You’ve got it covered

2026 Benefits Open Enrollment

Your 2026 enrollment checklist

Visit **LamBenefits.com** and select the **Enroll now** link from October 29 through November 12.

- [ ] Elect your medical, dental, and vision benefits for 2026.
- [ ] Add or drop dependents and provide required documentation for current dependents, as necessary.
- [ ] Elect your 2026 contributions to a Health Care Flexible Spending Account (FSA) or a Dependent Day Care FSA. Your current elections will not roll over to 2026.
- [ ] Update your Health Savings Account (HSA) contribution amount, if applicable.
- [ ] Select the amount of supplemental life and AD&D insurance you want for yourself and your dependents.
- [ ] Enroll (or continue) in accident insurance, hospital indemnity insurance, and critical illness insurance.
- [ ] Enroll (or continue) in the legal plan.
- [ ] Enroll (or continue) in identity theft protection.
- [ ] Check and update your beneficiaries as needed for your life and AD&D insurance, HSA, 401(k), and ESPP account.

If you don't take action

Here's what you can expect if you take no action during Open Enrollment:

- Your 2025 benefit elections will roll over to 2026—except your Flexible Spending Accounts (FSAs).
- You won't be able to contribute to a Health Care FSA or Dependent Day Care FSA in 2026.
- If you currently contribute to an HSA, your elected contribution amount will roll over to 2026.
- You will be automatically enrolled in short-term disability coverage (VDI for California employees and STD for all others).

You've got it covered

Life. It brings so much joy and…other stuff. A new baby. A broken arm. Student debt. Sunshine and rain. Uncertainty.

Well, here's something you can count on: Your Lam benefits are here for you. You have the security of top-notch benefits to support your physical, emotional, and financial well-being.

Open Enrollment is the time to sign up for the benefits you and your family need for 2026. So whatever comes your way, you've got it covered.

Enroll October 29 through November 12

Make sure you choose your 2026 benefits during Open Enrollment. It's the only opportunity you'll have to make changes to your benefits until next year at this time, unless you experience a life event like getting married or having a baby.

Are they eligible? *Check it out*

You're eligible for Lam benefits if you're a regular-status Lam or Silfex employee who works 20 or more hours per week. Your spouse or domestic partner and children also may be eligible.

Be sure to review the eligibility rules—especially if you're recently separated or divorced—at **LamBenefits.com > Enrolling in Benefits > Benefits Eligibility**.

Keeping your family healthy?
We got you

Choose your medical, dental, and vision plans

You'll have the same medical, dental, and vision plans to choose from for 2026. Take a few minutes to review your options, then elect the plans that are best for you and your family.

Changes for 2026

Plan contributions: smaller increases this year

Medical costs continue to rise, but your Lam medical plan increases for 2026 will be lower than the national average—and much less than last year's increases. You'll contribute more from each paycheck in 2026 because of the increased costs, but Lam continues to cover about 85% of the cost of medical coverage for you and your family.

There's a slight increase in contribution amounts for dental coverage in 2026. Vision contributions are staying the same, with one positive exception: If you're enrolled in the Base Vision Plan for employee-only coverage, your contributions will decrease.

CDHP: individual-in-a-family deductible increase

To meet IRS requirements, the deductible for an individual within a family in the Anthem or Kaiser CDHP will increase to $3,400 (from $3,300).

Kaiser CDHP and HMO: enhanced fertility coverage

Kaiser members undergoing in vitro fertilization (IVF) will be covered for three cycles (up from two).

Need a hand choosing a plan?
Here you go

It'll take just a few minutes for the medical plan selection support tool on **LamBenefits.com** to help you choose from among your medical plan options. Just answer a few questions, and the tool will confirm whether your plan choice aligns with your needs.

Save on health care with an HSA

When you're enrolled in the Anthem or Kaiser CDHP, you save on federal taxes if you contribute to your **Health Savings Account (HSA)**. You can then use that money to cover your current or future qualified health expenses. Lam contributes too: up to $1,300 if you have individual medical coverage or up to $2,600 if you cover yourself and at least one dependent.

HSA contribution limit increases for 2026

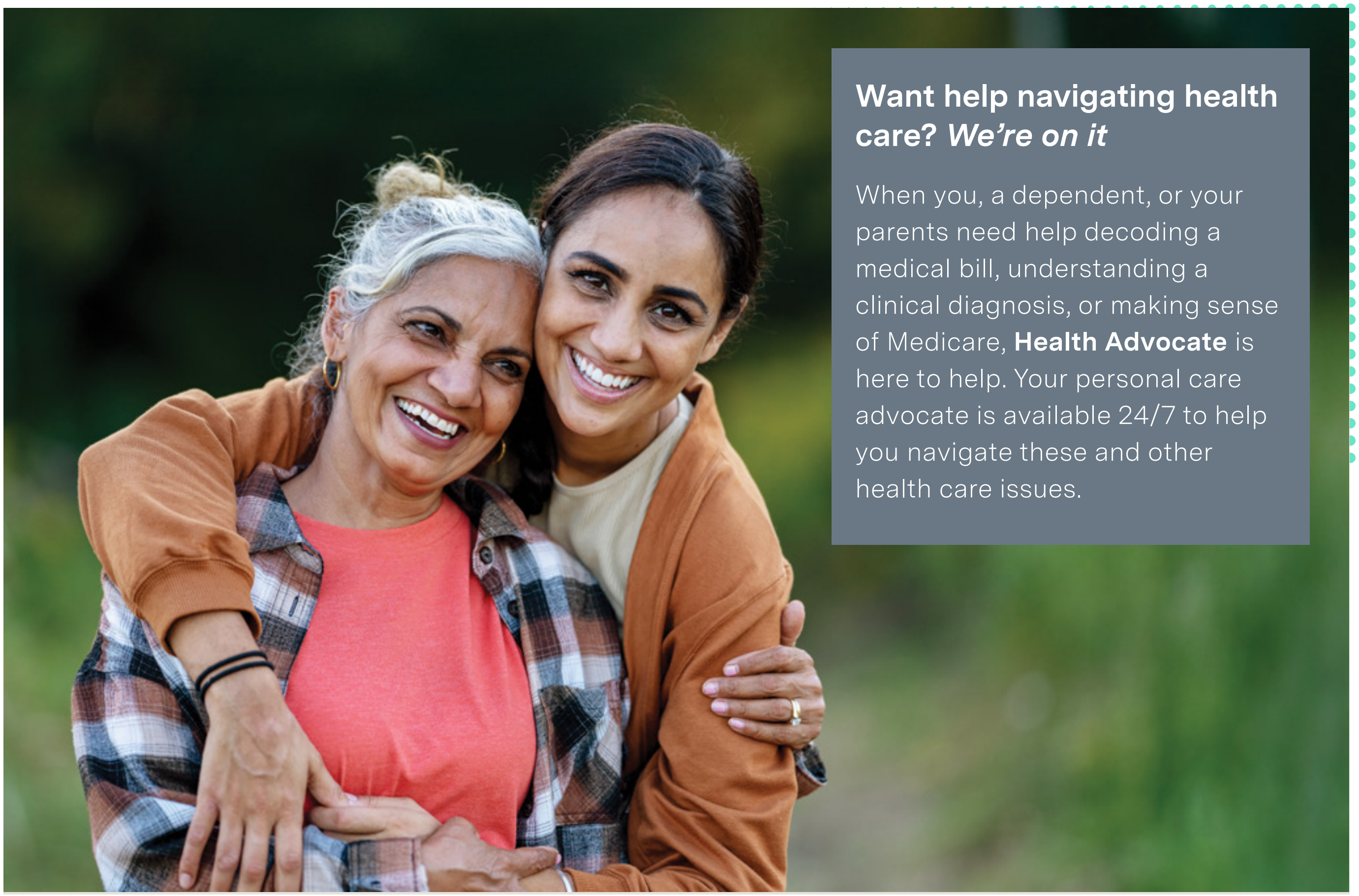
Combined with Lam's contribution, you can set aside $4,400 in your Health Savings Account (HSA) in 2026 if you have individual medical coverage or $8,750 if you cover dependents too. You can add another $1,000 if you'll be 55 or older next year.

Your 2025 contribution elections will roll over to 2026, so be sure to increase your contributions during Open Enrollment if you want to take advantage of the new HSA ceiling.

Leave joint and muscle pain behind

Relieve joint and muscle aches before they stop you in your tracks. If you're enrolled in a Lam medical plan, access **Sword Health** for virtual physical therapy at no cost to you, in the privacy of your home.

If pelvic pain or discomfort is an issue for you or a covered family member, **Bloom** (part of Sword Health) offers relief through customized pelvic therapy for women at all stages of life.



Want help navigating health care? *We're on it*

When you, a dependent, or your parents need help decoding a medical bill, understanding a clinical diagnosis, or making sense of Medicare, **Health Advocate** is here to help. Your personal care advocate is available 24/7 to help you navigate these and other health care issues.

Preparing for the unexpected? *You're all over it*

Shield yourself with supplemental medical benefits

Your Lam medical plan does everything medical insurance should: cover care that keeps you healthy and helps you recover from illness or injury. But it doesn't cover the other expenses you have when you're not well—like transportation, groceries, and someone to help with household chores.

For help with those expenses, enroll yourself and your family members in **supplemental medical benefits** from MetLife during Open Enrollment. Each of these plans pays a cash benefit directly to you, and you can use the money for whatever you want.

Accident insurance: Receive a lump-sum amount when you're injured in an accident.

Hospital indemnity insurance: When you're admitted to a hospital to treat an illness or injury, or to give birth, you receive a lump-sum payment plus additional payments for each day of your stay.

Critical illness insurance: Depending on the coverage you elect, the plan pays you $15,000, $20,000, or $50,000 when you're diagnosed with a covered health condition.

Simplified coverage for disability and leaves of absence? *You got it*

We're moving our short-term and long-term disability plans to New York Life for a smoother experience when you take a leave of absence. Watch for more information this fall if you're on a leave of absence now or expect to take one soon.

Your short-term disability coverage costs just 0.5% of your pay, up to a maximum of $795 per year, and it provides 75%–100% of your base pay when you can't work because of your own or a family member's medical condition—or to bond with your baby.

Special opportunity: Invest in additional life and AD&D insurance

Add life insurance coverage for yourself above and beyond what you automatically receive from Lam.

For 2026, we're moving our life and accidental death and dismemberment (AD&D) insurance to New York Life. As part of the transition, New York Life is providing these one-time offers **this year only during Open Enrollment:**

- If you previously elected only $50,000 coverage for your Lam basic life insurance, you can increase to 2x your base salary without providing evidence of insurability (EOI).
- You can increase your supplemental life insurance up to a total of 3x your salary without EOI.
- The total of your basic and supplemental life insurance cannot be more than $2 million.
- You can purchase coverage for your spouse or domestic partner up to $200,000 without EOI.
- Coverage up to these amounts is guaranteed, even if you or your spouse or partner have been denied coverage before or have a preexisting condition.

Guard your identity

Sign up for **LifeLock ID theft protection**, and you'll receive proactive monitoring of public records, the internet, and credit and financial activity to ensure your identity has not been compromised. If you're the victim of fraud, LifeLock will help restore your credit and cover damages up to $1 million.

Put a lawyer in your corner

Enroll in the ARAG prepaid **group legal plan** so there's a lawyer waiting in the wings when you need one. You can access a national network of attorneys and won't pay a fee for most common legal matters. Plus, the plan's elder law services are available to you, your parents, and your grandparents.

Looking for ways to make ends meet? *You've got this*

Save with flexible spending accounts

Contributing pretax dollars to a **flexible spending account (FSA)** to cover health and day care costs will leave more money in your wallet for other expenses.

And speaking of more money, the IRS raised the **Dependent Day Care FSA** contribution limit. If your annual pay is less than $160,000, you can set aside up to $7,500 pretax (up from $5,000 in 2025) for your 2026 child or adult day care expenses.

Pay less for your commute

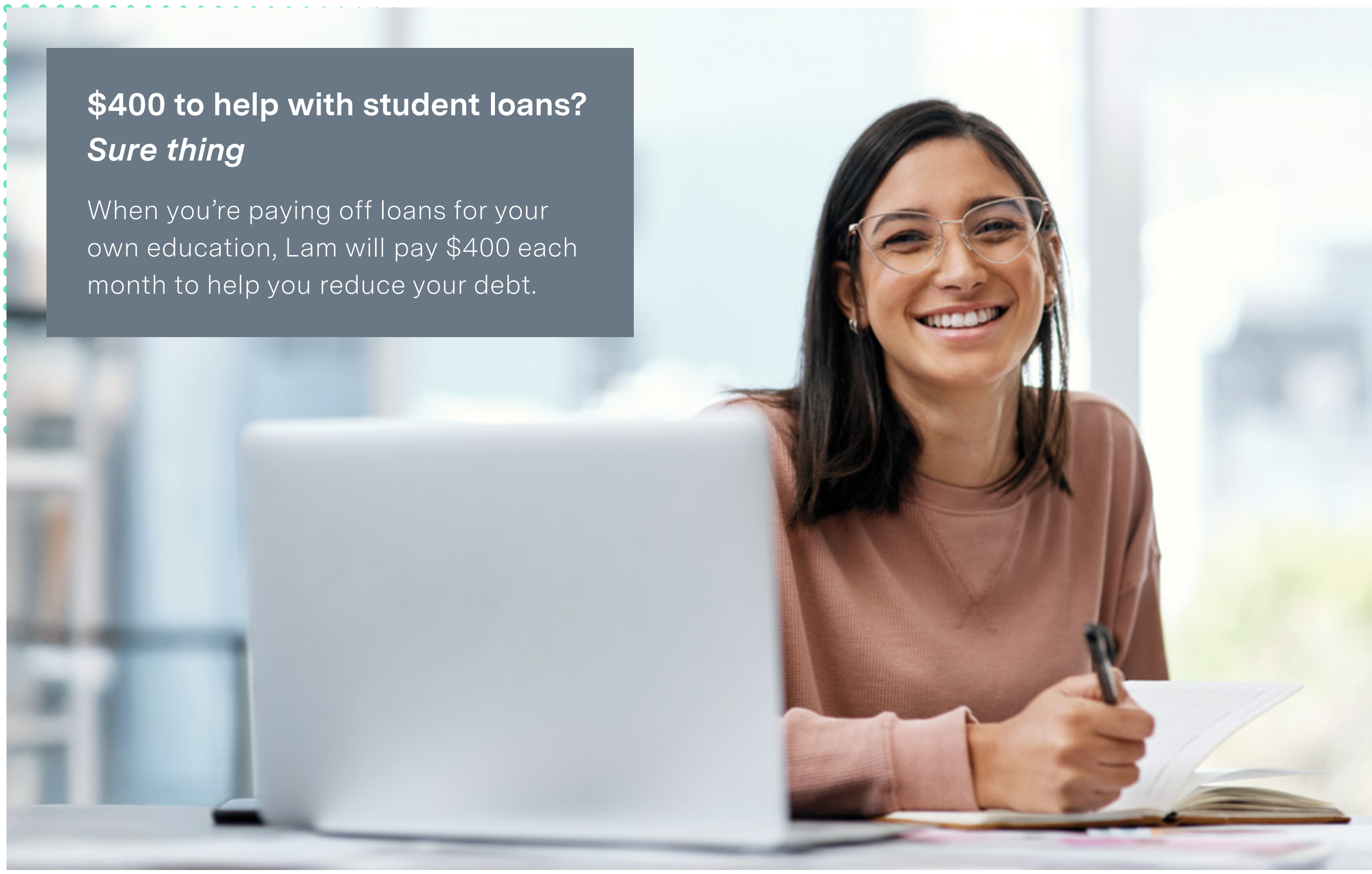
Lam's **commuter benefits** cover half of your combined parking and public transit costs up to $120 each month. Save even more when you contribute pretax dollars from your paycheck to cover your public transit and/or parking expenses.

Further your education on Lam

Get reimbursed up to $15,000 per calendar year when you take classes related to your job or career development at Lam. If a graduate degree is part of your plan, you could be eligible for up to $80,000 during your tenure with Lam.

$400 to help with student loans? *Sure thing*

When you're paying off loans for your own education, Lam will pay $400 each month to help you reduce your debt.



Saving for your future?
No problem

Grow your 401(k) with help from Lam

Lam contributes a match of up to 3% when you save at least 6% of your pay to your **401(k) account** as pretax or Roth contributions. For 2025, you can contribute up to $23,500—and the IRS is expected to increase the limit for 2026.

Catch up if you're over 50

The IRS allows you to make additional contributions as you get closer to retirement. The SECURE 2.0 Act requires you to make these catch-up contributions as Roth if your 2025 FICA wages are more than $145,000—everyone else can choose pretax or Roth. Lam does not match catch-up contributions.

SECURE 2.0 also created an additional catch-up opportunity if you're between 60 and 63.

- Ages 50–59 or over age 63: Make catch-up contributions up to $7,500.
- Ages 60–63: Make catch-up contributions up to $11,250.

Want to save even more? Make unmatched after-tax contributions of up to $30,000, and you'll pay no taxes when you withdraw these funds in retirement. You'll owe taxes on any earnings unless you convert this money to Roth funds.

Invest your HSA balance

Looking for another tax-free way to save for retirement? You can invest your **Health Savings Account (HSA)** balance once it reaches $500. You'll pay no taxes on investment earnings, interest, or withdrawals for qualified expenses. It's an ideal way to build savings for your health care expenses in retirement, including Medicare premiums. According to Fidelity, a 65-year-old retiring today will need savings of $172,500 to cover health-related expenses in retirement.

15% savings on Lam stock? *Of course*

Set aside money from each paycheck to purchase Lam stock twice a year through the **Employee Stock Purchase Plan**, and you'll receive a 15% discount on the stock price. The current enrollment period ends October 31.

Trying to be your best? *No sweat*

Get the support you need

When you need guidance or support for dealing with personal challenges, the **employee assistance program (EAP)** has experienced counselors available 24/7, at no cost to you. Contact them by phone or online when you need help. They're also a great resource for locating services that can help you care for children, aging parents, and pets.

Adopt new habits for your well-being

Improve your physical, emotional, and financial health by building healthy habits. Create a personal plan to reach your goals, with support from a **Personify Health** coach.

Engage with Personify Health to tackle physical, emotional, and financial goals, and you can earn a quarterly wellness incentive worth **600 points** in the Above and Beyond employee recognition program.

Join in healthy and fun activities

Tune in to live and on-demand well-being on **FitPros**. Once you set up your account using your Lam email address, you can choose from curated content that supports your personal growth, promotes a healthy work-life balance, and fosters collaboration. Content includes health talks, fitness classes, meditations, and team-building sessions.

Get rewarded for your healthy lifestyle

Cover life-enhancing expenses for yourself and your family with your Lam-funded **Lifestyle Account**. You can be reimbursed up to $500 each year for expenses you incur to achieve your fitness, financial, and educational goals. This is a taxable benefit, paid through your regular paycheck.

Find your calm

Download the **Calm app** to better manage stress, get better sleep, and live more mindfully. Calm can help you build the skills and resilience to live a happier, more relaxed life.

Making time for family? *Check*

Be there for the moments that matter

With Lam's generous time-off benefits, you can step away from work to relax, recharge, and enjoy family and friends. Use **paid holidays**, **shutdown periods**, **paid time off**, and your **personal observance day** to enjoy life, build resilience, and return to work refreshed.

Take more time when you need to

When you need to devote your full attention to caring for yourself or a loved one, bonding with a new child, or for other covered reasons, you have access to **leaves of absence**. Most leaves provide job protection and replacement income benefits.

Plan for caregiving contingencies

When you have to work and your regular child care or adult care provider isn't available, use up to 10 days of subsidized emergency backup care through **Care.com**. You'll pay $6 an hour for in-home care or $25 per child per day for in-center care.

Expand your family

Lam offers these programs that support your journey to parenthood:

Fertility treatment and support: Anthem members can take advantage of services through WINFertility, and Kaiser members can receive treatment and support through Kaiser. Beginning January 1, 2026, Kaiser HMO or CDHP plan members will be eligible to receive up to three rounds of IVF.

Adoption reimbursement: Lam will reimburse you for up to $10,000 of adoption-related expenses for each child you adopt.

Fully paid parental bonding leave: If you're enrolled in a short-term disability plan (STD or California VDI), you can take up to 16 weeks with full pay to enjoy your new arrival. If you're the birth parent, you're also eligible for fully paid pregnancy disability leave.

You’ve got it covered

Benefits Open Enrollment is **October 29–November 12**

Lam RESEARCH