



Global Employment Practices Statement

Global Human Resources, April 2025

Lam Research Corporation is committed to fair and humane employment practices as a core business principle to ensure compliance with all applicable government standards and regulations and to provide a productive and fair workplace. Specifically, Lam supports:

FREELY CHOSEN EMPLOYMENT – We do not use forced, bonded or indentured or involuntary prison labor. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker. Workers are free to leave employment upon reasonable notice. Workers are not required to hand over government-issued identification, passports, or work permits as a condition of employment, although they may be required to show such identification. Workers' freedom of movement is not unreasonably restricted.

CHILD LABOR – Lam does not use workers under the age legally permitted or under the age for completing compulsory education (whichever is greater) in its manufacturing. However, Lam supports legally compliant apprenticeship programs.

WORKING HOURS – Workweeks do not exceed the maximum set by applicable laws. Generally, work weeks are not to be more than 60 hours in a work week for non-exempt employees, including overtime, except in emergency or unusual situations. In general, irregular and unscheduled overtime for non-exempt employees should be voluntary. Structured and scheduled overtime is considered regular voluntary overtime. Workers shall also be allowed at least one day off per seven-day week or as set by applicable laws, provided that exceptions may arise in unusual or emergency situations.

WAGES AND BENEFITS – Lam complies with applicable wage laws, including minimum wage, overtime, legally mandated benefits, and payroll documentation. Lam only deducts from wages as requested by the worker or as required by applicable laws. Lam does not make retroactive deductions from ordinary wages already earned as a corrective action measure.

HUMANE TREATMENT – Lam's core values include mutual trust and respect, open communication, and the prohibition of sexual harassment, retaliation, or physical or psychological abuse of workers.

NON-DISCRIMINATION – Lam is committed to, and affirms its support of, equal opportunity in employment and non-discrimination in employment policies, practices, and procedures on the basis of any category protected by applicable laws. Workers shall be provided with reasonable accommodation for religious practices and disability.

FREEDOM OF ASSOCIATION – Lam’s core values include open communication and encourage direct engagement among workers and between workers and managers. Lam recognizes its workers’ rights to associate freely in accordance with applicable laws.