COMPENSATION AND HUMAN RESOURCES COMMITTEE CHARTER

Amended and Restated by the
Board of Directors of Lam Research Corporation on
May 20, 2026

Purpose

The purpose of the Compensation and Human Resources Committee (the "***Committee***") of the Board of Directors (the "***Board***") of Lam Research Corporation (the "***Company***") is to discharge certain responsibilities of the Board relating to executive compensation, to oversee incentive, equity-based plans and other compensatory plans in which executive officers and/or directors of the Company participate and annual reporting on executive compensation for inclusion as required in the Company's annual report and proxy statement, and to discharge certain responsibilities of the Board with respect to organization and people matters.

For the purposes of this document, the term "Executive Officer" will refer to those personnel as defined in Section 16 of the Securities and Exchange Act of 1934, as amended (the "***Exchange Act***") and any other executive or senior vice presidents reporting directly to the Chief Executive Officer.

Composition

The Committee shall be composed of three or more directors, each of whom shall meet the independence requirements of The Nasdaq Stock Market LLC ("***Nasdaq***") listing standards for directors and compensation committee members and qualify as a "Non-Employee Director" for purposes of Rule 16b-3 under the Exchange Act, as determined by the Board. Members shall be appointed to, and removed from, the Committee by the Board. Members shall automatically be removed from the Committee at such time when they are no longer a Board member. A subsequent determination that any member of the Committee does not qualify as a "Non-Employee Director" will not invalidate any previous actions by the Committee except to the extent required by law or determined appropriate to satisfy regulatory standards.

Meetings and Procedures

The Committee chair (or in his or her absence, a member designated by the chair, or if a chair has not been designated by the Board, a member designated by the Committee) shall preside at each meeting of the Committee and set the agendas for Committee meetings. The Committee shall meet at least once during each fiscal quarter and more frequently as the Committee or its chair may deem appropriate. The Committee is governed by the same rules regarding meetings (including telephonic meetings or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

Responsibilities

The Committee is charged by the Board with the following responsibilities:

Executive Compensation Philosophy, Objectives, Strategies and Competitiveness

1. Review and approve the Company's Executive Officer compensation philosophy, objectives and strategies. Review and approve the appropriate peer group companies for purposes of evaluating the Company's compensation competitiveness. For purposes of this Charter, approval includes the authority to interpret.

Incentive and Equity Compensation

2. Review and approve, subject to stockholder or Board approval as required, the creation or amendment of any equity-based compensatory plans of the Company and such other compensatory plans of the Company as the Board designates. The list of such other plans is set forth on Exhibit A which shall be amended from time to time as appropriate.

3. Administer the equity-based compensation plans and the other plans listed on Exhibit A, subject to the provisions of each plan and subject to delegation as set forth under "Authority" below.

Executive and Director Compensation

4. Cause the Board to perform a periodic performance evaluation of the Chief Executive Officer. Recommend to the independent members of the Board corporate goals and objectives under the Company's compensation plans, and based on the Board's performance evaluation of the Chief Executive Officer, the compensation packages and compensation payouts for the Chief Executive Officer. Compensation package includes annual base salary level, annual cash incentive award, long-term incentive award and any employment agreement, severance arrangement, change-in-control arrangement, equity grant, or special or supplemental benefits, and any material amendment to any of the foregoing. The Committee shall meet without the presence of the Chief Executive Officer when voting or deliberating on the compensation of the Chief Executive Officer.

5. Review and recommend for appropriate action all cash, equity-based and other compensation packages and compensation payouts applicable to the Chair, Vice-Chair and other members of the Board. The recommendation shall be made to the full Board for independent directors and to the independent members of the Board for any non-independent directors.

6. Annually review with the Chief Executive Officer the performance of the Company's other Executive Officers in light of the Company's executive compensation goals and objectives and approve the compensation packages and compensation payouts for such individuals.

7. Oversee and periodically review the Company's executive change-in-control and executive severance policies.

8. Approve the Committee report required by the rules and regulations of the Securities and Exchange Commission (the "***SEC***") to be included in the Company's annual report and proxy statement. Meet with management and any independent compensation consulting adviser(s) to discuss the compensation discussion and analysis to be included in the Company's annual report and proxy statement. Following such review and discussions, if so determined by the Committee,

recommend to the Board that the compensation discussion and analysis be included in the Company's annual report and proxy statement.

9. Oversee management's determination as to whether the compensation policies and practices, including those related to pay equity laws, create risks that are reasonably likely to have a material adverse effect on the Company.

10. Recommend to the Board the frequency of "say on pay" votes (taking into account the results of prior stockholder votes on frequency) and review the results of "say on pay" votes and consider whether any adjustments to the Company's executive compensation program are appropriate.

Stock Ownership Guidelines

11. Establish stock ownership guidelines applicable to Executive Officers.

12. Recommend for Board approval stock ownership guidelines applicable to the directors.

Organization and People Matters

13. Periodically review, and assist the Board in overseeing, the succession plans of the Executive Officers (other than the Chief Executive Officer, which shall be the responsibility of the full Board).

14. Review, and assist the Board in overseeing, the Company's employee engagement programs.

15. Review, and assist the Board in overseeing, environmental, social and governance matters relating to human capital management and the Company's workforce.

Other Responsibilities

16. The Committee shall be directly responsible for recommending to the independent members of the Board for approval any decisions related to the administration of the Lam Research Corporation Policy for the Recovery of Erroneously Awarded Compensation (the "***Policy***"); *provided, however,* that the Committee shall be directly responsible for administration of the Policy to the extent required by Nasdaq Rule 5608, including for purposes of determining whether the recovery of incentive-based compensation that is subject to the Policy would be impracticable in accordance with Rule 10D-1 under the Exchange Act in the event that one of the conditions in Nasdaq Rule 5608(b)(1)(iv)(A), (B), or (C) is met. The independent members of the Board shall review the Policy from time to time and shall have full and exclusive authority to take any action they deem appropriate, except to the extent such authority must be vested in the Committee under Nasdaq Rule 5608.

17. Provide minutes of Committee meetings to the Board, and report to the Board on any significant matters arising from the Committee's work.

18. At least annually, review and reassess this Charter and, if appropriate, recommend changes to the Board.

19. At least annually, conduct (or oversee a third party facilitating) a self-evaluation of the Committee's performance, which may be part of the Board's self-evaluation.

20. Fulfill any disclosure, reporting or other requirements imposed on or required on compensation committees of public companies by the SEC or applicable Nasdaq listing standards or other applicable laws, rulings and regulations.

21. Perform such other duties and responsibilities as may be assigned to the Committee by the Board or as designated in plan documents.

22. Be directly responsible for the appointment, compensation and oversight of the work of any compensation consultants, independent counsel and advisers retained by the Committee. In its sole discretion, the Committee may retain or obtain the advice of compensation consultants, independent counsel and such other advisers as the Committee determines necessary or appropriate to carry out its responsibilities. The Committee will take into account factors it considers appropriate and as may be required under applicable law, rules, regulations, or Nasdaq listing standards prior to selecting or seeking advice from such consultants, counsel or advisers.

23. Meet in executive session as the Committee deems appropriate.

Authority

By adopting this Charter, the Board delegates to the Committee full authority, in its sole discretion, to:

1. Perform each of the responsibilities of the Committee described above.

2. Delegate any of its responsibilities or authority to one or more subcommittees, the Committee chair, or any other committee of the Board, as it deems appropriate, to the extent permitted by applicable law, the Company's governing documents and the rules and regulations of the SEC and applicable Nasdaq listing standards.

3. Authorize one or more officers of the Company to designate employees to be recipients of rights or options created by the Company and to determine the number of such rights or options to be received by such employees in accordance with the provisions of the Delaware General Corporation Law, provided, however, that the Committee must approve grants of any such options or rights made to Executive Officers.

4. Cause the officers of the Company to provide such funding as the Committee shall determine to be appropriate for payment of compensation to any compensation consultants, legal counsel or any other advisers engaged by the Committee, and for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

Exhibit A

1. LAM RESEARCH CORPORATION 2015 STOCK INCENTIVE PLAN

2. LAM RESEARCH CORPORATION 2025 STOCK INCENTIVE PLAN

3. LAM RESEARCH CORPORATION 1999 EMPLOYEE STOCK PURCHASE PLAN

4. LAM RESEARCH CORPORATION 2004 EXECUTIVE INCENTIVE PLAN

5. LAM RESEARCH CORPORATION ELECTIVE DEFERRED COMPENSATION PLAN

6. SAVINGS PLUS PLAN, LAM RESEARCH 401(K)

7. ASSUMED 401(K) PLANS, EQUITY PLANS, DEFERRED COMPENSATION PROGRAMS/PLANS AND ASSUMED EQUITY AWARDS FROM COMPLETED ACQUISITIONS