

Key data and frameworks

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Performance summary¹

Data as of 12/31/2023.

Performance Area	2023	YOY Change	2022	2021
Business and Governance				
Number of full-time employees (approximate)	17,200	-10%	19,200	16,300
Revenue ¹	\$17.4B	1.2%	\$17.2B	\$14.60
R&D spend (as percentage of operating expenses)	\$1.7B (66.4%)	7.7%	\$1.6B (64%)	\$1.5B (64%)
Total financial contributions made to political parties, candidates or related institutions	\$0	—	—	—
Total financial contributions made to political parties, candidates or related institutions by LAMPAC	\$0	—	—	—
Products and Customers				
Total number of installed base chambers (approximate)	90,000	7%	84,000	75,000
Workplace				
Gender Representation				
Percent of employee population identifying as female (global)	20.5%	2.5%	20.0%	19.5%
Percent of employee population identifying as female (U.S.)	22.7%	1.8%	22.3%	22.0%
Percent of new hires identifying as female (global)	23.0%	0.0%	23.0%	21.8%
U.S. Ethnicity				
White	47.6%	-3.4%	49.3%	50.5%
Asian	32.4%	5.5%	30.7%	30%
Hispanic or Latinx	7.1%	-2.7%	7.3%	7.0%
Two or more races	3.0%	-3.2%	3.1%	2.9%
Black or African American	2.4%	-7.7%	2.6%	2.6%
Native Hawaiian or other Pacific Islander	0.6%	-14.3%	0.7%	0.7%
American Indian or Native Alaskan	0.4%	-20.0%	0.5%	0.4%
Not stated	6.5%	12.1%	5.8%	5.9%
Employee Engagement, Recruitment, and Retention				
Employee engagement score (global top-tier benchmark 78)	76	-2.6%	78	80
Total new hires (global)	1,082	-74.2%	4,197	4,507
Number of internal promotions	2,275	-11.7%	2,577	1,936
Education reimbursement for U.S. employees	\$2.1M	-4.0%	\$2.2M	\$1.98M

Performance Area	2023	YOY Change	2022	2021
Employee retention rate	83.7%	-6.7%	89.7%	93%
Average service years	6.8	9.7%	6.2	6.5
Safety				
Recordable injury rate	0.33	-6%	0.35	0.40
Risk Management by Walking Around (RMBWA) reviews	249,000	-6%	264,000	206,000
Responsible Supply Chain				
Total number of supplier families	1,514	2%	1,483	1,450
Percent of direct spending on local suppliers (N. America)	41%	-16%	49%	66%
Total number of diverse suppliers	19	0%	19	25
Total spending on diverse suppliers	\$69M	-78%	\$123M	\$113M
Sustainable Operations				
Energy and Climate				
Energy consumption (Million kWh)	449	-5%	472	402
Percent renewables (U.S.)	50%	14%	44%	37%
GHG emissions Scopes 1 and 2 market-based (MTCO ₂ e)	254,174	-51%	516,851	356,608
Scope 1 emissions (MTCO ₂ e)	190,124	-58%	453,551	300,087
Scope 2 emissions location-based (MTCO ₂ e)	132,144	1%	131,084	109,627
Scope 2 emissions market-based (MTCO ₂ e)	64,050	1%	63,300	56,521
Scope 3 emissions (MTCO ₂ e)	7.1M	-29%	9.9M	6.7M
Category 1—Purchased goods and services	1,157,146	-34%	1,764,704	—
Category 2—Capital goods	16,515	187%	5,759	—
Category 3—Fuel and energy-related activities	35,155	-33%	52,793	—
Category 4—Upstream transportation and distribution	410,285	19%	344,870	—
Category 5—Waste generated in operations	3,202	-63%	8,556	—
Category 6—Business travel	39,195	265%	10,731	—
Category 7—Employee commuting	13,907	-25%	18,491	—
Category 8—Upstream leased assets	N/A	—	N/A	N/A
Category 9—Downstream transportation and distribution	139,356	-19%	171,777	—

¹ All figures are for calendar year, with the exception of revenue and R&D spend which are presented on a fiscal year basis. 2021 is for fiscal year ending June 27, 2021; 2022 is for fiscal year ending June 26, 2022; 2023 is for fiscal year ending June 25, 2023. K is defined as thousand, M is defined as million, and B is defined as billion. Minimal rounding has been applied to these data.

Performance summary¹

Data as of 12/31/2023.

Performance Area	2023	YOY Change	2022	2021
Category 10—Processing of sold products	N/A	—	N/A	N/A
Category 11—Use of sold products	5,345,329	-29%	7,504,837	—
Category 12—End of life treatment of sold products	2,747	8%	2,546	—
Category 13—Downstream leased assets	N/A	—	N/A	N/A
Category 14—Franchises	N/A	—	N/A	N/A
Category 15—Investments	307	-26%	418	—
Volatile organic compounds (metric tons)	51	-25%	68	37
Waste				
Hazardous waste recycling rate	53%	10%	48%	24%
Non-hazardous waste recycling rate	81%	5%	77%	71%
Water				
Water usage (million gallons)	403	1%	398	378
Water usage in water-stressed regions (million gallons)	197	15%	172	144
Ultra-pure water usage (million gallons)	96	55%	62	111
Number of environmental fines	4	33%	3	3
Community				
Total giving by the Lam Research Foundation	\$6.8M	3%	\$6.6M	\$6.2M
Employee volunteer hours	30,677	45%	21,133	12,781
Employee matching gifts	\$1.3M	8%	\$1.2M	\$1.1M
Number of charity organizations supported	2,128	-1%	2,153	1,552

¹ All figures are for calendar year, with the exception of revenue and R&D spend which are presented on a fiscal year basis. 2021 is for fiscal year ending June 27, 2021; 2022 is for fiscal year ending June 26, 2022; 2023 is for fiscal year ending June 25, 2023. K is defined as thousand, M is defined as million, and B is defined as billion. Minimal rounding has been applied to these data.



GRI index

Lam Research Corporate has reported the information cited in this GRI content index for the period June 27, 2022 to June 25, 2023 with reference to the GRI Standards.

GRI 1 Used	GRI 1: Foundation 2021	
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
General Disclosures		
GRI 2: General Disclosures 2021		
The Organization and Its Reporting		
2-1	Organizational details	Lam Research Corporation Fremont, CA, USA
2-2	102-2 Activities, brands, products, and services	Entities included in this report are identified in 2023 Form 10-K , Exhibit 21. Exceptions are noted throughout the report.
2-3	Reporting period, frequency and contact point	Annually Year end: June 25, 2023 investor.relations@lamresearch.com
2-4	Restatements of information	In 2023, Lam updated some emissions calculation methodologies and gained access to additional data. As a result, our total Scope 3 emissions were updated: <ul style="list-style-type: none"> • Category 4 – Upstream transportation and distribution: Emissions factors were updated. • Category 9 - Downstream transportation and distribution: We gained access to additional data. • Category 11 – Use of sold products: We removed greening of the grid and customer renewable projects from calculations. We also made further corrections to our calculation method for volatile organic compounds, which resulted in Lam restating the values for 2022.
2-5	External assurance	Our environmental data, including Scope 1 and 2 emissions, energy, waste, and water, are verified by an external third-party.
Activities and Workers		
2-6	Activities, value chain and other business relationships	2023 Form 10-K , Business, pp. 3-9
2-7	Employees	2023 Form 10-K , Human Capital, p. 10 2023 ESG Report—Our Workplace—Fostering and leading inclusive teams 2023 ESG Report—Key Data and Frameworks—Performance Summary
Governance		
2-9	Governance structure and composition	2023 Proxy Statement —Board’s Roles and Engagement, p. 18; Lam’s ESG Governance Structure, p. 23 2023 Proxy Statement —Board Committees, p. 16-17
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement —Board Nomination Policies and Procedures, p. 14
2-11	Chair of the highest governance body	2023 Proxy Statement —Leadership Structure of the Board, p. 15



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement —Board’s Roles and Engagement, p. 18; Environmental, Social, and Governance Matters, p. 22-25
2-13	Delegation of responsibility for managing impacts	2023 Proxy Statement —Board’s Roles and Engagement, p. 18; Environmental, Social, and Governance Matters, p. 22-25
2-14	Role of the highest governance body in sustainability reporting	2023 ESG Report—Business & Governance—Holding ourselves accountable 2023 Proxy Statement —Environmental, Social, and Governance Matters, p. 22-25 2023 Proxy Statement —Board Committees, p. 16-17, Risk Oversight, p. 19
2-15	Conflicts of interest	2023 Proxy Statement —Corporate Governance Policies, p. 11 Code of Conduct
2-16	Communication of critical concerns	2023 Proxy Statement —Communications with Board Members, p. 16
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement —Director Nominee Key Qualifications, Skills and Experiences Highlights, p. 3-4; Governance Matters, p. 11-27
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement —Board Effectiveness Practices, p. 12
2-19	Remuneration policies	2023 Proxy Statement —Director Compensation, p. 25-27 2023 Proxy Statement —Overview of Executive Compensation, p. 29-33
2-20	Process to determine remuneration	2023 Proxy Statement —Executive Compensation Governance and Procedures, p. 34-36
2-21	Annual total compensation ratio	2023 Proxy Statement —CEO Pay Ratio, p. 57
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	2023 ESG Report—Introduction—A message from our CEO
2-23	Policy commitments	Code of Conduct Global Supplier Code of Conduct Environmental Health and Safety Policy Global Employment Practices Statement Human Rights Policy Privacy Policy Terms of Use Global California Transparency in Supply Chains Act of 2010 Compliance Statement Code of Ethics Protected Health Information Policy Corporate Public Policy Engagement and Political Activity Statement



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
2-24	Embedding policy commitments	<p>2023 ESG Report—Our Workplace—Maintaining a safe workplace</p> <p>2023 ESG Report—Our Workplace—Fostering and leading inclusive teams</p> <p>2023 ESG Report—Responsible Supply Chain—Upholding human rights</p> <p>2023 ESG Report—Responsible Supply Chain—Ethically sourcing raw materials</p> <p>2023 ESG Report—Responsible Supply Chain—Our comprehensive approach</p> <p>2023 ESG Report—Business & Governance</p>
2-25	Processes to remediate negative impacts	<p>2023 ESG Report—Business & Governance—Reinforcing a culture of ethics and compliance</p> <p>Ethics Helpline</p> <p>Anyone, including employees, contractors, suppliers, and customers may report a concern related to potential misconduct involving Lam.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Our Code of Conduct provides guidance to employees on raising concerns about a variety of issues, including those that are financial. Our Ethics & Compliance team investigates allegations involving alleged kickbacks, bribery, trade secret theft, insider trading, conflicts of interest, and corporate card and expense abuse among other issues. They also share their investigations reporting data with employees, including data related to:</p> <ul style="list-style-type: none"> • Annual report volumes • Claim types and claims by geography • Anonymous reporting rates • The substantiation rate at which E&C concluded that a violation occurred • The most severe corrective actions taken for substantiated cases <p>For further information, see our 2023 ESG Report—Business & Governance—Reinforcing a culture of ethics and compliance section.</p>
2-27	Compliance with laws and regulations	<p>We take a risk-based approach to conduct due diligence and exercise strong third-party risk management through our compliance questionnaire, Supplier Code of Conduct, and Human Rights Policy. This includes conducting risk-based, annual internal audits to evaluate the adequacy and effectiveness of control processes and systems within targeted areas of our business. The audits support Lam’s compliance with various control objectives, as well as applicable policies, procedures, regulations, and laws. Based on the results, our Internal Audit team makes recommendations to add value and drive improvements across our business.</p> <p>For further information on instances of non-compliance see our 2023 Form 10-K, Legal, Regulatory, and Tax Risks, p. 20-22.</p>
2-28	Membership associations	Semiconductor Climate Consortium, United Nations Global Compact, East Bay Foundation, National Association of Manufacturers, Responsible Business Alliance, SEMI, Semiconductor Industry Association, Silicon Valley Community Foundation, and Watermark, US-India Strategic Partnership, Inc., US-Korea Business Council, US-Taiwan Business Council, US-China Business Council, Silicon Valley Leadership Group, SEMI Climate Consortium, U.S.-India Business Council
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	<p>2023 ESG Report—Business & Governance—Engaging key stakeholders</p> <p>2023 ESG Report—Our Communities—Resilient communities</p> <p>2023 Proxy Statement—Stockholder Engagement, p. 20-21</p>
2-30	Collective bargaining agreements	Global Employment Practices Statement



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2023 ESG Report—Business & Governance—Engaging key stakeholders
3-2	List of material topics	2023 ESG Report—Business & Governance—Engaging key stakeholders
GRI 200: Economic		
GRI 201: Economic Performance		
3-3	Management of material topic	2023 ESG Report—Business & Governance 2023 Form 10-K , Consolidated Statements of Operations, p. 39
201-1	Direct economic value generated and distributed	2023 Form 10-K , Consolidated Statements of Operations, p. 39
201-2	Financial implications and other risks and opportunities due to climate change	2023 ESG Report—Sustainable Operations—Moving toward net zero 2023 ESG Report—Business & Governance—Our ESG approach 2023 ESG Report—Key Data and Frameworks—TCFD index 2023 Form 10-K , Business and Operational Risks, p. 15, 18, 19
201-3	Defined benefit plan obligations and other retirement plans	2023 Form 10-K , Note 16: Retirement and Deferred Compensation Plans, p. 66 We offer a competitive 401(k) benefit matching 50% of regular pre-tax contributions and/or regular Roth contributions on the first 6% of eligible pay that employees contribute to the plan. In 2023, 98.5% of our eligible employees received bonuses. Stock awards are offered to senior and other selected employees. In 2023, 72.6% of our employees chose to invest in Lam through our employee stock purchase plan (ESPP). Eligible employees who work 20 hours or more per week may contribute up to 15% of their earnings to the ESPP (subject to statutory limits) and are eligible to purchase shares at a discount of at least 15%.
201-4	Financial assistance received from government	2023 Form 10-K , Government Assistance, p. 68
GRI 203: Indirect Economic Impacts		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Engaging key stakeholders 2023 ESG Report—Our Communities—Resilient communities
203-1	Infrastructure investments and services supported	2023 ESG Report—Business & Governance—Engaging key stakeholders 2023 ESG Report—Our Communities—Resilient communities
203-2	Significant indirect economic impacts	2023 ESG Report—Business & Governance—Engaging key stakeholders 2023 ESG Report—Our Communities—Resilient communities



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 205: Anti-corruption		
3-3	Management of material topic	<p>Lam's Code of Conduct addresses a range of ethics and compliance issues, such as protecting confidential information; prohibiting bribery and corruption; and giving or receiving gifts, meals, travel, and entertainment. It also covers workplace conduct issues such as harassment and discrimination, as well as conflicts of interest created by relationships. We regularly review and update the GSBC to ensure that it remains relevant to our business. Additional policies and procedures provide further guidance on specific ethics and compliance areas, including:</p> <ul style="list-style-type: none"> • Anti-bribery and corruption • Anti-harassment • Conflicts of interest • Conflicts of interest created by relationships • Gifts, meals, travel, and entertainment • Insider trading • Reporting Concerns <p>For more information, see the Business & Governance section of this Report, Global Code of Conduct, Global Supplier Code of Conduct, and Code of Ethics.</p>
205-1	Operations assessed for risks related to corruption	2023 ESG Report—Business & Governance
205-2	Communication and training about anti-corruption policies and procedures	2023 ESG Report—Business & Governance—Reinforcing a culture of ethics and compliance Lam requires employees to complete annual training that reinforces their understanding of selected topics within the Global Code of Conduct .
GRI 206: Anti-competitive Behavior		
3-3	Management of material topic	<p>Lam's Code of Conduct addresses a range of ethics and compliance issues, such as protecting confidential information; prohibiting bribery and corruption; and giving or receiving gifts, meals, travel, and entertainment. It also covers workplace conduct issues such as harassment and discrimination, as well as conflicts of interest created by relationships. We regularly review and update the Code of Conduct to ensure that it remains relevant to our business. Additional policies and procedures provide further guidance on specific ethics and compliance areas, including:</p> <ul style="list-style-type: none"> • Anti-bribery and corruption • Anti-harassment • Conflicts of interest • Conflicts of interest created by relationships • Gifts, meals, travel, and entertainment • Insider trading • Reporting concerns <p>For more information, see the Business & Governance section of this Report, Global Code of Conduct, Global Supplier Code of Conduct, and Code of Ethics.</p>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There are no legal actions against Lam for anti-competitive behavior, anti-trust, and monopoly practices during the reporting period.



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 207: Tax		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Engaging policymakers and enabling our business—Complying with global taxation 2023 Form 10-K , pp. 8-9, 20-22, 46, 52-53, 67-68 United Kingdom Tax Strategy
207-1	Approach to tax	2023 ESG Report—Business & Governance—Engaging policymakers and enabling our business—Complying with global taxation
207-2	Tax governance, control, and risk management	2023 ESG Report—Business & Governance—Engaging policymakers and enabling our business—Complying with global taxation
207-3	Stakeholder engagement and management of concerns related to tax	2023 ESG Report—Business & Governance—Engaging policymakers and enabling our business—Complying with global taxation
207-4	Country-by-country reporting	Lam Research does not provide country-by-country reporting on taxes, see 2023 Form 10-K , pp. 8-9, 20-22, 46, 52-53, 67-68 for overall reporting on taxes.
GRI 300: Environmental		
GRI 302: Energy		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Our ESG Approach 2023 ESG Report—Sustainable Operations—Enhancing energy efficiency 2023 CDP Climate Change Response
302-1	Energy consumption within the organization	2023 ESG Report—Sustainable Operations—Enhancing energy efficiency
302-2	Energy consumption outside of the organization	2023 ESG Report—Sustainable Operations—Moving toward net zero
302-3	Energy intensity	2023 ESG Report—Sustainable Operations—Enhancing energy efficiency
302-4	Reduction of energy consumption	2023 ESG Report—Sustainable Operations—Enhancing energy efficiency 2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action
302-5	Reductions in energy requirements of products and services	2023 ESG Report—Product Innovation—Innovating smart, sustainable solutions; Delivering lifecycle solutions
GRI 303: Water and Effluents		
3-3	Management of material topic	2023 ESG Report—Sustainable Operations—Practicing water stewardship 2023 CDP Water Security Response
303-1	Interactions with water as a shared resource	2023 ESG Report—Sustainable Operations—Practicing water stewardship
303-2	Management of water discharge-related impacts	2023 ESG Report—Sustainable Operations—Practicing water stewardship 2023 CDP Water Security Response
303-3	Water withdrawal	2023 ESG Report—Sustainable Operations—Practicing water stewardship 2023 CDP Water Security W1.2b, W1.2h



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
303-4	Water discharge	2023 ESG Report—Sustainable Operations—Practicing water stewardship 2023 CDP Water Security W1.2b, W1.2i
303-5	Water consumption	2023 ESG Report—Sustainable Operations—Practicing water stewardship 2023 CDP Water Security W1.2b
GRI 305: Emissions		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Our ESG Approach 2023 ESG Report—Sustainable Operations—Moving toward net zero 2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action 2023 CDP Climate Change Response
305-1	Direct (Scope 1) GHG emissions	2023 ESG Report—Sustainable Operations—Moving toward net zero
305-2	Energy indirect (Scope 2) GHG emissions	2023 ESG Report—Sustainable Operations—Moving toward net zero
305-3	Other indirect (Scope 3) GHG emissions	2023 ESG Report—Sustainable Operations—Moving toward net zero
305-4	GHG emissions intensity	2023 ESG Report—Sustainable Operations—Moving toward net zero
305-5	Reduction of GHG emissions	2023 ESG Report—Sustainable Operations—Moving toward net zero
305-6	Emissions of ozone-depleting substances (ODS)	2023 ESG Report—Sustainable Operations—Moving toward net zero
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	2023 ESG Report—Sustainable Operations—Minimizing and managing waste
GRI 306: Waste		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Our ESG Approach 2023 ESG Report—Sustainable Operations—Minimizing and managing waste
306-1	Waste generation and significant waste-related impacts	2023 ESG Report—Sustainable Operations—Minimizing and managing waste
306-2	Management of significant waste-related impacts	2023 ESG Report—Sustainable Operations—Minimizing and managing waste
306-3	Waste generated	2023 ESG Report—Sustainable Operations—Minimizing and managing waste
306-4	Waste diverted from disposal	2023 ESG Report—Sustainable Operations—Minimizing and managing waste
306-5	Waste directed to disposal	2023 ESG Report—Sustainable Operations—Minimizing and managing waste



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action
308-2	Negative environmental impacts in the supply chain and actions taken	2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action Lam recognizes the impact our supply chain has on the environment, and to mitigate the impact we set a science-based target (SBT) engagement goal to work with suppliers to set their own SBTs. We also engage suppliers through data collection, webinars, and providing outside resources to ensure they build capability to proactively manage and reduce their environmental footprint.
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Engaging key stakeholders 2023 ESG Report—Our Workplace
401-1	New employee hires and employee turnover	2023 ESG Report—Key Data and Frameworks—Performance summary
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 ESG Report—Our Workplace—Creating a workplace that supports success Culture & Benefits Hub
401-3	Parental leave	Culture & Benefits Hub
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Engaging key stakeholders 2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-1	Occupational health and safety management system	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-2	Hazard identification, risk assessment, and incident investigation	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-3	Occupational health services	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-5	Worker training on occupational health and safety	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-6	Promotion of worker health	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-8	Workers covered by an occupational health and safety management system	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-9	Work-related injuries	2023 ESG Report—Our Workplace—Maintaining a safe workplace
403-10	Work-related ill health	2023 ESG Report—Our Workplace—Maintaining a safe workplace



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 404: Training and Education		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Engaging key stakeholders 2023 ESG Report—Our Workplace
404-2	Programs for upgrading employee skills and transition assistance programs	2023 ESG Report—Our Workplace—Creating a workplace that supports success
404-3	Percentage of employees receiving regular performance and career development reviews	70% of our employees received an annual performance review during this reporting period. To learn more about our employee training and development, see Our Workplace—Centering workplace effectiveness and career success section.
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2023 ESG Report—Our Workplace—Fostering and leading inclusive teams Corporate Governance Guidelines
405-1	Diversity of governance bodies and employees	2023 ESG Report—Our Workplace—Fostering and leading inclusive teams
GRI 407: Freedom of Association and Collective Bargaining		
3-3	Management of material topic	2023 ESG Report—Responsible Supply Chain—Upholding human rights Global Employment Practices Statement
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk: Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	Lam is not aware of any operations or major direct suppliers in which right to freedom of association and collective bargaining (to the extent permitted under local laws) was at risk in 2023.
GRI 408: Child Labor		
3-3	Management of material topic	2023 ESG Report—Responsible Supply Chain—Upholding human rights Global Supplier Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	Lam is not aware of any operations or major direct suppliers in which right to freedom of association and collective bargaining (to the extent permitted under local laws) was at risk in 2023.



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topic	2023 ESG Report—Responsible Supply Chain—Upholding human rights Global Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 ESG Report—Responsible Supply Chain—Upholding human rights Global Supplier Code of Conduct In 2023, we leveraged Responsible Business Alliance tools to assess risks in the regions where our suppliers operate. Through the process, we identified three high-risk countries for child labor and migrant labor. We also received RBA Self-Assessment Questionnaires from several of our top direct suppliers. From this assessment, none of those suppliers were found to be high risk for forced or compulsory labor. Lam respects human rights and is committed to adhering to humane business practices wherever the company does business, including complying with laws such as the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.
GRI 413: Local Communities		
3-3	Management of material topic	2023 ESG Report—Our Communities
413-1	Operations with local community engagement, impact assessments, and development programs	2023 ESG Report—Our Communities—Transformative learning; Resilient communities; Our all-in engagement approach
413-2	Operations with significant actual and potential negative impacts on local communities	2023 ESG Report—Our Communities—Resilient communities; Inclusive societies Lam proactively manages and monitors our operations for impacts on local communities.
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Reinforcing a culture of ethics and compliance 2023 ESG Report—Responsible Supply Chain—Our comprehensive approach, Upholding human rights
414-1	New suppliers that were screened using social criteria	Lam values a diverse supply chain and is committed to selecting diverse suppliers that offer goods and services that meet our company's standards, supplier selection criteria, and customer requirements. Promoting a diverse supplier base is a priority for Lam, and we support a number of industry and customer initiatives around supplier diversity. Diversity is also included in our supplier scorecard, and we track and report spending with diverse direct material suppliers on a quarterly basis. We are using this data to facilitate a cross-functional approach to supplier diversity. We are a member of the SEMI (formerly Semiconductor Equipment and Materials International) Manufacturing Ownership Diversity Task Force that promotes and shares best practices for manufacturing ownership diversity (more commonly known as "supplier diversity.").
414-2	Negative social impacts in the supply chain and actions taken	2023 ESG Report—Responsible Supply Chain—Upholding human rights, Fostering supply chain diversity In 2023, we leveraged Responsible Business Alliance tools to assess risks in the regions where our suppliers operate. Through the process, we identified three high-risk countries for child labor and migrant labor. We also received RBA Self-Assessment Questionnaires from several of our top direct suppliers. From this assessment, none of these suppliers were found to be high risk for forced or compulsory labor. Lam respects human rights and is committed to adhering to humane business practices wherever the company does business, including complying with laws such as the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.



GRI index (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 415: Public Policy		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Engaging policymakers and enabling our business
415-1	Political contributions	2023 ESG Report—Business & Governance—Engaging policymakers and enabling our business
GRI 416: Customer Health and Safety		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Reinforcing a culture of ethics and compliance 2023 ESG Report—Product Innovation—Ensuring safe, high-quality products
416-1	Assessment of the health and safety impacts of product and service categories	2023 ESG Report—Product Innovation—Ensuring safe, high-quality product
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023, there were zero legal actions concerting the health and safety impacts of products and service.
GRI 418: Customer Privacy		
3-3	Management of material topic	2023 ESG Report—Business & Governance—Protecting data and intellectual property
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2023, we did not experience any losses or breaches of customer data that resulted in a material adverse effect on the Company. For more information, see our 2023 ESG Report—Business & Governance—Protecting data and intellectual property section.



SASB index

Lam Research is reporting to the SASB Standards to bring industry-specific rigor to our sustainability disclosure. We are reporting to the Semiconductors Standard which most closely aligns with the business.

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	RESPONSE/REFERENCE
GHG Emissions	(1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	TC-SC-110a.1	Quantitative	(1) 190,124 MTCO ₂ e (2) 3,217 MTCO ₂ e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	TC-SC-110a.2	Discussion and Analysis	2023 ESG Report—Sustainable Operations—Moving toward net zero
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	TC-SC-130a.1	Quantitative	(1) 449,000 MWh (2) 76% (3) 50%
Water Management	(1) Total water withdrawn (2) Total consumed percentage of each in regions with water High or Extremely High Baseline Water Stress	TC-SC-140a.1	Quantitative	(1) 403 million gallons (2) 48.9%
Waste Management	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	TC-SC-150a.1	Quantitative	(1) 1,684 metric tons (2) 53%
Employee Health and Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards.	TC-SC-320a.1	Discussion and Analysis	2023 ESG Report—Our Workplace—Maintaining a safe workplace
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	Quantitative	\$0
Recruiting and Managing a Global and Skilled Workforce	Percentage of employees that are: (1) Foreign nationals (2) Located offshore	TC-SC-330a.1	Quantitative	Lam does not believe this is a material metric to our business due to our global footprint. A breakdown of employees by region and other material human capital metrics are available in the Introduction section as well as in Our Workplace—Fostering and leading inclusive teams sections of this report.



SASB index (continued)

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	RESPONSE/REFERENCE
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1:	Percentage (%)	Lam discloses information on our product strategy and value chains. We do not believe that percentage of revenue is a material metric to disclose.
	Processor energy efficiency at a system-level for: (1) Servers, (2) Desktops, and (3) Laptops	TC-SC-410a.2:	Various, by product category	Not Applicable. Lam Research does not manufacture servers, desktops, or laptops.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	N/A	2023 ESG Report—Responsible Supply Chain—Ethically sourcing raw materials 2023 ESG Report—Product Innovation—Innovating smart, sustainable solutions; Delivering lifecycle solutions
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	Reporting currency	\$0
Activity Metrics				
Total Production		TC-SC-000.A	Quantitative	Approximately 6,000 chambers YoY
Percentage of Production from Owned Facilities		TC-SC-000.B	Quantitative	All process modules are assembled, tested, and inspected for quality at Lam facilities.



TCFD index

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 RESPONSE	2023 REFERENCE
Governance			
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Our Board is actively engaged in ESG oversight. The Nominating and Governance Committee (NGC) has the primary responsibility for our ESG priorities, including reviewing our 2025, 2030, and 2050 climate and energy goals and our 2025 waste and water goals. In 2023, management provided updates to the Board or its committees quarterly and engaged them to discuss ESG strategy, gain alignment on goals, and report on progress. The Board is made aware of climate-related risks identified through our risk management processes as issues arise. The full Board receives the annual ESG Report before it is published and the NGC reviews and provides feedback.	2023 ESG Report—Business & Governance—Holding ourselves accountable 2023 CDP Climate Change C1.1a, C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Our CEO and members of the CEO staff participate in our ESG executive steering committee, which is responsible for guiding our ESG strategy, approving and supporting initiatives, and holding business leaders accountable. In 2021, we formed a net zero leadership team that is responsible for working with business units to integrate climate considerations into decision-making processes, driving progress on our net zero strategy, and tracking GHG performance on our climate goals. Each of our active working groups has an accountable executive responsible for the activity and progress toward our net zero goal.	2023 ESG Report—Introduction—Achieving ESG progress 2023 ESG Report—Business & Governance—Holding ourselves accountable 2023 CDP Climate Change C1.1a, C1.1b, C1.2, C1.3, C1.3a
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Through a Climate Risk Analysis conducted in conjunction with a third-party, Lam Research has identified a range of potential physical, market/technology and policy/legal risks and opportunities. Risks: <ul style="list-style-type: none"> · Changing customer expectations · Competitors developing lower-impact products · Operational disruptions from flooding, natural hazards, rising temperatures, and/or water stress · Natural hazards leading to supply chain disruptions and/or preventing access to the operational workplace · Regulation of Lam's direct operations, customer operations, and/or raw materials (e.g., carbon pricing) · Reputational impacts from poor performance on external climate-related engagements · Water stress impacting major customer operations Opportunities: <ul style="list-style-type: none"> · Expansion of end-use markets · Improving resilience of business operations through asset hardening · Operational footprint reduction · Reduced resource consumption of sold products <p>Lam is factoring these potential risks and opportunities into the development of less energy intensive products, capital funding for climate-related operations projects, including energy conservation, and through engaging with suppliers on environmental sustainability opportunities. The physical risks are incorporated into the business continuity planning activities across the company and vary based on site-specific risk profiles.</p> <p>For more information on Lam's progress to mitigate climate risk, see the Product Innovation, Sustainable Operations, and Responsible Supply Chain sections of the 2023 Environmental, Social, and Governance Report.</p>	2023 ESG Report—Sustainable Operations—Moving towards net zero; Enhancing energy efficiency 2023 ESG Report—Product Innovation—Innovating smart, sustainable solutions 2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action 2023 CDP Climate Change C2.1a, C2.3, C2.3a, C2.4, C2.4a, C3.1, C3.3, C3.4



TCFD index (continued)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 RESPONSE	2023 REFERENCE
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.		2023 ESG Report—Sustainable Operations—Moving towards net zero 2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action 2023 CDP Climate Change C2.3a, C2.4a, C3.1, C3.3, C3.4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Lam has completed a qualitative scenario analysis with plans to add quantitative in the next two years. To bolster Lam's resilience against the various climate-related scenarios, the company is: <ul style="list-style-type: none"> · Undertaking deeper analysis on the climate risks that may have the potential to impact Lam such as reputational and customer expectation risks, along with potential climate disclosure and practice regulation · Incorporating those identified risks into our risk management system · Developing plans to mitigate those identified risks over time · Setting short-, medium-, and long-term climate goals to mitigate our operational impacts · Developing plans to address our carbon impacts across our value chain—including our supply chain, operations, and product use 	2023 ESG Report—Sustainable Operations—Moving towards net zero 2023 CDP Climate Change C3.2, C3.2a
Risk Management			
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Lam conducted a qualitative climate risk analysis that involved engaging internal stakeholders, conducting research, and applying our internal risk rating system to assess the likelihood and impact of those potential climate risks. Lam has an established enterprise risk management system, which we aim to utilize to address any identified material climate risks in the future. Within this system, risk owners for each material climate risk will be identified and expected to report on the risks and any associated mitigation actions on a regular basis.	2023 ESG Report—Sustainable Operations—Moving towards net zero 2023 CDP Climate Change C2
	b) Describe the organization's processes for managing climate-related risks.	We've utilized a third-party platform to assess the physical climate risks associated with our key manufacturing and lab facilities along with some of our top supplier locations. The assessment provides a scorecard with potential exposure to hazards affected by climate change including: heat stress, floods, sea level rise, wildfire, water stress, hurricanes, typhoons, and earthquakes. Results of these assessments have been shared with appropriate leadership within the business and are being incorporated into our regular business continuity planning processes. Additionally, we utilize this tool when assessing the potential for siting of new facilities globally. We also have a robust EH&S risk inventory system and process for evaluating our risks in accordance with our ISO 14001 certification. More details can be found in our 2023 CDP Climate Change disclosure.	2023 ESG Report—Sustainable Operations—Moving towards net zero 2023 CDP Climate Change C3.3, C3.4



TCFD index (continued)



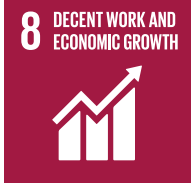


DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 RESPONSE	2023 REFERENCE
	<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>As part of our net zero governance, we hold regular meetings with our working group leads and accountable executives. We ask these leaders to identify potential risks and escalate those accordingly. We adjust our strategy as risks are identified and put mitigation plans in place.</p> <p>For key transition risks such as changing customer expectations and competitors developing low impact products, we work closely with our global customer operations team to understand the customer's environmental sustainability expectations and incorporate them into our product sustainability initiatives. We collaborate with our customers to identify the most impactful and cost effective opportunities to reduce emissions and energy use of our tools. Finally, we stay abreast of what our competitors are offering in this space.</p> <p>For regulatory risks, we monitor the various emerging regulations that have an impact on environmental practices and reporting through our government affairs team and industry associations. As a result, we align our net zero strategy to reflect any changing requirements. In 2023 we formalized a regulatory and governance committee that is comprised of representatives from corporate legal, internal audit, ESG, and finance to prepare for upcoming regulatory reporting requirements, including the EU, California and U.S. SEC regulations.</p> <p>Reputational risk transparency and reporting is a key pillar of our net zero strategy. We communicate regularly with our external stakeholders to share our climate strategies and goals, report annually through our ESG report, and disclose to a variety of third-party rating entities on our progress including: CDP, DJSI, ISS, and MSCI.</p>	<p>2023 ESG Report—Sustainable Operations—Moving towards net zero</p>



TCFD index (continued)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 RESPONSE	2023 REFERENCE
Metrics and Targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Lam Research monitors several metrics to measure progress toward achieving our 2025, 2030, 2040, and 2050 net zero goals, including emissions generated and energy consumption metrics.	2023 ESG Report—Sustainable Operations—Moving towards net zero 2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action 2023 ESG Report—Key Data and Frameworks—Performance summary
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Please refer to our reporting on Scope 1, 2, and 3 emissions on page 32 of the Sustainable Operations section. See the Strategy section of this index for emissions-related risks.	2023 ESG Report—Sustainable Operations—Moving towards net zero 2023 ESG Report—Responsible Supply Chain—Collaborating to advance climate action 2023 ESG Report—Key Data and Frameworks—Performance summary
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Targets: <ul style="list-style-type: none"> · Achieve 100% renewable electricity globally by 2030 · Reduce absolute Scope 1 and 2 (market-based) greenhouse gas (GHG) emissions 25% by 2025 and 60.6% by 2030 from a 2019 baseline · Achieve 12 million kWh in total energy savings from a 2019 baseline by 2025 · 83% of customers and 46.5% of suppliers measured by emissions will set science-based targets (SBTs) by 2025 · Achieve net zero emissions for our operations by 2040 · Achieve net zero emissions across all scopes by 2050 For more information see the Introduction—Achieving ESG progress section for performance against targets.	2023 ESG Report—Introduction—Achieving ESG progress 2023 ESG Report—Sustainable Operations—Moving towards net zero

UN SDGs

GOAL	RELEVANT TARGETS	HOW WE ARE CONTRIBUTING	CORRESPONDING UN GLOBAL COMPACT PRINCIPLES
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>2023 ESG Report—Sustainable Operations 2023 ESG Report—Our Workplace 2023 ESG Report—Responsible Supply Chain</p>	<p>4. The elimination of all forms of forced and compulsory labor 7. Businesses should support a precautionary approach to environmental challenges 8. Undertake initiatives to promote greater environmental responsibility 9. Encourage the development and diffusion of environmentally friendly technologies</p>
 <p>4 QUALITY EDUCATION</p>	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<p>2023 ESG Report—Our Workplace 2023 ESG Report—Our Communities</p>	<p>1. Businesses should support and respect the protection of internationally proclaimed human rights 2. Make sure that they are not complicit in human rights abuses 6. The elimination of discrimination in respect of employment and occupation</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>2023 ESG Report—Responsible Supply Chain 2023 ESG Report—Our Workplace 2023 ESG Report—Product Innovation</p>	<p>6. The elimination of discrimination in respect of employment and occupation 10. Businesses should work against corruption in all its forms, including extortion and bribery</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>2023 ESG Report—Responsible Supply Chain 2023 ESG Report—Our Workplace 2023 ESG Report—Our Communities</p>	<p>1. Businesses should support and respect the protection of internationally proclaimed human rights 6. The elimination of discrimination in respect of employment and occupation 10. Businesses should work against corruption in all its forms, including extortion and bribery</p>
 <p>13 CLIMATE ACTION</p>	<p>13.2 Integrate climate change measures into national policies, strategies and planning</p>	<p>2023 ESG Report—Product innovation 2023 ESG Report—Sustainable operations</p>	<p>7. Businesses should support a precautionary approach to environmental challenges 8. Undertake initiatives to promote greater environmental responsibility 9. Encourage the development and diffusion of environmentally friendly technologies</p>