

The Activision Blizzard 401(k) Plan offers a generous match and a variety of investment options. Take a look and see what a difference enrolling in the plan could make in achieving your goals.



When can I enroll?

You can enroll anytime. If you are a new hire and you have not enrolled in the 401(k) Plan within 30 days from your date of hire, you will be automatically enrolled at a contribution rate of 1% of your pretax eligible earnings. Your contributions will be invested in a target date retirement fund. If you do not want to contribute to the 401(k) Plan, you must change your contribution rate to 0% within 30 days of your eligibility date.

How do I enroll?

You can EasyEnroll in the plan in just 60 seconds. Go to netbenefits.com/easy and select a savings approach that fits you today. Or, call Fidelity at 1-800-835-5095 and get one-on-one help. You can change your investments and how much you save anytime.

How much can I save?

Through automatic payroll deduction, you can contribute between 1% and 75% of your eligible pay on a pretax and/or Roth basis, up to the annual IRS dollar limits. In addition, you can save up to 20% of your eligible pay on an after-tax basis.

Is there a company match?

Activision Blizzard helps your retirement savings grow by matching your contributions. For newly hired employees, the company intends to match up to 25% of the compensation that the eligible employees contribute as elective deferrals (including catchup contributions), up to the maximum elective deferral permitted by Internal Revenue Code Section 402(g) (\$22,500 for 2023) and age 50 catch-up contribution limit (\$7,500 for 2023). You are 100% vested in the company match.

When am I vested?

You are always 100% vested in your contributions and any earnings on them.

Can I borrow from my account?

Although your plan account is intended for the future, you may borrow from your account for any reason. Be aware - if you fail to repay your loan (based on the original terms of the loan), it will be considered in "default" and treated as a distribution, making it subject to income tax and possibly to a 10% early withdrawal penalty.

Can I make withdrawals?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, or have severe financial hardship as defined by your Plan. Keep in mind that withdrawals are subject to income taxes and possibly to early withdrawal penalties.

What are my investment options?

Activision Blizzard offers a wide variety of investment options. For performance data and other specifics, go to www.netbenefits.com. To discuss your objectives and options, contact Fidelity for a one-on-one discussion at 1-800-835-5095.

Investing involves risk, including risk of loss.



Enroll now!
netbenefits.com/easy
800-835-5095

© 2018 - 2022 FMR LLC. All rights reserved.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

1077964.1.0