



2021 was an extraordinary year with unprecedented industry growth, the biggest manufacturing ramp we have ever experienced, and record-breaking revenue. We responded as a global team with agility to deliver the highest quality products and services amid the challenges of the ongoing pandemic.

Pay for performance is fundamental to our compensation philosophy, and our compensation programs support our ability to attract, retain, and motivate the employees who make Lam successful. We reward employees for their contributions to business success as well as their performance to Core Values. Thank you for contributing to the success of our company.

The details of your compensation are outlined below.

2021 AIP Payout Calculation¹ (INR) and AIP Payout date on February 28, 2022:

Eligible Salary								Total Annual AIP Payout Amount		AIP Mid-Year Advance		Final AIP Payout Amount		AIP as Percent of Target	AIP as Percent of Annual Base Salary								
616,200		x	10%		x	1.55		x	0.9		=	85,960		-	0		=	85,960		66.12%		6.61%	

2022 Total Compensation (INR):

You are receiving a 15.00% salary increase as part of the 2022 PMD/Focal award process. Your new salary is 1,495,000 and your bonus target is 10%.

The table below outlines your base salary increase and your 2022 bonus target percentage:

	Current	New Effective March 1, 2022	Increase %
Base Salary	1,300,000	1,495,000	15.00%
Bonus Target %	10%	10%	-
Bonus Target Amount	130,000	149,500	15.00%
Total Target Cash	1,430,000	1,644,500	15.00%

Bonus payments and stock grants are awarded entirely at the discretion of the Company, are not guaranteed, and will not become part of contractual pay. Lam Research Corporation reserves the right in its sole discretion to amend or terminate these programs at any time for any reason.

Note: All percentages are rounded and calculated separately.

¹ The AIP bonus calculation is based on an employee's eligible salary and the employee's applicable bonus target as of December 31, 2021, in accordance with the AIP Plan. Eligible salary is prorated based on hire date and/or LOA, where applicable. AIP as Percent of Target is calculated based on Total AIP paid for a plan year in comparison to the target annual bonus amount. AIP as Percent of Annual Base Salary is calculated before any prorations and/or adjustments are applied.