



## 2020 Performance Summary

Performance Area	2020	YOY Change	2019	2018
<b>Business and Governance</b>				
Number of full-time employees (Approximate)	12,228	14%	10,750	10,950
Revenue <sup>1</sup>	\$10.0B	3.1%	\$9.7B	\$11.1B
R&D spend (as percentage of operating expenses)	\$1.3B (63%)	0.0%	\$1.2B (63%)	\$1.2B (61%)
<b>Products and Customers</b>				
Total number of installed base chambers (Approximate)	66,000	8%	61,000	56,000
<b>Workplace</b>				
<b>Gender Representation</b>				
Percent of employee population identifying as female (Global)	18.6%	5%	17.7%	17.0%
Percent of employee population identifying as female (U.S.)	21.3%	4%	20.4%	19.5%
Percent of new hires identifying as female (Global)	23.9%	n/a	-	-
<b>U.S. Ethnicity</b>				
White	50.5%	-	51.4%	-
Asian	30.9%	-	30.8%	-
Hispanic or Latino	6.6%	-	6.1%	-
Two or more races	2.2%	-	1.9%	-
Black or African American	2.1%	-	1.9%	-
Native Hawaiian or other Pacific Islander	0.5%	-	0.5%	-
American Indian or Native Alaskan	0.3%	-	0.3%	-
Not stated	6.9%	-	7.1%	-
<b>Employee Engagement, Recruitment, and Retention</b>				
Employee engagement score (Tech sector benchmark 74)	80	8%	74	-
Total new hires (Global)	2,067	190%	712	1,551
Number of internal promotions	1,626	19%	1,370	-
Total number of training courses	4,700	55%	3,042	1,854
Education reimbursement for U.S. employees	\$1.65M	-2%	\$1.68M	\$1.36M <sup>2</sup>
Employee retention rate	95% <sup>3</sup>	4%	91%	93%
Average service years	7.7	-4%	8	7.3
<b>Safety</b>				
OSHA recordable incident rate	0.25	-24%	0.33	0.29
Risk Management by Walking Around (RMBWA) reviews	170,000	-15%	200,438	191,822

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<b>Responsible Supply Chain</b>				
Total number of supplier families	1,459	-	-	-
Percent of spending on local suppliers (N. America)	49%	-	-	-
Total number of diverse suppliers	25	525%	4	-
Total spending on diverse suppliers	\$75.5M	123%	\$34.0M	-
<b>Sustainable Operations</b>				
<b>Energy and Climate</b>				
Energy consumption (Million kWh)	351	6%	330	254
Percent renewables (U.S.)	30%	-6%	32%	33%
GHG emissions scopes 1 and 2 market-based (MT CO <sub>2</sub> e)	113,482	-4%	118,458	91,441
Scope 1 emissions (MT CO <sub>2</sub> e)	37,599	4%	36,162	27,415
Scope 2 emissions location-based (MT CO <sub>2</sub> e)	87,170	4%	83,513	65,137
Scope 2 emissions market-based (MT CO <sub>2</sub> e)	75,884	-8%	82,296	64,026
GHG emissions scope 3 (MT CO <sub>2</sub> e) <sup>4</sup>	2.9M	n/a	23,055	28,968
Volatile organic compounds (Metric tons)	107	n/a	-	-
<b>Waste</b>				
Hazardous waste diversion rate	20%	-33%	30%	28%
Non-hazardous waste diversion rate	70%	27%	55%	59%
<b>Water</b>				
Water usage (Million gallons)	292	6%	275	228
Water usage in water-stressed regions (Million gallons)	114	n/a	-	-
Ultra-pure water usage (Million gallons)	120	n/a	n/a	-
Number of environmental fines	2	200%	0	1
<b>Community</b>				
Total giving by the Lam Research Foundation	3.6M	6%	3.4M	3.7M
COVID-19 Relief and Recovery Fund giving	5.1M	n/a	-	-
Employee volunteer hours	~12,000	-10%	13,400	11,321
Employee matching gifts (Thousands)	\$1.65M	41%	\$971K	811K
Number of charity organizations supported	1,640	-28%	1,936	1,154

1. All figures are for calendar year, with the exception of revenue and R&D spend which are presented on a fiscal year basis. 2018 is for fiscal year ending June 24, 2018; 2019 is for fiscal year ending June 30, 2019. K is defined as thousand, M is defined as million, and B is defined as billion.

2. These data points do not include Silfex, Ohio operations.

3. Retention rate is calculated as the inverse of attrition.

4. We undertook a full inventory of our scope 3 emissions for calendar year 2019. Previous years included emissions from business travel only.