



Registered Office :
Lam Research (India) Private Limited.
"Maruthi Infotech Center", 2nd Floor,
'A' Block, 11/1 & 12/1, Amarjyothi Layout,
Intermediate Ring Road,
Bangalore-560 071.
Ph : 91-80-46420300
www.lamresearch.com
CIN : U72200KA2000PTC027514

January 07, 2021

Mr. Somaraju Shashank

A-2506, Adithya DSR Lakeside Apartments,

Indranagar, Gachibowli,

Hyderabad – 500 032.

LETTER OF OFFER

Dear Somaraju,

As a member of the Lam Research Corporation group of companies, part of our vision is to be a company where successful people want to work. Based on our conversations with you, we are excited about the possibility of having you join our values-driven team. We are pleased to offer you employment at Lam Research (India) Private Limited ("Company") at Bangalore, as "**Software Engineer, Sr. I**" on the following terms and conditions: -

Your compensation for this position will be **Rs. 13,28,121/- (Thirteen Lakh Twenty Eight Thousand One Hundred and Twenty One Only)** per annum. This would include Basic salary, allowances, employer provident fund contribution, Gratuity and other reimbursements as governed by Company policies and Income Tax regulations in force from time to time.

You will also be paid a onetime sign on bonus of **Rs. 2,16,666/- (Two Lakh Sixteen Thousand Six Hundred and Sixty Six only less applicable taxes)** if you join on or before July 05, 2021 subject to the conditions mentioned hereunder. However; you shall return/refund the full amount of the sign on bonus in case you voluntarily terminate your employment within the first 12 months of employment. By accepting this offer and signing below, you consent to repay bonus should you be obligated to repay the bonus as described above.

You will be eligible to receive a sum of INR. 35,000 of relocation assistance from Hyderabad to Bangalore on actuals. In consideration of the Company bearing such expenses, you agree that you will repay to Lam Research all relocation expenses paid, if you voluntarily terminate your

employment within the first 12 months of employment.

It is clarified that relocation costs will be limited to the following types of expenses:

- One-way travel cost and related taxi fare for self and dependent family members.
- Household goods movement cost
- Brokerage fee.

You are eligible to participate in Lam's Annual Incentive Plan with a target award opportunity of 10% of your eligible salary. Lam's bonus program is designed to reward company and individual performance results and is subject to final approval by the CEO. Lam Research reserves the right to amend or terminate our bonus programs at any time and for any reason or to reduce or modify payments at any time at its sole discretion. Eligibility for payment is outlined in our Annual Incentive Plan document.

We would also like to offer you the opportunity to share in the ownership of company by recommending to the administrator that you be awarded Restricted Stock Units (RSUs) of Lam having a nominal US dollar value approximately equivalent to 13000 USD.

The number of units granted will be calculated by dividing the award nominal value specified above by the average closing stock price for the 30 trading days prior to the grant date, then rounding down to the nearest whole unit.

This award will be subject to approval by the administrator and compliance with the applicable Stock Incentive Plan and all applicable laws and regulations. The new hire awards vest one-third on the first, second and third anniversaries of the grant date, subject to necessary withholding for applicable taxes. The terms and conditions of the RSU award will be set forth in the award agreement, which you will receive as soon as practicable following the grant date.

Vesting of all RSU awards is subject to your continued employment through each vesting date and to other terms and conditions contained in the award agreement and the applicable Stock Incentive Plan. RSU awards are discretionary each year and the recommended award does not entitle you to ongoing or future awards. Lam Research Corporation reserves the right in its sole discretion at any time to amend or terminate any awards or programs in accordance with the applicable Stock Incentive Plan.

You are covered under Group Medclaim, Group Personal Accident & Group Term Insurance policies. You will not be entitled to any other payment by way of deferred wage or other allowances.

A detailed letter of employment outlining the break-up of your salary would be given to you upon your joining our organization.

This offer is made on the basis of information provided by you to the Company so far. If at any time it is found that any of the information given by you is false or incorrect, the Company shall have the right to terminate your services immediately only on that ground.

This offer is contingent upon the completion of satisfactory reference and background checks.

You consent to Lam Research or its agents collecting, using, disclosing and retaining your personal information, including health information, for the purposes of managing and administering the employment relationship should you accept this offer. This includes information related to the creation, administration and termination of employment, and may include the transmission of personal information in or outside India and/or the exchange of personal information with third parties for certain purposes, such as for benefit and payroll related matters.

This offer is contingent on your providing Lam with relevant information relating to any actual or potential conflicts of interest that would arise upon your accepting employment with Lam and resolution of any such conflict to Lam's satisfaction. Lam's policies seek to prevent any conflicts of interest by its employees by requiring employees to identify potential sources of conflict-of-interest so that they can be resolved if possible.

Based upon the conflict of interest checklist below, should there be any potential conflicts, please complete the disclosure form and inform your recruiter prior to "accepting" the offer letter. The existence of a conflict or potential conflict will not necessarily prevent your employment with Lam, but will require you and Lam to discuss any issues and resolve them.

Disclosure of Any Potential Conflicts-of-Interest:

(a) Do you have a familial or close personal relationship with any person who is a current Lam employee, or who works for a Lam supplier or customer? (Examples: spouse, significant other, family member, close personal friend, person with whom you own property or a business or have a creditor or debtor relationship with).

(b) Do you have other employment, or a business that you manage or run that will continue after you accept employment with Lam? (particularly, but not limited to: (i) any employment that would create divided loyalties or impair your ability to devote yourself to employment at Lam; or (ii) any employment with or that serves a Lam competitor, supplier, or customer).

(c) Do you have a directorship position with a public or private company or with any entity that does business with Lam; or membership in a trade association related to the technology field?

(d) Do you have an investment interest in any company that is a supplier, customer, or competitor of Lam, unless that investment is in a publicly held company and your investment is less than 10% of its shares?

This offer is subject to your successfully completing the engineering course and obtaining the engineering degree. In the event of your not taking the degree before October 31, 2021 this offer shall stand withdrawn without any further communication.

On successful completion of your probation of 6 months, your confirmation will be conveyed to you in writing. In absence of any communication to this effect, it will be presumed that your probation has been extended.

Your services will be terminable at the discretion of the company or yourself on giving one month's notice. The company has right to give you one month's salary in lieu of such notice.

This offer is valid until January 09, 2021. You are required to join the Company on or before July 05, 2021. Please acknowledge your acceptance of this offer by signing below.

We look forward to you joining the Company and hope that you find your employment with us enjoyable and professionally rewarding.

For Lam Research (India) Private Limited



Naqeeb Syed

Senior Manager - TA & HR Ops

I accept this offer of employment with Lam Research (India) Private Limited and will begin work on

July 05

, 2021

DocuSigned by:

Shashank Somaraju

6/14/2021

Signed: _____

Date: _____

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