



KEY DATA AND FRAMEWORKS

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+ Task Force on Climate-related Financial Disclosures (TCFD)-aligned disclosures are captured within Lam's inaugural Senate Bill 261 (SB 261) report, prepared pursuant to a California law requiring companies to disclose climate-related financial risks and opportunities, available on our [website](#).

Performance summary

Data as of 12/31/2025

PERFORMANCE AREA	2025	YOY CHANGE	2024	2023
BUSINESS AND GOVERNANCE				
Number of full-time employees (approximate)	19,700	7.7%	18,300	17,200
Revenue ¹	\$18.4B	23.7%	\$14.9B	\$17.4B
R&D spend (as percentage of operating expenses)	\$2.1B (68.1%)	10.1%	\$1.9B (68.2%)	\$1.7B (66.4%)
Total financial contributions made to political parties, candidates, or related institutions	\$0	—	\$0	\$0
Total financial contributions made to political parties, candidates, or related institutions by LAMPAC	\$0	—	\$0	\$0
PRODUCTS AND CUSTOMERS				
Total number of installed base chambers (approximate)	102,600	6.7%	96,000	90,000
WORKPLACE				
Employee Engagement, Recruitment, and Retention				
Employee engagement score	85	2.6%	78	76
Total new hires (global)	3,158	34%	2,351	1,082
Number of internal promotions	2,674	11%	2,410	2,275
Education reimbursement for U.S. employees	\$4.2M	0%	\$4.1M	\$2.1M
Employee retention rate	94.2%	1.7%	92.6%	83.7%
Average service years	6.8	0%	6.8	6.8
Safety				
Recordable injury rate	0.26	-7.1%	0.28	0.33
Risk Management by Walking Around reviews	337,000	24%	271,000	249,000

¹ All figures are for calendar year, with the exception of revenue and R&D spend which are presented on a fiscal year basis. 2023 is for the fiscal year ending June 25, 2023. 2024 is for the fiscal year ending June 30, 2024. 2025 is for the fiscal year ending June 29, 2025. K is defined as thousand, M is defined as million, and B is defined as billion.

² In 2024, we updated our classification for supplier families for reporting purposes.

³ Data has been restated to reflect methodological refinements.

PERFORMANCE AREA	2025	YOY CHANGE	2024	2023
RESPONSIBLE SUPPLY CHAIN				
Total number of direct supplier families ²	761	5%	723	1,514
Percent of direct spending on local suppliers (N. America)	35%	-11%	39%	41%
SUSTAINABLE OPERATIONS				
Energy and Climate				
Energy consumption (million kWh)	520	1%	517	483
Total renewable energy	230	10%	210	175
Total non-renewable energy	276	-1%	280	298
Scope 1 emissions (MTCO ₂ e)	67,263	-32%	99,259 ³	189,537
Scope 2 emissions location-based (MTCO ₂ e)	131,827	2.8%	128,259	128,101
Scope 2 emissions market-based (MTCO ₂ e)	44,858	9.2%	51,113	57,695
GHG emissions Scopes 1 and 2 market-based (MTCO ₂ e)	130,692	-24%	150,372	247,232
GHG emissions Scope 3 (MTCO ₂ e)	9.0M	17%	7.8M	7.4M
Category 1—Purchased goods and services	1,765,648	19%	1,481,274	1,157,146
Category 2—Capital goods	91,523	18%	77,288	16,515
Category 3—Fuel- and energy-related activities	37,437	8%	34,623	35,155
Category 4—Upstream transportation and distribution	182,858	-1%	184,271	410,285
Category 5—Waste generated in operations	3,721	15%	3,238	3,202
Category 6—Business travel	40,164	-6%	42,605	39,195
Category 7—Employee commuting	26,714	-12%	30,285	13,907
Category 8—Upstream leased assets	N/A	—	N/A	N/A
Category 9—Downstream transportation and distribution	82,896	-18%	101,546	139,356

Performance summary *(continued)*

PERFORMANCE AREA	2025	YOY CHANGE	2024	2023
Category 10—Processing of sold products	N/A	—	N/A	N/A
Category 11—Use of sold products	6,741,009	18%	5,691,555	5,345,329
Category 12—End of life treatment of sold products	2,660	11%	2,395	2,747
Category 13—Downstream leased assets	N/A	—	N/A	N/A
Category 14—Franchises	N/A	—	N/A	N/A
Category 15—Investments	120	-43%	209	307
Volatile organic compounds (metric tons)	52	38%	38	52
Waste				
Hazardous waste recycling rate	81%	60%	51%	57%
Non-hazardous waste recycling rate	77%	-7.2%	83%	82%
Water				
Water usage (million gallons)	430	8.9%	395	404
Water usage in water-stressed regions (million gallons)	227	11%	204	197
Ultra-pure water usage (million gallons)	142	35%	105	96
Number of environmental fines ¹	3	200%	1	4
COMMUNITY				
Total giving by the Lam Research Foundation	\$8.2M	18%	\$7.0M	\$6.8M
Employee volunteer hours	48,868	53%	31,956	30,677
Employee matching gifts	\$1.7M	38%	\$1.3M	\$1.3M
Number of charitable organizations supported	4,438	76%	2,523	2,128

¹ The value of each fine received was under \$1,000.

GRI index

Lam Research Corporate has reported the information cited in this GRI content index for the period June 30, 2024 to June 29, 2025, with reference to the GRI Standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
GRI 2: GENERAL DISCLOSURES		
The Organization and Its Reporting		
2-1	Organizational details	Lam Research Corporation Fremont, CA, USA
2-2	Entities included in the organization’s sustainability reporting	Entities included in this report are identified in 2025 Form 10-K , Exhibit 21. Exceptions are noted throughout the report.
2-3	Reporting period, frequency, and contact point	Annually Year end: June 29, 2025 investor.relations@lamresearch.com
2-4	Restatements of information	2025 Global Impact Report—Appendix—Methodology
2-5	External assurance	2025 Global Impact Report—Appendix—Assurance letter
Activities and Workers		
2-6	Activities, value chain, and other business relationships	2025 Form 10-K , Business pp. 3–12
2-7	Employees	2025 Form 10-K , Human Capital p. 10 2025 Global Impact Report—Introduction—About Lam Research 2025 Global Impact Report—Key data and frameworks—Performance summary
Governance		
2-9	Governance structure and composition	2025 Proxy Statement —Board’s Role and Engagement, pp. 19–20; Board Committees, pp. 18–20; Environmental, Social, and Governance, pp. 24–25
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement —Board Nomination Policies and Procedures, p. 15
2-11	Chair of the highest governance body	2025 Proxy Statement —Leadership Structure of the Board, p. 16
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement —Board’s Role and Engagement, pp. 19–20; Environmental, Social, and Governance, pp. 24–25
2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement —Board’s Role and Engagement, pp. 19–20; Environmental, Social, and Governance, pp. 24–25
2-14	Role of the highest governance body in sustainability reporting	2025 Proxy Statement —Board Committees, pp. 18–20; Risk Oversight, pp. 20–21; Environmental, Social, and Governance, pp. 24–25 2025 Global Impact Report—Business and Governance—Corporate governance

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
2-15	Conflicts of interest	2025 Proxy Statement —Corporate Governance Policies, p. 13 Code of Conduct
2-16	Communication of critical concerns	2025 Proxy Statement —Communications with Board Members, p. 17
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement —Director Nominee Key Qualifications, Skills, and Experiences, pp. 4–5; Governance Matters, pp. 12–28
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement —Our Approach to Ensuring Board Effectiveness, pp. 13–15
2-19	Remuneration policies	2025 Proxy Statement —Director Compensation, pp. 26–28; Overview of Executive Compensation, pp. 30–37
2-20	Process to determine remuneration	2025 Proxy Statement —Annual Incentive Program, pp. 42–47
2-21	Annual total compensation ratio	2025 Proxy Statement —CEO Pay Ratio, p. 64
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	2025 Global Impact 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
2-24	Embedding policy commitments	2025 Global Impact Report—Business and Governance—Ethics and compliance; Stakeholder engagement; Information security, data privacy, and AI 2025 Global Impact Report—People+— Workplace—Integrating safety into all we do; Promoting responsible labor practices

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
2-25	Processes to remediate negative impacts	<p>2025 Global Impact Report—Business and Governance—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 (E&C), Employee Relations, and Internal Audit teams investigate allegations involving alleged kickbacks, bribery, trade secret theft, insider trading, conflicts of interest, and corporate card and expense abuse, unfair treatment, manager practices, among other issues. E&C also shares investigation 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 Ethics and Compliance concluded that a violation occurred • The most severe corrective actions taken for substantiated cases <p>For further information, see our 2025 Global Impact Report—Business and Governance—Ethics and compliance</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, Global 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 and to ensure proper remediation actions are taken to address identified deficiencies or gaps.</p> <p>For further information, see our 2025 Form 10-K, Legal, Regulatory, and Tax Risks, pp. 21–22</p>
2-28	Membership associations	<p>Boise Metro Chamber of Commerce, Greater Portland Inc., National Association of Manufacturers, Oregon Business Council, RE100, Responsible Business Alliance, SEMI, Semiconductor Climate Consortium, Semiconductor Industry Association, Silicon Valley Leadership Group, Tualatin Chamber of Commerce, United Nations Global Compact, U.S.-India Business Council, US-China Business Council, US-India Strategic Partnership Inc., US-Korea Business Council, US-Taiwan Business Council, Westside Economic Alliance</p>
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	<p>2025 Global Impact Report—Business and Governance—Stakeholder engagement</p> <p>2025 Global Impact Report—People+—Future-ready communities—Resilient communities</p> <p>2025 Proxy Statement—Stockholder Engagement, pp. 22–23</p>
2-30	Collective bargaining agreements	<p>Global Employment Practices Statement</p>

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	2025 Global Impact Report—Introduction—Reporting approach
3-2	List of material topics	2025 Global Impact Report—Introduction—Reporting approach
GRI 200: ECONOMIC		
GRI 201: Economic Performance		
3-3	Management of material topic	2025 Global Impact Report—Introduction—Financials 2025 Form 10-K, Consolidated Statements of Operations, p. 38
201-1	Direct economic value generated and distributed	2025 Global Impact Report—Introduction—Financials 2025 Form 10-K, Consolidated Statements of Operations, p. 38
201-2	Financial implications and other risks and opportunities due to climate change	2025 Global Impact Report—Planet+—Our net zero roadmap Inaugural 2026 SB 261 Report 2025 Form 10-K, Business and Operational Risks, pp. 15, 18–19
201-3	Defined benefit plan obligations and other retirement plans	2025 Form 10-K, Note 16; Deferred Compensation Plans, p. 61 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 2025, 98.8% of our eligible employees received bonuses. Stock awards are offered to senior and other selected employees. In 2025, 81.6% 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	2025 Form 10-K, Government Assistance, p. 63
GRI 203: Indirect Economic Impacts		
3-3	Management of material topic	2025 Global Impact Report—Business and Governance—Stakeholder engagement 2025 Global Impact Report—People+—Future-ready communities—Resilient communities
203-1	Infrastructure investments and services supported	2025 Global Impact Report—Business and Governance—Stakeholder engagement 2025 Global Impact Report—People+—Future-ready communities—Resilient communities
203-2	Significant indirect economic impacts	2025 Global Impact Report—Business and Governance—Stakeholder engagement 2025 Global Impact Report—People+—Future-ready communities—Resilient communities

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
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 providing or accepting 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 our 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 anti-corruption • Anti-harassment • Conflicts of interest • Conflicts of interest created by relationships • Gifts, meals, travel, and entertainment • Insider trading • Reporting concerns <p>Our suppliers are expected to adhere to our Global Supplier Code of Conduct, which incorporates the RBA Code of Conduct and covers topics such as ethics, integrity, transparency, anti-corruption, conflict minerals, human rights and labor practices, health and safety, environmental sustainability, and social responsibility.</p> <p>For more information, see the Business and Governance section of this Report, Code of Conduct, Global Supplier Code of Conduct, and Code of Ethics.</p>
205-1	Operations assessed for risks related to corruption	2025 Global Impact Report—Business and Governance—Ethics and compliance—Putting our values into practice
205-2	Communication and training about anti-corruption policies and procedures	<p>2025 Global Impact Report—Business and Governance—Ethics and compliance—Promoting an ethical culture</p> <p>Lam requires employees to complete a biannual training that reinforces their understanding of selected topics within the Code of Conduct.</p>

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
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 providing or accepting 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 our 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 anti-corruption • Anti-harassment • Conflicts of interest • Conflicts of interest created by relationships • Gifts, meals, travel, and entertainment • Insider trading • Reporting concerns <p>Our suppliers are expected to adhere to our Global Supplier Code of Conduct, which incorporates the RBA Code of Conduct and covers topics such as ethics, integrity, transparency, anti-corruption, conflict minerals, human rights and labor practices, health and safety, environmental sustainability, and social responsibility.</p> <p>For more information, see the Business and Governance section of this Report, 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 were no legal actions against Lam for anti-competitive behavior, anti-trust, and monopoly practices during the reporting period that resulted in a material adverse effect on the company.
GRI 207: Tax		
3-3	Management of material topic	<p>2025 Global Impact Report—Business and Governance—Stakeholder engagement—Supporting public policies aligned with industry priorities</p> <p>2025 Form 10-K, pp. 8–9, 21–23</p> <p>United Kingdom Tax Strategy</p>
207-1	Approach to tax	<p>2025 Global Impact Report—Business and Governance—Stakeholder engagement—Supporting public policies aligned with industry priorities</p> <p>2025 Form 10-K, pp. 8–9, 21–23</p> <p>United Kingdom Tax Strategy</p>
207-2	Tax governance, control, and risk management	2025 Form 10-K , Legal, Regulatory, and Tax Risks, pp. 21–23

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
207-3	Stakeholder engagement and management of concerns related to tax	2025 Form 10-K , Legal, Regulatory, and Tax Risks, pp. 21–23
207-4	Country-by-country reporting	Lam Research does not provide country-by-country reporting on taxes. See 2025 Form 10-K , pp. 8–9, 21–23, 50–53, 64 for overall reporting on taxes.
GRI 300: ENVIRONMENTAL		
GRI 302: Energy		
3-3	Management of material topic	2025 Global Impact Report—Planet+—Our net zero roadmap 2025 CDP Corporate Questionnaire , Section C7.30
302-1	Energy consumption within the organization	2025 Global Impact Report—Planet+—Our operational footprint 2025 Global Impact Report—Key data and frameworks—Performance summary
302-2	Energy consumption outside of the organization	2025 Global Impact Report—Planet+—Our operational footprint 2025 Global Impact Report—Key data and frameworks—Performance summary
302-4	Reduction of energy consumption	2025 Global Impact Report—Planet+—Our net zero roadmap 2025 Global Impact Report—Product+—Product innovation—Progressing with purpose throughout the product lifecycle—Increased energy efficiency 2025 Global Impact Report—Key data and frameworks—Performance summary
302-5	Reductions in energy requirements of products and services	2025 Global Impact Report—Product+—Product innovation—Progressing with purpose throughout the product lifecycle—Increased energy efficiency
GRI 303: Water and Effluents		
3-3	Management of material topic	2025 Global Impact Report—Planet+—Protecting natural resources—A local approach to water stewardship 2025 CDP Corporate Questionnaire , C9
303-1	Interactions with water as a shared resource	2025 Global Impact Report—Planet+—Protecting natural resources—A local approach to water stewardship
303-2	Management of water discharge-related impacts	2025 Global Impact Report—Planet+—Protecting natural resources—A local approach to water stewardship 2025 CDP Corporate Questionnaire , C9
303-3	Water withdrawal	2025 Global Impact Report—Planet+—Protecting natural resources—A local approach to water stewardship 2025 CDP Corporate Questionnaire , C9
303-4	Water discharge	2025 Global Impact Report—Planet+—Protecting natural resources—A local approach to water stewardship 2025 CDP Corporate Questionnaire , C9

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
303-5	Water consumption	2025 Global Impact Report—Planet+—Protecting natural resources—A local approach to water stewardship 2025 CDP Corporate Questionnaire, C9
GRI 304: Biodiversity		
3-3	Management of material topic	2025 Global Impact Report—Planet+—Protecting natural resources—Strengthening biodiversity
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas: Information about sites for which future operations have been formally announced	2025 Global Impact Report—Planet+—Protecting natural resources—Strengthening biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity: Strategy to mitigate significant direct and indirect impacts on biodiversity, enables comparison of the relative size, scale, and nature of impacts over time and across organizations	2025 Global Impact Report—Planet+—Protecting natural resources—Strengthening biodiversity
GRI 305: Emissions		
3-3	Management of material topic	2025 Global Impact Report—Planet+—Our net zero roadmap 2025 Global Impact Report—Product+—Responsible sourcing—Engaging suppliers on environmental action 2025 CDP Corporate Questionnaire, Section C7
305-1	Direct (Scope 1) GHG emissions	2025 Global Impact Report—Planet+—Our operational footprint 2025 Global Impact Report—Key data and frameworks—Performance summary
305-2	Energy indirect (Scope 2) GHG emissions	2025 Global Impact Report—Planet+—Our operational footprint 2025 Global Impact Report—Key data and frameworks—Performance summary
305-3	Other indirect (Scope 3) GHG emissions	2025 Global Impact Report—Planet+—Catalyzing impact across the value chain 2025 Global Impact Report—Key data and frameworks—Performance summary
305-4	GHG emissions intensity	2025 Global Impact Report—Planet+—Our operational footprint 2025 CDP Corporate Questionnaire, Section 7.45
305-5	Reduction of GHG emissions	2025 Global Impact Report—Planet+—Our operational footprint 2025 Global Impact Report—Key data and frameworks—Performance summary

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
305-6	Emissions of ozone-depleting substances (ODS)	2025 Global Impact Report—Planet+—Our operational footprint 2025 Global Impact Report—Key data and frameworks—Performance summary
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2025 Global Impact Report—Planet+—Managing operational waste
GRI 306: Waste		
3-3	Management of material topic	2025 Global Impact Report—Planet+—Managing operational waste
306-1	Waste generation and significant waste-related impacts	2025 Global Impact Report—Planet+—Managing operational waste
306-2	Management of significant waste-related impacts	2025 Global Impact Report—Planet+—Managing operational waste
306-3	Waste generated	2025 Global Impact Report—Planet+—Managing operational waste
306-4	Waste diverted from disposal	2025 Global Impact Report—Planet+—Managing operational waste
306-5	Waste directed to disposal	2025 Global Impact Report—Planet+—Managing operational waste
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2025 Global Impact Report—Product+—Responsible sourcing—Engaging suppliers on environmental action
308-1	New suppliers that were screened using environmental criteria	2025 Global Impact Report—Product+—Responsible sourcing—Engaging suppliers on environmental action
308-2	Negative environmental impacts in the supply chain and actions taken	2025 Global Impact Report—Product+—Responsible sourcing—Engaging suppliers on environmental action Lam recognizes the importance of collaborating with our suppliers on environmental issues, and we have set a science-based target (SBT) engagement goal to work with suppliers to help set their own SBTs. We also engage suppliers through data collection, webinars, conducting energy audits, and providing outside resources to help them build capability to proactively manage and reduce their environmental footprint.
GRI 400: SOCIAL		
GRI 401: Employment		
3-3	Management of material topic	2025 Global Impact Report—Business and Governance—Stakeholder engagement 2025 Global Impact Report—People+—Workplace—Bringing in the best talent; A place for everyone; Resources for living well
401-1	New employee hires and employee turnover	2025 Global Impact 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	2025 Global Impact Report—People+—Workplace—Resources for living well Culture & Benefits Hub

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
401-3	Parental leave	Culture & Benefits Hub
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-1	Occupational health and safety management system	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-2	Hazard identification, risk assessment, and incident investigation	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-3	Occupational health services	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-4	Worker participation, consultation, and communication on occupational health and safety	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-5	Worker training on occupational health and safety	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-6	Promotion of worker health	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-8	Workers covered by an occupational health and safety management system	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
403-9	Work-related injuries	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do There were 0 fatalities as a result of work-related injuries.
403-10	Work-related ill health	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do There were 0 fatalities as a result of work-related illnesses.
GRI 404: Training and Education		
3-3	Management of material topic	2025 Global Impact Report—People+—Workplace—Bringing in the best talent; Helping employees take charge of their careers
404-1	Average hours of training per year per employee	2025 Global Impact Report—People+—Workplace—Helping employees take charge of their careers
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Global Impact Report—People+—Workplace—Bringing in the best talent; Helping employees take charge of their careers
404-3	Percentage of employees receiving regular performance and career development reviews	90% of our employees received an annual performance review during this reporting period. To learn more about our employee training and development, see 2025 Global Impact Report—People+—Workplace—Helping employees take charge of their careers

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2025 Global Impact Report—People+—Workplace—A place for everyone
405-1	Diversity of governance bodies and employees	2025 Global Impact Report—People+—Workplace—A place for everyone Corporate Governance Guidelines
GRI 407: Freedom of Association and Collective Bargaining		
3-3	Management of material topic	2025 Global Impact Report—People+—Workplace—Promoting responsible labor practices 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	2025 Global Impact Report—People+—Workplace—Promoting responsible labor practices Lam is not aware of any operations or major direct suppliers in which the right to freedom of association and collective bargaining (to the extent permitted under local laws) was at risk in 2025.
GRI 408: Child Labor		
3-3	Management of material topic	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain Global Supplier Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain Lam is not aware of any operations or major direct suppliers with significant risks for incidents of child labor, and our due diligence has not identified any suppliers to be of high risk for child labor.
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topic	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain Global Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain Global Supplier Code of Conduct
GRI 413: Local Communities		
3-3	Management of material topic	2025 Global Impact Report—People+—Future-ready communities
413-1	Operations with local community engagement, impact assessments, and development programs	2025 Global Impact Report—People+—Future-ready communities
413-2	Operations with significant actual and potential negative impacts on local communities	2025 Global Impact Report—People+—Future-ready communities

GRI index *(continued)*

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2025
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain; Conducting due diligence on conflict minerals
414-1	New suppliers that were screened using social criteria	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain; Conducting due diligence on conflict minerals
414-2	Negative social impacts in the supply chain and actions taken	2025 Global Impact Report—Product+—Responsible sourcing—Respecting human rights in our supply chain; Conducting due diligence on conflict minerals Global Supplier Code of Conduct
GRI 415: Public Policy		
3-3	Management of material topic	2025 Global Impact Report—Business and Governance—Stakeholder engagement—Supporting public policies aligned with industry priorities
415-1	Political contributions	2025 Global Impact Report—Business and Governance—Stakeholder engagement—Supporting public policies aligned with industry priorities
GRI 416: Customer Health and Safety		
3-3	Management of material topic	2025 Global Impact Report—Business and Governance—Ethics and compliance 2025 Global Impact Report—Product+—Product innovation—Evolving product safety and compliance
416-1	Assessment of the health and safety impacts of product and service categories	2025 Global Impact Report—Product+—Product innovation—Evolving product safety and compliance
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2025, there were no legal actions concerning the health and safety impacts of products and services that resulted in a material adverse effect on the company.
GRI 418: Customer Privacy		
3-3	Management of material topic	2025 Global Impact Report—Business and Governance—Information security, data privacy, and AI
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, 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 2025 Global Impact Report—Business and Governance—Information security, data privacy, and AI.

SASB index

Lam Research is reporting to the Sustainability Accounting Standards Board (SASB) to bring industry-specific rigor to our sustainability disclosure. We are reporting to the Semiconductors Standard that most closely aligns with our 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) 67,263 MTCO ₂ e (2) 3,423 MTCO ₂ e
	Discussion of long- 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	2025 Global Impact Report—Planet+—Our net zero roadmap
Energy Management in Manufacturing	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	TC-SC-130a.1	Quantitative	(1) 506 million kWh (2) 74% (3) 45%
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	2025 Global Impact Report—Planet+—Protecting natural resources
Waste Management	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	TC-SC-150a.1	Quantitative	(1) 1,951 metric tons (2) 81%
Workforce 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	2025 Global Impact Report—People+—Workplace—Integrating safety into all we do
	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 require a work visa	TC-SC-330a.1	Quantitative	Lam does not believe this is a material metric for 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 People+—Workplace—A place for everyone section 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 in the Product+—Responsible sourcing and People+—Promoting responsible labor practices sections of this report. We do not believe that the 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 is a semiconductor equipment manufacturer and 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	2025 Global Impact Report—Product+—Responsible sourcing—Conducting due diligence on conflict minerals
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		CODE	CATEGORY	RESPONSE/REFERENCE
Total Production		TC-SC-000.A	Quantitative	Approximately 6,400 chambers year over year.
Percentage of Production from Owned Facilities		TC-SC-000.B	Quantitative	All process modules are assembled, tested, and inspected for quality at Lam facilities.

UN Sustainable Development Goals (SDGs) index

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>2025 Global Impact Report—Planet+</p> <p>2025 Global Impact Report—People+—Workplace—Integrating safety into all we do</p> <p>2025 Global Impact Report—Product+—Responsible sourcing</p> <p>2025 Global Impact Report—Business and Governance</p>	<p>4. The elimination of all forms of forced and compulsory labor</p> <p>7. Businesses should support a precautionary approach to environmental challenges</p> <p>8. Undertake initiatives to promote greater environmental responsibility</p> <p>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>2025 Global Impact Report—People+—Workplace—Bringing in the best talent; Helping employees take charge of their careers; Future-ready communities</p>	<p>1. Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>2. Make sure that they are not complicit in human rights abuses</p> <p>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>8.8 Protect labor rights and promote safe and secure working environments for all workers</p>	<p>2025 Global Impact Report—People+</p> <p>2025 Global Impact Report—Product+</p> <p>2025 Global Impact Report—Business and Governance</p>	<p>6. The elimination of discrimination in respect of employment and occupation</p> <p>10. Businesses should work against corruption in all its forms, including extortion and bribery</p>

UN SDGs index *(continued)*

GOAL	RELEVANT TARGETS	HOW WE ARE CONTRIBUTING	CORRESPONDING UN GLOBAL COMPACT PRINCIPLES
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse</p>	<p>2025 Global Impact Report—Planet+—Managing operational waste</p>	<ul style="list-style-type: none"> 7. Businesses should support a precautionary approach to environmental challenges 8. Undertake initiatives to promote greater environmental responsibility
 <p>13 CLIMATE ACTION</p>	<p>13.2 Integrate climate change measures into national policies, strategies, and planning</p>	<ul style="list-style-type: none"> 2025 Global Impact Report—Product+ 2025 Global Impact Report—Planet+ 2025 Global Impact Report—Business and Governance 	<ul style="list-style-type: none"> 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