The Acquisition Plan
Summary Plan Description

Effective January 1, 2021

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. Symantec Corporation now NortonLifeLock" (or the "Company") created the Acquisition Plan (formerly the "Symantec Acquisition Plan")—to allow employees of specific companies acquired by Symantec to help acquired employees to continue to save qualified retired plan investments with the same recordkeeper and a similar investment line-up. The Acquisition Plan enables you to keep your prior 401(k) plan assets set aside for retirement after your prior employers' plan was terminated as part of an acquisition with Symantec.

This Acquisition Plan was adopted and established as of January 1, 2006 by Symantec Corporation, which is the Plan Sponsor, to reflect the merger and transfer of assets from various qualified plans acquired by Symantec Corporation. On November 4, 2019, Symantec sold certain assets to Broadcom, Inc. ("Broadcom"). At that time, Symantec was renamed NortonLifeLock, Inc., and the name of the Plan was changed from the Symantec Acquisition Plan to the Acquisition Plan. NortonLifeLock is now the Plan Sponsor.

This booklet, called a Summary Plan Description (SPD), is a brief description of the Acquisition Plan and your rights, obligations, and benefits under the Acquisition Plan as of January 1, 2021. Please read this SPD carefully. It was prepared for your benefit so that you may understand your rights under the Acquisition Plan. This document is not meant to interpret, extend, or change the provisions of the Acquisition Plan in any way (provisions may be determined accurately only by reading the Acquisition Plan document). As a result, if there is a discrepancy between this SPD and the actual Acquisition Plan provisions, the Acquisition Plan document shall govern. A copy of the Acquisition Plan document is on file at NortonLifeLock's Global Benefits Office, 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 Acquisition Plan document (at a reasonable charge).

While the Acquisition 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, log on to www.NortonLifeLock401K.com at 1-888-411-4015 (TTY 1-877-521-9814). Empower representatives are available business days from 6:00 a.m. to 7:00 p.m. (Pacific Time) to help you. The website is available 24 hours a day seven days a week. The Interactive Voice Response (IVR) is also available by calling 1-888-411-4015 seven days a week. The Empower Retirement website allows you to view your account balance, execute transfers or investment election changes, and access investment planning, asset allocation tools, e-statements, and many other features. Please note that Putnam Investments is now Empower Retirement.

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".

Acquisition Plan Highlights

Here's a snapshot of how the Acquisition Plan works.

Acquisition Plan Feature	Description
Eligibility	You are eligible for the Acquisition Plan if you were a participant of a qualified plan acquired by NortonLifeLock (formerly known as Symantec) that was terminated and of which assets were transferred.
Your Contributions	There are no new contributions permitted in the Acquisition Plan.
Vesting (The Amount You Own)	You are 100% vested in your account.
Investment Funds	You can invest your account balance among 13 different investment options. 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 Redemption Fee, which will be deducted from your account. (A 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.)
Payouts	You can receive your vested account balance when you: • Terminate from NortonLifeLock (formerly known as Symantec) if you are an active NortonLifeLock (formerly known as Symantec) employee; • Upon request if you are not a current NortonLifeLock (formerly known as Symantec) Employee; • Retire; or • Become permanently and totally disabled. If you *did not* become an employee of NortonLifeLock (or Symantec), you are entitled to a distribution upon request. If you die before the Acquisition Plan pays your entire account balance to you, 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	Effective January 1, 2009, you may have one outstanding loan from the Acquisition Plan at any time. This one loan limit in the Acquisition Plan does not include any outstanding loans that were transferred from a qualified plan acquired by NortonLifeLock (or Symantec). You may only have one loan from either the Acquisition Plan or from the NortonLifeLock Section 401(k) Plan at any time.

If you have any questions after reading this material, log on to www.NortonLifeLock401K.com or call Empower at 1-888-411-4015 (TTY 1-877-521-9814). Empower representatives are available business days from 6:00 a.m. to 7:00 p.m. (Pacific Time) to help you. The website is available 24 hours a day seven days a week.

January 1, 2021

This chart is only a snapshot of the Acquisition Plan. This booklet provides a detailed summary of the actual Acquisition Plan provisions. You are encouraged to read on to better understand how the Acquisition Plan can help you continue to save and invest for the future.

Acquisition Plan Participation

Your participation continues until the Acquisition 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 Acquisition Plan if you were an employee of a company acquired by NortonLifeLock (or Symantec) and participated in an acquired qualified plan before the close of the acquisition and those assets have been transferred to the Acquisition Plan.

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

Who Is Not Eligible

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

- An independent contractor (even if you are later retroactively reclassified as a common law employee for periods during which the Employer originally classified such individual as an independent contractor) of the acquired company.

- A leased employee (your employment is contracted through another employer for a specific amount of time) of the acquired company.

- A collectively-bargained employee (union employee) whose retirement benefits are the subject of a collective bargaining agreement of the acquired company.

- An individual who provides SERVICES to the acquired company pursuant to an agreement between the acquired 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.

- A former employee of a company acquired by NortonLifeLock (or Symantec) who did not have an account in an acquired plan at the time assets were transferred to the Acquisition Plan.

- An individual who provides to the company pursuant to an agreement between the company or temporary agency, or who provides services to the company as an intern or on a seasonal basis.

Naming a Beneficiary

When you enrolled in the prior acquired plan, you were asked to name a beneficiary(ies)—someone who receives the "full value" of your account if you die. You should check your beneficiary designation in the Acquisition Plan to ensure that your beneficiary designation is correct. Please do not simply rely upon your prior beneficiary designation because it may not have been provided by the prior recordkeeper. See the section of this booklet entitled "When Your Account Is Paid" for more information. Empower 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), Empower 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 Empower, so that the Acquisition 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 Empower website at www.NortonLifeLock401K.com 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 Acquisition 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.

How Payments Are Received

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 Acquisition 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.

Your Account

No Contributions to Acquisition Plan

The Acquisition Plan does not accept contributions. If you are a current NortonLifeLock (formerly known as Symantec) employee, you may make contributions to the NortonLifeLock Section 401(k) Plan.

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) from the acquired company's plan:

- Prior before-tax salary-deferral contributions;
- Prior rollover contributions; and
- Any prior company matching contributions, non-elective or discretionary, if applicable.

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

Your Investment Choices

For additional growth potential, you may invest your account in a number of different investment funds. An important benefit of the Acquisition Plan is the ability to invest your assets from an acquired plan. Any prior rollover contributions made to your account are also held in trust. You then decide how to invest them.

Your Choices

The Acquisition 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 Empower Web Site at www.NortonLifeLock401K.com provides 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 Acquisition 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 2065 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

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 Barclays 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 U.S. Equity 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 Plus 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).

- Wells Fargo Special Mid Cap Value: Seeks to provide maximum long-term capital growth 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 to invest primarily in stocks selected by the sub-adviser, Wellington Management Company LLP ("Wellington Management"), on the basis of potential for capital appreciation. Under normal circumstances, the fund invests at least 80% of its assets in common stocks of mid-capitalization companies. Wellington Management favors companies that it believes are high-quality. The key characteristics of high-quality companies include a leadership position within an industry, a strong balance sheet, a high return on equity, and/or a strong management team. Based on market or economic conditions, the fund may, through its normal bottom-up stock selection process, focus in one or more sectors of the market.

- 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% Frontier 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.

- Dodge & Cox International Stock: Seeks long-term growth of principal and income by investing in equity securities of non-US 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-US 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: www.NortonLifeLock401K.com or call Empower at 1-888-411-4015.

- Copies of any prospectuses, financial statements, and reports, and of any other materials produced by Empower Investments 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 Acquisition Plan's brokerage option lets you invest in a wide variety of investments beyond those offered by the Acquisition 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 $1,000. The brokerage option is offered through Charles Schwab's brokerage services for an annual fee of $60 (assessed $15 quarterly and the fee is subject to change at any time). Other investment fees will apply in most circumstances. To open a brokerage account, log onto www.NortonLifeLock401K.com or call Empower at 1-888-411-4015 and speak to a Empower 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 1-888-411-4015 or log on to www.NortonLifeLock401K.com. Please read the prospectus or offering statement carefully before investing. Representatives at Empower 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 Acquisition Plan charges fund expenses against investment returns, and certain funds charge redemption fees in certain circumstances, which will be charged against your account and reduce your account's net investment earnings. (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 Empower with your enrollment materials, and you may receive updated fund prospectuses upon request from Empower 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 Acquisition 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 Acquisition Plan's compliance with Section 404(c), fiduciaries of the Acquisition 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 www.NortonLifeLock401K.com or call Empower at 1-888-411-4015 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 NYSE market exchange is open.

Failure to Make Investment Elections

If you fail to direct the investment of your entire Acquisition 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 the Acquisition 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 by changing the percentage of the account you want invested in each fund; and

- Change your investment mix.

To make a change, log on to www.NortonLifeLock401K.com or call Empower at 1-888-411-4015. 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, Empower 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 call 1-888-411-4015).

Account Valuations and Statements

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

- Your prior before-tax salary-deferral contributions;

- Your prior company matching contributions (if any); and

- Your prior rollover contributions (if any).

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

If you are an active NortonLifeLock (formerly known as Symantec) employee that participated in an acquired plan, you will have an account in both the NortonLifeLock Section 401(k) Plan and the Acquisition Plan. You will be able to access both on line at www.NortonLifeLock401K.com.

The Acquisition 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 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 was your account in the Acquisition Plan;
- The net investment results for each fund;
- Any loan payments;
- 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 Empower at 1-888-411-4015. You may opt to receive e-statements if you log on to www.NortonLifeLock401K.com. You may also access a summary statement of fees and expenses of your account by logging into www.NortonLifeLock401K.com.

When Your Account Is Paid

If you leave the company, you receive the full value of your account including any prior company matching contributions and any prior rollover contributions (plus earnings).

Because you are a legacy employee of an acquired company (or any of its affiliates) and that acquired plan was terminated, you will continue to be 100% vested in your account transferred to the Acquisition Plan from any of the acquired plans as part of the overall transfer of assets.

What Is the Full Value of My Account?
The full value of your account includes your:

- Prior before-tax salary-deferral contributions;
- Prior rollover contributions;
- Previously vested prior company matching contributions; and
- Investment earnings less any losses on these amounts.

If You Leave the Company

The Acquisition Plan pays the full value of your account 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 (formerly known as Symantec) or one of its affiliates.

For purposes of this Acquisition 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, 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 or plan representative and acknowledge the specific non-spouse beneficiary using an election form provided on-line at www.NortonLifeLock401K.com.

If you leave the company for any other reason, the Acquisition Plan pays the value of your account (prior before-tax salary-deferral contributions and rollover contributions), any prior company matching contributions (if any) made to your account, and any investment earnings on these amounts.

Postponed Retirement

If you continue to work for the company past your early or normal retirement age, you will continue to participate in the Acquisition 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 Acquisition 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 Acquisition Plan will automatically distribute the amount to you (or your beneficiary) upon termination of your 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 Acquisition 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 Acquisition 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:

- Defer your distribution to a later date;

  — Make a direct transfer to a traditional IRA or another employer's plan (see "Direct Rollovers" for details);

  — 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 an acquired plan that was merged or assets were transferred into the Acquisition Plan, have been eliminated in accordance with applicable law, and the only distribution option available under this Acquisition Plan is a lump sum payment in cash.

Restrictions on Distributions on Roth After-Tax Salary-Deferral Contributions

The tax treatment of a distribution of Roth after-tax salary-deferral contributions you made previously to an acquired plan (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 after-tax 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 59 ½, died or become disabled.

The 5-year rule is satisfied if the distribution of Roth after-tax salary-deferral contributions occurs at least five (5) years following the year the first Roth after-tax salary-deferral contribution is made to the Plan. For example, if you first make Roth after-tax salary-deferral contributions in 2021, you will satisfy the 5-year rule as of January 1, 2026. It is not necessary that you make a Roth after-tax 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 after-tax salary-deferral contributions and earnings to another employer's qualified retirement plan or 403(b) plan that will accept Roth after-tax contributions and agrees to separately account for Roth contributions, or to a Roth IRA. If you choose to rollover your Roth after-tax 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 not include the portion of time that the Roth after-tax salary-deferral contributions were in the Plan.

Requesting a Distribution

To request your distribution, log on to www.NortonLifeLock401K.com or call Empower at 1-888-411-4015. You may request a distribution form online, or you may contact an Empower 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.

Direct Rollovers

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.

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.

- 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 the payment is made to you, it will be subject to a mandatory 20% federal tax withholding.

To request a direct rollover, log on to www.NortonLifeLock401K.com.

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.

If You Defer Your Payout

If you leave the company for any reason and decide to defer your distribution to a later date, your account continues to be invested in the Acquisition 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 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 payout and later want to receive payment, contact Empower at 1-888-411-4015. The Acquisition 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 Empower updated with any changes in your address after you leave the company.

Loans

Effective January 1, 2009, if you are participant in the Acquisition Plan, 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 Acquisition Plan, you essentially borrow money from yourself at a fixed interest rate; and

- You are able to continue saving for retirement through the Acquisition Plan while you repay your loan.

Availability of Loans

Outstanding loans from acquired plans: In most cases, any outstanding loan in an acquired plan was transferred to the Acquisition Plan. A prior loan will continue in repayment status in the Acquisition Plan. The same loan terms will apply to your loan now that your account transferred to the Acquisition Plan.

New loans from the Acquisition Plan: You may have one outstanding loan from the Acquisition Plan or the NortonLifeLock Section 401(k) Plan at any time. This one loan limit does not include any outstanding loan that was transferred from a qualified plan acquired by NortonLifeLock (or Symantec).

Amount of the Loan

The maximum you may borrow is the lesser of:

- $50,000, reduced by the difference (if any) between: (i) your highest outstanding loan balance during the last 12 months, and (ii) the outstanding balance of your loans on the day the new loan is made. (For purposes of calculating these balances, loans from this Acquisition Plan, the NortonLifeLock Section 401(k) Plan and any other NortonLifeLock (formerly known as Symantec) qualified plans must be aggregated in determining the loan limit); or

- 50% of your vested account balance in the Acquisition Plan and the NortonLifeLock Corporation Section 401(k) Plan.

- The minimum amount you may borrow is $1,000. You may request one loan from both the Acquisition Plan or the NortonLifeLock Section 401(k) Plan, but your account balances from both plans will be aggregated in determining the maximum loan allowable.

Interest Rates on Loans

Outstanding loans from acquired plans: The same interest rate that applied to your loan in the acquired plan prior to the transfer of assets will continue to apply in the Acquisition Plan. Please refer to your original loan agreement for details regarding loan interest rates.

New loans from the Acquisition Plan: 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

If you have an outstanding loan from an acquired plan, the same repayment terms that applied prior to the transfer of assets will continue to apply to your loan, to the extent permitted by law or regulation.

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 Acquisition Plan then invests your repayments according to your current investment elections. (If you are an active employee 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 one to 5 years. If you take a loan to purchase a principal residence, you can repay it over a period of one 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.

You may not revoke your prior authorization to repay your loan through payroll deduction. However, at any time you can repay the entire outstanding loan balance with no prepayment penalty.

If You Leave

- Once your employment ends for any reason, you cannot continue to make loan repayments through payroll deductions. These rules apply to all loans under the Acquisition Plan. Once you repay your entire outstanding loan balance, your account will be considered "whole" and you may direct the distribution of your account. You may continue to make loan repayments of your entire outstanding loan balance. Your loan will be reamortized and Empower 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 do not to repay your loan within the required timeframe, your account is considered "in default."

- If you default on your loan, the Acquisition Plan treats the outstanding loan as a regular taxable distribution in the year your employment ends (or the year you stop repayments, if later). 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 www.NortonLifeLock401K.com 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 Acquisition Plan's Services Agreement. Empower may periodically revise the Acquisition Plan's loan policy and you should contact the Empower with any questions at 1-888-411-4105 . You will receive your loan as soon as administratively possible after your application is processed.

Withdrawals While You are Employed

The Acquisition 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 Acquisition Plan benefits when you are 59½, or need to tap into your savings when a financial hardship arises. Therefore, the Acquisition Plan allows you to withdraw portions of your Acquisition Plan account 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.

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 prior company matching contributions in your Acquisition Plan accounts, which are 100% vested.

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 prior salary-deferral contributions including vested prior company matching contributions (plus earnings). Please log on to www.NortonLifeLock401K.com or call Empower at 1-888-411-4015 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, your primary beneficiary, or dependents; or
- 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 will be asked to provide documentation to support your financial hardship before it is processed.

You may request a hardship withdrawal by logging onto www.NortonLifeLock401K.com. 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 Empower upon request.

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

Tax Treatment of Withdrawals

All withdrawals are taxable distributions to you in the year withdrawn. In addition, federal withholding and penalty taxes may apply. For more information, see the section of this booklet entitled "A Few Words About Taxes."

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 After-Tax Salary-Deferral Contributions."

To Request a Withdrawal

To determine your amounts available for withdrawal, or to request a withdrawal, log on to www.NortonLifeLock401K.com or call Empower at 1-888-411-4015. Representatives will send you the application form that you must complete to obtain a hardship withdrawal of your salary-deferral contributions.

Special Rules for Military Service

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 100% of your previously vested company matching contributions in the Acquisition 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 (formerly known as Symantec) Benefits team at https://nortonlifelock.service-now.com/ehrp.

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

Prior 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 Acquisition Plan. These contributions consist of your prior before-tax salary-deferral contributions, rollover contributions, and any company matching contributions.

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 income tax 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 Acquisition Plan, you should apply on-line at the Empower Web Site www.NortonLifeLock401K.com, or you can contact Empower at 1-888-411-4015. 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 Acquisition 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 Acquisition 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 Acquisition Plan is designed to help you save for retirement and other long-term financial goals. However, some situations could affect or delay your Acquisition 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 the Empower or the Plan Administrator. You and your beneficiaries may obtain, free of charge, a copy of the procedures governing QDROs from QDRO Consultants by calling 800-527-8481.

If the Acquisition Plan Becomes "Top-Heavy"

As required by law, alternate plan provisions go into effect if the Acquisition 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 Acquisition plan provisions that will go into effect, you will be notified.

If the Acquisition Plan Is Ended or Modified

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

Generally, account balances cannot be reduced except for investment losses, even by a plan amendment.

Pension Benefit Guaranty Corporation (PBGC)

Under federal law, the Acquisition 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 Acquisition 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 Acquisition Plan and how it is administered.

Acquisition Plan Name

The Acquisition Plan.

Acquisition Plan Type

This is a defined contribution plan.

Acquisition Plan Sponsor and Administrator

The Acquisition Plan described in this booklet is sponsored by:

Acquisition Plan Sponsor

NortonLifeLock, Inc. (formerly known as Symantec)

Acquisition Plan Administrator

NortonLifeLock, Inc. (formerly known as Symantec)
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 Acquisition 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 Acquisition Plan and carries out the day-to-day operations of the Acquisition 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 Acquisition Plan participants and beneficiaries. Your day-to-day questions can be answered by logging on to www.NortonLifeLock401K.com or calling Empower at 1-888-411-4015.

Employer Identification Number

The employer identification number is 77-0181864.

Acquisition Plan Number

The plan number is 002.

Official Acquisition Plan Document

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

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

Acquisition Plan Trustee
All contributions to the Acquisition Plan are directed to a trust fund. The current trustee for the Acquisition 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. (formerly known as Symantec)
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 Acquisition Plan trustee at the above address.

Your ERISA Rights

By law, you have certain rights under the Acquisition 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 Acquisition Plan documents. These may include insurance contracts and copies of all documents filed by the Acquisition 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 Acquisition 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 Acquisition Plan's annual financial report. The Acquisition 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 Acquisition 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 Acquisition Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Acquisition Plan. The people who operate the Acquisition Plan, called "fiduciaries," have a duty to do so prudently and in the interest of you and other Acquisition 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 Acquisition 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 Acquisition 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 Acquisition Plan fiduciaries misuse the Acquisition 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 Acquisition 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 Empower. 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.