You've *got this*



2027 Benefits Open Enrollment

October 28–November 11, 2026

Lam® RESEARCH

Your 2027 enrollment checklist

Visit **LamBenefits.com** and select the **Enroll now** link from October 28 through November 11.

- [ ] Elect your medical, dental, and vision benefits for 2027.
- [ ] Add or drop dependents, and provide required documentation for current dependents, as necessary.
- [ ] Elect your 2027 contributions to a Health Care Flexible Spending Account (FSA) or a Dependent Day Care FSA. Your current elections will not roll over to 2027.
- [ ] 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 2026 benefit elections will roll over to 2027 for you and your covered dependents—except your Flexible Spending Accounts (FSAs).
- You won't be able to contribute to a Health Care FSA or Dependent Day Care FSA in 2027.
- If you currently contribute to an HSA, your elected contribution amount will roll over to 2027.
- You will be automatically enrolled in short-term disability coverage (VDI for California employees and STD for all others).



You've got it covered

When it comes to taking care of your physical, emotional, and financial well-being, you're in a great position. Why? Because you have your Lam benefits.

Whether you're enjoying the best of life, stepping up to meet an unexpected challenge, or socking away savings for the future, you've got access to top-tier programs and support to help you meet your goals.

Open Enrollment is the time to sign up for the benefits you and your family need for 2027. So whatever comes your way, you've got it covered.

Enroll October 28 through November 11

Be sure to choose your 2027 benefits during Open Enrollment. It's the only opportunity you'll have to make changes to your benefits until this time next year, unless you experience a life event like getting married or having a baby.

Can you cover them? *Be sure*

If you're a regular-status Lam or Silfex employee working 20 or more hours per week, you can enroll in Lam benefits. Your spouse or domestic partner and children also may be eligible for coverage.

Review the eligibility rules at **LamBenefits.com > Enrolling in Benefits > Benefits Eligibility**, especially if you're recently separated or divorced.

Staying well? *You're on it*

Select your medical, dental, and vision plans

You'll have the same choices for medical, dental, and vision plans for 2027. But spend a few minutes reviewing your options and considering how your needs may be different in the next year. Then, elect the plans that are best for yourself and your family.

Changes for 2027

Medical plan contributions increase

Medical costs continue to rise nationally, but Lam's health care cost increase trend is below the national average.

You'll contribute more from each paycheck for medical plan coverage in 2027, but Lam continues to cover about 85% of the cost of medical coverage for you and your family.

Contributions for dental and vision coverage will not increase.

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 $3,500 (from $3,400).

Computer vision care extends to covered dependents

Eligible family members enrolled in your VSP vision plan will have access to the same coverage you get for computer vision exams, eyeglass frames, and lenses.



Weight-loss drug coverage

Lam's medical plans continue to provide coverage for GLP-1 drugs. Under the Anthem CDHP, these drugs are covered under a specific preventive drug list managed by CVS Caremark. To provide more consistency in plan coverage across our medical plans, we are making a change in how GLP-1 weight-loss drugs are covered under the Anthem CDHP in 2027.

If you are enrolled in the Anthem CDHP and prescribed a GLP-1 solely for weight loss, the amount you pay for the drug will change in 2027: You will pay 20% coinsurance after you meet your deductible. Coverage for GLP-1 drugs prescribed for diabetes will not be impacted by this change.

There is no change to GLP-1 coverage for Anthem PPO and Kaiser plan participants.

Want expert help navigating health care? *Here you go*

Health Advocate is here to support you, your dependents, and your parents when you need a hand deciphering a medical bill, understanding a medical diagnosis, or making sense of Medicare. Available 24/7, your personal care advocate is available to help with these and other health care issues.

Need help with your benefits?
We've got you

Request plan comparisons and get immediate answers to all your benefits questions 24/7 from the benefits assistant on **LamBenefits.com**.

Save on health care expenses with an HSA or FSA

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 in 2027

Combined with Lam's contribution, you can set aside $4,500 in your Health Savings Account (HSA) in 2027 if you have individual medical coverage or $9,000 if you cover dependents too. You can add another $1,000 if you'll be 55 or older next year.

Your 2026 HSA contribution election will roll over to 2027, so make sure you increase your contributions during Open Enrollment if you want to take advantage of the new HSA ceiling.

Enroll now if you want a Health Care FSA

You can contribute up to $3,400 to a Health Care Flexible Spending Account (FSA) in 2027. You must enroll and choose your 2027 contribution amount during Open Enrollment; your 2026 election will not continue into 2027.



No time for in-person care?
No worries

When getting in-person care isn't convenient or possible, you and your dependents can use **LiveHealth Online** for a private visit with a doctor or mental health professional. You don't need to be covered by a Lam medical plan to use this service.

Keeping your balance? *No problem*

Find the support you need

When you or a family member needs help dealing with personal challenges, the **employee assistance program (EAP)** has experienced counselors available 24/7 to offer guidance and support, at no cost to you. Just reach out by phone or online. They're also a great resource for locating services to help you care for children, aging parents, and pets.

Make well-being part of your routine

Personify Health gives you the tools, guidance, and coaching support to build healthier habits and improve your physical, emotional, and financial well-being. Take part in eligible activities to earn a quarterly wellness incentive worth **600 points** in the Above and Beyond employee recognition program.

Get the **Calm Health** app from Optum for programs to help you sleep better, manage stress, and improve focus.

Learn, move, and connect

Explore live and on-demand well-being programs through **FitPros**. Create your account with your Lam email address, so you can access a variety of experiences to support your personal growth, help you maintain a healthy work-life balance, and strengthen connections with colleagues. Choose activities like health talks, fitness classes, and guided meditations.

Feel better. Move better

Relieve joint and muscle aches before they get the best of you. Available at no cost to employees enrolled in a Lam medical plan, **Sword Health** provides virtual physical therapy and coaching to help you reduce pain and improve mobility.

If you or a covered family member is dealing with pelvic pain or discomfort, **Bloom** (part of Sword Health) provides specialized pelvic health support through a customized care plan.



Off to the gym or yoga studio? *Let's go*

Lam offers on-site **fitness centers** in Fremont and Tualatin, and the **Aaptiv** app for workouts on the go. Subscribe to **One Pass** for discounted access to thousands of gyms.

Through your **Lifestyle Account**, you can be reimbursed up to $500 per year for eligible memberships, classes, or coaching.

Planning for a bright future? *You've got this*

Grow your 401(k) with help from Lam

Lam will match half of the first 6% of your eligible pay that you defer to the plan as pretax or Roth contributions. For 2026, you can contribute up to $24,500—and the IRS is expected to increase the limit for 2027.

Catch up if you're over 50

As retirement gets closer, you can save even more: The IRS allows additional catch-up contributions for eligible participants.

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 2026 FICA wages exceed $150,000—everyone else can choose pretax or Roth. Lam does not match catch-up contributions.

The 2026 catch-up contribution limits are:

- Ages 50–59 or 64 and older: up to $8,000
- Ages 60–63: up to $11,250

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

Save 15% on Lam stock

Through the **Employee Stock Purchase Plan (ESPP)**, you can set aside money from each paycheck to purchase Lam stock twice each year at a 15% discount. It's an easy way to invest in the company's future—and your own. The current enrollment period ends October 31.

Put your HSA to work

Your **Health Savings Account (HSA)** can do more than help pay for health care expenses today. Once your balance reaches $500, you can invest your HSA funds. You'll pay no taxes on investment earnings, interest, or withdrawals used for qualified health care expenses.

According to Fidelity, a 65-year-old retiring today will need approximately $185,500 to cover health-related expenses throughout retirement, and investing your HSA funds now can be a smart way to prepare for these costs, including Medicare premiums.



Preparing for a rainy day? *You're all set*



Purchase additional life and AD&D insurance

Supplemental **life and AD&D insurance** can help protect your family's financial future with coverage beyond your Lam-paid benefits. During Open Enrollment, you can add coverage for yourself and purchase coverage for your spouse or domestic partner and children. Some elections may require a medical exam or health questionnaire.

Don't pass up disability insurance

In some states, you can opt out of the **short-term disability (STD)** plan during Open Enrollment. But think before you do that: If you decline coverage, you will not receive any STD or paid family leave (PFL) benefits if you need to miss work because you have a baby, get sick, or need to care for a family member.

STD changes for 2027

There are a few changes to the STD plan (and VDI in California), starting January 1, 2027:

- To be approved for STD, you must be out of work for seven consecutive calendar days. If approved, your STD benefits will be paid back to your first day missed, so you don't need to use sick time or PTO for that first week.
- Your STD benefit covers 75% of your base salary, and there's no longer a limit to the weekly benefit amount you can receive.
- You'll continue to pay 0.5% of your pay for STD coverage, but the wage cap for contributions will increase from $159,000 in 2026 to $190,200, which is the estimated Social Security wage cap for 2027. The maximum contribution will increase from $795 in 2026 to $951 in 2027.
- To enable the plan to make tax-free payments when you receive benefits for your own medical condition, you'll pay a small amount of imputed income tax for the amount Lam contributes to your STD coverage.

Be ready for the unexpected

Your Lam medical plan helps cover the cost of care, but an illness, injury, or hospital stay can come with other expenses too. **Supplemental medical benefits** from MetLife can help provide extra financial support when life doesn't go as planned. You can only add or drop this coverage during Open Enrollment.

You can enroll yourself and eligible family members in plans that pay cash benefits directly to you. Use the money however you need to, whether that's covering household expenses, transportation, child care, or other everyday costs.

Accident insurance provides a lump-sum payment when you're injured in an accident.

Hospital indemnity insurance pays a lump sum when you're admitted to the hospital for a covered illness, injury, or childbirth, plus additional payments for each day in the hospital.

Critical illness insurance provides a lump-sum benefit of $15,000, $20,000, or $50,000, depending on the coverage you choose, when you're diagnosed with a covered condition.

Protect your identity

LifeLock ID theft protection monitors your personal information across public records, the internet, and credit and financial activity. If suspicious activity is detected, you'll be alerted so you can take action. If your identity is compromised, LifeLock provides support to help restore your credit and includes up to $1 million in coverage for eligible expenses and damages. You can only add or drop this coverage during Open Enrollment.

Have legal support on standby

If you enroll in the ARAG prepaid **group legal plan**, you can turn to a network of qualified attorneys for help with many common legal matters. Most covered services are provided without attorney fees, helping you get the support you need with greater confidence. The plan's elder law services are available to you, your parents, and your grandparents. You can only add or drop this coverage during Open Enrollment.



Living your best life?
You're good to go



Take time for you

Whether you're planning a vacation, celebrating a special occasion, or simply taking a well-deserved break, Lam's generous time-off benefits help you step away from work and focus on yourself, your family, and your passions. Use **paid holidays, shutdown periods, paid time off**, and your **personal observance day** to rest, recharge, and come back ready for what's next.

Save on your commute

Lam's **commuter benefits** match 50% of your combined parking and public transit expenses, up to $120 per month. To save even more, contribute pretax money from your paycheck to pay for eligible transit and parking expenses.

Further your education on Lam

From individual courses to graduate degree programs, Lam supports your professional development through tuition reimbursement. Receive up to $15,000 per calendar year for classes related to your job or career development and up to $80,000 toward a graduate degree over the course of your Lam career.

Get reimbursed for living well

Whether you're focusing on fitness, learning something new, or building stronger money habits, your **Lifestyle Account** can help offset the cost. Lam will reimburse up to $500 per year for eligible fitness, educational, and financial wellness expenses. This benefit is taxable and paid through your regular paycheck.

Help to pay down your student loans? *Done deal*

When you're paying off loans from your own education, Lam can help lighten the load by paying $400 per month toward your eligible loan balance.

Raising a family? *You've got options*

Add to your family

Whether you're exploring fertility treatment, adopting a child, or preparing for a new arrival, Lam offers benefits and resources to support your family-building journey every step of the way.

Fertility treatment and support: Anthem members can access fertility services through WINFertility, while Kaiser members can receive fertility treatment and support through Kaiser.

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

Parental leave with full pay: If you're enrolled in a short-term disability plan (STD or California VDI), you can take up to 16 weeks of fully paid parental bonding leave to spend time with your newest family member. If you're the birth parent, you're also eligible for fully paid maternity leave.

Save on day care expenses

Stretch your paycheck by setting aside pretax dollars in a **Dependent Day Care Flexible Spending Account (FSA)** to cover eligible child and adult day care expenses. You can contribute up to $7,500 if your annual pay is less than $160,000.

Be ready for caregiving surprises

When you have to work and your usual care provider isn't available, you have a built-in backup plan. Through **Care.com**, Lam offers up to 10 days of subsidized emergency backup care for children and adult dependents. You'll pay reduced rates of $6 per hour for in-home care or $25 per child, per day for in-center care.



Need more time? *It's yours*

Sometimes life requires more than just a few days away from work. When you're caring for yourself, supporting a family member, bonding with a new child, or managing another life challenge, Lam's leave programs can help.

Depending on your situation, a **leave of absence** may provide extended time away from work, income replacement, and job protection while you focus on what matters most.

You've *got this*



Benefits Open Enrollment is **October 28–November 11**

This guide is an overview of certain health care and benefit plan provisions under the Lam Research U.S. Benefits program. It is not intended to be a complete description of these benefits. Lam Research may terminate, withdraw, or modify any benefits described here, in whole or in part, at any time.

Lam RESEARCH