You’ve got this

U.S. 2027 Benefits Open Enrollment
October 28–November 11, 2026

Benefits Team

Agenda

01 Open Enrollment

02 Health care benefits

03 Other benefits

04 Resources

01

Open Enrollment

Benefits websites

LamBenefits.com

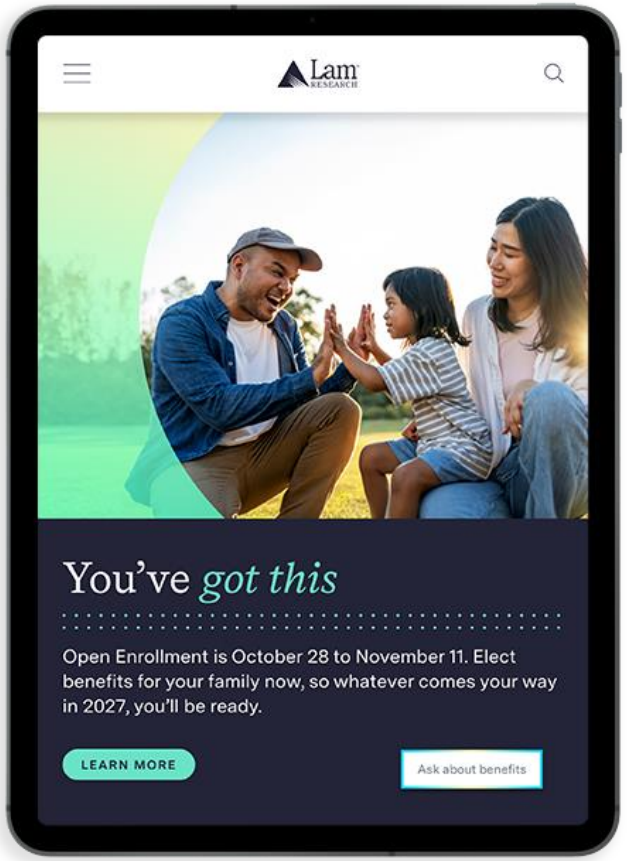
- Year-round U.S. benefits information (no password required)
- Access to all sources (links and login instructions)
- AI-enabled benefits assistant for answers to questions

PlanSource

- Benefit enrollment and changes (password required)
  - Medical, dental, vision
  - Health Savings Account (HSA); Flexible Spending Accounts (FSAs)
  - Life, accident, critical illness, and hospital indemnity insurance
  - Beneficiary designation
- Benefits Help Desk (via email and phone)

Optum Financial

- Reimbursements (password required)
  - HSA (receipts not required)
  - FSAs (receipts may not be required)
  - Lifestyle Account
  - Commuter card purchases



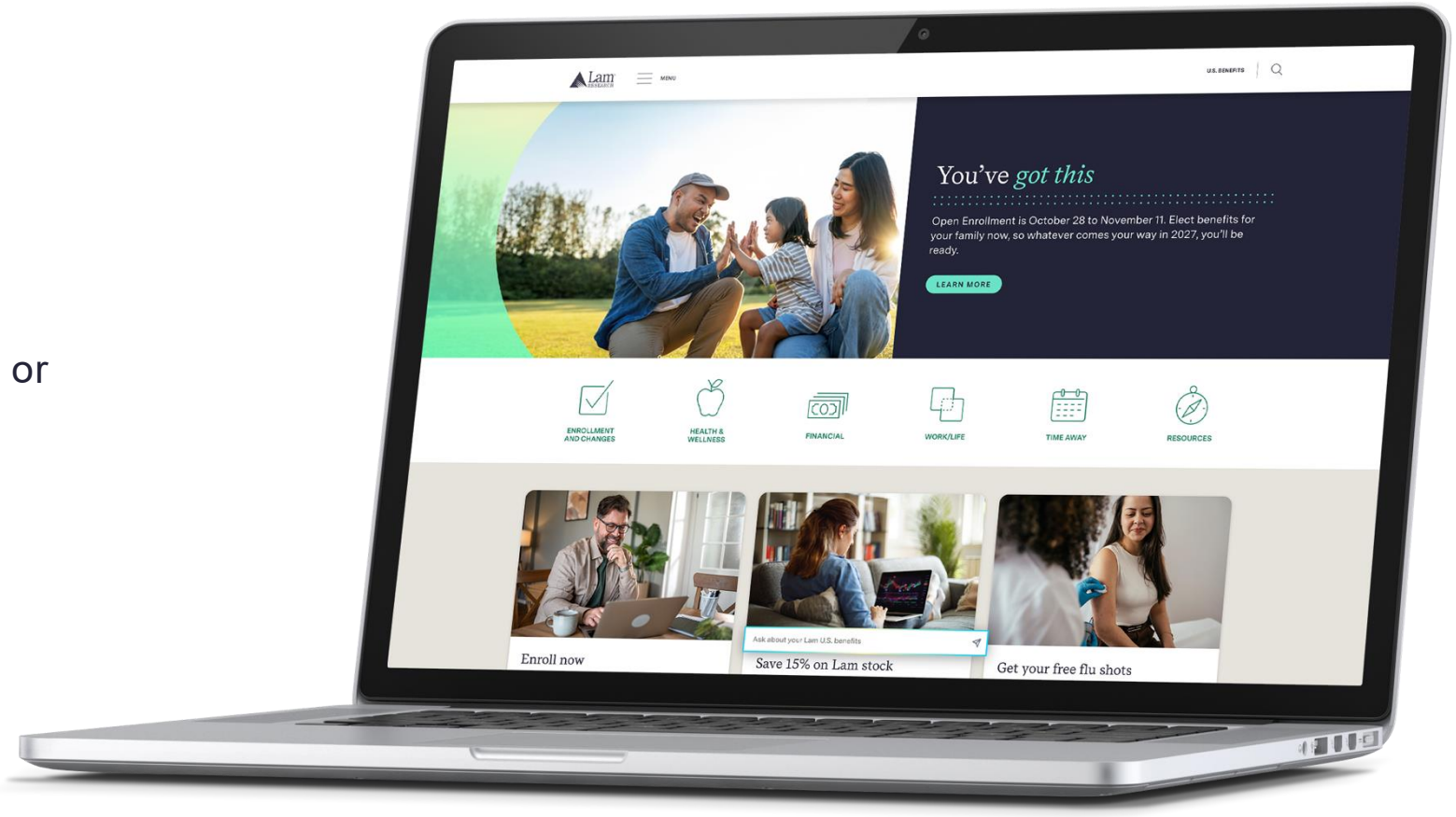
PLANSOURCE®

Optum Financial™

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Enroll October 28–November 11

1. Visit LamBenefits.com
2. Select the main banner for all Open Enrollment information
3. Select Enroll now from the home page or the Open Enrollment page
4. Follow instructions to log in to PlanSource



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Who’s eligible for benefits

Regular, full- or part-time employees working at least 20 hours per week

Dependents

- Your spouse or domestic partner
- Children under age 26, including stepchildren, legally adopted children, and your domestic partner’s children
- Children of any age, if they are dependent on you because of a physical or mental disability

Interns

- Eligible for medical, dental, vision, EAP, and sick time



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What happens if you don’t act during Open Enrollment

- You will be re-enrolled in the medical, dental, and vision plans you have in 2026
- If you waived medical in 2026, you’ll have no medical coverage in 2027
- You will have the same basic and supplemental life insurance you have in 2026
- You will not have a Health Care or Dependent Day Care Flexible Spending Account (FSA)
- Your Health Savings Account (HSA) contribution election amount from 2026 will roll over to 2027
- You will be enrolled automatically in short-term disability, even if you previously declined it

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2027 U.S. benefit trends

Health care costs in the U.S. are still on the rise

- But your Lam medical plan increases for 2027 will be lower than the national average
- Lam pays about 85% of the cost of your medical coverage

What this means for 2027

- Your paycheck contributions for medical plans will increase because of the increased costs
- We'll continue the generous level of employer HSA funding if you're enrolled in the Anthem or Kaiser CDHP
- There is no cost increase for dental and vision plans



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02

Health care benefits

Anthem and CVS Caremark medical plan coverage

In-network benefits	Anthem CDHP	Anthem Base PPO
Preventive medical and Rx	Plan pays 100%	Plan pays 100% on medical Copay applies on Rx
Deductible	Individual: $2,000 **Individual in family: $3,500** Family: $4,000	Individual: $1,300 Individual in family: $1,300 Family: $2,600
Coinsurance after deductible	20%	20%
Primary care / specialist	20% coinsurance after deductible	$25 / $40
Emergency room	20% coinsurance after deductible	$150 (waived if admitted)
Retail Rx: CVS *(30-day supply)* Generic Preferred brand name Nonpreferred brand name	After deductible: 20% for each tier *(no deductible for preventive)*	Deductible doesn't apply $10 30% coinsurance ($100 max.) 35% coinsurance ($150 max.)
Out-of-pocket (OOP) maximum *(includes deductible)*	Individual: $4,000 Individual in family: $4,000 Family: $8,000	Individual: $3,500 Individual in family: $3,500 Family: $7,000
Lam's Health Savings Account contribution *(prorated if you enroll midyear)*	Individual: $1,300 Family: $2,600	None

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Weight-loss drugs in the Anthem CDHP

- If you're prescribed a GLP-1 **solely for weight loss**, you'll pay 20% coinsurance after you meet your deductible
- There's no change to coverage for GLP-1s prescribed for **diabetes**
- There's no change to GLP-1 coverage for **Anthem PPO** and **Kaiser** members

Contact CVS Caremark for information on how specific drugs are covered

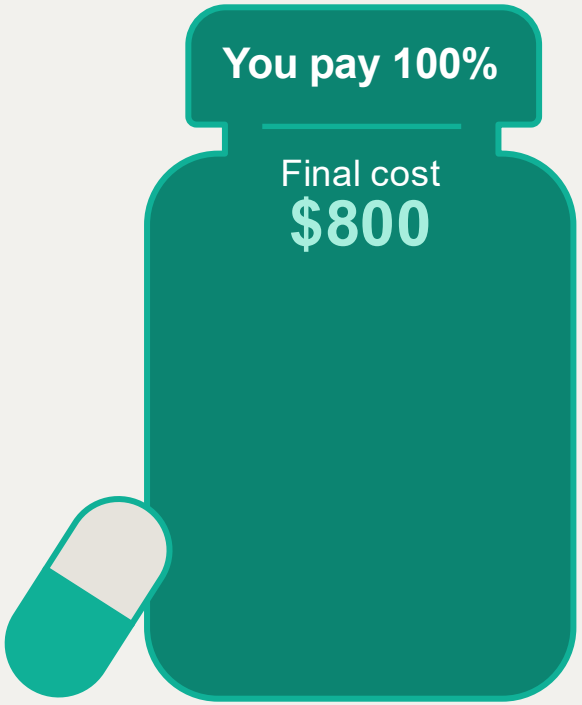
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Anthem (CVS Caremark) prescription examples

Filling a nonpreferred brand-name drug prescription with a starting cost of $800

CDHP

Before deductible is met:



$800 drug cost **x 100%** coinsurance **= $800**

After deductible is met:



$800 drug cost **x 20%** coinsurance **= $160**

Base PPO

Deductible doesn't apply



$800 drug cost **x 35%** coinsurance **= $280**, but your maximum cost is capped at **$150**.

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Kaiser medical plan coverage

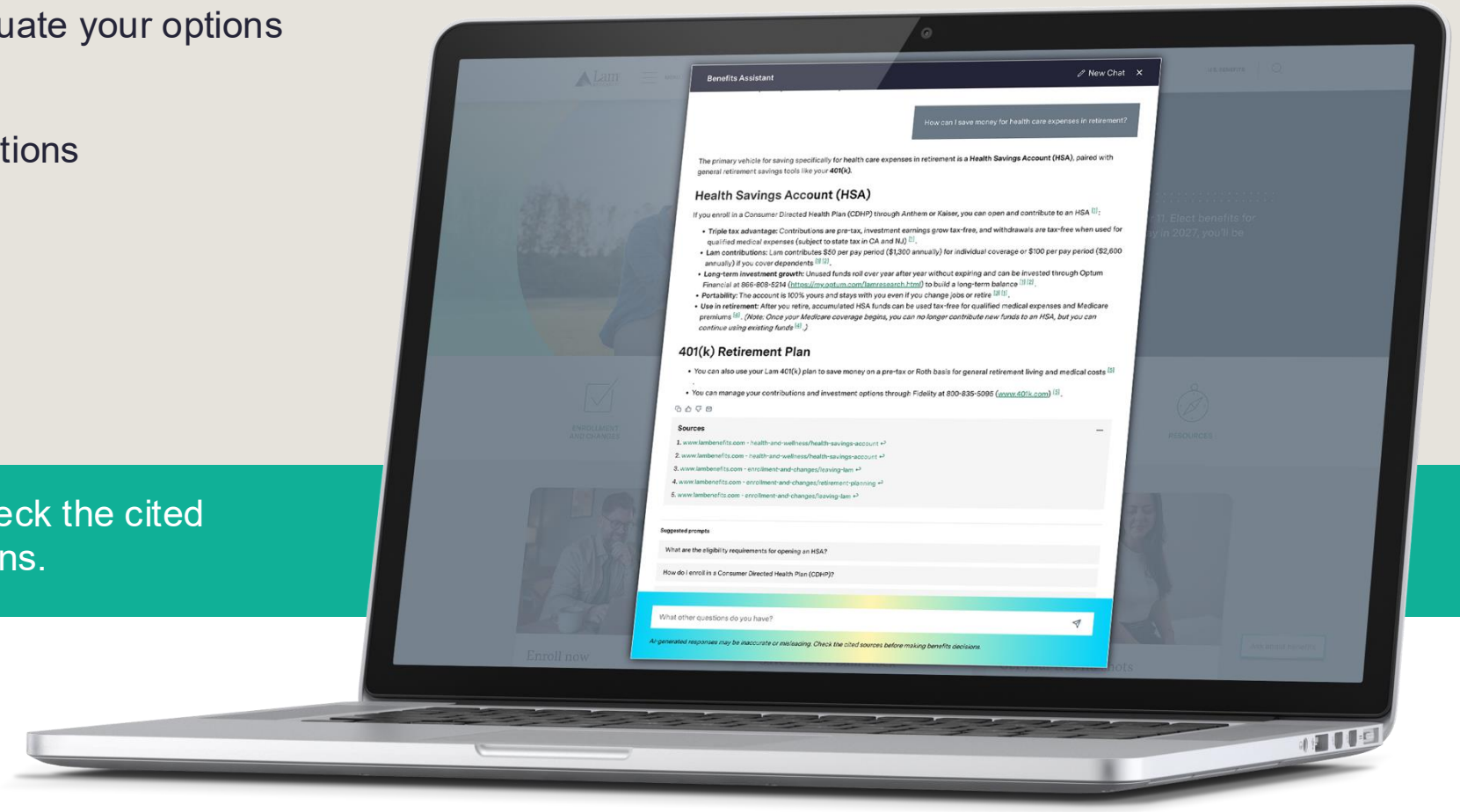
In-network benefits	Kaiser CDHP California, Oregon, Washington	Kaiser Deductible HMO California, Oregon, Washington
Preventive medical and Rx	Plan pays 100%	Plan pays 100% on medical; copay applies on Rx
Deductible	Individual: $2,000 **Individual in family: $3,500** Family: $4,000	Individual: $250 Individual in family: $250 Family: $500
Coinsurance after deductible	20%	20%
Copays: primary care / specialist	20% after deductible	$20 / $30
Emergency room	20% after deductible	CA: $200 after deductible OR & WA: $200 with no deductible
Kaiser Rx Generic Preferred brand name Nonpreferred brand name	After deductible: $10 $30 CA: $10 or $30, OR & WA: $60	 $10 $30 CA: $10 or $30, OR & WA: $60
Out-of-pocket (OOP) maximum *(includes deductible)*	Individual: $4,000 Individual in family: $4,000 Family: $8,000	Individual: $2,500 Family: $5,000
Lam's Health Savings Account contribution *(prorated if you enroll midyear)*	Individual: $1,300 Family: $2,600	None

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Lam benefits assistant

- Request plan comparisons to evaluate your options
- Get answers to your benefits questions
- Find it on LamBenefits.com

Responses are generated using AI. Check the cited sources before making benefits decisions.



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Virtual physical therapy

sword

Easier, cheaper support for muscle, bone, and joint health

- 1:1 video sessions with a licensed physical therapist
- Sensor technology that provides real-time feedback
- Programs tailored to help you reduce pain and discomfort, prevent larger problems, or recover from an injury
- No cost to you and your eligible family members
- Benefits are in addition to any physical therapy through your medical plan

Virtual pelvic health support

- For dealing with pelvic discomfort, urinary leakage, pain with intimacy or bowel issues
- Customized therapy for all stages of life, including pregnancy, postpartum, and menopause
- No cost to you and your eligible family members

Available to all family members enrolled in a Lam medical plan

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Health Savings Account (HSA) features

Optum Financial™

- **Individually owned, tax-advantaged bank account** that you can use to pay for eligible health care expenses
- HSA is the only savings account that provides a triple tax advantage:
  1. You won't pay federal taxes on your paycheck deductions
  2. Funds grow tax-free
  3. You won't owe tax if you spend the funds on eligible expenses
- Account balance carries over from year to year
- Your HSA account always belongs to you (not the company)
- Funds can be:
  - Spent on current eligible expenses, including medical, prescription medications, dental, and vision services
  - Saved for the future
  - Used in retirement

	Lam's annual contribution	Your annual maximum contribution	IRS combined 2027 HSA maximum
Individual	$1,300	$3,200	$4,500
Family	$2,600	$6,400	$9,000

Employees age 55 or older can contribute an additional $1,000

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HSA eligibility

You can participate in the HSA only if you enroll in a CDHP

You are ***not*** eligible to contribute if:

- You are enrolled in any part of Medicare
- You are enrolled in TRICARE
- You are covered by another medical plan (such as your spouse's plan) that does not qualify as a high-deductible health plan
- You or your spouse participates in a Health Care Flexible Spending Account (FSA) at your spouse's employer



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Dental plans

DELTA DENTAL®

Base Plan

- Preventive care (including 2 cleanings)
- Basic and major procedures
- Children's orthodontia

Premium Plan

- Preventive care (including 2 cleanings)
- Basic and major procedures
- Orthodontia for children and adults

SmileWay benefits

Both plans include extra cleanings if you have a chronic medical condition



No cost increase in 2027

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Vision plans

Base Plan

- Annual exam
- Retinal screening
- Frames every 2 years
- Lenses or contacts every year
- Includes computer glasses (for your family, too)

Enhanced Plan

- Annual exam
- Retinal screening
- Frames every year
- Second pair of lenses or contacts every year
- Includes computer glasses (for your family, too)



No cost increase in 2027

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Health Advocate

Health Advocate provides you and your family members your own **Personal Health Advocate**, who will cut through the red tape, talk to your doctors and insurance company, and help get to the heart of your issue

24/7 health care concierge benefit

Connect with Health Advocate to resolve a wide array of clinical and administrative issues for you and your spouse or domestic partner, dependent children, **parents, and parents-in-law**

Administrative advocacy

Get help understanding medical bills, resolving claims, **navigating Medicare**, finding lower-cost prescription drugs, and more

Clinical advocacy

Get help finding providers with the Perfect Match physician locator, scheduling appointments, making health care decisions, coordinating care, receiving second opinions, and accessing additional help for seniors and parents of children with special needs

Personalized health alerts

Sign up through the member engagement app

- All regular-status employees and interns are eligible
- You do not need to be enrolled in a Lam medical plan to participate

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Flexible Spending Accounts (FSA)

Optum Financial™

Plan	Contribution maximum	Enrollment eligibility	Eligible expenses	Carryover provisions
Health Care FSA	$3,400	Anthem Base PPO, Kaiser Deductible HMO, waived medical	Medical, Rx, dental, vision	$680 from 2027 to 2028
Limited Purpose Health Care FSA	$3,400	Anthem and Kaiser CDHP	Dental and vision **only** *Cannot be used for medical or Rx*	
Dependent Day Care FSA	$7,500 *Includes 15% Lam match; $4,300 max for highly compensated employees*	Tax dependents under 13 *Or any age if reliant on you for full-time care*	Child and elder day care expenses *Does **not** cover health care expenses for dependents*	None

General FSA rules:

- You must enroll through PlanSource during Open Enrollment for any coverage in 2027
- Funded by employee contributions on a pretax basis
- Cannot change your annual election unless you have a qualifying life event
- Use it or lose it—any unused funds will be forfeited at the end of the calendar year (except for allowed carryover)
  - Unused Health Care or Limited Purpose balance up to $680 will automatically roll over from 2027 to 2028
- You have until the next March 31 to submit claims for expenses incurred through December 31
- If you are a new participant, Optum will send you a debit card (Health Care FSA); existing cards will work until expired
  - IRS eligible expenses and payment options are available on LamBenefits.com

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Voluntary supplemental medical benefits

MetLife

Critical illness insurance

Receive $15,000, $30,000, or $50,000 when you're diagnosed with a covered serious condition

Accident insurance

Receive a lump-sum payment if you're injured in an accident

Hospital indemnity insurance

Receive a lump-sum payment plus a per-day payment for each day of your hospital stay due to accident, illness, or childbirth

- These plans ***do not*** replace medical insurance; they offer additional financial protection and do not cover any medical services
- You don't have to be enrolled in a Lam medical plan to elect this coverage
- You pay the premiums on an after-tax basis
- All claim payments are tax-free and can be used for any purpose
- Earn wellness incentives of $50–$200 with critical illness or hospital indemnity plans

One or more of these plans might be right for you if:

- You or your spouse or domestic partner expect to deliver a baby in a hospital in 2027
- You or your kids are involved in sports where injuries are possible
- You want to keep and grow the money in your Health Savings Account (HSA) to use for health care expenses after you retire

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03 Other benefits

Disability insurance

Short-term disability

Employee-paid; automatically enrolled

- You pay 0.5% of your base pay, up to an annual maximum of $951

In California, it's referred to as VDI; by state law, you cannot opt out

- Receive 75% of base pay for up to 1 year (not taxed*)

In other states, it's called STD; you can opt out (except in CO, HI, MA, NJ, NY, OR, WA)

- Receive 75% of base pay for up to 6 months (not taxed*)
- If you opt out, you will not be eligible for paid leave benefits in 2027

Use VDI or STD for parental bonding leave or family leave to care for someone

- Receive 100% of base pay for up to 16 weeks (taxed)

Long-term disability

Company-paid; automatically enrolled

Starts after 180 days

- 60% of base pay up to $30,000 per month (not taxed) until Social Security normal retirement age

**To enable the plan to make tax-free payments when you receive benefits, you'll pay a small amount of imputed income tax for the amount Lam contributes to your STD coverage.*

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Life insurance and accidental death and dismemberment (AD&D) insurance

Basic coverage

Company-paid

$50,000 or 2x annual salary

Supplemental coverage

Employee-paid

Employee: 1x–6x salary

Spouse or domestic partner: up to $500,000

Children to age 26: up to $30,000 per child

Increase your life insurance during Open Enrollment

- No evidence of insurability (EOI) required to increase your coverage by 1x your salary (up to 3x total)
- Coverage of 4x or more requires EOI
- Purchase life insurance for your spouse or domestic partner (EOI required over $200,000)

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Voluntary benefits: ID theft protection and group legal

LifeLock plan highlights

- Restoration services
- Proactive identity monitoring
- Dark web monitoring
- Three credit bureau alerts and monitoring
- Checking and savings account application alerts
- Stolen funds reimbursement for HSA and 401(k)
- Home title monitoring
- Social media monitoring
- Digital exposure reports
- Device protection
- $1 million insurance policy

	Per-pay-period rate
Employee	$4.61
Family	$8.76

LifeLock®

ARAG prepaid legal services

- Network of 13,000 attorneys
- Common legal issues
- Tax services
- Legal support for caregivers
- Services for parents and grandparents
- Online resources, including DIY forms and state-specific legal documents

	Per-pay-period rate
Employee + Family	$8.77

ARAG

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Additional programs to support your well-being

401(k) plan

Pretax and/or Roth up to $24,500 per year (or more if age 50 or older)

Lam matches 50% of first 6% of your pay that you contribute

After-tax up to $30,000 (not matched)

Fidelity INVESTMENTS

Employee Stock Purchase Plan

Purchase Lam stock at a 15% discount

2 enrollment periods per year

Enroll October 15–31

Fidelity INVESTMENTS

Student loan assistance

Lam pays $400 per month directly to your loan servicer

Helps you pay off your student debt faster

Loan must be for your own education

Fidelity INVESTMENTS

Education assistance

Reimbursement up to $15,000 per year for job-related coursework

Specialized graduate programs eligible for additional benefits



$500 Lifestyle Account

Fitness

Financial planning

Adult education

Student loan payment

College admissions prep

Optum Financial™

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Additional programs to support your well-being

Employee assistance program (EAP)

7 free sessions per issue

Video therapist sessions

On-site therapist (Tualatin)

Calm Health app for stress, anxiety, and sleep help

Sobriety support

Brightplan financial wellbeing help

Optum

Emergency backup child and elder care

Subsidized emergency backup care

Discounts on other child or elder care services

Additional discounts on travel and entertainment

care@work BY CARE.COM

Well-being app

Personalized well-being journey

Health coach

Biometric screenings

Challenges

Tobacco cessation

Quarterly wellness incentive

personify HEALTH

Fitness

Fremont and Tualatin fitness centers

Group exercise classes

On-demand workouts

Virtual fitness expert



On-demand well-being activities

Live and on-demand fitness classes

Meditations

Health talks

Team-building programs

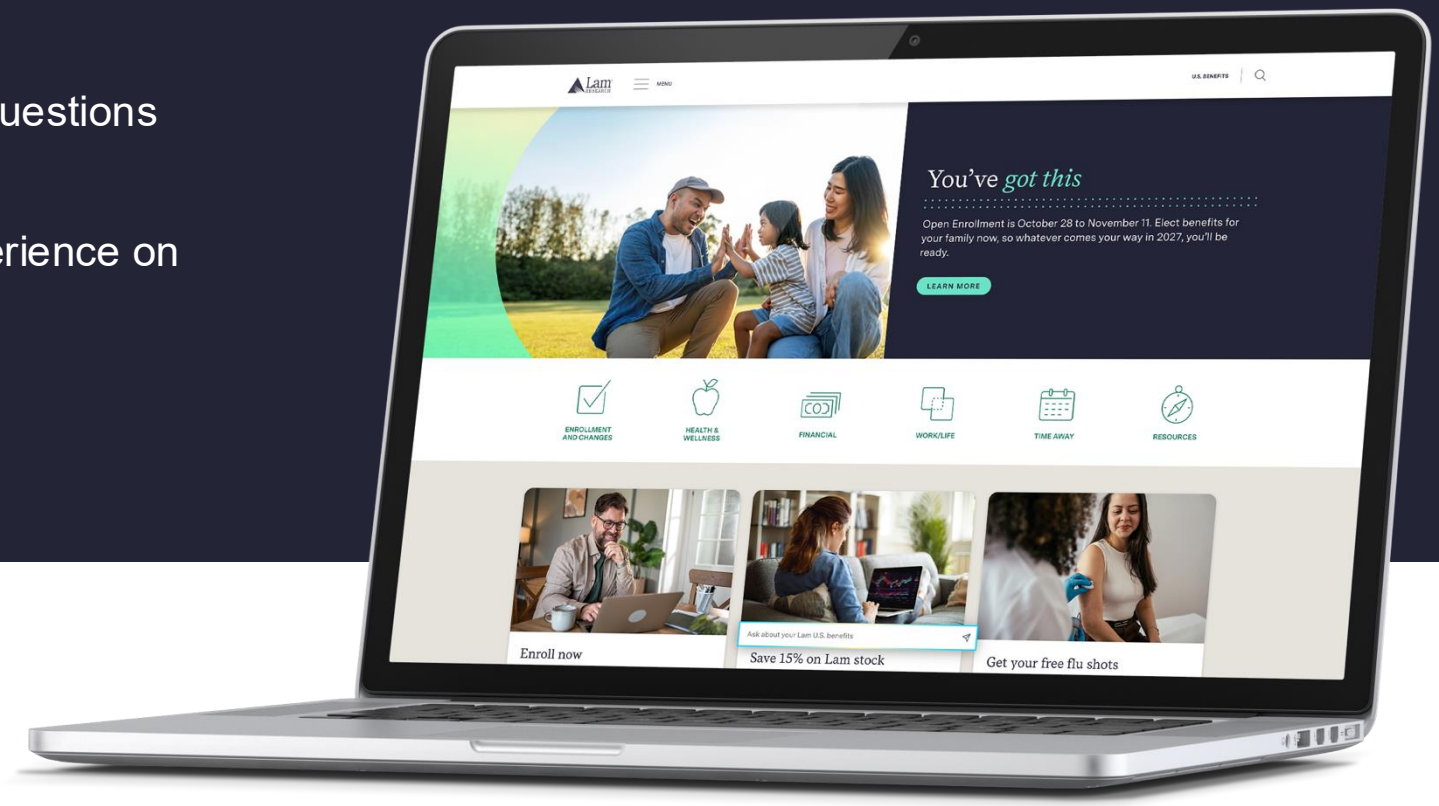
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04 Resources

Find more at LamBenefits.com

- Information on benefits and well-being resources
- Benefits assistant for answers to your questions
- Responsive design optimizes your experience on desktop, tablet, or phone
- No login required



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Get help

Online

LamBenefits.com

Email

benefits@lamresearch.com

Call

877-291-9494



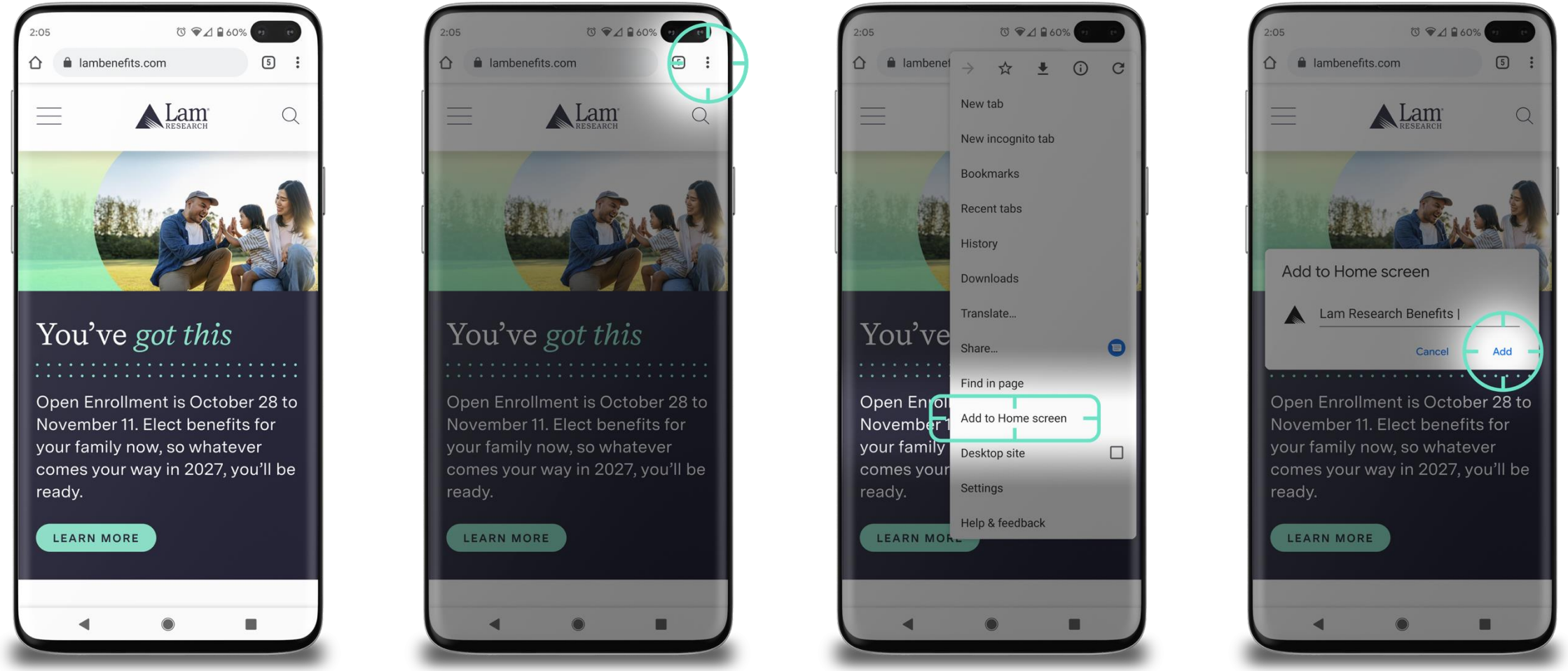
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Q&A


Lam®
RESEARCH

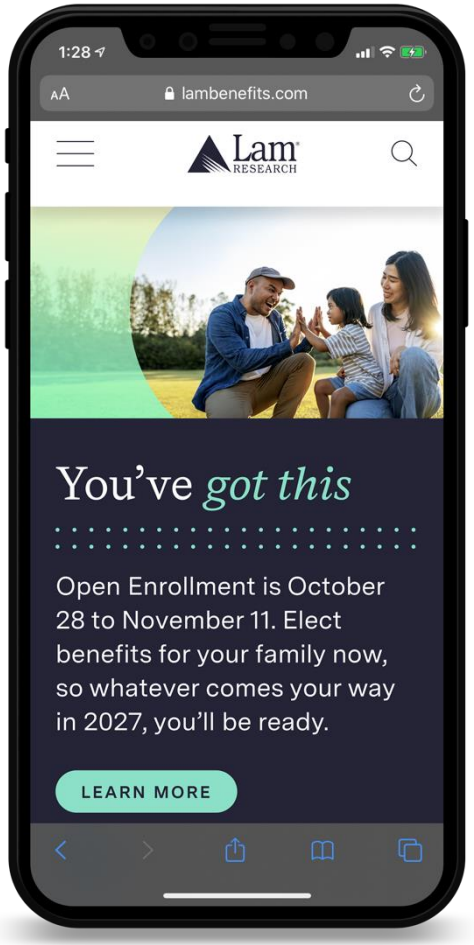
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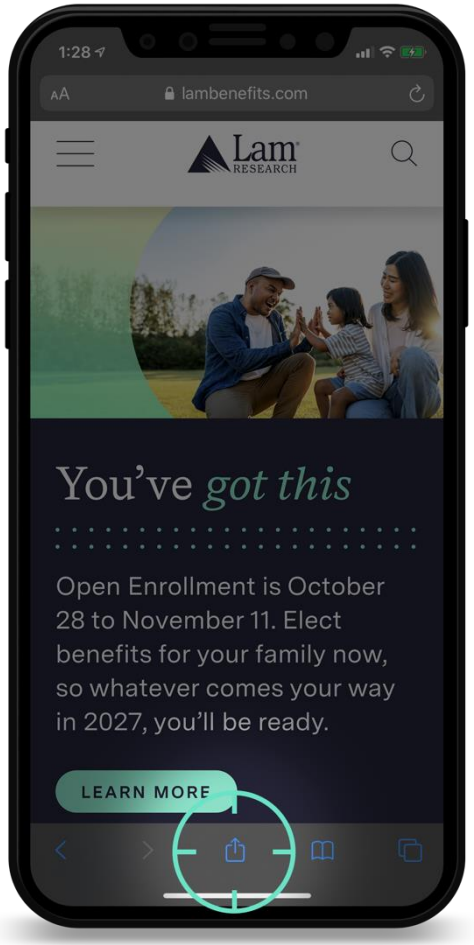
Add LamBenefits.com to your Android phone

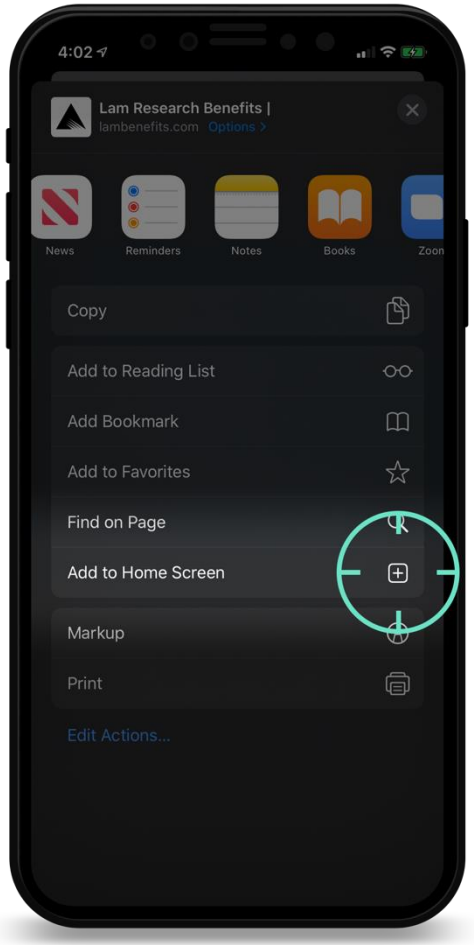


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Add LamBenefits.com to your iPhone









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Employee Stock Purchase Plan (ESPP)

- Enroll in the Employee Stock Purchase Plan October 15–31
- Contribute 1%–15% of your salary (up to $21,250 a year)
- Purchase stock at a 15% discount on the purchase date

To determine the purchase price, Lam compares the stock price from the first day of the Offering Period and the last day of the Purchase Period

- The plan looks back and then applies the 15% discount to whichever is the lower price

If the stock price is down, the Offering Period is reset to lock in the new, lower price for the next Purchase Period

Enroll or change contributions at Fidelity netbenefits.com or 800-544-9354

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Lam 401(k) plan

50% Lam match on the first 6% of your pay that you contribute as pretax or Roth contributions

Pretax contributions

- Save on taxes now; taxes on contributions and earnings are due when you withdraw from your 401(k)
- Up to $24,500 combined with Roth ($32,500 if age 50–59 or over age 63; $35,750 if age 60–63)

Roth contributions

- Use after-tax money now, and pay no taxes on earnings later
- Up to $24,500 combined with pretax ($32,500 if age 50–59 or over 63; $35,750 if age 60–63)

After-tax contributions

- Contribute after-tax money, even if you've reached the pretax or Roth maximum
- Can be converted to Roth through an in-plan conversion
- Up to $30,000 per year

The SECURE 2.0 Act requires that your over-50 catch-up contributions be made as Roth contributions if you earn more than $150,000

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