

# Business Travel Benefits Program

## *For your safety, security and financial protection*

Lam Research Corporation, its affiliates and subsidiaries (“Lam”) is pleased to provide our Business Travel Benefits Program for all “active Employees working a minimum of 20 hours per week” (collectively referred to as “employee, employees, you and yours”).

The Business Travel Benefits Program is consistent with Lam’s global focus on unifying programs and processes across the enterprise. With this program, Lam:

- Offers one program that provides a consistent level of business travel benefits for our employees.
- Expands business travel accident insurance and global travel medical benefits abroad insurance and related services to more employees.

The Business Travel Benefit Program is part of Lam’s commitment to the safety, security and financial protection of all our employees — wherever you may travel for work and company business around the world.

## *What the program includes*

The Business Travel Benefits Program features:

- **Business Travel Accident Insurance (“BTA Insurance”)** — If you are seriously injured or die as the result of an accident while traveling on Lam business, BTA pays a benefit to you or your beneficiary.
- **Global Travel Medical Insurance (“GTM”)** - If you are injured or sick while traveling for business outside of your country of permanent residence or permanent work assignment, GTM can provide benefits for covered expenses incurred.

If you have questions after reading this announcement, contact your local Human Resources office.

## *What you need to know*

- Lam Employees are eligible for the Business Travel Benefit Program regardless of where they work or live. Spouses and dependent children who are traveling with an employee on sponsored approved business travel are also eligible for benefits.
- Coverage is automatic — you do not need to enroll or take any action.
- Lam pays the full cost — you pay nothing.

## BTA Insurance (“BTA”)

BTA pays a benefit to you or your beneficiary if you are seriously injured or die as the result of an accident. This includes accidental injury or death related to an act of war or terrorism throughout the world. *General Exclusions and limitations do apply.*

BTA Highlights	
<b>Insurance Company</b>	ACE American Insurance Company

### Eligibility and Maximum Limits (in U.S. dollars)

<b>Employee Maximum Benefit Amount</b> <ul style="list-style-type: none"> <li>All corporate officers who are in active service, working a minimum of 20 hours per week.</li> <li>All employees who are in active service, working a minimum of 20 hours per week.</li> </ul>	<p>Three and a half (3.5) times Annual Salary* to a maximum of US \$1,500,000</p> <p>Three and a half (3.5) times Annual Salary* to a minimum of \$150,000 and a maximum of US \$1,000,000</p>
<p><i>* “Annual Salary” means an employee’s annual wage or salary as reported by Lam Research for work just prior to the date of a Covered Loss. It does not include extra compensation.</i></p>	
<b>Spouse Maximum Benefit Amount</b> <ul style="list-style-type: none"> <li>When traveling with an employee on approved Lam Business Travel</li> </ul>	US \$50,000
<b>Child Maximum Benefit Amount</b> <ul style="list-style-type: none"> <li>When traveling with an employee on approved Lam Business Travel</li> </ul>	US \$25,000 for each child
<b>Aggregate Maximum Limit(s)</b>	<ul style="list-style-type: none"> <li>US \$15 million per Aircraft accident</li> <li>US \$15 million for all injuries sustained in an accident from acts of War Risk accident</li> </ul>

### Additional Benefits (in U.S. dollars)

<b>Loss of life</b>	100% of Maximum Benefit Amount
<b>Loss of Two or More Members</b>	100% of Maximum Benefit Amount
<b>Loss of One Member</b>	50% of Maximum Benefit Amount
<b>Loss of Thumb and Index Finger of the Same Hand</b>	25% of Maximum Benefit Amount

“Member” means Loss of Hand or Foot, Loss of Sight, Loss of Speech and Loss of Hearing. “Loss of Hand or Foot” means complete severance through or above the wrist or ankle joint. “Loss of Sight” means the total, permanent Loss of Sight of one eye. “Loss of Speech” means total and permanent loss of audible communication that is irrecoverable by natural, surgical or artificial means. “Loss of Hearing” means total and permanent Loss of Hearing in both ears that is irrecoverable and cannot be corrected by any means.

<b>Paralysis</b>	
<b>Quadriplegia</b> <ul style="list-style-type: none"> <li>paralysis of both the upper and the lower limbs</li> </ul>	100% of Maximum Benefit Amount
<b>Paraplegia</b> <ul style="list-style-type: none"> <li>paralysis of both lower limbs or both upper limbs</li> </ul>	100% of Maximum Benefit Amount
<b>Hemiplegia</b> <ul style="list-style-type: none"> <li>paralysis of the upper limb and the lower limb on one side of the body</li> </ul>	75% of Maximum Benefit Amount
<b>Uniplegia</b>	25% of Maximum Benefit Amount
<b>Coma</b>	<p>Monthly benefit of 1% of the maximum benefit for 11 months and thereafter in a lump sum of 100% of the Principal Sum.</p> <ul style="list-style-type: none"> <li>No benefit is provided for the first 30 days.</li> </ul>

**BTA Highlights**

*Additional Benefits (in U.S. dollars)*

<b>Seatbelt and Airbag</b>	Seatbelt <ul style="list-style-type: none"> <li>• 25% of Maximum Benefit Amount up to US \$50,000</li> </ul> Airbag <ul style="list-style-type: none"> <li>• 25% of Maximum Benefit Amount up to US \$50,000</li> </ul>
<b>Carjacking</b>	10% of Maximum Benefit Amount up to US \$25,000
<b>Cosmetic Disfigurement from Burns</b>	Scheduled % (cosmetic burn chart)
<b>Education</b>	5% of Maximum Benefit Amount up to US \$5,000
<b>Emergency Medical Expense †</b> <ul style="list-style-type: none"> <li>• <i>Medical Expense Guarantee:</i> expenses for guarantee of payment to a medical provider.</li> <li>• <i>Hospital Admission Guarantee:</i> expenses for guarantee of payment to a Hospital or treatment facility.</li> </ul>	Up to US \$10,000
<b>Rehabilitation</b>	10% of Maximum Benefit Amount up to US \$25,000
<b>Special Adaptation</b> <ul style="list-style-type: none"> <li>• <i>Home &amp; Vehicle Modification</i></li> </ul>	10% of Maximum Benefit Amount up to US \$50,000
<b>Special Counseling</b>	10% of Maximum Benefit Amount up to US \$25,000
<b>Emergency Medical Evacuation †</b>	100% of covered expenses
<b>Family Reunion †</b> <ul style="list-style-type: none"> <li>• In conjunction with Emergency Medical Evacuation</li> </ul>	Up to US \$5,000
<b>Repatriation of Remains †</b>	100% of covered expenses
<b>War Risk Coverage</b>	Coverage applies worldwide, <b>except:</b> <ul style="list-style-type: none"> <li>• The United States; and</li> <li>• An eligible person's Home Country or Country of Permanent Assignment; and</li> <li>• Specific Countries: Afghanistan, Iran, Iraq, Libya, Nigeria, Pakistan, Somalia, Sudan, Syria.</li> </ul>

† Benefits will not be payable unless our authorized assistance provider authorize in writing, or by an authorized electronic or telephonic means, all expenses in advance, and services are rendered by our assistance provider. Benefits for Emergency Medical Evacuation, Emergency Medical Expense, Repatriation of Remains and Family Reunion are available if you are traveling 100 miles or more away from your place of permanent residence.

**“Business Travel”** means a Business Trip while on approved assignment by or at the direction of Lam for the purpose of furthering business, but does not include any period of time: (1) while you are working at your regular place of employment; (2) during the course of everyday travel to and from work; or (3) during an authorized leave of absence or vacation.

**“Business Trip”** means a trip taken by an Insured which begins when the Insured leaves his or her residence or place of regular employment for the purpose of going on the trip (whichever occurs last), and is deemed to end when the Insured returns from the trip to his or her residence or place of regular employment (whichever occurs first). However, a trip is deemed to exclude any period of time during which the Insured is on an authorized leave of absence or vacation.

*Please see “General Exclusions – Corporate Business Travel Benefit Program”*

## Global Travel Medical Insurance (“GTM”)

GTM provides important coverage for you if you suffer an injury or sickness that requires medical treatment. You must be on approved Lam Business Travel outside of your home country or country of permanent assignment. Benefits under this program are not provided for travel that exceeds 365 (three-hundred sixty five) consecutive travel days.

### GTM Highlights

#### Insurance Company

ACE American Insurance Company

### Eligibility, Benefits and Features (in U.S. dollars)

#### Eligibility & Benefit Maximum

- All employees who are in active service, working a minimum of 20 hours per week.
- Spouse and Dependent Child(ren) when traveling with an employee on approved Lam Research business travel.

Up to US \$500,000 per injury or sickness

#### Maximum for Dental Treatment

- Injury Only: \$1,000
- Alleviation of Sudden Pain: \$500

- *First expenses must be incurred within 30 days after the date of injury or sickness*
- *Benefits are payable up to the earlier of the date an insured person returns to his/her Home Country or Country of Permanent Assignment, or 52 Weeks from the date of a Covered Accident or Sickness*

#### Covered Medical Expenses

- Expenses must be Usual and Customary charges incurred and Medically Necessary

“Usual and Customary Charge” means the average amount charged by most providers for treatment, service, or supplies in the geographic area where the treatment, service, or supply is provided.

- Hospital semi-private room and board (or room and board in an intensive care unit) and Hospital ancillary services (including, but not limited to, use of the operating room or emergency room);
- Services of a Doctor or a registered nurse;
- Ambulance service to or from a Hospital;
- Laboratory tests;
- Radiological procedures;
- Anesthetics and their administration;
- Blood, blood products and the transfusion thereof;
- Physiotherapy;
- medicines prescribed or administered by a Physician;
- Dental charges for Injury to sound, natural teeth;
- Emergency medical treatment of pregnancy;
- Artificial limbs or eyes (not including replacement of these items);
- Casts, splints, trusses, crutches, and braces (not including replacement of these items or dental braces);
- Oxygen or rental equipment for administration of oxygen;
- Rental of a wheelchair or hospital-type bed; and
- Rental of mechanical equipment for treatment of respiratory paralysis.

## General Exclusions – Corporate Business Travel Benefit Program

The Corporate Business Travel Benefit Program will not pay benefits for any loss or injury that is caused by, or results from:

- Suicide, attempted suicide or intentionally self-inflicted injury
- Declared or undeclared war, or any act of declared or undeclared war (does not apply to War Risk coverage)
- Sickness, Disease, Mental Incapacity or Bodily Infirmary, Infections of any kind regardless of how contracted, except bacterial infections that are directly caused by botulism, ptomaine poisoning or an accidental cut or wound independent and in the absence of any underlying sickness, disease or condition including but not limited to diabetes (this does NOT apply to GTM)
- Full-time active duty in the armed forces, National Guard or organized reserve corps of any country or international authority
- Policyholder Owned/Leased Aircraft and Specialized Aviation Activities are excluded
- Additional Exclusions apply to GTM.

## Exclusions & Limitations – GTM Insurance

In addition to the General Exclusions, GTM does not pay benefits for any loss, treatment, or services resulting from or contributed to by:

- Routine physicals and care of any kind.
- Routine dental care and treatment.
- Cosmetic surgery, except for reconstructive surgery needed as the result of an Injury.
- Routine nursery care.
- Eye refractions or eye examinations for the purpose of prescribing corrective lenses or for the fitting thereof; eyeglasses, contact lenses, and hearing aids.
- Services, supplies, or treatment including any period of Hospital confinement which is not recommended, approved, and certified as medically necessary and reasonable by a Doctor, or expenses which are non-medical in nature.
- Treatment or service provided by a private duty nurse.
- Treatment by any Immediate Family Member or member of the Insured's household.
- Expenses incurred during holiday travel, or travel for purposes of seeking medical care or treatment, or for any other travel that is not in the course of the Policyholder's business (unless Personal Deviations are specifically covered).
- Covered medical expenses for which the Covered Person would not be responsible for in the absence of the Policy.
- Any expense paid or payable by any other valid and collectible group insurance plan.
- Injury or sickness for which benefits are paid or payable under any workers' compensation or occupational disease law or act, or similar legislation, whether United States federal or foreign law.

The Corporate Business Travel Benefit Program does not apply to the extent that trade or economic sanctions or regulations prohibit the insurance company from providing insurance, including, but not limited to, the payment of claims.

### CLAIMS

To file a claim, you (or a family member) should mail claims to: ACE USA, P.O. Box 5124, Scranton, PA 18505-0556. Email for claims inquiries: [diane.basa@acegroup.com](mailto:diane.basa@acegroup.com). For customer service: 302-476-6194 (outside of US); 800-336-0627 (inside US).

### **DISCLAIMER**

This announcement provides a summary of important information about Lam's Corporate Business Travel Benefit Program. Complete details about this program are contained in the insurance documents that cover the program. Additional terms, definitions, conditions and limitations apply. If there is a discrepancy between the information provided in this announcement and the insurance documents, the insurance documents will govern. Lam reserves the right to terminate, suspend, withdraw, amend or modify this program at any time.

