing. For a prospectus, a summary prospectus if available, or an offering statement containing this and other information about any fund, please call 1-800-835-5095 or log on to https://nb.fidelity.com/public/nb/401k/home. Please read the prospectus or offering statement carefully before investing. Representatives at Fidelity can provide you with additional resources to help you in the investment decision-making process.

Risk and Return

All investments involve some degree of risk and return.

- Risk is the variability of an investment's return over a period of time.
- Return is the gain or loss you may make on an investment.

Generally, investments that bring the highest return involve the greatest amount of risk. It is important that you define the type of lifestyle you want during retirement. Then, balance the amount of investment risk you are willing to take to obtain that type of lifestyle.

Please note*:* The Plan charges fund expenses against investment returns, and certain funds charge contingent redemption fees in certain circumstances, which will be charged against your account and reduce your account's net investment earnings. (Contingent redemption fees are fees that are charged by certain mutual fund companies when their shareholders redeem their shares within a short-term holding period that is specified in the fund's prospectus. These redemption fees are typically used to defray fund costs associated with a shareholder's redemption and are paid directly to the fund.) You receive fund prospectuses and profiles from Fidelity with your enrollment materials, and you may receive updated fund prospectuses upon request from Fidelity at any time.

Time

Time plays an important role in the investment equation. The sooner you start saving, the more time you have to build a financial cushion for retirement. Investing is a long-term process, so try not to focus on the daily performance of your investments. Instead, focus on the value of your investments from the time you start saving until the time you retire.

Diversification

By investing in a variety of funds, you spread your risk among different investments. This is called diversification. By diversifying your investments you:

- Lower your risk; and
- Protect yourself against the possible poor performance of a single investment.

Section 404(c) of ERISA

The Plan is intended to constitute a participant-directed plan described in Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended (ERISA) and its regulations (Title 29, Code of Federal Regulations, Sec. 2550.404c-1). In general, Section 404(c) requires that you be provided with a broad range of investment alternatives, certain information about those alternatives, and an opportunity to direct the investment of your account among those alternatives on a regular basis. The company, the Plan Administrator, and the Trustee will not provide investment advice or guarantee the performance of any investment you choose.

As a result of the Plan's compliance with Section 404(c), fiduciaries of the Plan (such as NortonLifeLock, its participating affiliates, and the Employee Benefits Administrative Committee) are relieved from liability for any losses which result from your investment directions or the failure to select an investment, or from the inability to change your investment designation as a result of any restrictions imposed by the manager of the investment, the Plan Administrator, or the Trustee. In other words, you are responsible for your investment choices.

Making Your Investment Choices

When you log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095 to enroll, you must indicate what percentage of your contributions you want invested in each fund.

You generally may make any investment election you wish. The only requirement is that elections need to be in whole-percentage increments. Because of the importance of your investment decisions, carefully review the options before you make your investment choices.

> Remember…
> You can change your investment elections (the percentage you invest in each fund) on any business day the New York Stock Exchange is open.

Failure to Make Investment Elections

If you fail to direct the investment of your entire Plan account, the amounts in your individual account for which there is no investment direction will be invested in a Qualified Default Investment Alternative ("QDIA"). The Plan Administrator has selected the T. Rowe Price Retirement Trust as the QDIAs for this Plan. Any portion of your account for which you fail to designate an investment option will be invested in the T. Rowe Price Retirement Trust that corresponds with your expected retirement age (65). See the "Lifecycle Funds" section above for a description of the default investment option. You can always change the default investment of your account by electing to invest your account balance in a different investment option.

Changing Your Investment Elections

On any business day the New York Stock Exchange is open, you can:

- Exchange your existing account balance among the funds; and
- Change your investment mix for future contributions.

To make a change, log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095. Any change you make goes into effect that day if the New York Stock Exchange is open, provided you make the change by 4 p.m. (Eastern Time). If you make the change after 4 p.m. (Eastern Time), the change takes effect the next business day the New York Stock Exchange is open.

See How Your Investments Are Doing . . .

There are a variety of ways to see how your account is doing:

- Each quarter, the company sends you a statement showing your account's status.
- You may set electronic notifications.

You can log on to your Plan's website to get a valuation of your account or get your most recent account balance or each individual fund balance (or call1-800-835-5095).

Account Valuations and Statements

Each participant has an individual account. Subaccounts hold the following amounts:

- Before-tax salary-deferral contributions;
- Roth salary-deferral contributions (if any);
- After-Tax salary-deferral contributions (if any);
- Rollover contributions (if any); and
- Company matching contributions.

Balances by money type are separated as follows on statements:
- Pre-Tax Base Deferral
- Pre-Tax Incentive or Commissions
- Employee Roth 401(k)
- Roth Incentive or Commissions
- After-Tax Deferral
- 401 Rollover
- Prior Match
- Prior Plan Employer Acct
- Employer Match

The Plan tracks the value of your account daily and allocates the net earnings (gains or losses) of each investment fund since the end of the previous business day that the New York Stock Exchange is open. Then, a few weeks after the end of each calendar quarter (March 31, June 30, September 30 and December 31), you receive a statement that shows the balance of your account. The statement includes:

- How much you have contributed;
- How much the company has contributed in matching contributions;

- How much you rolled over to the Plan in rollover contributions (if any);
- The net investment results for each fund;
- Any loan activity or withdrawals;
- The current value of your account; and
- The plan administrative fee.
- ***Please note:*** Your individual account will be reduced by expenses or fees associated with your investment choices. Your individual account may be adjusted in accordance with fees charged by some or all of the following entities: the Plan trustee, investment advisors, investment managers and securities brokers. You may request a description of the annual operating expenses for any investment alternative by contacting Fidelity at 1-800-835-5095. You may opt to receive e-statements if you log on to https://nb.fidelity.com/public/nb/401k/home . You may also access a summary statement of fees and expenses of your account by logging into https://nb.fidelity.com/public/nb/401k/home .

When Your Account Is Paid

If you leave the company, you receive the full value of your salary-deferral contributions, Roth contribution and After-Tax contributions and any rollover contributions (plus earnings). You also receive the "vested" portion of your company matching contributions (plus earnings).

What Is the Full Value of My Account?
The full value of your account includes your:
- Before-tax salary-deferral contributions;
- Roth salary-deferral contributions;
- After-Tax contributions;
- Rollover contributions; and
- Vested company matching contributions.
- Investment earnings less any

Vesting
Vesting means you earn ownership rights to the full value of your account.

You are always 100% vested in:

- Your own contributions (before-tax, Roth, non-Roth After-Tax, and rollover contributions); and
- Any earnings on these amounts.

Additionally, Matching Contributions made to the Plan on and after January 1, 2017 shall be one hundred percent (100%) vested at all times.

Matching Contributions made to the plan on and after January 1, 2006 and prior to January 1, 2017 shall be subject to the following four-year vesting schedule:

Percentage Vested	After…
25%	You earn at least one year of vesting service.
50%	You earn at least two years of vesting service.
75%	You earn at least three years of vesting service.
100%	You earn at least four years of vesting service.

For purposes of this vesting schedule, you will be credited with a "year of vesting service" for each "period of service" which is a period of 12 consecutive months (starting from your anniversary date), during which you completed at least one hour of service during each of the 12 months. The "anniversary date" for all employees hired after December 31, 2008, is your date of hire. The "anniversary date" for all employees hired on or before December 31, 2008, regardless of your date of hire, is January 1^{st}. For example, under this vesting schedule, you would be 25% vested *after completing* (not during) one period of service. In addition, all of your years of service with NortonLifeLock (including service with Symantec or any company acquired by NortonLifeLock or Symantec) will count towards this vesting schedule.

You automatically become vested in the pre-2017 company matching contributions (plus earnings) if you experience any of the following events before you terminate employment with the company:

- You reach early retirement (age 55 plus 5 years of service) or normal retirement (age 65);
- You become permanently disabled; or
- You die.

If you leave the company after working for at least 12 consecutive months, and you come back to the company within 12 months after your termination date, then your service will be “bridged” and you will have an adjusted hire date to reflect your prior service, in accordance with the terms of the company’s “Bridging of Service” policy.

If you leave the company before becoming fully vested, the non-vested portion of your pre-2017 company matching contributions, and any earnings on those amounts, may be forfeited. However, if you return to work within five years, any forfeited amounts will be returned to your account. Forfeitures will not be restored to your account if you are reemployed more than five years after you terminated employment. Any remaining forfeitures of pre-2017 company matching contributions will be used to pay administrative expenses of the Plan and/or to reduce future company matching contributions, as determined by the company in its sole discretion.

If you are on an authorized leave of absence, you will receive vesting credit for the first 12 consecutive months of your leave of absence, after which you will be treated as experiencing a termination of employment.

If you were terminated in connection with Symantec’s sale of assets to Broadcom and you had an account under the Plan at that time, you became fully vested in your company matching contributions on November 4, 2019 (to the extent you had not already fully vested in such amounts).

Predecessor Employer Service

Generally, your service with an entity acquired by NortonLifeLock (including service with Symantec or with a predecessor employer that was acquired by the acquired entity) will be counted as service rendered to the Company for purposes of determining the number of years of service credited to you under the vesting schedule. If you have questions about whether your service with a predecessor employer is being counted, please contact NortonLifeLock Benefits at https://nortonlifelock.service-now.com/ehrp

If You Leave the Company

The Plan pays the full value of your account, including company matching contributions, when:

- You retire, either at or after your early retirement age of 55 plus 5 years of service, or at or after your normal retirement age of 65;
- Your employment ends because of disability; or
- You die while you are an employee of NortonLifeLock or one of its affiliates.

For purposes of this Plan, disability means a physical or mental condition that occurs before your termination and prohibits you from performing the principal responsibilities of your job with the company and is expected to last at least 12 consecutive months or is expected to result in death. The Plan Administrator, based on professional medical advice or a certificate from the Social Security Administration, determines whether you meet this definition. You may be asked to submit to a medical examination by one or more doctors to substantiate your disability.

If you become disabled, under the terms of the Plan, you will become 100% vested in all contributions and be entitled to request payment of your account as if you retired.

If you die, your surviving spouse or beneficiary is entitled to a distribution of your account. If you are married and wish to designate a beneficiary other than your spouse, your spouse must irrevocably consent to waive any right to the death benefit. Your spouse's consent must be in writing, be witnessed by a notary and acknowledge the specific non-spouse beneficiary using an election form provided on-line at https://nb.fidelity.com/public/nb/401k/home .

If you leave the company for any other reason, the Plan pays the value of your contributions (salary-deferral contributions, After-Tax contributions, and rollover contributions), the vested portion of any company matching contributions made to your account, and any investment earnings on these amounts. (For more information about the distribution of Roth contributions, please see "How Your Account is Paid", below.)

Postponed Retirement

If you continue to work for the company past your early or normal retirement age, you will continue to participate in the Plan until you actually retire. Your distribution is then paid to you as provided under the section of this booklet entitled "How Your Account Is Paid."

How Your Account Is Paid

The way the Plan pays benefits can be as important as the amount you receive.

The Distribution

Depending on how much is in your account, you may be able to select your form of payment.

- **If Your Vested Balance Is $1,000 or Less:** The Plan will automatically distribute the amount to you (or your beneficiary) upon your termination of employment in the form of a lump sum. (Your rollover contributions subaccount, if any, is taken into account when determining whether your vested balance is $1,000 or less). The Plan makes the payout within a reasonable period of time following the day you terminate for any reason (including disability) or death. You may not defer this payment from the Plan. However, you will have the choice to directly roll it over to a traditional IRA, a Roth IRA, another employer's qualified retirement plan, a 403(b) plan, or a 457(b) plan maintained by a governmental entity (but not a tax-exempt entity).

- **If Your Vested Balance Is More Than $1,000:** If your vested balance, including your rollover contribution subaccount, if any, is more than $1,000, you can:

  — Elect to receive monthly, quarterly, semi-annual, or annual installment payments within a reasonable period of time following the day you terminate for any reason (including disability);

  — Elect to make a partial withdrawal (minimum amount of $1,000 is required) within a reasonable period of time following the day you terminate for any reason (including disability); or

  — Elect to receive a lump-sum payment within a reasonable period of time following the day you terminate for any reason (including disability).

  Please note: Any right to choose an installment or annuity form of payment, or to receive an in-kind distribution rather than cash, which may have existed under any plan of a company that was acquired by NortonLifeLock (or Symantec) and that was merged into this Plan, has been eliminated in accordance with applicable law, and the only distribution options available under this Plan are those listed above.

Restrictions on Distributions of Roth Salary-Deferral Contributions

The tax treatment of a distribution of Roth salary-deferral contributions (and the associated investment earnings) depends upon whether the distribution is a "qualified Roth distribution" or a "nonqualified Roth distribution".

If the distribution is a "qualified Roth distribution," then the entire amount distributed is tax-free, even the portion attributable to investment earnings on the Roth salary-deferral contributions. To be considered a "qualified Roth distribution," the following two conditions must be met:

- You have satisfied the 5-year rule (also known as the 5-year clock); and
- The distribution is made after you have reached age 59½, died or become disabled.

The 5-year rule is satisfied if the distribution of Roth salary-deferral contributions occurs at least five (5) years following the year the first Roth salary-deferral contribution is made to the Plan. For example, if you first make Roth salary-deferral contributions in 2022, you will satisfy the 5-year rule as of January 1, 2027. It is not necessary that you make a Roth salary-deferral contribution in each of the five (5) years.

A "non-qualified Roth distribution" is any distribution that is not a "qualified Roth distribution" because it does not satisfy the conditions listed above. Non-qualified Roth distributions are subject to taxation (and in some cases, a 10% early distribution penalty) on the portion of the distribution which is attributable to investment earnings, unless you roll over the distribution as described below.

You may elect to make a rollover of your Roth salary-deferral contributions and earnings to another employer's qualified retirement plan or 403(b) plan that will accept Roth contributions and agrees to separately account for Roth contributions, or to a Roth IRA. If you choose to rollover your Roth contributions to a Roth IRA, the tax treatment of any subsequent distribution from the Roth IRA will be governed by the tax rules attributable to Roth IRA distributions. Please note that the 5-year clock for a Roth IRA distribution will <u>not</u> include the portion of time that the Roth salary-deferral contributions were in the Plan.

Requesting a Distribution

To request your distribution, log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095. You may request a distribution form online, or you may contact an Fidelity representative to help you through the distribution process.

When you request payment, you will receive a "Special Tax Notice" which describes your distribution options—and the corresponding tax implications—in greater detail. Keep these special tax considerations in mind. You may wish to contact a tax advisor to determine what method of payment is best for you. The "A Few Words About Taxes" section of this booklet also contains general tax information.

Important…
If you do not receive a direct rollover or transfer of your account upon distribution, income taxes will be withheld from the taxable portion of your distribution.

Direct Rollovers of Amounts Other Than Roth Salary Deferral Amounts

Generally, you can elect to have all or any part of your distribution paid to an eligible retirement plan in a direct rollover, or you can elect to have all or any part of your distribution paid to you. For this purpose, an "eligible retirement plan" is a qualified retirement plan, a 403(b) plan, a 457(b) plan maintained by a governmental entity (but not a tax-exempt entity), a traditional individual retirement account, or a Roth IRA.

- If you request a direct rollover, all or part of your account (at your discretion) is made payable to another eligible retirement plan. The portion that is rolled over is not subject to immediate taxation. If After-Tax money is distributed, and you do not roll over the whole distribution, the amount rolled over will first be allocated to the taxable portion of the distribution. For example, suppose that your distribution is $10,000, and $1,000 of it is After-Tax money. If you roll over $8,500, and the other $1,500 is paid to you, you will be taxed on $500 (the $1,500 paid to you, minus the $1,000 in After-Tax money).

- The After-Tax portion of a distribution can be rolled over only if the receiving plan agrees to separately account for such contributions.
- If the payment is made to you, it will be subject to a mandatory 20% federal tax withholding on the taxable portion of the amount.

To request a direct rollover, log on to https://nb.fidelity.com/public/nb/401k/home .

Direct Rollovers of Roth Salary-Deferral Amounts

You may make a direct rollover of your Roth after-tax salary-deferral contributions to another employer's qualified retirement plan or 403(b) plan that will accept Roth contributions and agrees to separately account for Roth contributions or to a Roth IRA. A direct rollover of Roth contributions must be a minimum of $200. You may rollover a portion of your account, including your Roth salary-deferral contributions, if the amount is at least $500.

Restrictions on Rollovers

Some types of payments are not eligible to be rolled over. And, you must request a rollover at least 30 days (but not more than 90 days) in advance of the distribution. If you prefer, you can waive the 30-day notice period and receive your distribution as soon as administratively feasible. For more information on direct transfers or rollovers, refer to the section of this booklet entitled "A Few Words About Taxes" and the "Special Tax Notice" that you receive.

To the extent that you make a plan-to-plan rollover (direct rollover), you will be provided a statement within 30 days of your distribution indicating whether the distribution is a "qualified Roth distribution," the amount of your Roth salary-deferral contributions and the year that your 5-year clock started. This information must generally be provided to the recipient plan in conjunction with your rollover. Please note that the 5-year clock in the recipient plan will include the portion of time that you made Roth salary-deferral contributions to this Plan. The notice will also indicate the amount of your non-Roth after-tax contributions, as such amounts will need to be separately accounted for by the receiving plan.

If You Defer Your Payout

If you leave the company for any reason and decide to defer your payout to a later date, your account continues to be invested in the Plan and is credited with investment gains or losses. You have access to the same investment funds as active employees, and you have the same rights to change the percentage you invest in each fund.

You must begin to receive payment of your account balance no later than April 1st following the calendar year in which occurs the later of your termination of employment (except for 5% owners) or you reach age 70½ (72 if you were born on or after July 1, 1949). However, as a result of the

Coronavirus Aid, Relief, and Economic Security Act (the “CARES Act”), if you turned age 70½ before 2020 and were required to receive payment of your account balance as described in the preceding sentence in 2020, such payments were suspended until 2021 unless you elected otherwise.

If you decide to defer your distribution and later want to receive payment, contact Fidelity at 1-800-835-5095. The Plan distributes the vested value of your account as soon as administratively possible after you request payment. It is your responsibility to keep the company and Fidelity updated with any changes in your address after you leave the company.

Loans

If you are an active employee, you can take a loan from your account and pay it back with interest.

Another Approach…
Another approach to meet an immediate financial need without permanently withdrawing your retirement savings is to apply for a loan. If you decide to take a loan, the loan proceeds come from your account balance.

What Is a Loan?

- The company realizes that you may need some of your savings when certain situations arise. Loans are an alternative to a withdrawal.

Loans may offer certain advantages to you while you are employed. For example:

- Loans generally are not taxable and 20% withholding rules normally do not apply;
- When you take a loan from the Plan, you essentially borrow money from yourself at a fixed interest rate; and
- You are able to continue saving for retirement through the Plan while you repay your loan.

Amount of the Loan
The maximum you may borrow is the lesser of:

- $50,000 (reduced by the difference (if any) between the highest outstanding loan balance during the last 12 months and the outstanding balance of loans from either this Plan, the Acquisition Plan (formerly known as the "Symantec Acquisition Plan") or other qualified employer plans); or

- 50% of the vested value of your accounts.

The minimum amount you may borrow is $1,000.

You may request one loan at any time.

If you are also a participant in the Acquisition Plan, you may only have one loan from both this Plan and the Acquisition Plan at any one time. Please note that your account balance in both plans will be aggregated for purposes of determining the maximum loan allowable.

Interest Rates on Loans
The Plan Administrator will determine the rate of interest assigned to your loan at the time the loan is made. The rate assigned to your loan will be a reasonable rate of interest and will remain in effect over the loan's term. This rate is intended to provide you with a return that is comparable with the rates of interest currently being charged by commercial lenders with respect to comparable loans.

Repaying Your Loan
You repay your loan over a number of years, depending on the loan's intended use. You pay back your loan in equal installments through after-tax payroll deductions. The Plan then invests your repayments according to your current investment elections. (If you are on a leave of absence, your loan repayments will be suspended for up to 12 months.)

If you take a general purpose loan, you must repay the loan over a period of six months to 5 years. If you take a loan to purchase a principal residence, you can repay it over a period of five years to 15 years.

If you repay your loan according to the loan agreement's terms, the loan will not result in any income tax withholdings or excise tax liability. However, if you fail to make an installment payment, your loan will be "in default" as of the last day of the calendar quarter after the quarter in which you missed the payment. Upon default, you will be taxed on the outstanding loan balance, plus accrued interest. In addition, the 10% penalty tax on distributions paid before age 59½ may apply. *Please note:* Interest payments on loans are not deductible expenses on income tax returns (even if you use your loan to purchase a principal residence). If you have a loan in default, you will not be eligible to request another loan until you repay the defaulted loan in full.

Once you authorize the Plan to repay your loan through payroll, you cannot revoke your authorization. However, at any time you can repay the entire outstanding loan balance with no prepayment penalty.

If You Leave
- Once your employment ends, you cannot continue to make loan repayments through payroll deductions. You may continue to make loan repayments of your entire outstanding loan balance through payments to Fidelity. Your loan will be reamortized and Fidelity will provide you with instructions to make loan repayments for a period no longer than the original period of the loan. You may make an immediate repayment of your entire outstanding loan balance. If you do, your account will be considered "whole" and you may direct the distribution of your account as any other terminating employee.

- If you take a distribution once your employment ends, and that distribution is directly rolled over to a plan that will agree to continue the loan, you will then make repayments of that loan under the new plan's procedures.

- If you do not either repay your loan within the required time frame or directly roll over your account to a plan that will continue the loan, the loan is considered "in default." If you default on your loan, the Plan treats the outstanding loan as a regular taxable distribution in the year your employment ends. As a result, this amount also may be subject to the 10% penalty tax for early distributions.

Loans to Coronavirus "Qualified Individuals"

As a result of changes in law made by the CARES Act, the loan provisions described above applied differently for participants who satisfied the definition of a "Qualified Individual." Under the CARES Act, you were a "Qualified Individual" if you:

- Were diagnosed SARS-CoV-2 or coronavirus disease 2019 (“COVID-19”) by a test approved by the Centers for Disease Control and Prevention (including a test authorized under the Federal Food, Drug, and Cosmetic Act);

- Your spouse or dependent (as defined in Section 152 of the Internal Revenue Code) was diagnosed with COVID-19 by such a test;

- You experienced adverse financial consequences as a result of –

  - Either you, your spouse, or a member of your household being quarantined, being furloughed or laid off, having work hours reduced due to COVID-19, being unable to work due to lack of childcare due to COVID-19, or the closing or reducing hours of a business owned or operated by you, your spouse, or a member of your household due to COVID-19; or

  - You had a reduction in pay due to COVID-19 or had a job offer rescinded or start date for a job delayed due to COVID-19; or

- You could otherwise be treated as a “Qualified Individual” under guidance issued by the Secretary of Treasury.

If you were a Qualified Individual during the period beginning on March 27, 2020 and ending on September 22, 2020, the maximum amount you could borrow as a Plan loan during such period was the lesser of:

- $100,000 (reduced by the difference (if any) between the highest outstanding loan balance during the last 12 months and the outstanding balance of loans from either this Plan, the Acquisition Plan (formerly known as the “Symantec Acquisition Plan”) or other qualified employer plans); or

- 100% of the vested value of your accounts.

Additionally, if you were a Qualified Individual with an outstanding loan during the period beginning on March 27, 2020, and ending on December 31, 2020, your loan repayments were automatically suspended during such period unless you elected otherwise. On January 1, 2021, your outstanding loan balance was automatically reamortized to account for the period of your loan suspension, and your loan repayments recommenced on such date. The 5 or 15-year maximum period described above for repaying your loan (as applicable) was extended to account for the period of your loan repayment suspension.

To Request a Loan

If you are interested in requesting a loan from your account, log on to https://nb.fidelity.com/public/nb/401k/home to obtain information and make a loan application. All costs associated with establishing and maintaining a participant loan will be paid in accordance with the Plan’s Services Agreement. The Plan Administrator may periodically revise the Plan’s loan policy and you should contact Fidelity at 1-800-835-5095. You will receive your loan as soon as administratively possible after your application is processed.

Withdrawals While You are Employed

The Plan is designed to help you meet your long-term savings goals. Therefore, you are encouraged to leave your account untouched to grow in future value for your benefit. However, you may wish to take some of your Plan benefits when you are 59½, or need to tap into your savings when a financial hardship arises. Therefore, the Plan allows you to withdraw portions of your Plan accounts while you are still working for the company.

In-Service Withdrawals
You may request a withdrawal, at any time, of all or a portion of your rollover account. You may receive an in-service withdrawal in the form of a partial withdrawal or a lump-sum payment. The minimum partial withdrawal amount is $1,000.

Age 59½ Withdrawals
After you attain age 59½, even if you are still working for the company, you have the right to request a withdrawal of all, or any portion, of your salary-deferral accounts, plus any company matching contributions in your Plan accounts in the event they are 100% vested. The minimum partial withdrawal amount in $1,000.

Hardship Withdrawals
If you are faced with a financial hardship while you are still working, you may take a hardship withdrawal. This type of withdrawal may include any portion of your salary-deferral contributions, Qualified Nonelective Contributions, Qualified Matching Contributions, or the vested portion of your company matching contributions, plus earnings on any the contributions described in this sentence. Please log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095 to check the most current requirements for eligibility for hardship withdrawals.

Hardship Withdrawal Requirements
A financial hardship exists if you need to make a withdrawal in light of an immediate and heavy financial need for the following reasons:

- Unreimbursed medical expenses for you, your spouse, your primary beneficiary, or your dependents;
- The purchase of your principal residence (excluding mortgage payments);
- The prevention of eviction from or foreclosure on your principal residence;
- Tuition, related fees, and room and board for the next 12 months of post-secondary education for you, your spouse, your primary beneficiary, or your dependents;
- Funeral expenses for a deceased spouse, parent, children, primary beneficiary, or dependents;
- Expenses that would qualify as casualty losses (such as natural disasters) for income tax deduction purposes, regardless of whether it relates to a federally declared disaster or the amount of taxable income that the expense represents; or

- Expenses and losses related to a federally declared disaster determined by the Federal Emergency Management Agency ("FEMA"), if you lived or worked in the disaster area at the time of the disaster

In the case of a hardship distribution, the amount of your distribution may not be more than the immediate and heavy financial need (including the taxes you incur as a result of the withdrawal). In addition, you must exhaust all other forms of distributions and payments available to you through company-sponsored plans or programs (excluding plan loans) prior to obtaining a hardship withdrawal and must represent that you have insufficient cash or other liquid assets to satisfy the financial need.

You may request a hardship withdrawal by logging onto https://nb.fidelity.com/public/nb/401k/home . You will be required to provide certain information about your financial hardship, including the reason and amount of the financial hardship. You must also keep documentation of your financial hardship and must provide it to NortonLifeLock or Fidelity upon request. Beginning January 1, 2021, you may not receive more than two hardship withdrawals during any plan year.

All amounts paid in a hardship withdrawal are ineligible for rollover to an IRA or another qualified plan.

Coronavirus-Related Distributions

If you were a "Qualified Individual" (as defined in the "Loans to Coronavirus 'Qualified Individuals'" Section above) during the period beginning on January 1, 2020, and ending on December 31, 2020, you could request one or more "Coronavirus-Related Distributions." Such distributions could not exceed $100,000 in the aggregate. Coronavirus-Related Distributions were not eligible for rollover to an IRA or another qualified plan and were not subject to tax withholding.

If you received a Coronavirus-Related Distribution, the amount of the distribution will be included in your taxable income equally over a three-year period beginning in the year in which the Distribution was paid (unless you elect to include the amount in your taxable income at a different rate in such three-year period), but such amount is not subject to the 10% excise tax on early distributions. If you repay part or all of the Coronavirus-Related Distribution in such three-year period, however, you will not be taxed on the amount of the Coronavirus-Related Distribution that has been repaid (or, if you have already been taxed on such amount, you may be eligible for a tax refund).

In-Plan Roth Rollovers

If you are eligible for a withdrawal, you may instead elect to roll over all or part of your account directly to a Roth Elective Deferral Contributions Account within this Plan. However, if you do, any distribution of In-Plan Roth Rollover contributions in your Roth Elective Deferral Contributions Account will not be distributable until you satisfy the requirements set forth above under "Restrictions on Distributions of Roth Salary-Deferral Contributions."

Tax Treatment of Withdrawals
Generally, all withdrawals are taxable distributions to you in the year withdrawn, except for qualified distributions of Roth salary deferrals. If you have After-Tax salary deferrals, a portion of each withdrawal from the Plan (other than withdrawals from your Roth contribution account) will be nontaxable. In addition, federal withholding and penalty taxes may apply. For more information, see the section of this booklet entitled "A Few Words About Taxes."

To Request a Withdrawal
To determine your amounts available for withdrawal, or to request a withdrawal, log on to https://nb.fidelity.com/public/nb/401k/home or call Fidelity at 1-800-835-5095. Once you have logged on to that website, you may submit your hardship withdrawal request electronically.

Special Rules for Military Service

Contributions
If you take a leave of absence for qualified military service and return to active employment within the time period required by federal law, you have the right to make up the salary-deferral contributions that you would have made if you had remained in active employment. In addition, you will be eligible to receive company matching contributions on these make up amounts. You may contribute the same amount that you could have made during the military service period. Make up contributions may be made after reemployment over a period that is three times the length of your military service not to exceed five years.

Distributions
If you are called to active duty you may request withdrawals during employment in two circumstances:

Qualified Reservist Distributions: A “Qualified Reservist” may request an in-service distribution of all or a portion of their salary-deferral account. You are considered to be a Qualified Reservist if you are a member of a reserve component and have been ordered or called to active duty after September 11, 2001, for a period of over 179 days or for an indefinite period of time. You may request this type of in-service distribution once you are called to active duty for the required timeframe A Qualified Reservist Distribution is not subject to the ten percent (10%) excise tax on the early distributions that might otherwise apply under federal tax law but is still subject to income tax (See “A Few Words About Taxes” below).

Deemed Severance Distributions: Participants who have been called to active duty in the Uniformed Services for more than thirty (30) days may request a Deemed Severance Distribution of all or a portion of their accounts and you will be treated as having severed from employment. These in-service withdrawals will only be made during the period beginning on the date of such call to duty and ending at the close of the active-duty period. Upon receiving such a distribution, your contributions to the Plan will be suspended for a period of six (6) months starting from the date of the distribution. This type of withdrawal *is* subject to the ten percent (10%) excise tax on early distributions under federal tax law (See “A Few Words About Taxes” below).

If you are eligible for both types of military service distributions, then you will be treated as receiving a qualified reservist distribution.

Death Benefits
If you die while performing qualified military service, you will receive automatic full vesting of your company matching contributions (plus earnings) in the Plan.

Loans
If you are called to active duty in the uniformed services then you may request a suspension of loan repayments if your military service will last for more than one year. The suspension will extend the maximum loan period. However, please note that while a loan is suspended that interest will continue to accrue. While your loan repayment period may be extended by a suspension, your loan balance after your return from military service will be greater. You may want to consider

increasing your repayments upon your return, so there is no lump sum balance due at the end of the extended repayment period.

If you have questions about whether you qualify for military service benefits, please contact NortonLifeLock's Benefits team at https://nortonlifelock.service-now.com/ehrp

What “Service” Means

Your “service” determines the vested portion of your pre-2017 company matching contributions and the earnings on those contributions.

Service
Service generally means the length of time you work for the company. Your service is credited from the day you complete an hour of service for the company (or any of its participating affiliates) until you are no longer an employee, as described below. You will receive credit for any service you have performed for NortonLifeLock (including service with Symantec) or for any predecessor company that was acquired by NortonLifeLock (including service with Symantec), as well as for any service credited to you under the company’s “Bridging of Service” policy. You will be eligible to receive credit for service to a predecessor company if you terminated employment and were subsequently rehired, provided that the prior service was a minimum of 12 consecutive months and no more than 12 months lapsed between your termination date and your reemployment date. Effective January 1, 2009, the Company uses the elapsed time method for crediting your service. The following definitions will help you understand how your service is credited for vesting purposes under this method.

Period of Service
A period of service is the period beginning on the date you performed your first hour of service (called your Employment Commencement Date), or the date you perform an hour of service after a period of severance (defined below) and ending with your severance from service (defined below).

All periods of service are calculated in years and months of service. Fractional periods of a year will be expressed in terms of days.

Year of Service
A year of service is a period of service which is a period of 12 consecutive months during which you complete at least one hour of service with the company during each such month.

Severance from Service
Severance from Service means the earlier of:

the date the employee quits, is discharged, retires or dies; or

the first anniversary of the first date in which the employee remains absent for reason other than quitting, discharge, retirement or death.

Period of Severance
A period of severance means the period from the employee’s severance from service date and ending on the date the employee returns (e.g., completes an hour of service) to the employer. You will receive credit for any period of severance of less than 12 consecutive months.

You will continue to receive credit for any service you have performed for NortonLifeLock (including Symantec) or for any predecessor company that was acquired by NortonLifeLock (including Symantec), as well as for any service credited to you under the company's "Bridging of Service" policy.

Forfeitures of Non-vested Amounts

If you leave the company before becoming fully vested in your pre-2017 company matching contributions, the non-vested portion of your company matching contributions and any earnings on them may be forfeited. However, if you return to work within five years, any forfeited amounts will be returned to your account. Forfeitures will not be restored to your account if you are reemployed more than five years after the date you terminate employment. Forfeitures will be used by the Plan to pay administrative expenses of the Plan, to reduce future company matching contributions, and/or to make Qualified Matching Contributions and/or Qualified Nonelective Contributions, including any corrective contributions permitted under IRS regulations and guidance, as determined by the company in its sole discretion.

For purposes of these rules, this five-year period does not begin to run until the second anniversary of your last day of work if you take a leave of absence for maternity or paternity reasons. According to federal law, a leave is for maternity or paternity reasons if you are absent from work because of:

- Your pregnancy;
- The birth or adoption of your child; or
- Taking care of your child immediately after the birth or adoption.

A Few Words About Taxes

Generally, plan distributions are taxed to you as ordinary income. However, this section explains rules regarding the form and timing of distributions, which may defer or reduce the taxes you owe. Complex tax rules govern distributions from retirement plans, and you should consult a tax advisor to determine the impact on your personal tax situation. State and local tax rules that differ from federal rules may apply, and you should consult your tax advisor about these differences as well.

Payments and Withdrawals

Contributions that were not taxed going into your account, and all of the earnings on those contributions, are subject to income taxes when they are paid out of the Plan. These contributions consist of your before-tax salary-deferral contributions, rollover contributions, and any company matching contributions. This does not include Roth salary-deferral contributions. Withdrawals of After-Tax contributions are not taxed, but the earnings on them are. Moreover, if you have After-Tax contributions, withdrawals are allocated proportionately between taxable and nontaxable amounts.

Direct Rollovers

The taxable portion of most payments is subject to automatic 20% federal income tax withholding (and state income tax withholding where applicable). Automatic withholding will not apply if you request a "direct rollover"—a distribution directly to a traditional Individual Retirement Account (IRA) or the plan of a new employer that will accept the distribution. If you elect this direct rollover option, you will continue to defer federal income taxes until you take a distribution from the IRA or the other employer's plan.

The same withholding rules apply to a payment made to your spouse (or your non-spouse beneficiary) on account of your death or pursuant to a qualified domestic relations order (see the section of this booklet entitled "Assignment of Benefits"). Your spouse (or non-spouse beneficiary) can avoid tax withholding by electing a direct rollover to an IRA or another employer's plan.

The following amounts are currently not eligible for rollover to an IRA or other retirement plan:

- Hardship withdrawals; and
- Required minimum distributions at age 70½ (72 if you were born on or after July 1, 1949) (or if later, when you terminate employment).

If you (or your beneficiary) receive any payment that is not eligible for rollover, you (or the beneficiary) may elect to have federal income taxes withheld from the payment.

Federal Penalty Tax for Early Distribution

If you withdraw or receive payment of any portion of your Plan account before attaining age 59½, the taxable portion of the amount you receive will be subject to a 10% federal penalty tax for early distribution. This penalty will not apply if a distribution is made:

- Following the termination of your employment which occurs during or after the calendar year in which you attain age 55;
- Because of your total and permanent disability;
- Because of large, unreimbursable medical expenses (greater than 7½% of your adjusted gross income);
- Because of your death; or.
- Special in-service distributions for qualified reservists called to active military service for more than 179 days.

Tax Information

The preceding explanations concerning tax considerations are provided for general information purposes only. You should consult with a professional tax advisor with respect to your individual tax situation.

Applying for Benefits

You must apply for benefits before the Plan Administrator may distribute your payment or withdrawal.

How to Apply

To receive benefits from the Plan, you should apply on-line at the Fidelity Web Site https://nb.fidelity.com/public/nb/401k/home , or you can contact Fidelity at 1-800-835-5095. Representatives can assist you or your beneficiary with the necessary paperwork. Representatives will also provide you with the "Special Tax Notice" before any distribution by the Plan.

To ensure your payments begin when expected, be sure to apply for benefits well in advance of when you want your payout.

If a Claim Is Denied

If your claim is denied, in whole or in part, you or your beneficiary will receive written notice of the denial within 90 days (or 180 days if special circumstances arise). The notice describes:

- The reasons for the denial of your claim;
- The Plan provisions upon which the denial was made;
- Any material or information you may need to obtain approval of your claim (and why the information or material is needed); and
- How the Plan reviews claims and the steps needed for an appeal, including your right to bring a lawsuit under ERISA if your appeal is denied.

If the Plan denies your claim, you, your beneficiary, or your legal representative may ask for a full review of the decision by writing to the Plan Administrator (see the section of this booklet entitled "Administrative Information" for the Plan Administrator's full address). The request for this review must be generally made within 60 days of the date you receive the denial. You will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records or other relevant information. Also, you may submit written comments, documents, records and other information relating to your claim.

The final decision regarding your claim will be made promptly, usually within 60 days after the Plan Administrator receives your request for review. In any case, you will know the final decision no later than 120 days after the Plan Administrator receives your request for review.

Special time frames will apply if you are filing a claim for benefits due to your disability.

Situations Affecting Your Account

Some situations could cause a delay or loss of your benefits.

How Your Account May Be Affected

The Plan is designed to help you save for retirement and other long-term financial goals. However, some situations could affect or delay your plan benefits.

- If you fail to make proper application for benefits, or you fail to provide necessary information, your benefits could be delayed.
- If you do not keep your most recent address on file and the company cannot locate you, your benefit payment may be delayed. Once you (or your beneficiary, if you die) provide a current address, benefit payments can be made.
- The IRS sets maximum limits on the amount you and the company can contribute to your account each plan year. These limits generally apply to higher-paid employees. You will be notified if they impact you.
- If your account receives too much, or too little, in company matching contributions as part of the "true up" process or otherwise, your account will be adjusted appropriately.

Assignment of Benefits

Your savings belong to you and may not be sold, assigned, transferred, pledged, or garnished, under most circumstances.

If you are unable to care for your own affairs, any payments due may be paid to someone who is authorized to conduct your affairs. This may be a relative, a court-appointed guardian, or some other person.

However, if you become divorced or separated, certain court orders could require that part of your benefit be paid to someone else—your spouse or children, for example. This is known as a qualified domestic relations order (QDRO). As soon as you are aware of any court proceedings that may affect your benefit account, contact Fidelity or the Plan Administrator. You and your beneficiaries may contact Fidelity to obtain, free of charge, a copy of the procedures governing QDROs from QDRO Consultants by calling 800-527-8481

If the Plan Becomes "Top-Heavy"

As required by law, alternate plan provisions go into effect if the Plan becomes top-heavy. A Plan is considered "top-heavy" when 60% or more of the benefits from the Plan are payable to key employees (those who are highly paid stockholders and company officers and their beneficiaries).

If this Plan becomes top-heavy and you are affected by the alternative plan provisions that will go into effect, you will be notified.

If the Plan Is Ended or Modified

The company intends to continue the Plan indefinitely. However, it reserves the right to amend, modify, suspend, or terminate the Plan at any time (in whole or in part). In addition, any affiliated company may withdraw from the Plan.

Generally, account balances cannot be reduced except for investment losses, even by a plan amendment. Termination of the Plan is unlikely, but if the Plan is terminated your company matching contributions automatically will become 100% vested.

Pension Benefit Guaranty Corporation (PBGC)

Under federal law, the Plan is considered to be a “defined contribution” plan. This means that the full value of your account depends on the amount of contributions made and the market value of the investment funds. Benefits payable under defined contribution plans are not insured through the Pension Benefit Guaranty Corporation (PBGC), which is a government corporation established under ERISA.

Implied Promises

Nothing in this booklet says or implies that participation in this Plan is a guarantee of continued employment with the company, nor is it a guarantee that contribution levels will remain unchanged in future years.

Administrative Information

Here are details about the Plan and how it is administered.

Plan Name

The NortonLifeLock Section 401(k) Plan.

Plan Type

This is a defined contribution plan with a cash or deferred arrangement.

Plan Sponsor and Administrator

The Plan described in this booklet is sponsored by:

Plan Sponsor

NortonLifeLock, Inc.

Plan Administrator

NortonLifeLock, Inc.
c/o Employee Benefits Administrative Committee
60 E. Rio Salado Parkway, Suite 1000
Tempe, Arizona 85281
Phone Number: 1-800-457-1664

Day-to-day administration of the Plan is the responsibility of a Committee appointed by the company's board of directors, known as the Employee Benefits Administrative Committee, and other individuals designated by the Committee. The Committee is the Plan Administrator of the Plan and carries out the day-to-day operations of the Plan, authorizes benefit payments, considers appeals, resolves questions, and makes decisions in these matters, which are final and binding. The Committee is also responsible for maintaining records, filing reports, and distributing information to plan participants and beneficiaries. Your day-to-day questions can be answered by logging on to https://nb.fidelity.com/public/nb/401k/home or calling Fidelity at 1-800-835-5095.

Employer Identification Number

The employer identification number is 77-0181864.

Plan Number

The Plan number is 001.

Official Plan Document

This booklet describes the main provisions of the Plan, but does not include every detail. The official Plan document governs your rights. Therefore, it is important to ask questions and get clarification on any matters about which you are uncertain.

Plan Year
Plan records are maintained on a 12-month basis, starting each January 1 and ending each December 31.

Plan Trustee
All contributions to the Plan are directed to a trust fund. The current trustee for the Plan is:

Great West Trust Company, LLC
8525 East Orchard Road
Greenwood Village, CO 80111

The trustee makes benefit payments as authorized by the Plan Administrator.

Agent for Service of Legal Process
The agent for service of legal process is:

NortonLifeLock, Inc.
c/o Employee Benefits Administrative Committee
60 E. Rio Salado Parkway, Suite 1000
Tempe, Arizona 85281

Service of legal process may also be made upon the Plan trustee at the above address.

Your ERISA Rights

By law, you have certain rights under the Plan. As a participant, you are entitled to certain rights and protections under ERISA. ERISA provides that all Plan participants shall be entitled to the following.

Receive Information About Your Plan and Benefits

- Examine (without charge) at the Plan Administrator's office and at other specified locations (such as work sites) all Plan documents. These may include insurance contracts and copies of all documents filed by the Plan with the U.S. Department of Labor, such as detailed annual reports (Form 5500 series) available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain copies of all documents governing the Plan including insurance contracts, collective bargaining agreements, copies of the latest annual report (Form 5500 series), and an updated SPD by writing to the Plan Administrator. The Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain an annual statement of your account. The Plan is only required to provide the statement once a year. The statement is given to you free of charge.

Prudent Actions By Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries," have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries.

No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your ERISA rights.

Enforce Your Rights

If your claim for a benefit is denied or ignored in whole or in part, you have a right to know why it was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce your ERISA rights. For instance:

- If you request a copy of the Plan document or the latest annual report and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials (unless the materials were not sent because of reasons beyond the control of the Administrator).
- If you have a claim for benefits which is denied or ignored (in whole or in part), you may file suit in a state or federal court.

- If you disagree with the Plan's decision or lack of response to your request concerning the qualified status of a domestic relations order ("QDRO"), you may file suit in federal court.
- If it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your ERISA rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court.

If you file suit against the Plan, the court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds your claim is frivolous).

Assistance With Your Questions

If you have questions about the Plan, you should contact the Plan Administrator or Fidelity. If you have questions about this statement or about your rights under ERISA, or if you need help to obtain documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, DC 20210.

You may also obtain certain publications regarding your rights and responsibilities under ERISA by calling the Employee Benefits Security Administration Brochure Request Line (also called the "Publications Hotline") at 1-866-444-EBSA (3272), logging on to the Internet at http://www.dol.gov/ebsa/publications/main.html, or by contacting the EBSA field office near you.