



**Lam Research Corporation California Supplemental Job Candidate Privacy Notice**

Pursuant to the California Civil Code §1798.100 and 1798.130(c) and the corresponding regulations from the California Attorney General and California Privacy Protection Agency, this California Job Candidate Privacy Notice (“**Notice**”) supplements information contained in the Job Candidate Privacy Notice from Lam Research Corporation (“**Lam Research**”) and is intended to explain our practices regarding the collection and use of personal information about job applicants and other potential employees of Lam Research.

We do not sell or share for cross-context behavioural advertising any of the categories of personal information we collect about California resident job applicants. These disclosures do not reflect our collection, use, or personal information handling practices with respect to California residents’ personal information where an exception or exemption applies under the California Consumer Privacy Act for 2018, as amended, including by the California Privacy Rights Act of 2020 and its implementing regulations (“**CCPA**”).

To the extent required or permitted under applicable law, we collect and process the following categories of personal information for the following purposes:

Categories of Personal Information	Processing Purposes
Identifiers such as real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.	<ul style="list-style-type: none"><li>• Administering and processing your application</li><li>• Determining your suitability for the role(s) for which you applied or for similar roles within the Lam Research Group</li><li>• Determining your eligibility to work in the jurisdiction</li><li>• Conducting background checks as part of your application</li><li>• Conducting internal audits and workplace investigations</li><li>• Compliance with applicable laws and regulations, companies policies and procedures, and employment-related requirements</li><li>• Supporting any claim or defense the Lam Research Group may face before any jurisdictional and/or administrative authority, arbitration, or mediation panel</li><li>• Cooperating with or informing law enforcement or regulatory authorities to the extent required by law</li><li>• Authentication and security purposes</li><li>• Complete the on-boarding/new hire process, should you be offered and accept a position with a Lam Research Group company</li></ul>
Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including but not limited to his or her name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records.	<ul style="list-style-type: none"><li>• Administering and processing your application</li><li>• Determining your suitability for the role(s) for which you applied or for similar roles within the Lam Research Group</li><li>• Determining the need to provide you appropriate adjustments or accommodations during the recruitment process or employment</li><li>• Determining your eligibility to work in the jurisdiction</li><li>• Conducting background checks as part of your application</li><li>• Conducting internal audits and workplace investigations</li><li>• Compliance with applicable laws and regulations, companies policies and procedures, and employment-related requirements</li><li>• Supporting any claim or defense the Lam Research Group may face before any jurisdictional and/or administrative authority, arbitration, or mediation panel</li></ul>

<p>(the categories of personal information described in the California Customer Records Act (Cal. Civ. Code § 1798.80(e)) that Lam Research collects)</p>	<ul style="list-style-type: none"> <li>• Cooperating with or informing law enforcement or regulatory authorities to the extent required by law</li> <li>• Authentication and security purposes</li> <li>• Complete the on-boarding/new hire process, should you be offered and accept a position with a Lam Research Group company</li> </ul>
<p>Characteristics of protected classifications under California or federal law.</p>	<ul style="list-style-type: none"> <li>• Determining the need to provide you appropriate adjustments or accommodations during the recruitment process or employment</li> <li>• Diversity and legal compliance monitoring</li> </ul>
<p>Internet or other electronic network activity information, including but not limited to browsing history, search history, and information regarding a consumer’s interaction with an internet website application.</p>	<ul style="list-style-type: none"> <li>• Administering and processing your application</li> <li>• Authentication and security purposes</li> </ul>
<p>Audio, electronic, visual, thermal, olfactory, or similar information.</p>	<ul style="list-style-type: none"> <li>• Conducting internal audits and workplace investigations</li> <li>• Compliance with applicable laws and regulations, companies policies and procedures, and employment-related requirements</li> <li>• Supporting any claim or defense the Lam Research Group may face before any jurisdictional and/or administrative authority, arbitration, or mediation panel</li> <li>• Cooperating with or informing law enforcement or regulatory authorities to the extent required by law</li> <li>• Authentication and security purposes</li> </ul>
<p>Professional or employment-related information.</p>	<ul style="list-style-type: none"> <li>• Administering and processing your application</li> <li>• Determining your suitability for the role(s) for which you applied or for similar roles within the Lam Research Group</li> <li>• Determining your eligibility to work in the jurisdiction</li> <li>• Conducting background checks as part of your application</li> <li>• Compliance with applicable laws and regulations, companies policies and procedures, and employment-related requirements</li> <li>• Supporting any claim or defense the Lam Research Group may face before any jurisdictional and/or administrative authority, arbitration, or mediation panel</li> <li>• Cooperating with or informing law enforcement or regulatory authorities to the extent required by law</li> <li>• Authentication and security purposes</li> <li>• Complete the on-boarding/new hire process, should you be offered and accept a position with a Lam Research Group company</li> </ul>
<p>Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).</p>	<ul style="list-style-type: none"> <li>• Administering and processing your application</li> <li>• Determining your suitability for the role(s) for which you applied or for similar roles within the Lam Research Group</li> <li>• Determining your eligibility to work in the jurisdiction</li> <li>• Conducting background checks as part of your application</li> <li>• Compliance with applicable laws and regulations, companies policies and procedures, and employment-related requirements</li> </ul>

Categories of Sensitive Personal Information	Processing Purpose
	<ul style="list-style-type: none"> <li>• Authentication and security purposes</li> <li>• Complete the on-boarding/new hire process, should you be offered and accept a position with a Lam Research Group company</li> </ul>
Social security, driver’s license, state identification card, or passport number.	<ul style="list-style-type: none"> <li>• Conducting background checks as part of your application</li> <li>• Authentication and security purposes</li> <li>• Conducting internal audits and workplace investigations</li> <li>• Compliance with applicable laws and regulations, companies policies and procedures, and employment-related requirements</li> <li>• Supporting any claim or defense the Lam Research Group may face before any jurisdictional and/or administrative authority, arbitration, or mediation panel</li> <li>• Cooperating with or informing law enforcement or regulatory authorities to the extent required by law</li> </ul>
Racial or ethnic origin, citizenship or immigration status, religious or philosophical beliefs, or union membership.	<ul style="list-style-type: none"> <li>• Diversity and legal compliance monitoring</li> </ul>
The processing of biometric information for the purpose of uniquely identifying a consumer.	<ul style="list-style-type: none"> <li>• Conducting background checks as part of your application</li> <li>• Authentication and security purposes</li> </ul>
Personal information collected and analyzed concerning a consumer’s health.	<ul style="list-style-type: none"> <li>• Determining your suitability for the role(s) for which you applied or for similar roles within the Lam Research Group</li> <li>• Determining the need to provide you appropriate adjustments or accommodations during the recruitment process or employment</li> <li>• Diversity and legal compliance monitoring</li> </ul>
Personal information collected and analyzed concerning a consumer’s sex life or sexual orientation.	<ul style="list-style-type: none"> <li>• Diversity and legal compliance monitoring</li> </ul>

In general, we retain each of the categories of personal information and sensitive personal information described in this Notice that constitute applications, personnel, membership, or employment referral records and files for the longer of (i) 4 years following the withdrawal of your application, (ii) if you are engaged by Lam Research or one of our affiliates until the end of your employment plus 4 years (iii) any duration necessary for compliance with laws, or (iv) for as long as necessary for the exercise or defense of legal rights and archiving, back-up and deletion processes.

Records or files that do not constitute applications, personnel, membership, or employment referral records may be retained for the longer of (i) as necessary for the purposes described in this Notice (ii) any duration necessary for compliance with laws, or (iii) for as long as necessary for the exercise or defense of legal rights and archiving, back-up and deletion processes.