



Lam Research Corporation Job Candidate Privacy Notice

1. THE PURPOSE OF THIS DOCUMENT

This privacy notice (“**Notice**”) describes how Lam Research Corporation (“**Lam Research**,” “**we**,” or “**us**”), as data controller, will collect, process, and use your personal information when you apply for a position with us or one of our affiliates (whether as an employee, worker, or contractor) or when we obtain your personal information from a referral, job board, networking site, or prior connection with you.

2. INFORMATION WE COLLECT ABOUT YOU

In connection with your application for work with us or our interest in connecting with you about working with us, to the extent required or permitted under applicable law, we will collect, store, and use the following categories of personal information about you:

- Identification information, such as your name, date and place of birth, telephone number, email address, physical address, and government identification information (e.g., driver’s license number, passport number).
- Experience information, such as work experience, gaps in employment and all other information volunteered in relation to previous work experience, contact details of your former or current employer, professional qualifications and certifications, professional interests, specializations, and other relevant experience.
- Education information, such as completed degrees at schools; institutions, colleges, and universities attended; and diplomas, certificates, or special licenses awarded.
- Any information you submit to us, such as information you provide in your application form, curriculum vitae (CV), resume, cover letter, and public profile you share with us.
- Any information you provide to us during the interview process, such as notes taken from your interview.
- Recruitment information, such as recruitment date, recruitment method, and recruitment source.
- Reference check information, such as contacts provided as references and information obtained through reference checks, subject to any permission or notification required by applicable law.
- Background check information, including criminal record information such as convictions and sentencing information, financial information such as bankruptcies, tax liens, expenditures, rents, loans, mortgages, and other forms of credit, global sanctions and enforcement information, and other career credentials to the extent required and permitted to assess your suitability for the specific job.
- Any information required to initiate employment, such as government identification information, proof of eligibility to work in the jurisdiction (e.g., passport or Visa), compensation history, required or negotiated base compensation, tax information, bank account information, benefits eligibility information, and any other information you provide for the purposes of starting employment or performing an employment contract with us.
- Information regarding your access and use of Lam Research computer systems, such as your username, IP address, emails, and other electronic communications, documents, files, websites accessed, and log files on Lam Research computer systems.
- Infirmary and disability information you volunteer to us to consider whether you would need a reasonable accommodation during the recruitment process or during employment.
- Ethnicity information and other information necessary to comply with diversity monitoring and reporting requirements.
- Any information you volunteer to us on our post-recruiting process survey.



3. WHAT INFORMATION SHOULD YOU SUBMIT?

Resumes/CVs should include information relevant to your employment history and education (e.g., degrees obtained, other relevant education, places worked, positions held, relevant awards). If you provide information about other persons (e.g., reference contact details), please first ensure you have informed them that you will be providing their information and that you have their permission to provide such information to us.

Generally, we recommend that you limit disclosure of sensitive personal characteristics (e.g. gender, medical condition or disability, religion, philosophical or political beliefs, financial data, and age) in your resume/CV or any materials you submit to us as much as possible. However, in some cases, we may request that you self-identify certain characteristics, such as gender, race/ethnicity, whether you would require accommodation, or veteran status. You may choose not to disclose such characteristics and choosing not to disclose will **not** subject you to any adverse treatment. Similarly, if you choose to disclose you will not be subject to any adverse or special treatment, and this information will be kept confidential and used for reporting and statistical purposes only and in compliance with applicable laws.

Any misleading, false, or willful omission of relevant information may be sufficient reason for refusal of employment, or suspension or dismissal from employment. Please submit only accurate information.

4. HOW WE COLLECT YOUR PERSONAL INFORMATION

We collect personal information about candidates from the following sources:

- You, the candidate.
- Your named references, from whom we collect the following categories of data: relationship to the applicant; confirmation of work experience (job title, dates of employment, and work duties); work performance; strengths and/or weaknesses; working style; and eligibility for rehire.
- Where permitted, and subject to your consent if required and only to the extent allowed by applicable law, via a third-party background check provider, from which we collect the following categories of data: information relating to your identity; address history; professional standing; work history; educational history; qualifications; driving record; military record; and credit history and/or criminal record history.
- The information you have made publicly available on a publicly accessible job board, social networking site or other public site accessible via the Internet.

5. HOW WE WILL USE PERSONAL INFORMATION ABOUT YOU

When you apply for a position within Lam Research Group, you should expect the following. “**Lam Research Group**” includes a wide group of companies comprising Lam Research Corporation and its directly or indirectly owned subsidiaries. Subject to applicable law, we will use the personal information we collect about you for the following purposes:

- Administer and process your application.
- Assess your skills, qualifications, suitability for the work or role for which you applied or for similar roles in the Lam Research Group, and eligibility to work in the jurisdiction.
- If your application progresses, carry out reference and/or background checks where applicable.
- Communicate with you about the recruitment process and to the extent permitted by applicable law future roles and opportunities.
- Keep records related to our hiring processes.

- Conduct internal audits and workplace investigations, as well as investigate and enforce compliance with any potential breaches of Lam Research policies and procedures.
- Solicit feedback from you on your experience with our recruiting process.
- If you are offered and accept a position with us, complete the on-boarding or new hire process.
- Comply with diversity monitoring and reporting requirements.
- Comply with applicable legal or regulatory requirements, such as employment-related requirements, statutory reporting requirements, and export control restrictions.
- Support any claim or defense that the Lam Research Group may face before any jurisdictional and/or administrative authority, arbitration, or mediation panel, as well as cooperate with or inform law enforcement or regulatory authorities to the extent required by law.
- We will use information about a medical condition or disability that you voluntarily disclose to consider whether we need to provide appropriate adjustments or accommodations during the recruitment process or employment, such as adjustments or accommodations for accessibility.
- We will use information obtained from an authorized about your background check to determine your suitability for the role you have applied for and eligibility for employment to the extent legally permissible.
- We will use your government identification information to confirm your identity and work authorization status where legally required or permitted.
- If you are hired by an entity within Lam Research Group, we will process your personal information collected during the application and onboarding process to the extent required or permitted under applicable law to manage your employment relationship, perform workforce analytics, market to existing or future customers of the Lam Research Group, manage insurance policies and coverage, and engage in corporate transactions requiring review of employee records such as for evaluating potential mergers and acquisitions of Lam Research.

8. IF YOU FAIL TO PROVIDE PERSONAL INFORMATION

If you fail to provide information when requested that is necessary for us to consider your application (such as evidence of your qualifications or work history), we will not be able to process your application successfully. For example, if we require references for this role and you fail to provide us with relevant details, we will not be able to take your application further.

9. DISCLOSURE OF YOUR PERSONAL INFORMATION

- **Other Lam Research Group companies.** Lam Research Group companies share human resources and management decisions, so, where legally permissible, we may transfer your personal information to the hiring entity to make the hiring decision and to other entities within the group to monitor and assure compliance with applicable policies and procedures and applicable laws. Only authorized Lam Research Group personnel (e.g., talent acquisition, human resources, legal, IT, trade compliance, security, and appropriate managers) will have access to your personal information for the business purposes described in this Notice.



- **Third-party service providers.** We will only share your personal information with third parties that are necessary for the purposes of processing your application. Where required, they will be subject to contractual obligations to implement appropriate technical and organizational measures to safeguard personal information and to process it only as instructed. The categories of these third parties include but are not limited to the following:
 - Non-criminal background check vendors
 - Criminal background check vendors
 - Outside counsel for immigration and other legal matters
 - Service providers for IT hosting services or similar functions, recruitment administration, and workforce administration

We may also disclose your personal information to third parties potentially located worldwide in the following circumstances:

- In the event that we sell or buy any business or assets, in which case we will disclose your personal information to the prospective seller or buyer of such business or assets when required as part of the transaction due diligence activities.
- If Lam Research or its affiliates, or substantially all of the assets of any of the foregoing, is acquired by a third party, in which case personal information held by it about its candidates and employees will be one of the transferred assets.
- If we are under a duty to disclose or share your personal information in order to comply with any legal obligation, or to protect the rights, property, or safety of Lam Research or its affiliates, our customers, or others.

10. DATA SECURITY

We have put in place technical and organizational security measures to prevent your personal information from being accidentally lost, used, or accessed in an unauthorized way, altered, or disclosed.

11. INTERNATIONAL DATA TRANSFERS

Lam Research Corporation is located in the United States and is governed by United States law. Your personal information will be transferred to, stored, and processed in the United States when you are applying for work with Lam Research Corporation or one of our affiliates (whether as an employee, worker, or contractor) or if we have obtained your personal information from a referral, job board, networking site, or prior connection with you.

Your personal information will be processed and stored on systems used by us in the United States and located in our headquarters in Fremont, California, USA and in other locations, as may be required from time to time. Such locations may be in countries that do not provide a level of data protection comparable to the level in your home country.

12. CONTACT US

Questions, comments, or requests regarding this notice and any other supplemental documents are welcomed and should be addressed to:

Lam Research Corporation
4650 Cushing Parkway, Fremont, CA 94538, USA

Email: hrsupport@lamresearch.com

If you have any complaints or concerns about our privacy management practices, you can contact us at the same details. You may also have a right to raise your complaint with the relevant privacy regulator in your jurisdiction.

This notice is not intended to create any rights for anyone except Lam Research or qualify any other notices and/or consents, in any way.