

### FY19 EAIP NEO Payout Amounts

NEO	Base Salary	Annual Incentive Target (%)	Company Performance Funding (%)	Individual Performance Factor (%)	Individual Payout Amount (\$) <sup>(4)</sup>
Gregory S. Clark <sup>(1)</sup>	1,000,000	150	n/a	n/a	0
Nicholas R. Noviello <sup>(2)</sup>	650,000	100	n/a	n/a	487,500
Amy L. Cappellanti-Wolf <sup>(3)</sup>	440,000	70	35.6	100	109,648
Samir Kapuria <sup>(3)</sup>	450,000	100	35.6	100	152,172
Scott C. Taylor <sup>(3)</sup>	600,000	100	35.6	100	213,600

<sup>(1)</sup> Mr. Clark did not receive a FY19 EAIP payout.

<sup>(2)</sup> Pursuant to the terms of Mr. Noviello's Transition Services Agreement dated January 31, 2019 (the "Transition Services Agreement"), Mr. Noviello received 75% of his target FY19 EAIP amount under the Company's Executive Severance Plan because it was greater than the amount that he would have earned under the FY19 EAIP irrespective of individual performance.

<sup>(3)</sup> Ms. Cappellanti-Wolf and Messrs. Kapuria and Taylor each earned an individual performance factor of 100%. In determining the appropriate individual performance factor for each of these executives, the Compensation Committee, with recommendation of the CEO, considered leadership, contributions to NortonLifeLock's achievement of its goals, and strategic planning among other factors.

<sup>(4)</sup> The Compensation Committee did not exercise its discretion to reduce any payouts.

### III. Equity Incentive Awards

In FY19, we granted our NEOs (other than Mr. Clark who did not receive equity awards in FY19) a mix of RSUs and PRUs ("FY19 RSUs" and "FY19 PRUs", respectively). In FY19, Messrs. Taylor and Noviello, as FY18 NEOs, were granted a mix of PRUs and RSUs at 70% and 30%, respectively. All other executives, other than Mr. Clark, received a mix of PRUs and RSUs at 50% and 50%, respectively.

#### Equity Incentive Awards

Philosophy	Grant Mix	Award Amount Considerations	Award Design Considerations	Vesting Conditions
<ul style="list-style-type: none"> <li>Establish appropriate performance measures that the Compensation Committee believes will drive our future growth and profitability.</li> </ul>	<ul style="list-style-type: none"> <li>Equity awards are a mix of RSUs and PRUs.</li> </ul>	<ul style="list-style-type: none"> <li>NEOs' responsibilities and anticipated future contributions.</li> </ul>	<ul style="list-style-type: none"> <li>Long-term payouts should depend on NEOs' ability to drive financial performance, including share price appreciation.</li> </ul>	<ul style="list-style-type: none"> <li>RSUs are time-based and vest over three years: (30%/ 30%/ 40%), except for 2019, where they vest 40%/ 30%/ 30% with the exception of FY18 NEOs whose RSUs grant vest 30%/30%/40%.</li> </ul>