



# Key data and frameworks



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# Performance *summary*

Data as of 12/31/2024 unless otherwise noted. Minor rounding has been applied across these data.

PERFORMANCE AREA	2024	YOY Change	2023	2022
<b>BUSINESS AND GOVERNANCE</b>				
Number of full-time employees (Approximate)	18,300	6%	17,200	19,200
Revenue <sup>1</sup>	\$14.9B	(14.5)%	\$17.4B	\$17.2B
R&D spend (as percentage of operating expenses)	\$1.9B (68.2%)	10.1%	\$1.7B (66.4%)	\$1.6B (64%)
Total financial contributions made to political parties, candidates or related institutions	\$0	0%	\$0	—
Total financial contributions made to political parties, candidates or related institutions by LAMPAC	\$0	0%	\$0	—
<b>PRODUCTS AND CUSTOMERS</b>				
Total number of installed base chambers (Approximate)	96,000	6.7%	90,000	84,000
<b>WORKPLACE</b>				
<b>Employee Engagement, Recruitment, and Retention</b>				
Employee engagement score	78	2.6%	76	78
Total new hires (Global)	2,351	117%	1,082	4,197
Number of internal promotions	2,410	5.9%	2,275	2,577
Education reimbursement for U.S. employees	\$4.1M	94%	\$2.1M	\$2.2M
Employee retention rate	92.6%	10.6%	83.7%	89.7%
Average service years	6.8	0%	6.8	6.2
<b>Safety</b>				
Recordable injury rate	0.28	-13%	0.33	0.35
Risk Management by Walking Around (RMBWA) reviews	271,000	9%	249,000	264,000

PERFORMANCE AREA	2024	YOY Change	2023	2022
<b>RESPONSIBLE SUPPLY CHAIN</b>				
Total number of direct supplier families <sup>2</sup>	723	N/A	1,514	1,483
Percent of direct spending on local suppliers (N. America)	39%	-5%	41%	49%
<b>SUSTAINABLE OPERATIONS</b>				
<b>Energy and Climate</b>				
Energy consumption (Million kWh)	501	5.7%	474	472
Percent renewable electricity	55%	10%	50%	44%
Scope 1 emissions (MTCO <sub>2</sub> e)	91,681	-52%	189,537	457,174
Scope 2 emissions location-based (MTCO <sub>2</sub> e)	128,580	0.4%	128,101	131,084
Scope 2 emissions market-based (MTCO <sub>2</sub> e)	50,832	-12%	57,695	63,300
GHG emissions Scopes 1 and 2 market-based (MTCO <sub>2</sub> e)	142,513	-42%	247,231	516,851
GHG emissions Scope 3 (MTCO <sub>2</sub> e)	10.1M	38%	7.4M	9.9M
Category 1—Purchased goods and services	1,481,274	28%	1,157,146	1,764,704
Category 2—Capital goods	77,288	368%	16,515	5,759
Category 3—Fuel and energy-related activities	34,623	-2%	35,155	52,793
Category 4—Upstream transportation and distribution	244,792	-40%	410,285	344,870
Category 5—Waste generated in operations	3,042	-5%	3,202	8,556
Category 6—Business travel	42,605	9%	39,195	10,731
Category 7—Employee commuting	30,285	118%	13,907	18,491
Category 8—Upstream leased assets	N/A	—	N/A	N/A
Category 9—Downstream transportation and distribution	101,546	-27%	139,356	171,777

<sup>1</sup> All figures are for calendar year, with the exception of revenue and R&D spend which are presented on a fiscal year basis. 2022 is for the fiscal year ending June 26, 2022. 2023 is for the fiscal year ending June 25, 2023. 2024 is for the fiscal year ending June 30, 2024. K is defined as thousand, M is defined as million, and B is defined as billion.

<sup>2</sup> In 2024, we updated our classification for supplier families for reporting purposes.



## PERFORMANCE SUMMARY (CONTINUED)

Data as of 12/31/2024 unless otherwise noted. Minor rounding has been applied across these data.

PERFORMANCE AREA	2024	YOY Change	2023	2022
Category 10—Processing of sold products	N/A	—	N/A	N/A
Category 11—Use of sold products	8,078,696	51%	5,345,329	7,504,837
Category 12—End of life treatment of sold products	7,501	173%	2,747	2,546
Category 13—Downstream leased assets	N/A	—	N/A	N/A
Category 14—Franchises	N/A	—	N/A	N/A
Category 15—Investments	209	-32%	307	418
Volatile organic compounds (Metric tons)	38	-27%	52	67
<b>Waste</b>				
Hazardous waste recycling rate	40%	-25%	53%	48%
Non-hazardous waste recycling rate	79%	-2%	81%	77%
<b>Water</b>				
Water usage (Million gallons)	396	-1.7%	403	398
Water usage in water-stressed regions (Million gallons)	204	4%	197	172
Ultra-pure water usage (Million gallons)	105	9%	96	62
Number of environmental fines	1	-75%	4	3
<b>COMMUNITY</b>				
Total giving by the Lam Research Foundation	\$7.0M	3%	\$6.8M	\$6.6M
Employee volunteer hours	31,956	4%	30,677	21,133
Employee matching gifts	\$1.3M	0%	\$1.3M	\$1.2M
Number of charity organizations supported	2,523	19%	2,128	2,153



# GRI *index*

Lam Research Corporate has reported the information cited in this GRI content index for the period June 26, 2023–June 30, 2024 with reference to the GRI Standards.

GRI 1 USED		GRI 1: Foundation 2021
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GENERAL DISCLOSURES</b>		
<b>GRI 2: General Disclosures 2021</b>		
<b>The organization and its reporting</b>		
2-1	Organizational details	Lam Research Corporation Fremont, CA, USA
2-2	Entities included in the organization's sustainability reporting	Entities included in this report are identified in <a href="#">2024 Form 10-K</a> , Exhibit 21. Exceptions are noted throughout the report.
2-3	Reporting period, frequency and contact point	Annually Year end: June 30, 2024 <a href="mailto:investor.relations@lamresearch.com">investor.relations@lamresearch.com</a>
2-4	Restatements of information	2024 Global Impact Report—Appendix—Methodology
2-5	External assurance	2024 Global Impact Report—Appendix—Assurance letter
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">2024 Form 10-K</a> , Business pp. 3–9
2-7	Employees	<a href="#">2024 Form 10-K</a> , Human Capital p. 10 2024 Global Impact Report—Our Workplace—Making belonging foundational to the employee experience 2024 Global Impact Report—Key Data and Frameworks—Performance summary
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">2024 Proxy Statement</a> —Board's Roles and Engagement, p 18; Lam's ESG Governance Structure, p. 25 <a href="#">2024 Proxy Statement</a> —Board Committees, pp. 16–18
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement</a> —Board Nomination Policies and Procedures, p. 14
2-11	Chair of the highest governance body	<a href="#">2024 Proxy Statement</a> —Leadership Structure of the Board, p. 15
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 Proxy Statement</a> —Board's Role and Engagement, pp. 18–19; Environmental, Social, and Governance Matters, pp. 24–27
2-13	Delegation of responsibility for managing impacts	<a href="#">2024 Proxy Statement</a> —Board's Role and Engagement, pp. 18–19; Environmental, Social, and Governance Matters, pp. 24–27



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
2-14	Role of the highest governance body in sustainability reporting	2024 Global Impact Report—Business and Governance—Corporate governance <a href="#">2024 Proxy Statement</a> —Environmental, Social, and Governance Matters, pp. 24–27 <a href="#">2024 Proxy Statement</a> —Board Committees, pp. 16–18, Risk Oversight, p. 19
2-15	Conflicts of interest	<a href="#">2024 Proxy Statement</a> —Corporate Governance Policies, p. 11 <a href="#">Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">2024 Proxy Statement</a> —Communications with Board Members, p. 16
2-17	Collective knowledge of the highest governance body	<a href="#">2024 Proxy Statement</a> —Director Nominee Key Qualifications, Skills and Experiences Highlights, pp. 3–4; Governance Matters, pp. 11–29
2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement</a> —Board Effectiveness Practices, p. 12
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a> —Director Compensation, pp. 27–28 <a href="#">2024 Proxy Statement</a> —Overview of Executive Compensation, pp. 31–38
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a> —Executive Compensation Governance and Procedures, pp. 39–42
2-21	Annual total compensation ratio	<a href="#">2024 Proxy Statement</a> —CEO Pay Ratio, p. 64
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	2024 Global Impact Report—Introduction—A message from our CEO
2-23	Policy commitments	<a href="#">Code of Conduct</a> <a href="#">Global Supplier Code of Conduct</a> <a href="#">Environmental Health and Safety Policy</a> <a href="#">Global Employment Practices Statement</a> <a href="#">Human Rights Policy</a> <a href="#">Privacy Policy</a> <a href="#">Terms of Use</a> <a href="#">Global California Transparency in Supply Chains Act of 2010 Compliance Statement</a> <a href="#">Code of Ethics</a> <a href="#">Protected Health Information Policy</a> <a href="#">Corporate Public Policy Engagement and Political Activity Statement</a>
2-24	Embedding policy commitments	2024 Global Impact Report—Our Workplace—Making belonging foundational to the employee experience 2024 Global Impact Report—Our Workplace—Maintaining a safe workplace 2024 Global Impact Report—Responsible Supply Chain—Human rights in the supply chain 2024 Global Impact Report—Responsible Supply Chain—Raw material due diligence 2024 Global Impact Report—Responsible Supply Chain—Comprehensive supply chain management 2024 Global Impact Report—Business and Governance



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
2-25	Processes to remediate negative impacts	2024 Global Impact Report—Business and Governance—Strengthened by ethics and compliance <a href="#">Ethics Helpline</a> Anyone, including employees, contractors, suppliers, and customers may report a concern related to potential misconduct involving Lam.
2-26	Mechanisms for seeking advice and raising concerns	Our <a href="#">Code of Conduct</a> provides guidance to employees on raising concerns about a variety of issues, including those that are financial. Our Ethics & Compliance team investigates allegations involving alleged kickbacks, bribery, trade secret theft, insider trading, conflicts of interest, and corporate card and expense abuse among other issues. They also share their investigations reporting data with employees, including data related to: <ul style="list-style-type: none"> <li>• Annual report volumes</li> <li>• Claim types and claims by geography</li> <li>• Anonymous reporting rates</li> <li>• The substantiation rate at which E&amp;C concluded that a violation occurred</li> <li>• The most severe corrective actions taken for substantiated cases</li> </ul> For further information, see our 2024 Global Impact Report—Business and Governance—Strengthened by ethics and compliance
2-27	Compliance with laws and regulations	We take a risk-based approach to conduct due diligence and exercise strong third-party risk management through our compliance questionnaire, <a href="#">Supplier Code of Conduct</a> , and <a href="#">Human Rights Policy</a> . This includes conducting risk-based, annual internal audits to evaluate the adequacy and effectiveness of control processes and systems within targeted areas of our business and ensure proper remediation actions are taken to address identified deficiencies or gaps.  For further information see our <a href="#">2024 Form 10-K</a> , Legal, Regulatory, and Tax Risks, pp. 21–22
2-28	Membership associations	Semiconductor Climate Consortium, United Nations Global Compact, National Association of Manufacturers, Responsible Business Alliance, SEMI, Semiconductor Industry Association, US-India Strategic Partnership, Inc., US-Korea Business Council, US-Taiwan Business Council, US-China Business Council, Silicon Valley Leadership Group, U.S.-India Business Council, RE100
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	2024 Global Impact Report—Business and Governance—Targeted stakeholder engagement 2024 Global Impact Report—Our Communities—Resilient communities <a href="#">2024 Proxy Statement</a> —Stockholder Engagement, pp. 21–22
2-30	Collective bargaining agreements	<a href="#">Global Employment Practices Statement</a>
<b>MATERIAL TOPICS</b>		
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	2024 Global Impact Report—Introduction—About Lam
3-2	List of material topics	2024 Global Impact Report—Introduction—About Lam



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 200: ECONOMIC</b>		
<b>GRI 201: Economic Performance</b>		
3-3	Management of material topic	2024 Global Impact Report—Introduction—Lam financials <a href="#">2024 Form 10-K</a> , Consolidated Statements of Operations, p. 38
201-1	Direct economic value generated and distributed	<a href="#">2024 Form 10-K</a> , Consolidated Statements of Operations, p. 38
201-2	Financial implications and other risks and opportunities due to climate change	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—TCFD index <a href="#">2024 Form 10-K</a> , Business and Operational Risks, pp. 15, 18, 19
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2024 Form 10-K</a> , Note 16: Retirement and Deferred Compensation Plans, p. 63  We offer a competitive 401(k) benefit matching 50% of regular pre-tax contributions and/or regular Roth contributions on the first 6% of eligible pay that employees contribute to the plan. In 2024, 98.7% of our eligible employees received bonuses.  Stock awards are offered to senior and other selected employees. In 2024, 80.3% of our employees chose to invest in Lam through our employee stock purchase plan (ESPP). Eligible employees who work 20 hours or more per week may contribute up to 15% of their earnings to the ESPP (subject to statutory limits) and are eligible to purchase shares at a discount of at least 15%.
201-4	Financial assistance received from government	<a href="#">2024 Form 10-K</a> , Government Assistance, p. 65
<b>GRI 203: Indirect Economic Impacts</b>		
3-3	Management of material topic	2024 Global Impact Report—Business and Governance—Targeted stakeholder engagement 2024 Global Impact Report—Our Communities—Resilient communities
203-1	Infrastructure investments and services supported	2024 Global Impact Report—Business and Governance—Targeted stakeholder engagement 2024 Global Impact Report—Our Communities—Resilient communities
203-2	Significant indirect economic impacts	2024 Global Impact Report—Business and Governance—Targeted stakeholder engagement 2024 Global Impact Report—Our Communities—Resilient communities



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 205: Anti-corruption</b>		
3-3	Management of material topic	<p>Lam’s Code of Conduct addresses a range of ethics and compliance issues, such as protecting confidential information; prohibiting bribery and corruption; and giving or receiving gifts, meals, travel, and entertainment. It also covers workplace conduct issues such as harassment and discrimination, as well as conflicts of interest created by relationships. We regularly review and update our Code of Conduct to ensure that it remains relevant to our business. Additional policies and procedures provide further guidance on specific ethics and compliance areas, including:</p> <ul style="list-style-type: none"> <li>• Anti-bribery and corruption</li> <li>• Anti-harassment</li> <li>• Conflicts of interest</li> <li>• Conflicts of interest created by relationships</li> <li>• Gifts, meals, travel, and entertainment</li> <li>• Insider trading</li> <li>• Reporting Concerns</li> </ul> <p>Our suppliers are expected to adhere to our Global Supplier Code of Conduct, which incorporates the RBA Code of Conduct and covers topics such as ethics, integrity, transparency, anti-corruption, conflict minerals, human rights and labor practices, health and safety, environmental sustainability, and social responsibility.</p> <p>For more information, see the Business and Governance section of this Report, <a href="#">Global Code of Conduct</a>, <a href="#">Global Supplier Code of Conduct</a>, and <a href="#">Code of Ethics</a>.</p>
205-1	Operations assessed for risks related to corruption	2024 Global Impact Report—Business and Governance
205-2	Communication and training about anti-corruption policies and procedures	<p>2024 Global Impact Report—Business and Governance—Strengthened by ethics and compliance</p> <p>Lam requires employees to complete annual training that reinforces their understanding of selected topics within the <a href="#">Code of Conduct</a>.</p>



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 206: Anti-competitive Behavior</b>		
3-3	Management of material topic	<p>Lam’s Code of Conduct addresses a range of ethics and compliance issues, such as protecting confidential information; prohibiting bribery and corruption; and giving or receiving gifts, meals, travel, and entertainment. It also covers workplace conduct issues such as harassment and discrimination, as well as conflicts of interest created by relationships. We regularly review and update the Code of Conduct to ensure that it remains relevant to our business. Additional policies and procedures provide further guidance on specific ethics and compliance areas, including:</p> <ul style="list-style-type: none"> <li>• Anti-bribery and corruption</li> <li>• Anti-harassment</li> <li>• Conflicts of interest</li> <li>• Conflicts of interest created by relationships</li> <li>• Gifts, meals, travel, and entertainment</li> <li>• Insider trading</li> <li>• Reporting Concerns</li> </ul> <p>Our suppliers are expected to adhere to our Global Supplier Code of Conduct, which incorporates the RBA Code of Conduct and covers topics such as ethics, integrity, transparency, anti-corruption, conflict minerals, human rights and labor practices, health and safety, environmental sustainability, and social responsibility.</p> <p>For more information, see the Business and Governance section of this Report, <a href="#">Global Code of Conduct</a>, <a href="#">Global Supplier Code of Conduct</a>, and <a href="#">Code of Ethics</a>.</p>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions against Lam for anti-competitive behavior, anti-trust, and monopoly practices during the reporting period that resulted in a material adverse effect on the Company.
<b>GRI 207: Tax</b>		
3-3	Management of material topic	<p>2024 Global Impact Report—Business and Governance—Supporting our business through public policy advocacy <a href="#">2024 Form 10-K</a>—pp. 8–9, 21–22, 50–53, 52–53, 64</p> <p><a href="#">United Kingdom Tax Strategy</a></p>
207-1	Approach to tax	2024 Global Impact Report—Business and Governance—Supporting our business through public policy advocacy
207-2	Tax governance, control, and risk management	2024 Global Impact Report—Business and Governance—Supporting our business through public policy advocacy
207-3	Stakeholder engagement and management of concerns related to tax	2024 Global Impact Report—Business and Governance—Supporting our business through public policy advocacy
207-4	Country-by-country reporting	Lam Research does not provide country-by-country reporting on taxes, see <a href="#">2024 Form 10-K</a> —pp. 8–9, 21–22, 50–53, 52–53, 64 for overall reporting on taxes.



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 300: ENVIRONMENTAL</b>		
<b>GRI 302: Energy</b>		
3-3	Management of material topic	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 CDP Corporate Questionnaire, Section C7.30
302-1	Energy consumption within the organization	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
302-2	Energy consumption outside of the organization	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
302-4	Reduction of energy consumption	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Product Innovation—Underpinning an intelligent future—Reducing energy consumption 2024 Global Impact Report—Key Data and Frameworks—Performance summary
302-5	Reductions in energy requirements of products and services	2024 Global Impact Report—Product Innovation—Underpinning an intelligent future—Reducing energy consumption
<b>GRI 303: Water and Effluents</b>		
3-3	Management of material topic	2024 Global Impact Report—Sustainable Operations—Practicing water stewardship 2024 CDP Corporate Questionnaire, Section C9
303-1	Interactions with water as a shared resource	2024 Global Impact Report—Sustainable Operations—Practicing water stewardship
303-2	Management of water discharge-related impacts	2024 Global Impact Report—Sustainable Operations—Practicing water stewardship 2024 CDP Corporate Questionnaire, Section C9
303-3	Water withdrawal	2024 Global Impact Report—Sustainable Operations—Practicing water stewardship 2024 CDP Corporate Questionnaire, Section C9
303-4	Water discharge	2024 Global Impact Report—Sustainable Operations—Practicing water stewardship 2024 CDP Corporate Questionnaire, Section C9
303-5	Water consumption	2024 Global Impact Report—Sustainable Operations—Practicing water stewardship 2024 CDP Corporate Questionnaire, Section C9



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 304: Biodiversity</b>		
3-3	Management of material topic	2024 Global Impact Report—Sustainable Operations—Our first biodiversity assessment
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas: Information about sites for which future operations have been formally announced	2024 Global Impact Report—Sustainable Operations—Our first biodiversity assessment
304-2	Significant impacts of activities, products, and services on biodiversity: Strategy to mitigate significant direct and indirect impacts on biodiversity, enables comparison of the relative size, scale, and nature of impacts over time and across organizations	2024 Global Impact Report—Sustainable Operations—Our first biodiversity assessment
<b>GRI 305: Emissions</b>		
3-3	Management of material topic	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate 2024 CDP Corporate Questionnaire, Section C7
305-1	Direct (Scope 1) GHG emissions	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
305-2	Energy indirect (Scope 2) GHG emissions	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
305-3	Other indirect (Scope 3) GHG emissions	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
305-4	GHG emissions intensity	2024 CDP Corporate Questionnaire, Section 7.45
305-5	Reduction of GHG emissions	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
305-6	Emissions of ozone-depleting substances (ODS)	2024 Global Impact Report—Sustainable Operations—Our net zero roadmap 2024 Global Impact Report—Key Data and Frameworks—Performance summary
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2024 Global Impact Report—Sustainable Operations—Managing waste



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 306: Waste</b>		
3-3	Management of material topic	2024 Global Impact Report—Sustainable Operations—Managing waste
306-1	Waste generation and significant waste-related impacts	2024 Global Impact Report—Sustainable Operations—Managing waste
306-2	Management of significant waste-related impacts	2024 Global Impact Report—Sustainable Operations—Managing waste
306-3	Waste generated	2024 Global Impact Report—Sustainable Operations—Managing waste
306-4	Waste diverted from disposal	2024 Global Impact Report—Sustainable Operations—Managing waste
306-5	Waste directed to disposal	2024 Global Impact Report—Sustainable Operations—Managing waste
<b>GRI 308: Supplier Environmental Assessment</b>		
3-3	Management of material topic	2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate
308-2	Negative environmental impacts in the supply chain and actions taken	2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate  Lam recognizes the importance of collaborating with our suppliers environmental issues, and we have set a science-based target (SBT) engagement goal to work with suppliers to set their own SBTs. We also engage suppliers through data collection, webinars, conducting energy audits, and providing outside resources to ensure they build capability to proactively manage and reduce their environmental footprint.
<b>GRI 400: SOCIAL</b>		
<b>GRI 401: Employment</b>		
3-3	Management of material topic	2024 Global Impact Report—Business and Governance—Targeted stakeholder engagement 2024 Global Impact Report—Our Workplace
401-1	New employee hires and employee turnover	2024 Global Impact Report—Key Data and Frameworks—Performance summary
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Global Impact Report—Our Workplace—Meeting employees where they are <a href="#">Culture &amp; Benefits Hub</a>
401-3	Parental leave	<a href="#">Culture &amp; Benefits Hub</a>
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of material topic	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-1	Occupational health and safety management system	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-2	Hazard identification, risk assessment, and incident investigation	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-3	Occupational health services	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-5	Worker training on occupational health and safety	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
403-6	Promotion of worker health	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-8	Workers covered by an occupational health and safety management system	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-9	Work-related injuries	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
403-10	Work-related ill health	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
<b>GRI 404: Training and Education</b>		
3-3	Management of material topic	2024 Global Impact Report—Our Workplace—Meeting employees where they are
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Global Impact Report—Our Workplace—Meeting employees where they are
404-3	Percentage of employees receiving regular performance and career development reviews	70% of our employees received an annual performance review during this reporting period. To learn more about our employee training and development, see Our Workplace—Meeting employees where they are.
<b>GRI 405: Diversity and Equal Opportunity</b>		
3-3	Management of material topic	2024 Global Impact Report—Our Workplace—Making belonging foundational to the employee experience
405-1	Diversity of governance bodies and employees	2024 Global Impact Report—Our Workplace—Making belonging foundational to the employee experience <a href="#">Corporate Governance Guidelines</a>
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
3-3	Management of material topic	2024 Global Impact Report—Responsible Supply Chain—Human rights in the supply chain <a href="#">Global Employment Practices Statement</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk: Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	Lam is not aware of any operations or major direct suppliers in which right to freedom of association and collective bargaining (to the extent permitted under local laws) was at risk in 2024.
<b>GRI 408: Child Labor</b>		
3-3	Management of material topic	2024 Global Impact Report—Responsible Supply Chain—Human rights in the supply chain <a href="#">Global Supplier Code of Conduct</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	Lam is not aware of any operations or major direct suppliers with significant risks for incidents of child labor and our due diligence does not find any suppliers to be of high risk for child labor either. Lam strives to support and protect human rights throughout our global operations, including within our supply chain, and complies with laws such as the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 409: Forced or Compulsory Labor</b>		
3-3	Management of material topic	2024 Global Impact Report—Responsible Supply Chain—Human rights in the supply chain <a href="#">Global Supplier Code of Conduct</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Global Impact Report—Responsible Supply Chain—Human rights in the supply chain <a href="#">Global Supplier Code of Conduct</a>
<b>GRI 413: Local Communities</b>		
3-3	Management of material topic	2024 Global Impact Report—Our Communities
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Global Impact Report—Our Communities—Transformative learning; Resilient communities; Inclusive societies; A year-round culture of engagement
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Global Impact Report—Our Communities—Resilient communities; Inclusive societies  Lam proactively manages and monitors our operations for impacts on local communities.
<b>GRI 414: Supplier Social Assessment</b>		
3-3	Management of material topic	2024 Global Impact Report—Responsible Supply Chain—Comprehensive supply chain management; Human rights in the supply chain
414-1	New suppliers that were screened using social criteria	2024 Global Impact Report—Responsible Supply Chain—Comprehensive supply chain management; Human rights in the supply chain
414-2	Negative social impacts in the supply chain and actions taken	2024 Global Impact Report—Responsible Supply Chain—Human rights in the supply chain <a href="#">Global Supplier Code of Conduct</a>  Based on our assessment which leverages the RBA tools and questionnaire, Lam is not aware of any operations or major direct suppliers with significant risks for incidents of forced labor. Lam strives to support and protect human rights throughout our global operations, including within our supply chain, and comply with laws such as the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.
<b>GRI 415: Public Policy</b>		
3-3	Management of material topic	2024 Global Impact Report—Business and Governance—Supporting our business through public policy advocacy
415-1	Political contributions	2024 Global Impact Report—Business and Governance—Supporting our business through public policy advocacy



## GRI INDEX (CONTINUED)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
<b>GRI 416: Customer Health and Safety</b>		
3-3	Management of material topic	2024 Global Impact Report—Business and Governance—Strengthened by ethics and compliance 2024 Global Impact Report—Product Innovation—Delivering safe, high-quality products
416-1	Assessment of the health and safety impacts of product and service categories	2024 Global Impact Report—Product Innovation—Delivering safe, high-quality products
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, there were no legal actions concerning the health and safety impacts of products and service that resulted in a material adverse effect on the Company.
<b>GRI 418: Customer Privacy</b>		
3-3	Management of material topic	2024 Global Impact Report—Business and Governance—Data privacy and information security
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, we did not experience any losses or breaches of customer data that resulted in a material adverse effect on the Company. For more information, see our 2024 Global Impact Report—Business and Governance—Data privacy and information security.



# SASB *index*

Lam Research is reporting to the SASB Standards to bring industry-specific rigor to our sustainability disclosure. We are reporting to the Semiconductors Standard which most closely align with the business.

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	RESPONSE/REFERENCE
<b>GHG Emissions</b>	(1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	TC-SC-110a.1	Quantitative	(1) 91,681 MTCO <sub>2</sub> e (2) 4,644 MTCO <sub>2</sub> e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	TC-SC-110a.2	Discussion and Analysis	2024 Global Impact Report—Sustainable Operations—Dedicated to net zero
<b>Energy Management</b>	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	TC-SC-130a.1	Quantitative	(1) 501 Million kWh (2) 73% (3) 41%
<b>Water Management</b>	(1) Total water withdrawn (2) Total consumed percentage of each in regions with water High or Extremely High Baseline Water Stress	TC-SC-140a.1	Quantitative	(1) 396 million gallons (2) approximately 50%
<b>Waste Management</b>	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	TC-SC-150a.1	Quantitative	(1) 1,514 metric tons (2) 40%
<b>Employee Health and Safety</b>	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	Discussion and Analysis	2024 Global Impact Report—Our Workplace—Maintaining a safe workplace
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	Quantitative	\$0
<b>Recruiting and Managing a Global and Skilled Workforce</b>	Percentage of employees that are: (1) Foreign nationals (2) Located offshore	TC-SC-330a.1	Quantitative	Lam does not believe this is a material metric to our business due to our global footprint. A breakdown of employees by region and other material human capital metrics are available in the Introduction section as well as in Our Workplace—Making belonging foundational to the employee experience sections of this report.



## SASB INDEX (CONTINUED)

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	RESPONSE/REFERENCE
<b>Product Lifecycle Management</b>	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	Percentage (%)	Lam discloses information on our product strategy and value chains. We do not believe that percentage of revenue is a material metric to disclose.
	Processor energy efficiency at a system-level for: (1) Servers, (2) Desktops, and (3) Laptops	TC-SC-410a.2	Various, by product category	Not Applicable. Lam Research is a semiconductor equipment manufacturer and does not manufacture servers, desktops, or laptops.
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	n/a	2024 Global Impact Report—Responsible Supply Chain—Raw material due diligence 2024 Global Impact Report—Product Innovation—Underpinning an intelligent future
<b>Intellectual Property Protection and Competitive Behavior</b>	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	Reporting currency	\$0

ACTIVITY METRICS	CODE	CATEGORY	RESPONSE/REFERENCE
<b>Total Production</b>	TC-SC-000.A	Quantitative	Approximately 4,000 chambers YoY
<b>Percentage of production from owned facilities</b>	TC-SC-000.B	Quantitative	All process modules are assembled, tested, and inspected for quality at Lam facilities.



# TCFD *index*

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
<b>GOVERNANCE</b>			
<p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>a) Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>Our Board is actively engaged in ESG oversight. The Nominating and Governance Committee (NGC) has the primary responsibility for our ESG priorities, including reviewing our 2025, 2030, and 2050 climate and energy goals and our 2025 waste and water goals. In 2024, management provided updates to the Board or its committees quarterly and engaged them to discuss ESG strategy, gain alignment on goals, and report on progress. The Board is made aware of climate-related risks identified through our risk management processes as issues arise. The full Board receives the annual Global Impact Report before it is published and the NGC reviews and provides feedback.</p>	<p>2024 Global Impact Report—Business and Governance—Corporate governance  2024 CDP Corporate Questionnaire, Section C4</p>
	<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Our CEO and members of the CEO staff participate in our ESG executive steering committee, which is responsible for guiding our ESG strategy, approving and supporting initiatives, and holding business leaders accountable.</p> <p>In 2021, we formed a net zero leadership team that is responsible for working with business units to integrate climate considerations into decision-making processes, driving progress on our net zero strategy, and tracking GHG performance on our climate goals. Each of our active working groups has an accountable executive responsible for the activity and progress toward our net zero goal.</p> <p>The ESG team conducts the scenario analysis using inputs from internal stakeholders across the business. Results of the analysis are shared with key internal leaders and teams responsible for our net zero efforts to help them set or evolve annual objectives.</p>	<p>2024 Global Impact Report—Business and Governance—Corporate governance  2024 CDP Corporate Questionnaire, Section C4</p>



## TCFD INDEX (CONTINUED)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
<p><b>STRATEGY</b></p> <p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>Through a Climate Risk Analysis conducted in conjunction with a third-party, Lam Research has identified a range of potential physical, market/technology and policy/legal risks and opportunities.</p> <p><b>Potential Risks:</b></p> <ul style="list-style-type: none"> <li>• Changing customer expectations</li> <li>• Competitors developing lower-impact products</li> <li>• Operational disruptions from flooding, natural hazards, rising temperatures, and/or water stress</li> <li>• Natural hazards leading to supply chain disruptions and/or preventing access to the operational workplace</li> <li>• Regulation of Lam’s direct operations, customer operations, and/or raw materials (e.g., carbon pricing)</li> <li>• Reputational impacts from poor performance on external climate-related engagements</li> <li>• Water stress impacting major customer operations</li> </ul> <p><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>• Expansion of end-use markets</li> <li>• Improving resilience of business operations through asset hardening</li> <li>• Operational footprint reduction</li> <li>• Reduced resource consumption of sold products</li> </ul> <p>Lam is factoring these potential risks and opportunities into the development of less energy intensive products, capital funding for climate-related operations projects, including energy conservation, and through engaging with suppliers on environmental sustainability opportunities. The physical risks are incorporated into the business continuity planning activities across the company and vary based on site-specific risk profiles.</p> <p>For more information on Lam’s progress to mitigate climate risk, see the Product Innovation, Sustainable Operations, and Responsible Supply Chain sections of the Global Impact Report.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero; Practicing water stewardship</p> <p>2024 Global Impact Report—Product Innovation—Underpinning an intelligent future; Working with customers on SBTs</p> <p>2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate</p> <p>2024 CDP Corporate Questionnaire, Section C3</p>



## TCFD INDEX (CONTINUED)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
	<p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p>	<p>For potential physical risks such as tropical windstorm, flooding, heatwaves, and drought or water stress, Lam’s businesses, strategy, and planning can be impacted in the following ways:</p> <p>Implementation of our decarbonization strategy and goals—we’ve set a net zero goal and associated strategy and aim to achieve short and mid-term milestones. This impacts our operational strategy through: incorporation into our growth strategy and siting assessments, design specifications for new buildings and retrofits, short and long term investment strategy for capital equipment that will contribute to lower emissions, business continuity planning and building upgrades that mitigate potential revenue losses from lost productivity, annual operating plans for decarbonization with assigned budgets, longer term strategic planning in the 3–5 year timeframe.</p> <p>For potential transitional risks such as carbon pricing, reputational, or liability risks, we closely monitor the local and national regulatory environment to assess current and future potential risks associated with a low carbon transition. We also work closely with our customers to identify plausible opportunities to reduce the energy use and emissions of our tools to both achieve our scope 3 goals as well as support our customers in meeting their own decarbonization goals. And we strive to have robust data controls in place to ensure that our public statements are accurate and based on reliable data. We have our emissions data verified by a third-party on an annual basis.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero; Practicing water stewardship</p> <p>2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate</p> <p>2024 CDP Corporate Questionnaire, Section C3, C5</p>
	<p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Lam has completed a qualitative scenario analysis with plans to add quantitative in the next two years. To bolster Lam’s resilience against the various climate-related scenarios, the company is:</p> <ul style="list-style-type: none"> <li>• Undertaking deeper analysis on the climate risks that may have the potential to impact Lam such as reputational and customer expectation risks, along with potential climate disclosure and practice regulation</li> <li>• Incorporating those identified risks into our risk management system</li> <li>• Developing plans to mitigate those identified risks over time</li> <li>• Setting short-, medium-, and long-term climate goals to mitigate our operational impacts</li> <li>• Developing plans to address our carbon impacts across our value chain—including our supply chain, operations, and product use</li> </ul>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero</p> <p>2024 CDP Corporate Questionnaire, Section C5</p>



## TCFD INDEX (CONTINUED)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
<b>RISK MANAGEMENT</b>			
<p>Disclose how the organization identifies, assesses and manages climate-related risks.</p>	<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>Through quantitative and qualitative Climate Risk Analysis, including scenario analysis, conducted in conjunction with a third-party, Lam Research has identified a range of potential physical and transition risks and opportunities</p> <p>Potential earnings value at risk modeled for transition risks including potential risks and opportunities such as:</p> <ul style="list-style-type: none"> <li>• Changing customer expectations</li> <li>• Competitors developing lower-impact products</li> <li>• Regulation of Lam's direct operations, customer operations, and/or raw materials (e.g., carbon pricing)</li> <li>• Reputational impacts from poor performance on external climate-related engagements</li> <li>• Liability</li> </ul> <p>Potential impacts to revenue and asset damage resulting from operational disruptions associated with climate related potential physical risks such as:</p> <ul style="list-style-type: none"> <li>• Coastal flood</li> <li>• Drought and water stress</li> <li>• Flash flood</li> <li>• Freeze</li> <li>• Heat wave</li> <li>• Riverine flood</li> <li>• Temperate windstorm</li> <li>• Tropical windstorm</li> </ul> <p>Results of this analysis will be assessed against our enterprise risk management system matrix.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero</p> <p>2024 CDP Corporate Questionnaire, Section C2</p>



## TCFD INDEX (CONTINUED)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
	<p>b) Describe the organization's processes for managing climate-related risks.</p>	<p>Lam is factoring these potential risks and opportunities into the development of less energy intensive products, capital funding for climate-related operations projects, including energy conservation, and through engaging with suppliers on environmental sustainability opportunities. The potential physical risks are incorporated into the business continuity planning activities across the company and vary based on site-specific risk profiles. We also engage with our insurance provider to ensure alignment with their climate risk assessments and recommendations.</p> <p>As part of our net zero governance, we hold regular meetings with our working group leads and accountable executives. We ask these leaders to identify potential risks and escalate those accordingly. We adjust our strategy based on risks are identified and put mitigation plans in place.</p> <p>For key potential transition risks such as changing customer expectations and competitors developing low impact products, we work closely with our global customer operations team to understand the customers' environmental sustainability expectations and strive to incorporate them into our product sustainability initiatives. We collaborate with our customers to identify the most impactful and cost effective opportunities to reduce emissions and energy use of our tools. Finally, we stay abreast of what our competitors are offering in this space.</p> <p>For potential regulatory risks, we monitor the various existing and emerging regulations that may have an impact on environmental practices and reporting through our government affairs team, industry associations and other channels. We strive to align our net zero strategy to reflect any changing requirements. We have a regulatory and governance committee that is comprised of representatives from corporate legal, internal audit, ESG, and finance to guide us on regulatory reporting requirements, including, for instance, the EU, California and U.S. SEC regulations.</p> <p>As to potential reputational risk, transparency and reporting is a key to our strategy. We communicate regularly with our external stakeholders to share our climate strategies and goals, report annually through our Global Impact report, and disclose to a variety of third-party rating entities on our progress including: CDP, S&amp;P Global, ISS, and MSCI.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero</p> <p>2024 CDP Corporate Questionnaire, Section C3, C4, C5</p>



## TCFD INDEX (CONTINUED)





DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
	<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>As part of our net zero governance, we hold regular meetings with our working group leads and accountable executives. We ask these leaders to identify potential risks and escalate those accordingly. We adjust our strategy as risks are identified and put mitigation plans in place.</p> <p>For key transition risks such as changing customer expectations and competitors developing low impact products, we work closely with our global customer operations team to understand the customer's environmental sustainability expectations and incorporate them into our product sustainability initiatives. We collaborate with our customers to identify the most impactful and cost effective opportunities to reduce emissions and energy use of our tools. Finally, we stay abreast of what our competitors are offering in this space.</p> <p>For regulatory risks, we monitor the various emerging regulations that have an impact on environmental practices and reporting through our government affairs team and industry associations. As a result, we align our net zero strategy to reflect any changing requirements. In 2023 we formalized a regulatory and governance committee that is comprised of representatives from corporate legal, internal audit, ESG, and finance to prepare for upcoming regulatory reporting requirements, including the EU, California and U.S. SEC regulations.</p> <p>Reputational risk transparency and reporting is a key pillar of our net zero strategy. We communicate regularly with our external stakeholders to share our climate strategies and goals, report annually through our ESG report, and disclose to a variety of third-party rating entities on our progress including: CDP, S&amp;P Global, ISS, and MSCI.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero</p>



## TCFD INDEX (CONTINUED)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 RESPONSE	2024 REFERENCE
<b>METRICS AND TARGETS</b>			
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.</p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Lam Research monitors several metrics to measure progress toward achieving our 2025, 2030, 2040, and 2050 net zero goals, including emissions generated and energy consumption metrics.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero; Practicing water stewardship</p> <p>2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate</p> <p>2024 Global Impact Report—Key Data and Frameworks—Performance summary</p>
	<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>Please refer to our reporting on Scope 1, 2, and 3 emissions on page 22 of the Sustainable Operations section. See the Strategy section of this index for emissions-related risks.</p>	<p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero; Practicing water stewardship</p> <p>2024 Global Impact Report—Responsible Supply Chain—Collaborating with suppliers on climate</p> <p>2024 Global Impact Report—Key Data and Frameworks—Performance summary</p>
	<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>• Achieve 100% renewable electricity globally by 2030</li> <li>• Reduce absolute Scope 1 and 2 (market-based) greenhouse gas (GHG) emissions 25% by 2025 and 46.2% by 2030 from a 2019 baseline</li> <li>• Achieve 12 million kWh in total energy savings from a 2019 baseline</li> <li>• Achieve 80 million gallons of water savings in water-stressed regions from a 2019 baseline.</li> <li>• 83% of customers and 46.5% of suppliers measured by emissions will set science-based targets (SBTs) by 2025</li> <li>• Reduce Scope 3 emissions from use of sold products 63.8% per USD value added by 2034 from a 2022 base year</li> <li>• Achieve net zero emissions for our operations by 2040</li> <li>• Achieve net zero emissions across all scopes by 2050</li> </ul> <p>For more information see the Introduction—ESG goals snapshot for performance against targets</p>	<p>2024 Global Impact Report—Introduction—ESG goals snapshot</p> <p>2024 Global Impact Report—Sustainable Operations—Dedicated to net zero; Practicing water stewardship</p>

# UN SDGs

GOAL	REVELANT TARGETS	HOW WE ARE CONTRIBUTING	CORRESPONDING UN GLOBAL COMPACT PRINCIPLES
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>2024 Global Impact Report—Sustainable Operations                      2024 Global Impact Report—Our Workplace                      2024 Global Impact Report—Responsible Supply Chain                      2024 Global Impact Report—Business and Governance</p>	<p>4. The elimination of all forms of forced and compulsory labor                      7. Businesses should support a precautionary approach to environmental challenges                      8. Undertake initiatives to promote greater environmental responsibility                      9. Encourage the development and diffusion of environmentally friendly technologies</p>
 <p><b>4</b> QUALITY EDUCATION</p>	<p><b>4.3</b> By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p><b>4.4</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<p>2024 Global Impact Report—Our Workplace                      2024 Global Impact Report—Our Communities</p>	<p>1. Businesses should support and respect the protection of internationally proclaimed human rights                      2. Make sure that they are not complicit in human rights abuses                      6. The elimination of discrimination in respect of employment and occupation</p>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>8.2</b> Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors</p> <p><b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>2024 Global Impact Report—Responsible Supply Chain                      2024 Global Impact Report—Our Workplace                      2024 Global Impact Report—Product Innovation                      2024 Global Impact Report—Business and Governance</p>	<p>6. The elimination of discrimination in respect of employment and occupation                      10. Businesses should work against corruption in all its forms, including extortion and bribery</p>
 <p><b>13</b> CLIMATE ACTION</p>	<p><b>13.2</b> Integrate climate change measures into national policies, strategies and planning</p>	<p>2024 Global Impact Report—Product Innovation                      2024 Global Impact Report—Sustainable Operations                      2024 Global Impact Report—Responsible Supply Chain                      2024 Global Impact Report—Business and Governance</p>	<p>7. Businesses should support a precautionary approach to environmental challenges                      8. Undertake initiatives to promote greater environmental responsibility                      9. Encourage the development and diffusion of environmentally friendly technologies</p>