



CHARTER OF THE TECHNOLOGY AND CYBERSECURITY COMMITTEE OF THE BOARD OF DIRECTORS

(as amended and restated on June 27, 2023)

I. PURPOSE

The purpose of the Technology and Cybersecurity Committee (the “Committee”) of the Board of Directors (the “Board”) of Gen Digital Inc. (the “Company”) is to assist the Board in its oversight of (1) the Company’s technology and information systems, including with respect to strategies, objectives, capabilities, initiatives, policies and investments, (2) management’s responsibilities to regularly assess cybersecurity and privacy risks to the Company’s technology and information systems, as well as to the confidential or personal information of the Company, its customers and its partners, and (3) management’s responsibilities with respect to the management of cybersecurity and privacy risks. The Committee works closely and coordinates regularly with the other key committees of the Board, including the Audit Committee of the Board (the “Audit Committee”), with respect to the oversight of the Company’s risks covered by the scope of the Committee’s responsibilities; provided that, notwithstanding anything in this Charter, responsibility for the oversight of risks associated with technology, including risk assessment and enterprise risk management, shall remain with the Audit Committee.

II. MEMBERSHIP

The Committee shall be comprised of a minimum of three members of the Board, with the exact number being determined by the Board. Each member of the Committee shall be an “independent director” as defined by the applicable rules and regulations of The Nasdaq Stock Market (“Nasdaq”).

Each member of the Committee shall serve until his or her successor shall be duly appointed and qualified or until his or her earlier resignation or removal. Unless a Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership.

III. MEETINGS AND MINUTES

Meetings of the Committee shall be held from time to time, as determined by the Committee. In accordance with the Bylaws of the Company, the Committee may take action by unanimous written consent. The Committee shall keep minutes of its proceedings, which minutes shall be retained with the minutes of the meetings of the Board.

IV. RESPONSIBILITIES AND DUTIES

The following shall be the principal responsibilities and duties of the Committee. These items are set forth as a guide, with the understanding that the Committee may coordinate with other Committees and supplement them as appropriate and may establish policies and procedures from time to time that it deems necessary or advisable in fulfilling its responsibilities. Subject to applicable law and regulations, the Committee shall also have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees, management committees or to one or more executive officers of the Company as the Committee may deem appropriate, in its sole discretion.

1. Information Security – To oversee the quality and effectiveness of the Company’s information security team, policies, procedures, controls and technologies, including, but not limited to, enterprise privacy, data security and cybersecurity information technology risks against both internal and external threats, and incident response plans.
2. Privacy – To oversee the quality and effectiveness of the Company’s team, policies, procedures, controls, and technologies related to the collection, use, and sharing of personal information. To provide advice to the Board on privacy-related matters.
3. Data Strategy – To review and provide oversight on the Company’s data footprint, policies and procedures, and strategy.
4. Compliance – To oversee the review of data protection laws and regulations applicable to the Company and work with management to ensure compliance with such laws and regulations
5. Disaster Recovery – To review periodically with management the Company’s disaster recovery capabilities.
6. Technology Review - Review and evaluate the Company’s technology strategy, initiatives and investments, including major innovation efforts and intellectual property rights obtained through partnerships and acquisitions.
7. Business Strategy - Monitor the performance of the Company’s technology development in support of its overall business strategy and advise on strategic technological focus.
8. Monitor Trends - Identify, monitor, and evaluate existing and emerging trends in technology that may affect the Company’s strategic plans, including monitoring of overall industry trends, competitors and technologies in adjacent areas and give guidance on technology.
9. Talent – Review key technical talent, skills, and organizational structure of the Company’s workforce supporting its cybersecurity and technology efforts.
10. General Authority – Exercise such additional powers and duties as may be reasonable, necessary or desirable, in the Committee’s discretion, to fulfill its duties under this Charter.

V. AUTHORITY AND RESOURCES

The Committee shall have access to Company personnel and documents, authority to direct and supervise an investigation into any matters within the scope of its duties, and authority and funding to retain such outside counsel, experts and other advisors as it determines to be necessary to carry out its responsibilities. The Committee shall have the authority to appoint, retain, compensate, terminate and oversee the work of any independent experts, consultants, legal counsel and other advisers and instruct such experts, consultants, legal counsel and advisers that they should report directly to the Committee on matters pertaining to the work performed during their engagement.

The Committee shall exercise sole authority to approve any reasonable fees and other retention terms of any expert, consultant, legal counsel, or other adviser that is to be used by the Committee, such funding to be provided by the Company.