

NORTONLIFELOCK SEVERANCE PLAN

As amended November 1, 2020

NORTONLIFELOCK SEVERANCE PLAN

The NortonLifeLock Severance Plan (the “Plan” (formerly known as the NortonLifeLock Corporation Severance Plan) provides severance benefits to certain eligible employees of NortonLifeLock, Inc. (“NortonLifeLock”). Benefits under the Plan are provided through separate programs applicable to different employee groups, each of which is referred to as a “Program” under the Plan.

Plan provisions common to all Programs are contained in Exhibit A and are incorporated by reference. Each Program’s effective date; requirements for eligibility and participation; amount and form of severance benefits; conditions and limitations on the receipt of benefits; and other provisions which are specific to each Program are contained in separate Exhibits following Exhibit A. All such Exhibits are hereby incorporated by reference and made a part of this Plan.

The Plan was adopted and approved effective as of July 1, 2007, amended December 1, 2013, further amended as of January 1, 2017, and further amended as of November 1, 2020 (the “Effective Date”), unless otherwise provided herein. After the Effective Date, the Plan may be amended by adding additional summary plan descriptions as Exhibits, or as otherwise determined by NortonLifeLock. Any Programs, or variations of Programs, previously offered under the Plan (including any written or unwritten plan, fund, program, policy or arrangement providing for severance benefits) but not attached as Exhibits to this document are hereby terminated, and shall have no further force or effect, as of the Effective Date.

During the period beginning with the adoption of the Plan and continuing until termination of the Plan, NortonLifeLock shall have no plan, fund, program, policy or arrangement providing for severance benefits, other than the Plan with the exception of the Executive Severance Plan. Any and all claims by NortonLifeLock employees for severance benefits must solely arise from the express terms of the Plan, as amended from time to time (unless there is a pre-existing written agreement between NortonLifeLock and such employee).

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Exhibit A

**General Terms of the
NortonLifeLock Severance Plan**

GENERAL PROVISIONS

The provisions of this Exhibit A are generally applicable provisions under the Plan and supplement the terms of the subsequent Exhibits.

- **ERISA**

The term ERISA shall mean the Employee Retirement Income Security Act of 1974, as amended.

- **PLAN SPONSOR**

The Plan Sponsor of the Plan shall be NortonLifeLock, and NortonLifeLock shall have all the powers and rights available to a plan sponsor including (without limitation) the right at its discretion to terminate, amend, modify, change or reduce all or a portion of the benefits offered under the Plan at any time, without notice, and the right to transfer responsibility for the Plan to a new plan sponsor.

- **FIDUCIARIES AND FIDUCIARY DUTY**

NortonLifeLock shall have the sole power to designate, appoint and remove the named and any other fiduciaries under ERISA. The fiduciaries shall have only those powers, duties, responsibilities and obligations as are specifically given or delegated to them under this Plan and shall only be fiduciaries with respect to their specific responsibilities in connection with this Plan.

- **PLAN ADMINISTRATOR**

NortonLifeLock shall be the Plan Administrator. The Plan Administrator shall have the sole responsibility for the administration of the Plan. The Plan Administrator may appoint or employ individuals to assist in the administration of the Plan and may appoint or employ any other agents it deems advisable, including legal counsel and auditors, to serve at the Plan Administrator's direction.

In addition, the Plan Administrator shall have the following powers and responsibilities:

- (a) to prescribe procedures to be followed by employees requesting benefits;
- (b) to prepare and distribute, in such manner as the Plan Administrator determines to be appropriate, information explaining the Plan; and
- (c) to receive from employees and agents and from NortonLifeLock such information as shall be necessary for the proper administration of the Plan.

Whenever, in the Plan Administrator's opinion, an employee who is entitled to receive any payment of a benefit under the Plan is under a legal disability or is incapacitated in any way so as to be unable to manage his financial affairs, the Plan Administrator may direct payment to such person or to the legal representative of such person for his benefit, or the Plan Administrator may apply the payment for the benefit of such person in such manner as the Plan Administrator considers advisable. Any payment of a benefit in accordance with the provisions of this section shall be a complete discharge of any liability for the making of such payment under the provisions of the Plan.

The Plan Administrator (or its delegate) has the absolute and exclusive discretionary authority to construe and to interpret the Plan, to decide all questions of eligibility for benefits, and to determine the amount of such benefits, and its decisions on such matters are final and conclusive. In any case where the breadth of the Plan Administrator's discretion is at issue, it is expressly intended that the Plan Administrator (or its delegate) be accorded the maximum possible discretion. Any interpretation or determination made by the Plan Administrator (or its delegate) shall be upheld on judicial review, unless it is shown that the interpretation or determination was an abuse of discretion or arbitrary and capricious.

- **PLAN FINANCING**

No assets of NortonLifeLock shall be specifically set aside for the payment of benefits under this Plan. Any benefits payable under this Plan shall be paid solely out of general assets of NortonLifeLock, except as otherwise specified in the applicable summary plan description, and the obligation of NortonLifeLock is simply an obligation to make payments according to the terms and conditions of the Plan. An employee's right to any payments shall be the same as that of any unsecured general creditor of NortonLifeLock.

- **NO GUARANTEE OF EMPLOYMENT OR SEVERANCE**

Nothing contained in this Plan shall be construed as a contract of employment between NortonLifeLock and any employee, as a right of any employee to be continued in the employment of NortonLifeLock, or as a limitation on the right of NortonLifeLock to discharge any of its employees with or without cause. Furthermore, nothing contained in this Plan shall be construed as entitling any terminated employee to severance pay or other benefits unless that employee is eligible for, and meets all requirements for, specific severance benefits described in accordance with the terms of this Plan and an applicable Program.

- **SPENDTHRIFT CLAUSE**

Except to the extent mandated by law, benefits payable under this Plan shall not be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, charge, garnishment, execution, or levy of any kind, either voluntary or involuntary, and any attempt to anticipate, alienate, sell, transfer, assign, pledge, encumber, charge or otherwise dispose of any right to benefits shall be void and of no force and effect whatsoever; provided, however, that the benefits may be assigned or transferred to pay any bona fide debt of the employee to NortonLifeLock, to the extent such assignment or transfer is authorized by the employee. The Plan shall not in any manner be liable for, or subject to, the debts, contracts, liabilities, engagements or torts of any person entitled to benefits.

- **DELEGATION OF AUTHORITY**

Any action by NortonLifeLock under this Plan may be made by any person or persons duly authorized by NortonLifeLock to take such action.

- **CREDITING OF SERVICE**

For purposes of applying the eligibility requirements, participation requirements and benefit calculation provisions under this Plan and each of its Programs for any particular individual, the Plan Administrator shall take into account such individual's performance of services for NortonLifeLock, regardless of whether such services were performed in the capacity as a full or part-time employee. In the event that an individual is eligible to receive severance benefits under this Plan, but such individual was previously employed by NortonLifeLock at another time, such individual's service and benefits under this Plan shall be calculated by reference only to the most recent date of such individual's rehiring and shall not be adjusted to take into account such individual's prior service with NortonLifeLock.

- **APPLICABLE LAW**

The provisions of the Plan shall be construed and administered according to ERISA, and its validity and enforceability shall be determined under ERISA. In the event ERISA does not preempt state law in a particular circumstance, the laws of the State of California shall apply. If any provision of this Plan is, or is hereafter declared to be void, voidable, invalid or otherwise unlawful, the remainder of the Plan shall not be affected.

Exhibit B

**NortonLifeLock Severance Program For Eligible Employees
(A Summary Plan Description of the NortonLifeLock Severance Plan)**

HIGHLIGHTS

This booklet describes the NortonLifeLock Severance Program for Eligible Employees (the “Program”), which is part of the NortonLifeLock Severance Plan (the “Plan”).

The Program applies to certain Eligible Employees of NortonLifeLock (“NortonLifeLock”), described in Section 1, who are eligible to receive severance pay.

- **Severance Pay.** Severance pay is available (i) if you are an “Eligible Employee” under Section 1 (which means, among other things, that you are not entitled to severance under any other plan, fund, program, policy, arrangement or individualized written agreement providing for severance benefits that is sponsored or funded by NortonLifeLock) and (ii) if you sign, submit and do not revoke a Separation and Release Agreement (under Section 3). If you receive severance pay under this Program, you may not receive any other type or form of severance benefit from NortonLifeLock.
- **Severance Period.** The period of time upon which severance is paid under this Plan, beginning on the date of termination and ending on the last date for which severance is calculated under Section 2.
- **Insurance Benefits.** COBRA continuation coverage is available under NortonLifeLock’s group insurance plans, which provide medical, prescription, dental, vision, mental health/substance abuse, and employee assistance program benefits, and under NortonLifeLock’s Health Care Flexible Spending Account, to the extent that you are enrolled in these plans at the time of your termination of employment and you timely elect COBRA continuation coverage for these benefits. If you make a COBRA election, NortonLifeLock will subsidize the full amount of the premiums for your COBRA coverage under those group insurance plans for the severance period. At the time your severance period ends, NortonLifeLock will no longer subsidize any portion of your COBRA premiums. Instead, you will be solely responsible for paying the full amount of premiums for the remaining period of your COBRA coverage.

Please note that if you are enrolled in NortonLifeLock’s Health Care Flexible Spending Account (under NortonLifeLock’s Flexible Benefits Plan) at the time of your termination of employment and you elect to continue that coverage, on an after-tax basis, for the remainder of the calendar year in which you terminate employment, you will be solely responsible for making any after-tax continuation coverage payments under the Health Care Flexible Spending Account. NortonLifeLock does not consider the Health Care Flexible Spending Account when developing the health care premium subsidy that is provided to you for COBRA coverage during the severance period.

See Section 4 for more details on your insurance benefits.

- **Career Services.** If you are an Eligible Employee with more than one year of service with NortonLifeLock on the date of your termination, NortonLifeLock will provide you with outplacement services, including counseling and guidance, to assist you in securing subsequent employment, subject to initiation of such benefits within 90 days of your date of termination for the following time period:

Career Services for Eligible Employees in Grades 4-9, A-C, I01-I05, S01-S05:

You will receive 1 month of outplacement benefits.

Career Services for Eligible Employees in Grades 10-13, D-G, I06-I09, S06-S09:

You will receive 3 months of outplacement benefits.

Career Services Benefits for Eligible Employees Who Are Vice-Presidents:

You will receive 6 months of outplacement benefits.

- **Paid Time Off** (if applicable). Paid time off (PTO) that has accrued and remains unpaid at the date of termination will be paid out as a lump sum as of your termination date. No payments will be made for any unaccrued time off, under NortonLifeLock's my time off (MTO) policy.
- **Other Benefits.** See Section 5 for details on other benefits.

SECTION 1: ELIGIBILITY AND PARTICIPATION

To participate in this Program, you must meet the eligibility and participation requirements described below.

ELIGIBILITY

This Program makes severance pay available only to Eligible Employees who are determined by NortonLifeLock, in its sole and absolute discretion, to be eligible for such benefits. “Eligible Employees” are defined under this Program as individuals who meet the following criteria:

- You have been continuously employed by NortonLifeLock as a regular employee; and
- You are involuntarily terminated from active employment, because of company performance and/or market conditions resulting in elimination of your position; and
- You have not been terminated solely because of poor work performance, unsatisfactory attendance, or misconduct; and
- You have not been terminated due to the sale of a business, a part of a business, or divestiture or spin-off, where you have been offered employment; and
- You did not terminate employment because of death, disability or retirement; and
- You did not voluntarily terminate from active employment; and
- You are not entitled to severance or similar benefits under any other plan, fund, program, policy, arrangement or individualized written agreement providing for severance benefits that is sponsored or funded by NortonLifeLock; and
- You must sign, submit and not revoke your Separation and Release Agreement within the period of time designated by NortonLifeLock.

You are not an Eligible Employee under this Program if you are a temporary employee or an intern.

You are not an Eligible Employee if you are a Vice President covered by the Executive Severance Plan at the time of termination of employment and in that event any severance benefit shall be made solely from the Executive Severance Plan which governs.

If you choose to resign prior to the scheduled termination date, severance is forfeited, except in limited circumstances, including where severance is statutorily required.

PARTICIPATION

If you are entitled to participate in this Program, you will receive written notification stating:

- that your employment has been terminated involuntarily, and
- that you are entitled to the severance pay described in this Program.

In addition, the notification will state the date your employment ends (referred to in this booklet as your “termination date”). Issuance of this notification is a condition to participation in this Program. Only eligible individuals who receive such a notification may participate in this Program. In the event that an error is made in classifying an individual as a Eligible Employee eligible for benefits under this Program, or in the event that a termination notification is prepared and delivered in error, NortonLifeLock shall have the full, absolute and unconditional authority and discretion to correct the error and to determine if an individual is (or is not) eligible to participate in this Program.

NortonLifeLock may, as it deems appropriate and in its sole discretion, authorize severance benefits under circumstances that differ from the criteria described in this Section 1.

SECTION 2: SEVERANCE

SEVERANCE FORMULA DEFINITIONS

Severance is a lump sum payment that is calculated based on your base salary and Annual Target Commissions, if applicable, your grade level, and your years of service with NortonLifeLock based on your Seniority Date reported in Workday.

Base salary for non-commissioned employees does not include incentive compensation or commissions, reimbursements for expenses; dependency allowances; education benefits; overtime; bonus payments; travel; housing; other allowances; or earnings from the sale of stock.

For sales employees, your severance is calculated based on your base salary and Annual Target Commissions.

For part-time employees, “base salary” refers to the prorated annual salary based on the scheduled hours reported in Workday.

For all employees, the weekly salary used for severance calculation is the annual “base salary” divided by 52 weeks.

Annual Target Commissions are based upon your individual signed commission agreement.

Your *grade level* is the level recorded in NortonLifeLock’s Human Resources Systems at the time of your termination.

NortonLifeLock may, as it deems appropriate and in its sole discretion, authorize severance benefits in an amount different from the Severance described in this Section 2.

Severance Payable for Eligible Employees in Grades 4-9, A-C, I01-I05, S01-S05:

If your years of service with NortonLifeLock is six (6) months or less, you will be eligible for two (2) weeks of Severance.

If your years of service with NortonLifeLock is more than six (6) months but less than one year, you will be eligible for four (4) weeks of Severance.

If your years of service with NortonLifeLock is one year or more, you will be eligible for Severance equal to the sum of the following amounts:

Four (4) weeks, plus

The amount that is calculated by multiplying two (2) weeks of Severance times the number of years of service after year one (prorated through your termination date).

Severance Payable for Eligible Employees in Grades 10-13, D-G, I06-I09, S06-S09:

If your years of service with NortonLifeLock are one year or less, you will be eligible for six (6) weeks of Severance.

If your years of service with NortonLifeLock are more than one year, you will be eligible for Severance equal to the sum of the following amounts:

Six (6) weeks, plus

The amount that is calculated by multiplying two (2) weeks of Severance times the number of years of service after year one (prorated through your termination date).

Severance Payable for Eligible Employees Who Are Vice-Presidents:

If your years of service with NortonLifeLock are one year or less, you will be eligible for Severance equal to the greater of twenty-six (26) weeks (six (6) months) of Severance or the standard severance pay as calculated based on country-specific severance benefits policy/regulations.

If your years of service with NortonLifeLock are more than one year, you will be eligible for Severance equal to the greater of:

Ten (10) weeks of Severance, plus the amount that is calculated by multiplying two (2) weeks of Severance times the number of years of service after year one (prorated through your termination date).

OR

The greater of twenty-six (26) weeks (or six (6) months) of Severance or the standard severance pay as calculated based on country-specific severance benefits policy/regulations.

In other words, the minimum amount of severance pay for a Vice-President is twenty-six (26) weeks of Severance.

Examples:

If you are a Grade 6 Eligible Employee and you have 10 months of service on your termination date, you will be eligible for four (4) weeks of Severance.

If you are a Grade 6 Eligible Employee and have 6 years and 3 months of service on your termination date, you will be eligible for 14.5 weeks of Severance, calculated as follows:

Four (4) weeks of Severance for year one; plus

Ten and one half (10.5) additional weeks of Severance, determined by multiplying 2 weeks of Severance x 5-1/4 additional years of service until your termination date

TOTAL: 14.5 weeks of Severance

Additional Payment

Employees who are eligible for the Annual Incentive Plan (AIP) and who terminate in a workforce reduction after October 1 but prior to the AIP payout of a given fiscal year will be eligible to receive a payment equivalent to 75% of the employee's prorated AIP target amount, in addition to the severance amounts above, as determined by NortonLifeLock. See additional details in Section 5.

Maximum Severance Payable

In no event will the amount of severance pay you receive under this Program exceed twice your annual NortonLifeLock compensation during the year immediately prior to your termination of employment.

How Severance Will Be Paid

Severance will be paid in a single, lump-sum payment minus taxes, any amounts owed to NortonLifeLock, and any legally required deductions.

Severance benefits, including, as applicable, the Severance payment, additional payment derived from AIP target, and COBRA continuation benefit, *will be paid **ONLY*** if you sign, submit and do not revoke your Separation and Release Agreement. **If you refuse** to sign the Separation and Release Agreement, no severance benefits will be available to you.

You will receive your Severance as soon as administratively feasible after the applicable revocation period (if any), as described in Section 3 of this Program, has passed. If you receive any severance pay to which you are not entitled, you must return such severance pay to NortonLifeLock.

Cash retention offers will be recognized and included in the final payroll check, calculated as a prorated amount based on the amount of time remaining in the employee's retention period at the time of termination, so long as the employee remains eligible for severance benefits.

SECTION 3: SEPARATION AND RELEASE AGREEMENT

To receive severance pay under this Program, you must sign, submit and not revoke a Separation and Release Agreement, which confirms your rights under the Plan and provides NortonLifeLock with certain protections authorized by law.

This Separation and Release Agreement will have generally the same form and content as the sample separation agreement and release that is included in Appendix I to this Program. You should consult an attorney before signing the Separation and Release Agreement, and when you do sign it, you should sign two copies – one for your records and one for NortonLifeLock.

TIME FRAME FOR SIGNING

If you are less than age 40 on the date you receive your Separation and Release Agreement, you must sign and return it **within 7 calendar days** of the date you receive it, unless a later date is expressly stated in the Separation and Release Agreement.

If you are age 40 or older on the date you receive your Separation and Release Agreement, you must sign and return within the time frame set forth in the Separation and Release Agreement (generally within either 21 calendar days or 45 calendar days in accordance with applicable law (in the case of a group reduction in force) and not prior to your termination date).

Your signed Separation and Release Agreement should be returned to the address as stated in the Separation and Release Agreement.

For example:

A 49-year-old employee who receives a Separation and Release Agreement on Monday, January 1st would have until 21 calendar days or 45 calendar days to sign and return the Separation and Release Agreement.

A 35-year-old employee who receives a Separation and Release Agreement on the same date would have until Monday, January 8th to sign and return (or within 45 calendar days) the Separation and Release Agreement.

REVOCAION RIGHT

If you are less than age 40, once you sign your Separation and Release Agreement, you cannot change your mind and revoke it.

If you are age 40 or older and you sign your Separation and Release Agreement, you may revoke it in writing **within 7 calendar days** after it is signed and returned (or the period required by applicable law).

Revocations must be sent to the address as stated in the Separation and Release Agreement, and they are not effective unless received within the revocation period specified. After the revocation period, your Separation and Release Agreement becomes irrevocable.

Once you have signed and returned your Separation and Release Agreement and the period for revocation has expired, you will receive your lump-sum severance payment as soon as administratively feasible.

SECTION 4: INSURANCE BENEFITS

COBRA ELECTION FOR CONTINUED HEALTH INSURANCE COVERAGE

Upon your termination of employment, you will be entitled to make a “COBRA” election to continue your coverage under NortonLifeLock’s group health plans, at the same level of coverage that you were receiving as an active employee immediately before your termination of employment. COBRA continuation coverage is available for NortonLifeLock’s group health plans that provide medical, prescription, dental, vision, mental health/substance abuse and employee assistance program benefits, as well as for the Health Care Flexible Spending Account under NortonLifeLock’s Flexible Benefits Plan.

As long as you make a COBRA election properly and on time, and as long as you sign, submit and do not revoke your Separation and Release Agreement, NortonLifeLock will subsidize, for the severance period, the full amount of the premiums for your COBRA health coverage under NortonLifeLock’s group medical, prescription, dental, vision, and mental health/substance abuse benefit plans in which you are enrolled at the time of your termination of employment. You will continue to be responsible for paying any after-tax contribution to continue your coverage under NortonLifeLock’s Health Care Flexible Spending Account for the remainder of the calendar year in which you terminate employment. After your severance period ends, you will be solely responsible for paying the entire amount of all COBRA premiums for your continuation coverage.

Examples:

- If you have 2 years of service as a Grade 5 employee, you will receive a total of six (6) weeks of Severance, and NortonLifeLock will subsidize the premiums for your COBRA continuation coverage for six (6) weeks.
- If you have 4 years of service as a Grade 5 employee, you will receive a total of ten (10) weeks of Severance, and NortonLifeLock will subsidize the premiums for your COBRA continuation coverage for ten (10) weeks.

Please note: *If you do not sign* your Separation and Release Agreement, you will be solely responsible for the full amount of all premiums for the entire period of your COBRA coverage, and NortonLifeLock will not subsidize any portion of your COBRA premiums for you.

After your severance period ends and NortonLifeLock stops subsidizing your COBRA premiums, you will be solely responsible for paying the full premiums for the remaining period of your COBRA coverage. However, the weeks of COBRA continuation coverage for which NortonLifeLock has subsidized the COBRA premiums, under this Program, will run concurrently with, and be included in, the 18 months of COBRA continuation coverage ordinarily provided upon a termination of employment.

Please note: You may be able to find less expensive coverage through the Health Insurance Marketplace Exchange. You should keep in mind that if you elect COBRA from NortonLifeLock and then drop COBRA coverage (for example, when the subsidy ends), then you do not have a special enrollment right on the Health Insurance Marketplace unless you have exhausted the entire COBRA continuation period. There is more information about COBRA benefits on [<https://www.nortonlifelock.com/us/en/benefits/employee-benefits/basics/cobra/>] and more information about the Marketplace may be found at www.HealthCare.gov.

SECTION 5: OTHER BENEFITS

Annual Incentive Plan Payments

Employees who are eligible for the Annual Incentive Plan (AIP) and have been employed for a minimum of 6 months as of termination date will be eligible for a payment equivalent to 75% of their prorated AIP target, provided they are terminated in a workforce reduction after October 1 but prior to the AIP payout of a given fiscal year.

Proration will be done in accordance with the AIP provisions based on the applicable fiscal year's compensation. Commission-based employees are not eligible for this payment unless they were eligible for AIP during a portion of the fiscal year. The payment for such employees would then be prorated based on the time in the plan.

Cessation of Benefits (For all Levels)

- All benefits except those covered under COBRA cease on the termination date (NortonLifeLock medical benefits end on the last day of the month in which you terminate employment; otherwise full benefits, pay, and vesting apply through the termination date.)
- Stock option and RSU vesting ceases on the termination date. You have 90 days from the termination date to exercise vested stock options, unless otherwise stated in the option agreement. There is no time limit by which vested RSUs must be sold.

SECTION 6: OTHER IMPORTANT PLAN INFORMATION

IMPORTANT PLAN INFORMATION

This booklet is intended to provide a summary of the major provisions of the NortonLifeLock Severance Plan for Eligible Employees. The benefits are described as clearly as possible with minimal use of the technical words and phrases appearing in the legal documents. However, the official plan documents remain the final authority and in the event of a conflict with this booklet will govern in all cases.

Plan Name and Type

The name of the severance plan is the NortonLifeLock Severance Plan. The Plan is considered a welfare plan under the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Exclusive Source of Severance Benefits

The Program is part of the Plan, which is the only benefit plan providing severance or similar benefits for NortonLifeLock employees. Any employee who does not meet the requirements to participate in the Plan is not entitled to any plan or program of severance or similar benefits upon termination of employment.

Name and Address of Employer

The Plan is sponsored by:

NortonLifeLock, Inc.
60 E. Rio Salado Parkway, Suite 1000
Tempe, AZ 85281

Employer and Plan Identification Number

The Internal Revenue Service has assigned NortonLifeLock the following employer identification number: 77-0181864. The ERISA plan number assigned to the Plan is 505.

Plan Administration

The Plan Administrator is NortonLifeLock. Administration of the entire Plan is the responsibility of the Plan Administrator. The Plan Administrator may be contacted by phone or in person through People & Payroll Service Now at <https://nortonlifelock.service-now.com/hrp>/You may also write to the Plan Administrator at the following address:

NortonLifeLock, Inc.
Global Benefits Department
Attention: Severance Plan Administrator

60 E. Rio Salado Parkway, Suite 1000
Tempe, AZ 85281

Fiscal Year of the Plan

The Plan and its records are kept on a plan-year basis. For example, the first plan year began on July 1, 2007 and ended on December 31, 2007. The plan year is based upon the calendar year for years after 2007.

Agent for Service of Legal Process

Legal process can be served on the Plan by directing it to:

NortonLifeLock, Inc.
Global Benefits Department
Attention: Severance Plan Administrator
60 E. Rio Salado Parkway, Suite 1000
Tempe, AZ 85281

Receiving Plan Benefits

If you wish to receive benefits under the Plan, you must complete and return your Separation and Release Agreement to the address as stated in the Separation and Release Agreement, by the required deadlines. Benefits are determined by NortonLifeLock according to the official Plan document. A copy of the Plan document is available for your review upon request. Please contact the Severance Plan Administrator if you have any questions.

Claims Procedure

A claim for Plan benefits must be in writing and addressed to the Plan Administrator at the address previously set forth or any other address that may be designated from time to time. You will receive a written notice from the Plan Administrator with respect to your claim within 90 days of the date the Plan Administrator received your initial claim. If special circumstances require an extension of time, written notice will be provided before the end of this 90-day period explaining the reason for the delay. If you are not furnished notice regarding your claim within this time period, your claim will be considered denied.

If the Plan Administrator denies your claim in writing, in whole or in part, it will tell you why, refer you to applicable provisions of the Plan document or other relevant records or papers, and inform you when and where you may see them. You will also be told how you can appeal for reconsideration of its decision. Should you disagree with the determination, you have 60 days to request a review. The Plan Administrator will reconsider your claim and its resulting decision will be issued within 60 days after your request. If more time is needed because of unusual circumstances, you will be notified.

NortonLifeLock or its delegate, as Plan Administrator, has the exclusive discretionary authority to construe and to interpret the Plan, to decide all questions of eligibility for benefits and to determine the amount of such benefits payable under the Plan; its decisions on such matters are

final and conclusive. Any interpretation or determination made pursuant to such discretionary authority shall be upheld on judicial review, unless it is shown that the interpretation or determination was an abuse of discretion or arbitrary and capricious.

Assignment of Benefits

As required by the terms of the Plan, benefits under the Plan may not be assigned, transferred or pledged to a third party, for example, as security for a loan or other debt.

Financing the Plan

NortonLifeLock pays its cost for the Plan from its general assets. Benefits payments are made on the authorization of the Plan Administrator.

Plan and Program Amendment and Termination

The Program described in this booklet is part of the NortonLifeLock Severance Plan. NortonLifeLock, as Plan Sponsor, reserves the right at its discretion to terminate, amend, modify, change or reduce all or a portion of the benefits offered under the Plan or the Program at any time, without notice, in accordance with applicable law. Any amendment or termination will not affect the benefits of those who have already been approved for payment. Benefits for others, however, may be reduced or eliminated at any time. Upon final termination of the Plan, the Plan Sponsor may make appropriate arrangements to wind up the affairs of the Plan.

Code Section 409A Compliance

Notwithstanding anything in the Program to the contrary, distributions may only be made under the Program upon an event and in a manner permitted by Internal Revenue Code (“Code”) section 409A (or an applicable exemption), and all payments under this Program that constitute deferred compensation under Code section 409A that are to be made upon a termination of employment may only be made upon a “separation from service” as defined under Code section 409A. If, with respect to a payment that constitutes deferred compensation under Code section 409A, the timeframe for signing the release and applicable revocation period (if any), as described in Section 3 of this Program, spans two calendar years, severance pay will be made in the second calendar year.

Statement of ERISA Rights

The following statement is required by federal law and regulations. As a participant in the Plan described in this booklet, you are entitled to certain rights and protections under ERISA. ERISA provides that all plan participants shall be entitled to:

- Examine, without charge, at the plan administrator’s office and at other specified locations, such as work sites, all plan documents and copies of all documents filed by the Plan with the U.S. Department of Labor, such as detailed annual reports.

- Obtain copies of all plan documents and other plan information upon written request to the plan administrator. The plan administrator may make a reasonable charge for the copies.
- Receive a copy of 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 a statement telling you whether you have a right, under the NortonLifeLock Severance Plan, to receive a benefit and, if so, what your benefit would be. This statement must be requested in writing and is not required to be given more than once a year. The Plan must provide the statement free of charge.

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, 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 rights under ERISA.

If your claim for a benefit is denied in whole or in part, you must receive a written explanation of the reason for the denial. You have the right to have the plan administrator review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan 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 it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. 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 fees, for example, if it finds your claim is frivolous. If you have any questions about your Plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest Area 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, N.W., Washington, D.C. 20210.

APPENDIX I

Appendix I includes:

- Form of Separation Agreement and Release.

Exhibit C

NortonLifeLock Severance Program For Merger and Acquisition Employees

(A Summary Plan Description of the NortonLifeLock Severance Plan)

HIGHLIGHTS

This booklet describes the NortonLifeLock Severance Program for Merger and Acquisition Employees (the “Program”), which is part of the NortonLifeLock Severance Plan (the “Plan”).

The Program applies to certain employees of NortonLifeLock (“NortonLifeLock”), described in Section 1, who are participating in a reduction in force within the first twelve (12) months immediately following the closing of the merger or acquisition of the employee’s predecessor employer into NortonLifeLock. These individuals are referred to in this Program as “Merger and Acquisition Employees”. The Program provides a range of severance and other benefits, which are described below.

- **Severance Pay.** Severance pay is available (i) if you are a Merger and Acquisition Employee eligible for this Program (under Section 1) and (ii) if you sign, submit and do not revoke a Separation and Release Agreement (under Section 3). If you receive severance pay under this Program, you may not receive any other type or form of severance benefit from NortonLifeLock or from your predecessor employer that was acquired by NortonLifeLock.
- **Severance Period.** The period of time upon which severance is paid under this Plan, beginning on the date of termination and ending on the last day for which severance is calculated under Section 2.
- **Insurance Benefits.** COBRA continuation coverage is available under NortonLifeLock’s group insurance plans, which provide medical, prescription, dental, vision, mental health/substance abuse and employee assistance program benefits, and under NortonLifeLock’s Health Care Flexible Spending Account, to the extent that you are enrolled in these plans at the time of your termination of employment and you timely elect COBRA continuation coverage for these benefits. If you make a COBRA election, NortonLifeLock will subsidize the full amount of the premiums for your COBRA coverage under those group insurance plans for the severance period. At the time your severance period ends, NortonLifeLock will no longer subsidize any portion of your COBRA premiums. Instead, you will be solely responsible for paying the full amount of premiums for the remaining period of your COBRA coverage.

Please note that if you are enrolled in NortonLifeLock’s Health Care Flexible Spending Account (under NortonLifeLock’s Flexible Benefits Plan) at the time of your termination of employment and you elect to continue that coverage, on an after-tax basis, for the remainder of the calendar year in which you terminate employment, you will be solely responsible for making any after-tax continuation coverage payments under the Health Care Flexible Spending Account. NortonLifeLock does not consider the Health Care Flexible Spending Account when developing the health care premium subsidy that is provided to you for COBRA coverage during the severance period.

See Section 4 for more details on your insurance benefits.

Career Services. If you are a Merger and Acquisition Employee who is credited with more than one year of service with NortonLifeLock on the date of your termination (because of your service with NortonLifeLock since the date of the merger or acquisition, plus your service with your predecessor employer for which you have received credit), NortonLifeLock will provide you with outplacement services, including counseling and guidance, to assist you in securing subsequent employment, subject to initiation of such benefits within 90 days of your date of termination the following time period:

Career Services for Merger and Acquisition Employees in Grades 04-9, A-C, I01-I05, S01-S05:

You will receive 1 month of outplacement benefits.

Career Services for Merger and Acquisition Employees in Grades 10-13, D-G, I06-I09, S06-S09:

You will receive 3 months of outplacement benefits.

Career Services for Merger and Acquisition Employees Who Were Vice-Presidents at Their Predecessor Employer:

You will receive 6 months of outplacement benefits.

- **Paid Time Off** (if applicable). Paid time off (PTO) that has accrued and was not previously paid out to a Merger and Acquisition Employee at the close of the merger or acquisition will be paid out as a lump sum at your termination date.

SECTION 1: ELIGIBILITY AND PARTICIPATION

To participate in this Program, you must meet the eligibility and participation requirements described below.

ELIGIBILITY

This Program makes severance benefits available only to Merger and Acquisition Employees who are determined by NortonLifeLock, in its sole discretion, to be eligible for such benefits. Eligible “Merger and Acquisition Employees” are defined under this Program as individuals who meet the following criteria:

- You must be employed as a regular employee by NortonLifeLock for less than twelve (12) months following the closing of the merger or acquisition of your predecessor employer into NortonLifeLock; and
- You must not have submitted your notice of resignation or retirement prior to receiving notice from NortonLifeLock of your eligibility for severance benefits under this Program; and
- You are involuntarily terminated from active employment, because of company performance and/or market conditions resulting in elimination of your position; and
- You have not been terminated solely because of poor work performance, unsatisfactory attendance or misconduct; and
- You did not terminate employment because of death, disability or retirement; and
- You did not voluntarily terminate from active employment; and
- You must be employed in a grade category that NortonLifeLock has determined is eligible for the Program; and
- You must not be entitled to severance or similar benefits under any other plan, fund, program, policy, arrangement or individualized written agreement providing for severance benefits that is sponsored or funded by NortonLifeLock or by your predecessor employer who was acquired by NortonLifeLock; and
- You must sign, submit, and not revoke your Separation and Release Agreement within the period of time designated by NortonLifeLock.

You are not an Eligible Employee under this Program if you are a temporary employee or an intern.

You are not an Eligible Employee if you are a Vice President covered by the Executive Severance Plan at the time of termination of employment and in that event any severance benefit shall be made solely from the Executive Severance Plan which governs.

If you choose to resign prior to the scheduled termination date, severance is forfeited, except in limited circumstances, including where severance is statutorily required.

PARTICIPATION

NortonLifeLock will determine the eligibility and benefits for this Program, in its sole discretion. Eligible Merger and Acquisition Employees who meet the requirements for eligibility will be notified in writing of eligibility for this Program. Only eligible Merger and Acquisition Employees who receive such written notification may participate in this Program.

In the event that an error is made in classifying an individual as a Merger and Acquisition Employee eligible for benefits under this Program, or in the event that a written notification is prepared and delivered in error, NortonLifeLock shall have the full, absolute and unconditional authority and discretion to correct that error and to determine if an individual is (or is not) eligible to participate in this Program.

Questions about how an eligible Merger and Acquisition Employee may voluntarily elect to terminate employment should be directed to the Human Resources Office.

NortonLifeLock may, as it deems appropriate and in its sole discretion, authorize severance benefits under circumstances that differ from the criteria described in this Section 1.

SECTION 2: SEVERANCE

SEVERANCE FORMULA DEFINITIONS

Severance is a lump sum payment that is calculated based on your base salary and Annual Target Commissions, if applicable, your grade level, and your years of service with NortonLifeLock which will be determined as described below.

Base salary for non-commissioned employees does not include incentive compensation or commissions, reimbursements for expenses; dependency allowances; education benefits; overtime; bonus payments; travel; housing; other allowances; or earnings from the sale of stock.

For sales employees, your severance is calculated based on your base salary and Annual Target Commissions.

For part-time employees, “base salary” refers to the prorated annual salary based on the scheduled hours reported in Workday.

For all employees, the weekly salary used for severance calculation is the annual “base salary” divided by 52 weeks.

Annual Target Commissions are based upon your individual signed commission agreement.

Your *grade level* is the level recorded in NortonLifeLock’s Human Resources Systems at the time of your termination.

Your *years of service* will be calculated as follows:

Based on the negotiated business terms under which NortonLifeLock acquired your predecessor employer, you may (or may not) receive credit for service with your predecessor employer. You will be notified about any service credit when you receive the written notification classifying you as a “Merger and Acquisition Employee”, as described in Section 1. You will also receive credit for your service with NortonLifeLock from the date of the merger or acquisition of your predecessor employer.

If you are a Merger and Acquisition Employee who previously terminated employment with NortonLifeLock prior to your employment with the acquired predecessor employer, your years of service (for purposes of calculating the amount of your severance pay under this Program) will be based upon only your employment with the predecessor employer, to the extent that such service is to be credited (if at all) under the terms of the acquisition. You will not receive credit for prior service with NortonLifeLock.

NortonLifeLock may, as it deems appropriate and in its sole discretion, authorize severance benefits in an amount different from the Severance described in this Section 2.

Severance Payable for Merger and Acquisition Employees in Grades 4-9, A-C, I01-I05, S01-S05:

If your years of service with NortonLifeLock or the merged or acquired company is six (6) months or less, you will be eligible for two (2) weeks of Severance.

If your years of service with NortonLifeLock or the merged or acquired company is more than six (6) months but less than one year, you will be eligible for four (4) weeks of Severance.

If your years of service with NortonLifeLock or the merged or acquired company is one year or more, you will be eligible for Severance equal to the sum of the following amounts:

Four (4) weeks, plus

The amount that is calculated by multiplying two (2) weeks of Severance times the number of years of service after year one (prorated through your termination date).

Severance Payable for Merger and Acquisition Employees in Grades 10-13, D-G, I06-I09, S06-S09:

If your years of service with NortonLifeLock or the merged or acquired company is one year or less, you will be eligible for six (6) weeks of Severance.

If your years of service with NortonLifeLock or the merged or acquired company is more than one year, you will be eligible for Severance equal to the sum of the following amounts:

Six (6) weeks, plus

The amount that is calculated by multiplying two (2) weeks of Severance times the number of years of service after year one (prorated through your termination date).

Severance Payable for Merger and Acquisition Employees Who Were Vice Presidents At Their Predecessor Employer:

If you were a Vice-President of your predecessor employer before its merger or acquisition by NortonLifeLock, your grade will be determined in accordance with the terms of the merger and acquisition agreement.

If your years of service with NortonLifeLock or the merged or acquired company is one year or less, you will be eligible for Severance equal to the greater of twenty-six (26) weeks (six (6) months) of Severance or the standard severance pay as calculated based on country-specific severance benefits policy/regulations.

If your years of service with NortonLifeLock or the merged or acquired company is more than one year, you will be eligible for Severance equal to the greater of the following amounts:

Ten (10) weeks of Severance, plus the amount that is calculated by multiplying two (2) weeks of Severance times the number of years of service after year one (prorated through your termination date).

OR

The greater of twenty-six (26) weeks (six (6) months) of Severance or the standard severance pay as calculated based on country-specific severance benefits policy/regulations.

In other words, the minimum amount of severance pay for a Vice-President is twenty-six (26) weeks of Severance.

Examples:

If you are a Grade 6 Merger and Acquisition Employee and your years of service with NortonLifeLock or the merged or acquired company is 10 months on your termination date, you will be eligible for four (4) weeks of Severance.

If you are a Grade 6 Merger and Acquisition Employee and your years of service with NortonLifeLock or the merged or acquired company is 3 months on your termination date, you will be eligible for 14.5 weeks of Severance, calculated as follows:

Four (4) weeks of Severance for year one; plus

Ten and one half (10.5) additional weeks of Severance, determined by multiplying 2 weeks of Severance x 5-1/4 additional years of service until your termination date

TOTAL: 14.5 weeks of Severance

Maximum Severance Payable

In no event will the amount of severance pay you receive under this Program exceed twice your annual NortonLifeLock compensation during the year immediately prior to your termination of employment.

How Severance Will Be Paid

Severance will be paid in a single, lump-sum payment minus taxes, any amounts owed to NortonLifeLock, and any legally required deductions.

Severance benefits, including, as applicable, the Severance payment and COBRA continuation benefit *will be paid **ONLY*** if you sign, submit and do not revoke your Separation and Release Agreement.

If you refuse to sign the Separation and Release Agreement, no severance benefits will be available to you.

You will receive your Severance as soon as administratively feasible after the applicable revocation period (if any), as described in Section 3 of this Program, has passed. If you receive any Severance to which you are not entitled, you must return such severance pay to NortonLifeLock.

Cash retention offers will be recognized and included in the final payroll check, calculated as a prorated amount based on the amount of time remaining in the employee's retention period at the time of termination, so long as the employee remains eligible for severance benefits.

SECTION 3: SEPARATION AND RELEASE AGREEMENT

To receive Severance under this Program, you must sign, submit and not revoke a Separation and Release Agreement which confirms your rights under the Plan and provides NortonLifeLock with certain protections authorized by law.

This Separation and Release Agreement will have generally the same form and content as the sample separation agreement and release that is included in Appendix I to this Program. You should consult an attorney before signing the Separation and Release Agreement, and when you do sign it, you should sign two copies – one for your records and one for NortonLifeLock.

TIME FRAME FOR SIGNING

If you are less than age 40 on the date you receive your Separation and Release Agreement, you must sign and return it **within 7 calendar days** of the date you receive it, unless a later date is expressly stated in the Separation and Release Agreement. If you are age 40 or older on the date you receive your Separation and Release Agreement, you must sign and return it within the time frame set forth in the Separation and Release Agreement (generally within either 21 calendar days or 45 calendar days in accordance with applicable law (in the case of a group reduction in force) and not prior to your termination date). *Your signed Separation and Release Agreement should be returned to the address stated in your Separation and Release Agreement.*

For example:

A 49-year-old employee who receives a Separation and Release Agreement on Monday, January 1st would have until 21 calendar days or 45 calendar days to sign and return the Separation and Release Agreement

A 35-year-old employee who receives a Separation and Release Agreement on the same date would have until Monday, January 8th to sign and return the Separation and Release Agreement.

REVOCAION RIGHT

If you are less than age 40, once you sign your Separation and Release Agreement, you cannot change your mind and revoke it.

If you are age 40 or older and you sign your Separation and Release Agreement, you may revoke it in writing **within 7 calendar days** after it is signed and returned (or the period required by applicable law).

Revocations must be sent to the address stated in your Separation and Release Agreement, and they are not effective unless received within the revocation period specified. After the revocation period, your Separation and Release Agreement becomes irrevocable.

Once you have signed and returned your Separation and Release Agreement and the period for revocation has expired, you will receive your lump-sum severance payment as soon as administratively feasible.

SECTION 4: INSURANCE BENEFITS

COBRA ELECTION FOR CONTINUED HEALTH INSURANCE COVERAGE

Upon your termination of employment, you will be entitled to make a “COBRA” election to continue your coverage under NortonLifeLock’s group health plans, at the same level of coverage that you were receiving as an active employee immediately before your termination of employment. COBRA continuation coverage is available for NortonLifeLock’s group health plans that provide medical, prescription, dental, vision, mental health/substance abuse and employee assistance program benefits, as well as for the Health Care Flexible Spending Account under NortonLifeLock’s Flexible Benefits Plan.

As long as you make a COBRA election properly and on time, *and* as long as you sign, submit and do not revoke your Separation and Release Agreement, NortonLifeLock will subsidize, for the severance period, the full amount of the premiums for your COBRA health coverage under the NortonLifeLock group medical, prescription, dental and vision, mental health/substance abuse benefit plans in which you are enrolled at the time of your termination of employment. You will continue to be responsible for paying any after-tax contribution to continue your coverage under NortonLifeLock’s Health Care Flexible Spending Account for the remainder of the calendar year in which you terminate employment. After your severance period ends, you will be solely responsible for paying the entire amount of all COBRA premiums for your continuation coverage.

Examples:

- If you are a Grade 5 Merger and Acquisition Employee who has 2 years of service and you are terminated, you will receive a total of 6 weeks of Severance, and NortonLifeLock will subsidize the premiums for your COBRA continuation coverage for 6 weeks.
- If you are a Grade 8 Merger and Acquisition Employee who has 6 years of service and you are terminated, you will receive a total of 4 months (16 weeks) of Severance, and NortonLifeLock will subsidize the premiums for your COBRA continuation coverage for 4 months.

Please note: *If you do not sign* your Separation and Release Agreement, you will be solely responsible for the full amount of all premiums for the entire period of your COBRA coverage, and NortonLifeLock will not subsidize any portion of your COBRA premiums for you.

After your severance period ends and NortonLifeLock stops subsidizing your COBRA premiums, you will be solely responsible for paying the full premiums for the remaining period of your COBRA coverage. However, the weeks of COBRA continuation coverage for which NortonLifeLock has subsidized the COBRA premiums, under this Program, will run concurrently with, and be included in, the 18 months of COBRA continuation coverage ordinarily provided upon a termination of employment.

Please note: You may be able to find less expensive coverage through the Health Insurance Marketplace Exchange. You should keep in mind that if you elect COBRA from NortonLifeLock and then drop COBRA coverage (for example, when the subsidy ends), then you do not have a special enrollment right on the Health Insurance Marketplace unless you have exhausted the entire COBRA continuation period. There is more information about COBRA benefits on the [Post Employment & COBRA Benefits site](#) and more information about the Marketplace may be found at www.HealthCare.gov.

SECTION 5: OTHER BENEFITS

Cessation of Benefits (For all Levels)

- All benefits except those covered under COBRA cease on the termination date. (NortonLifeLock medical benefits end on the last day of the month in which you terminate employment; otherwise full benefits, pay, and vesting apply through the termination date.)
- Stock option and RSU vesting ceases on the termination date. You have 90 days from the termination date to exercise vested stock options, unless otherwise stated in the option agreement. There is no time limit by which vested RSUs must be sold.

SECTION 6: OTHER IMPORTANT PLAN INFORMATION

IMPORTANT PLAN INFORMATION

This booklet is intended to provide a summary of the major provisions of the NortonLifeLock Severance Plan for Merger and Acquisition Employees. The benefits are described as clearly as possible with minimal use of the technical words and phrases appearing in the legal documents. However, the official plan documents remain the final authority and in the event of a conflict with this booklet will govern in all cases.

Plan Name and Type

The name of the severance plan is the NortonLifeLock Severance Plan. The Plan is considered a welfare plan under the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Exclusive Source of Severance Benefits

The Program is part of the Plan, which is the only benefit plan providing severance or similar benefits for NortonLifeLock employees. Any employee who does not meet the requirements to participate in the Plan is not entitled to any plan or program of severance or similar benefits upon termination of employment.

Name and Address of Employer

The Plan is sponsored by:

NortonLifeLock, Inc.
60 E. Rio Salado Parkway, Suite 1000
Tempe, Arizona 85281

Employer and Plan Identification Number

The Internal Revenue Service has assigned NortonLifeLock the following employer identification number: 77-0181864. The ERISA plan number assigned to the Plan is 505.

Plan Administration

The Plan Administrator is NortonLifeLock. Administration of the entire Plan is the responsibility of the Plan Administrator. The Plan Administrator may be contacted by phone or in person through People & Payroll Service Now at <https://nortonlifelock.service-now.com/hrp/>. You may also write to the Plan Administrator at the following address:

NortonLifeLock, Inc.
Global Benefits Department
Attention: Severance Plan Administrator

60 E. Rio Salado Parkway, Suite 1000
Tempe, Arizona 85281

Fiscal Year of the Plan

The Plan and its records are kept on a plan-year basis. The first plan year began on July 1, 2007 and ended on December 31, 2007. The plan year is based upon the calendar year for years after 2007.

Agent for Service of Legal Process

Legal process can be served on the Plan by directing it to:

NortonLifeLock, Inc.
Global Benefits Department
Attention: Severance Plan Administrator
60 E. Rio Salado Parkway, Suite 1000
Tempe, Arizona 85281

Receiving Plan Benefits

If you wish to receive benefits under the Plan, you must complete and return your Separation and Release Agreement to the address as stated in the Separation and Release Agreement, by the required deadlines. Benefits are determined by NortonLifeLock according to the official Plan document. A copy of the Plan document is available for your review upon request. Please contact the Severance Plan Administrator if you have any questions.

Claims Procedure

A claim for Plan benefits must be in writing and addressed to the Plan Administrator at the address previously set forth or any other address that may be designated from time to time. You will receive a written notice from the Plan Administrator with respect to your claim within 90 days of the date the Plan Administrator received your initial claim. If special circumstances require an extension of time, written notice will be provided before the end of this 90-day period explaining the reason for the delay. If you are not furnished notice regarding your claim within this time period, your claim will be considered denied.

If the Plan Administrator denies your claim in writing, in whole or in part, it will tell you why, refer you to applicable provisions of the Plan document or other relevant records or papers, and inform you when and where you may see them. You will also be told how you can appeal for reconsideration of its decision. Should you disagree with the determination, you have 60 days to request a review. The Plan Administrator will reconsider your claim and its resulting decision will be issued within 60 days after your request. If more time is needed because of unusual circumstances, you will be notified.

NortonLifeLock or its delegate, as Plan Administrator, has the exclusive discretionary authority to construe and to interpret the Plan, to decide all questions of eligibility for benefits and to determine the amount of such benefits payable under the Plan; its decisions on such matters are final and conclusive. Any interpretation or determination made pursuant to such discretionary authority shall be upheld on judicial review, unless it is shown that the interpretation or determination was an abuse of discretion or arbitrary and capricious.

Assignment of Benefits

As required by the terms of the Plan, benefits under the Plan may not be assigned, transferred or pledged to a third party, for example, as security for a loan or other debt.

Financing the Plan

NortonLifeLock pays its cost for the Plan from its general assets. Benefits payments are made on the authorization of the Plan Administrator.

Plan and Program Amendment and Termination

The Program described in this booklet is part of the NortonLifeLock Severance Plan. NortonLifeLock, as Plan Sponsor, reserves the right at its discretion to terminate, amend, modify, change or reduce all or a portion of the benefits offered under the Plan or the Program at any time, without notice, in accordance with applicable law. Any amendment or termination will not affect the benefits of those who have already been approved for payment. Benefits for others, however, may be reduced or eliminated at any time. Upon final termination of the Plan, the Plan Sponsor may make appropriate arrangements to wind up the affairs of the Plan.

Code Section 409A Compliance

Notwithstanding anything in the Program to the contrary, distributions may only be made under the Program upon an event and in a manner permitted by Internal Revenue Code (“Code”) section 409A (or an applicable exemption), and all payments under this Program that constitute deferred compensation under Code section 409A that are to be made upon a termination of employment may only be made upon a “separation from service” as defined under Code section 409A. If, with respect to a payment that constitutes deferred compensation under Code section 409A, the timeframe for signing the release and applicable revocation period (if any), as described in Section 3 of this Program, spans two calendar years, severance pay will be made in the second calendar year.

Statement of ERISA Rights

The following statement is required by federal law and regulations. As a participant in the Plan described in this booklet, you are entitled to certain rights and protections under ERISA. ERISA provides that all plan participants shall be entitled to:

- Examine, without charge, at the plan administrator’s office and at other specified locations, such as work sites, all plan documents and copies of all documents filed by the Plan with the U.S. Department of Labor, such as detailed annual reports.

- Obtain copies of all plan documents and other plan information upon written request to the plan administrator. The plan administrator may make a reasonable charge for the copies.
- Receive a copy of 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 a statement telling you whether you have a right, under the NortonLifeLock Severance Plan, to receive a benefit and, if so, what your benefit would be. This statement must be requested in writing and is not required to be given more than once a year. The Plan must provide the statement free of charge.

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, 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 rights under ERISA.

If your claim for a benefit is denied in whole or in part, you must receive a written explanation of the reason for the denial. You have the right to have the plan administrator review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan 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 it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. 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 fees, for example, if it finds your claim is frivolous. If you have any questions about your Plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest Area 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, N.W., Washington, D.C. 20210.

APPENDIX I

Appendix I includes:

- Form of Separation Agreement and Release.