

NETAPP IMPACT

2024 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

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A MESSAGE FROM OUR CEO

As CEO of NetApp, I am honored and proud to welcome you to our fifth annual environmental, social, and governance (ESG) impact report: a focused look at our milestones and achievements in these critical areas the last fiscal year, as well as areas for further improvement as we chart our path forward. At NetApp, we are committed to sustainability both as a business imperative and a value proposition: it's built into our product development, central to our core values, and integral to the way we operate. When we factor sustainability into our business decisions, we drive down costs, and attract both new customers and prospective employees, as well as deepen existing customer and employee relationships. These annual reports allow us to continue monitoring our progress, so that we can act on our core value of having a growth mindset—continuously learning and improving—and relentlessly pursue mastery in our efforts to build a better world.

FY24 was a strong year of performance for NetApp. Our collaborative and innovative approach to unified data storage—spanning data types, price points, and hybrid multicloud environments—distinctly sets us apart from our competitors.

I am proud to say that the world's data runs on NetApp. But that means we have a staunch responsibility to keep that data secure, scalable, smart and sustainable. The data solutions we equip our customers with empower them to make informed decisions for their company's sustainability and business needs in real time, even in a complex multicloud environment.

In FY24, we further strengthened our sustainability strategy. We hired our first ever Chief Sustainability Officer, Nicola Acutt, who will work cross-functionally to ensure sustainability is a priority across the entirety of our business. We also continued to progress our sustainability efforts, guided by our core values and focusing on six key areas: Products, Environment, People, DEI&B, Social Impact, and Governance. Across these areas, we achieved significant milestones, including:

- **Progressing against our science-aligned carbon emissions reduction targets**
- **Transitioning to reclaimed water to cool our labs/data centers in Research Triangle Park, NC**
- **Continuing our efforts to overhaul product packaging, targeted for completion in FY25**
- **Being recognized by Newsweek as one of America's Greatest Workplaces for Diversity**
- **Revamping our Employee Business Resource Group strategy to promote a culture of belonging that starts at the top of the organization**
- **Introducing new onboarding programs and an internal job marketplace to continue to advance top talent**
- **Contributing almost 20,000 volunteer hours and more than \$3.5 million to over 3,200 global nonprofits**

I am proud of all the progress we've made together as a team, and I thank everyone who contributed for the efforts that helped us achieve these goals.

In this year's report, you'll find highlights, milestones, and metrics, but moreover, you will gain an understanding of our sustainability ethos—because at NetApp, it's central to who we are and how we work. We recognize the critical role we can play as the world moves towards a lower-carbon and a more inclusive future and we take that responsibility seriously.

We have a unique opportunity to harness the power of data and the integrity of our core values to benefit people and communities. I hope you all feel energized and humbled by the opportunity in front of us, and committed to building a more sustainable future.

GEORGE KURIAN
CHIEF EXECUTIVE OFFICER



Q&A WITH CHIEF SUSTAINABILITY OFFICER

SHAPING THE FUTURE OF SUSTAINABILITY

As NetApp celebrates five years of sustainability reporting, our new Chief Sustainability Officer (CSO) Nicola Acutt shares insights on the future of sustainability at NetApp, including the key priorities for her first year, and the company's role in the global transition to a lower-carbon future.

Q1 This year marks five years of sustainability reporting for NetApp. What do you anticipate for the next five years in terms of sustainability at the company?

Over the next five years, we expect significant advancements in our approach to sustainability. One of the major shifts we anticipate is the transition from voluntary to mandatory sustainability reporting. This will require us to align with new regulations and standards, and we are committed to meeting these challenges head-on.

Our focus will deepen on embedding sustainability into our systems, processes, and controls. We are committed to integrating sustainability deeply into every facet of our operations to ensure that it becomes a fundamental part of how we do business.

We also plan to place greater emphasis on circularity and enhancing the sustainability of our supply chain. This means prioritizing the design and production of products that are not only environmentally friendly but also contribute to a circular economy by minimizing waste and maximizing resource efficiency.

In addition, the race to gain a competitive advantage through sustainability will intensify. We believe that organizations which effectively leverage their sustainability initiatives stand out in the market, driving both innovation and reputation.

Finally, sustainability will evolve into a crucial component of our business resilience strategy. We view sustainability not merely as a responsibility but as a vital element of our long-term risk management and strategic planning, ensuring that we are well-positioned to navigate future challenges.

NICOLA ACUTT
CHIEF SUSTAINABILITY OFFICER



Q&A WITH NETAPP CHIEF SUSTAINABILITY OFFICER

SHAPING THE FUTURE OF SUSTAINABILITY

Q2 What are your key priorities for the first year as our new Chief Sustainability Officer (CSO)?

The first is ensuring regulatory readiness. As sustainability regulations evolve, it's crucial for us to stay ahead of these changes and ensure that our practices remain compliant.

Another priority is developing a robust climate transition plan. This plan will outline our strategies for reducing carbon emissions and achieving our climate objectives, setting clear targets and pathways for our journey towards a lower-carbon future.

Additionally, enhancing our product sustainability strategy will be a focus. We want to drive innovations that make our products more sustainable, from design to manufacturing, ensuring that we uphold the highest environmental standards.

Q3 What role does NetApp play globally in the transition to a lower-carbon future?

NetApp plays a pivotal role in the global shift towards a lower-carbon future through our commitment to data center efficiency and sustainable energy use. Our approach centers on advancing sustainable data infrastructure. By optimizing our data centers to be more energy-efficient and integrating sustainable practices, we are not only reducing our carbon footprint but also setting a standard for the industry. Our efforts are part of a broader movement towards a more sustainable digital future, and we are proud to be at the forefront of this transition.

“We want to drive innovations that make our products more sustainable, from design to manufacturing, ensuring that we uphold the highest environmental standards.”

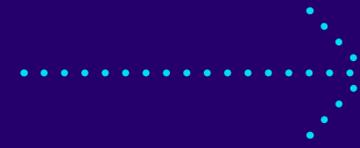
ABOUT THIS REPORT

NetApp's fifth annual ESG Impact Report details our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for our global operations for the fiscal year ending April 26, 2024 (unless otherwise noted). The information presented in this report was prepared in accordance with Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Hardware sector standards, the Task Force on Climate-Related Financial Disclosures (TCFD) framework, and the United Nations Sustainable Development Goals (UN SDGs).

ABOUT NETAPP

NetApp is the intelligent data infrastructure company, combining unified data storage, integrated data services, and CloudOps solutions to turn a world of disruption into opportunity for every customer. NetApp creates silo-free infrastructure, harnessing observability and AI to enable industry-leading data management. As the only enterprise-grade storage service natively embedded in the world's biggest clouds, our data storage delivers seamless flexibility. In addition, our data services create a data advantage through superior cyber resilience, governance, and application agility. Our CloudOps solutions provide continuous optimization of performance and efficiency through observability and AI. No matter the data type, workload, or environment, with NetApp you can transform your data infrastructure to realize your business possibilities.

WITH INTELLIGENT DATA INFRASTRUCTURE, WE HELP OUR CUSTOMERS RISE TO EVERY MOMENT.



HEADQUARTERED IN

SAN JOSE,
CALIFORNIA, USA

OFFICES IN

24 COUNTRIES

FY24 NET REVENUE

\$6.27B

EMPLOYEES

~12,000

FOUNDED IN

1992

NETAPP FY24 HIGHLIGHTS

PRODUCTS

NEW SUSTAINABLE PACKAGING

Made from recycled content, recyclable curbside, and designed for space efficiency

AFF A-SERIES

Launched high performing all-flash storage enabling storage consolidation and reduction in overall energy consumption



BLUE XP SUSTAINABILITY DASHBOARD

Enabled customers to advance their sustainability efforts and meaningfully reduce energy use

99%

of e-waste responsibly managed and diverted from the landfill

ENVIRONMENT

Made progress on our decarbonization strategy, including our target to reduce Scope 1 and Scope 2 emissions by

42% BY 2030

and reduce Scope 3 emissions intensity by

50% BY 2030

6 MILLION GALLONS

of potable water saved by transitioning to reclaimed water for data center/lab cooling at our Research Triangle Park, North Carolina site

100%

of our global real estate footprint now certified to ISO 14001 standards

19%

reduction in Scope 3 intensity as of FY23, compared to FY20 baseline

37%

reduction in Scope 1 & 2 emissions as of FY23, compared to FY20 baseline

144%

increase of renewable energy use compared to FY20 baseline

SUSTAINABLE BUSINESS TRAVEL

Introduced new tools to help our global workforce make informed decisions



NETAPP FY24 HIGHLIGHTS

DEI&B

Advanced our DEI&B strategy on four pillars:

1. PEOPLE
2. CULTURE
3. MARKETPLACE
4. PRODUCTS

EBRGs

Revitalized to add C-suite level sponsors to drive meaningful policy change

DEI&B GOALS

Increased accountability created by tying executive compensation to a broader set of measurable goals

\$250,000

invested in new scholarships for HBCU students as part of an expanded Equity pillar scholarship program

AMERICA'S GREATEST WORKPLACES FOR DIVERSITY

Global recognition from Newsweek and several other organizations for our diversity efforts

SOCIAL IMPACT

Rolled out our new social impact strategy, reframing our efforts around four key pillars:

1. DATA & AI LITERACY
2. EQUITY
3. ENVIRONMENTAL SUSTAINABILITY
4. EMPLOYEE COMMUNITY ENGAGEMENT

46%

of NetApp employees participated in volunteering and charitable giving



20,000

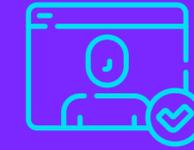
employee volunteer hours



\$3.5 MILLION

donated to support more than 3,200 global nonprofits

PEOPLE



NEW GLOBALLY CONSISTENT ONBOARDING PROGRAM

To connect employees through cohorts and give them the tools they need for success

INTERNAL JOB MARKETPLACE

Revamped to allow employees to better find peers, mentors, and partners, as well as short-term assignments, and additional training to gain the skills needed to advance

STEM REENTRY TASK FORCE

New partnership to provide pathways to careers at NetApp



22%

internal hire rate achieved

INCLUSIVE BENEFITS

Continue to provide and promote employee health and well-being

INTRODUCTION

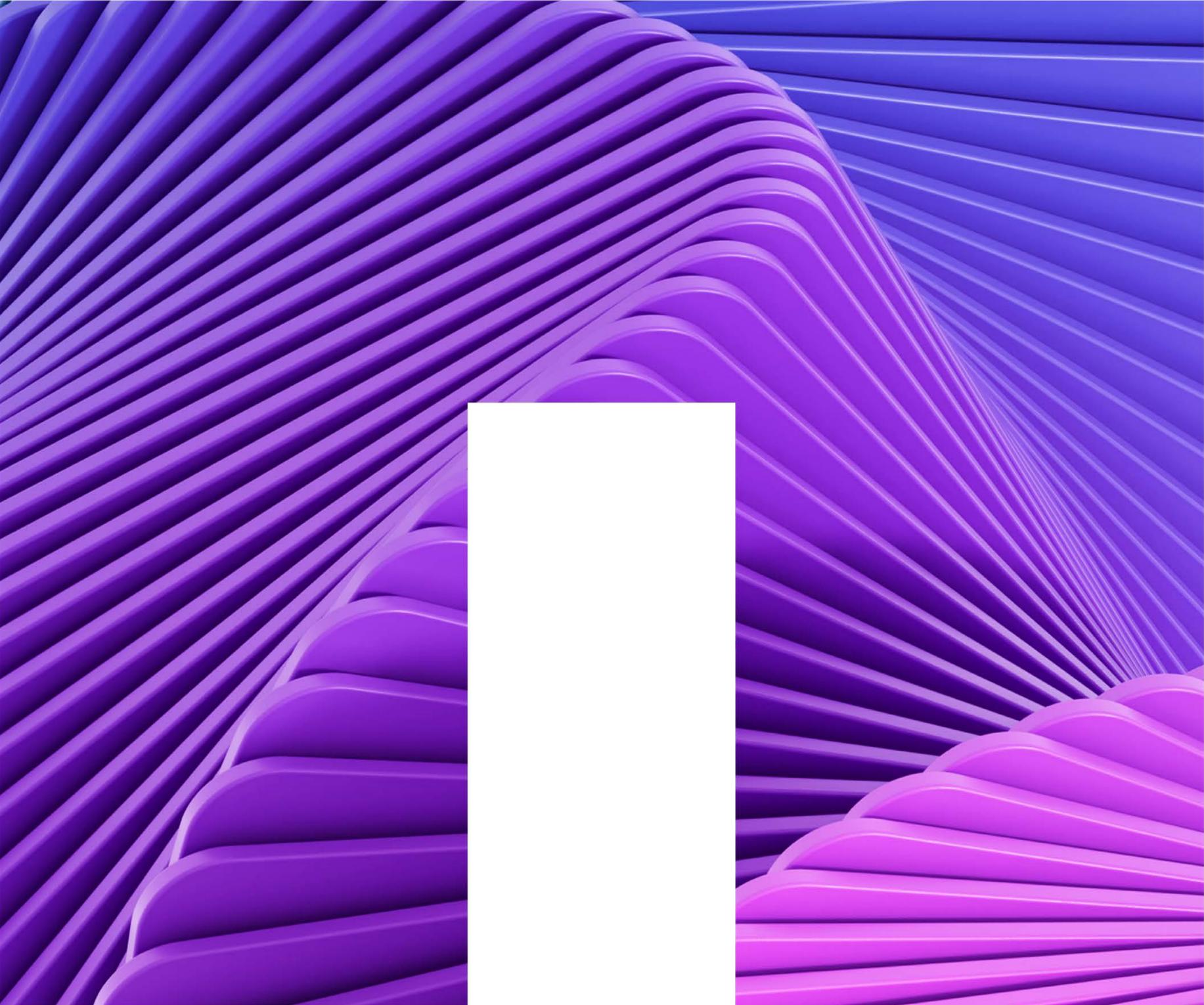
Our Values

Sustainability at NetApp

Our ESG Vision for Impact

Sustainable Development Goals

Materiality Assessment



OUR VALUES

Our company values inform our decisions, from interacting with customers and supporting social causes to designing sustainable solutions and empowering our employees. Embedded in these values is one fundamental value: We care about something greater than ourselves. We leverage the power of our people, technology, and innovation to serve our customers, build an inclusive culture for our teams, give back to our communities, and protect the environment we share, which we also believe contributes to the success of our business.

We know that our customers do incredible things. From huge enterprises to nimble startups, many strive to improve people's lives throughout the world. But there's one thing our customers all have in common—they rely on data to achieve next-level success. In fact, we believe it's this intensive focus on data that enables us to generate breakthroughs across industries. Together, we're building the foundation for businesses to create tomorrow's world. Our core values guide our collaborative efforts to build a stronger and more sustainable and successful business.

PUT THE CUSTOMER AT THE CENTER

You don't become a deeply trusted, indispensable partner without listening to customers, walking in their shoes, and driving mutual success led by a strong point of view.

CARE FOR EACH OTHER AND OUR COMMUNITIES

Caring for each other and our communities takes large doses of humility and kindness—mixed with the building of deep, authentic connections and topped with an unwavering commitment to collaboration.

BUILD BELONGING EVERY DAY

By embedding diversity and inclusion into every decision that we make, we open the door to new voices, different perspectives, and most importantly, our true potential for innovation.

EMBRACE A GROWTH MINDSET

We step out of our comfort zone, learning from both our successes and our failures. This keeps us from stagnating in a fixed mindset.

THINK AND ACT AS OWNERS

Showing up with our A game, being accountable, and acting with speed and integrity are the keys to unlocking the sense of ownership necessary to create the future.

SUSTAINABILITY AT NETAPP

At NetApp, sustainability is much more than a mere checkbox—it's important to the way we do business. Given the world's ever-expanding data needs, we're acutely aware of the need to mitigate impacts by our customers, in our industry, and beyond. We see these challenges as opportunities to apply our collective expertise, collaborate widely, and shape a sustainable future together with our stakeholders. Our impact strategy centers on six areas: products, environment, people, DEI&B, social impact, and governance.

PRODUCTS

At the forefront of data innovation, our pioneering technology empowers businesses to break down silos and increase efficiency. With seamless integration across major cloud providers and data optimization capabilities, we help our customers unlock actionable insights to thrive in the digital age.

ENVIRONMENT

Informed by data, NetApp is focused on improving energy efficiency, reducing our reliance on carbon-intensive energy sources, and conserving resources in the communities where we live and work. As data generation surges, so does the energy required for its storage, and we're ready to lead with sustainable solutions.

PEOPLE

Grounded in our core value of caring for each other, we seek to foster the well-being and success of our greatest asset—our employees. We aim to hire top industry talent, integrate them in our inclusive and collaborative workplace culture, and invest in them—because that's how we help businesses break new ground.

DEI&B

By cultivating a diverse workforce and creating a culture of belonging and inclusion—which research shows helps companies achieve both higher productivity and better business performance—we aim to drive innovation and become the employer of choice for diverse talent. We know that our differences make us stronger.

SOCIAL IMPACT

Across the globe, we find opportunities to improve the lives of those in our communities, especially in the areas of data literacy and access to STEM education. Through employee engagement and strategic investments, we're preparing the next generation for the future of work and building a robust talent pipeline in the process.

GOVERNANCE

To faithfully protect our customers' data, we embed a rigorous approach to data privacy and security in our culture and adapt our practices to comply with ever-evolving standards. Our governance approach enables our strategy and supports our commitments, ensuring that we operate responsibly and remain competitive.

OUR ESG VISION FOR IMPACT

Guided by our values, we apply our unique ability to harness the power of data in order to improve lives and shape a more sustainable future. Visit [our website](#) to learn more about our impact.



EcoVadis is a leading evidence-based ESG rating agency that provides supplier ratings across the themes of environment, labor and human rights, ethics, and sustainable procurement. Our latest score places us in the top 5% of companies assessed, earning us a Gold medal.

SUSTAINABLE DEVELOPMENT GOALS

The UN SDGs provide a framework for achieving sustained global peace and prosperity. Although all 17 SDGs contribute to such a future, our business primarily supports SDGs 8, 10, and 12.

 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<h2>DECENT WORK AND ECONOMIC GROWTH</h2> <p>From our award-winning internships and early career programs to our military fellowship program in the United States, we offer opportunities for individuals to gain the skills they need to start and continue to grow their careers.</p>
 <p>10 REDUCED INEQUALITIES</p>	<h2>REDUCED INEQUALITIES</h2> <p>Our differences give us strength. We work internally and partner externally to recruit, retain, support, and empower women and other underrepresented groups, and design our products with accessibility in mind.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<h2>RESPONSIBLE CONSUMPTION AND PRODUCTION</h2> <p>NetApp solutions help businesses harness the power of data to make more sustainable decisions. Using our products and services, customers can efficiently and effectively manage their data, no matter its location.</p>

MATERIALITY ASSESSMENT

To identify the issues and topics that align with our stakeholders' values, we completed an ESG materiality assessment in 2022. Using a systematic, data-driven approach, and with the help of an independent third-party expert, we measured the perspectives of a range of internal and external stakeholders, including customers, employees, partners, and shareholders. The resulting materiality matrix shows the issues that emerged as priority topics. As we mature our ESG programs and initiatives, we work to integrate these topics into our overall company strategy.

PRIORITY ISSUES

Environment

- o Energy management
- o Greenhouse gas emissions
- o Product design, efficiency, and lifecycle

Social

- o Employee diversity, equity, inclusion, and belonging
- o Employee health and safety

Governance

- o Data privacy and security
- o Supply chain management

Importance to stakeholders

ENVIRONMENT

- Climate Change Risk
- Materials Sourcing
- Waste Management

ENVIRONMENT

- Energy Management
- GHG Emissions
- Product Design, Efficiency, and Lifecycle

SOCIAL

- Employee Diversity, Equity, Inclusion, and Belonging
- Employee Health and Safety

SOCIAL

- Community Engagement
- Human Rights (Supply Chain)

GOVERNANCE

- Data Privacy and Security
- Supply Chain Management

ENVIRONMENT

- Water Management

SOCIAL

- Employee Training
- Human Rights (Operations)
- Product Quality/Safety

GOVERNANCE

- Business Ethics and Compliance
- Labor Management/Practices
- Risk and Opportunity Oversight/Management
- Systemic Risks from Technology Disruption

GOVERNANCE

- IP Protection
- Board Oversight

Impact on NetApp's business

PRODUCTS

NetApp Products and Services

Designing Sustainable, Intelligent Solutions

Product Solutions to Advance Customers' Sustainability Goals

Sustainable Packaging

Product Quality and Safety



**WITH
INTELLIGENT DATA
INFRASTRUCTURE,
OUR CUSTOMERS
CAN RISE TO EVERY
MOMENT**



BETHE SILO BUSTER

Deliver simplicity by managing complex workloads and eliminating infrastructure silos across apps, data, and clouds

SIMPLICITY



BETHE BUDGET HERO

Make your on-premises and cloud infrastructure spend go further

SAVINGS



BETHE SUSTAINABILITY CHAMPION

Power more sustainable operations with energy-efficient technologies, tiering, and analytics

SUSTAINABILITY



BETHE BUSINESS DEFENDER

Keep your business running with built-in security, rapid recovery, and infrastructure observability

SECURITY



BETHE AI WORKLOAD INNOVATOR

Embed intelligence into your data infrastructure to enable your AI workloads—for new levels of productivity and innovation

SMARTS



BETHE APPLICATION AGILITY DRIVER

Maximize your infrastructure and applications scalability and team responsiveness

SCALABILITY

NETAPP PRODUCTS AND SERVICES

By enabling seamless storage, effortless data management, and unparalleled ransomware protection, NetApp products and services safeguard businesses' core infrastructure, cloud storage, and other critical operations.

UNIFIED DATA STORAGE

Smarter data storage transforms how you work. Our unified operating environment, with unified management through a single plane, allows customers to operate more efficiently and design a highly secure intelligent data infrastructure for any type of data, workload, or application. Additionally, NetApp ONTAP® data management software is available natively in AWS, Microsoft Azure, and Google Cloud. Our customers experience unified storage and services for all their data, wherever it lives.

[LEARN MORE](#)

UNIFIED CONTROL

More data typically means more complexity. No matter its location—whether on premises or in the cloud—NetApp BlueXP™ provides unified control of storage and data services to support an intelligent data infrastructure.

[LEARN MORE](#)

INTEGRATED DATA SERVICES

With integrated data services and flexible consumption of resources, NetApp ONTAP® delivers the speed, simplicity, and security required to thrive in today's highly complex world.

[LEARN MORE](#)

CLOUDOPS SOLUTIONS

Managing the cloud takes resources. We provide services designed to reduce cost and complexity, offering customers a unified management experience across a multicloud environment.

[LEARN MORE](#)



DESIGNING SUSTAINABLE, INTELLIGENT SOLUTIONS

NetApp's industry-leading solutions in data infrastructure and management are products of our collective expertise, customer focus, and collaborative approach. Our products and services introduce guaranteed storage efficiency; create enduring, sustainable value; and propel businesses of all kinds forward to meet their own sustainability commitments. Visit [our website](#) to learn more about how our products advance sustainability.

PRODUCT DESIGN AND INNOVATION

As the intelligent data infrastructure company, we're on a mission to make data infrastructure more seamless, more dynamic, and higher performing. This is a crucial mission as global data needs rapidly expand and drive increased energy consumption. The International Energy Agency projects that the electricity demands of global data centers will more than double from 2022 to 2026. More data means more energy, and therefore higher emissions.

We design our products and services to empower our customers to solve data challenges, including complex sustainability issues. Efficiency is an inherent design consideration and serves as a key differentiator for our customers.

We actively seek customer input as part of a feedback loop that builds continuous improvement into our product development and innovation process. Our AIOps-driven advances in storage efficiency, power supply performance, and transparent data metrics and reporting, delivered through the NetApp BlueXP sustainability dashboard, are all driven by our ongoing engagement with customers and partners.



We recently launched new energy-efficient storage hardware, the NetApp AFF A-Series, powered by NetApp ONTAP data management software, along with our AFF A400, A250, and A150 flash storage options. The AFF A-Series storage family offers intelligent, unified data storage that supports all workloads, including AI, with exceptional performance, efficiency, and data security. In addition, we launched the NetApp AFF C-Series, which delivers flash performance while maintaining efficiency and a smaller storage footprint.

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We've significantly improved our NetApp BlueXP sustainability dashboard by integrating new performance and storage features, adding new NetApp systems, making it accessible at no cost to all NetApp customers with a NetApp Support Site login, and adding forecasting data on projected heating, cooling, and associated carbon emissions.

ENERGY STAR® CERTIFICATION

NetApp is committed to setting a new standard for energy-efficient data storage systems. Some of our products have earned the ENERGY STAR certification, and we intend to meet or exceed this standard for all new platforms moving forward. The NetApp AFF, FAS, and E-Series data storage systems are ENERGY STAR 2.1 certified for their superior performance and efficiency. To learn more, view a full list of our [ENERGY STAR certified products](#).

SUSTAINABILITY INNOVATION GROUP

Our Sustainability Innovation Group (SIG), a global cross-functional team of employees, helps us to advance sustainability and push the boundaries of progress. Formed in FY23, the SIG works to break down silos and helps NetApp weave sustainability into every aspect of our customer relationships, product development, and business practices.

INNOVATION AND PARTNERSHIPS

Companies that depend on NetApp products and services are more than just customers—they are partners. In fact, 82% of [surveyed customers](#) consider NetApp to be a “strategic business partner” helping to drive their growth and success. Customer and partner feedback consistently offers us a critical perspective as we explore new technologies that optimize sustainability, efficiency, and performance. Through our partnership with World Wide Technology LLC (WWT), a global provider of converged infrastructure, storage, cloud, data protection, and big data analytics solutions, we encourage customers to improve their understanding of sustainability metrics and equipment analytics and to leverage hybrid and multicloud solutions to boost performance.



NetApp is a key strategic partner of WWT and has repeatedly demonstrated a set of shared principles. Our joint commitment and ongoing collaboration to sustainability in the data center is a key example of the partnership between WWT and NetApp.”

—WWT

Additionally, our partnership with Fujitsu Global and Delft University of Technology helps elevate the performance, speed, and capacity of the DelftBlue supercomputer, which in turn accelerates research and innovation for some of the world’s most complex problems, including climate change. With collaborative support from NetApp and Fujitsu Global, the university has enabled hundreds of researchers to access data simultaneously and tackle research projects more effectively.



DelftBlue enables us, in a much easier way, to solve complex problems, including renewable energy, climate change, food production, and water conservation. All of this is now possible.”

—Delft High Performance Computing Centre

PAIA PARTNERSHIP

As a member of MIT’s [Product Attribute to Impact Algorithm \(PAIA\)](#) consortium, NetApp collaborates with leading information and communications technology (ICT) peers to shape the future of data. The consortium aims to develop a consistent, quantitative environmental evaluation for ICT products, as well as tools to mitigate their environmental impacts during development, transportation, and use.

PAIA is best known for its “cradle-to-grave” product carbon footprint reporting tool, an invaluable resource for understanding and contextualizing the carbon footprint of ICT products, from component sourcing all the way to product end-of-life recycling or disposal. We use the tool to analyze our storage hardware systems and provide [product carbon footprint reports](#) for our AFF A-Series systems. We also provide PAIA-based carbon footprint analyses for other NetApp storage systems; these analyses are available on our Field Portal for our sales team and partners to access and provide to customers.

Since FY24, NetApp has participated in a PAIA steering committee, which sets direction and strategy for the consortium, as well as various technical working groups focused on improving CO₂ estimate accuracy across various areas involved with building, shipping, and operating hardware—from tablets to enterprise systems.

PRODUCT SOLUTIONS TO ADVANCE CUSTOMERS' SUSTAINABILITY GOALS

Data center sustainability is one of the most complex challenges faced by our customers—and one that we help them solve. We empower our customers with capabilities to manage their data comprehensively—from storage optimization to cloud infrastructure and management strategies—supporting them in key sustainability efforts.

Data waste is a monumental global issue, with about 68% of generated data never revisited. Looking ahead to 2030, when an estimated 9% of global electricity will be allocated to data storage, retaining unnecessary data becomes increasingly wasteful and costly. When data managers have full visibility into their data, they can better assess what data is worth storing. With NetApp Cloud Insights and our BlueXP technology, customers can identify redundancy, evaluate when data was last accessed, and make more informed storage decisions. We also guide our customers on where storage is least impactful, including geographic locations with more efficient power supplies. To learn more, visit our website to read about [the impact of data storage on climate](#).

EFFICIENT ON-PREMISES STORAGE

Flash storage offers higher density and requires fewer systems, resulting in reduced power consumption and cooling needs compared to other storage options. The new AFF-A-Series was recently introduced—a unified, intelligent, AI-driven all-flash data storage system powered by ONTAP. These new systems also include titanium power supplies that can handle more applications and workloads with lower storage requirements, enhancing performance while minimizing power usage.

STORAGE OPTIMIZATION

We help customers understand their data, identify redundancies, and optimize storage. Our latest products feature classification software like BlueXP, which gives customers insights into how to best manage storage.

BlueXP classification

is our AI-driven toolkit that automatically scans, analyzes, and categorizes data to reduce storage costs and environmental impacts.

BlueXP tiering

automatically moves infrequently used data to cost-efficient object storage and frees up flash storage capacity for critical workloads.

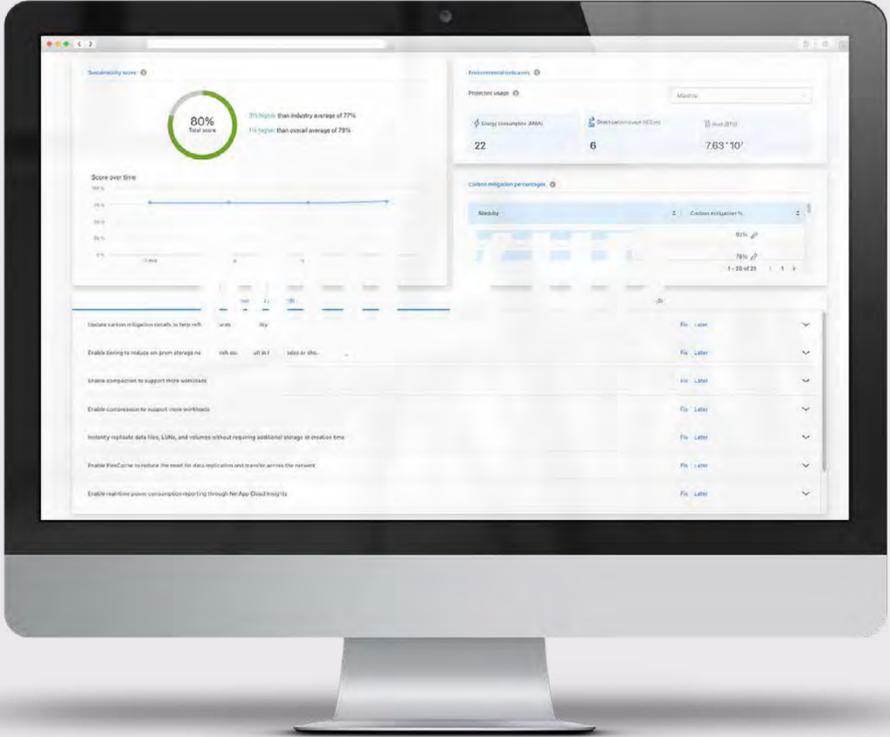
HIGH STORAGE EFFICIENCY

Our ONTAP data management software delivers guaranteed storage efficiency. ONTAP deduplication, compression, and compaction features make the most of storage space by allowing more data to fit in the same physical storage system. With an industry-leading raw-to-usable data capacity ratio, ONTAP keeps more storage capacity available as usable capacity. This increased usable capacity reduces physical storage needs, lowering power consumption.

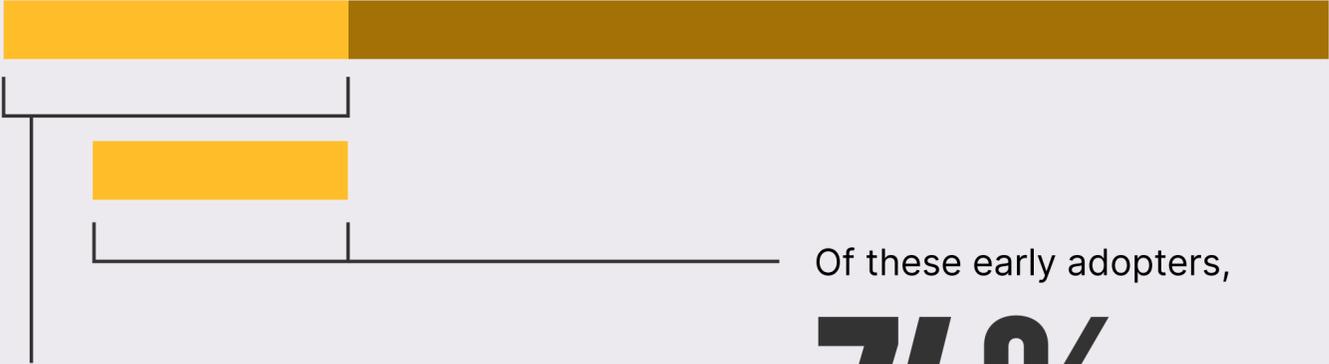
ONTAP also uses cutting-edge compression and compaction algorithms to further optimize storage efficiency. Temperature-sensitive storage efficiency methods compress data based on data “temperature”, or how often the data is used, to identify underused data and increase efficiency. These NetApp innovations help administrators prevent data center saturation and make the most of their storage resources.

NetApp AFF storage arrays with ONTAP demonstrate exceptional efficiency, and many customers report needing only half the capacity compared to other storage vendors. As a result, fewer machines and disks lead to decreased power consumption and reduced e-waste impacts at end of life.

ACTIONABLE INSIGHTS THROUGH NETAPP BLUEXP



The BlueXP sustainability dashboard, free to every NetApp customer worldwide, covers NetApp’s entire hardware portfolio and empowers its users to measure and mitigate the environmental impact of their data footprint with actionable insights.



Within the first 9 months of its release,

26%

of NetApp customers had adopted the BlueXP sustainability dashboard.

Of these early adopters,

74%

improved their sustainability score through the dashboard’s actionable insights.

NetApp BlueXP empowers our customers with unified control over storage and data services, enabling them to optimize data centers and make informed decisions across multicloud environments. Operations are simplified because customers can manage all their data, regardless of its location, through a single point of control. With BlueXP, our customers reduce manual efforts, so IT professionals can streamline operations and automate repetitive tasks.

The BlueXP sustainability dashboard is available to every NetApp customer at no additional cost, delivering intelligent insights into real-time power use, energy consumption, storage optimization, and more. The dashboard generates a top-line sustainability score that evolves over time, representing efficiency in a single key performance indicator.

ACTIONABLE ANALYTICS

NetApp Cloud Insights provides storage administrators real-time visibility into the power consumption of all their ONTAP systems and across their entire data center ecosystem. Armed with these insights, administrators can tune workloads to minimize environmental impact.

ACTIVE IQ DIGITAL ADVISOR

Integrated into the BlueXP unified control plane is the Active IQ® Digital Advisor, which simplifies NetApp storage optimization. The advisor uses advanced AI and machine learning to identify opportunities to reduce risk and elevate the performance and efficiency of storage environments. It then provides clear guidance and actions to implement these improvements.

SPOT BY NETAPP

Our cloud infrastructure automation and cost optimization portfolio, Spot by NetApp™, includes services that continually manage cloud resources to prevent overprovisioning, which minimizes power consumption, heat generation, and physical resource demands for workloads across AWS, Microsoft Azure, and Google Cloud.

CLOUD STORAGE

Customers using NetApp storage and data management benefit from a service that is sold by, supported by, and natively embedded into the three dominant cloud providers: AWS, Microsoft Azure, and Google Cloud. Powered by ONTAP, our cloud storage service includes data efficiency technologies such as deduplication, compression, space-efficient NetApp Snapshot™ copies, and clones, all of which minimize the data stored on premises and reduce the carbon footprint of cloud-stored data.



ASTON MARTIN ARAMCO FORMULA ONE® TEAM AND NETAPP A RACE TO NET ZERO

Formula 1® is at the forefront of innovation and racing toward its target of net zero emissions by 2030. The Aston Martin Aramco F1® Team and NetApp have partnered since 2021 to drive performance and sustainability. The partnership reduces emissions by:

REDUCING COMPLEXITY.

By using our unified control plane, data is available when and where it's needed, from the factory to the racetrack.

IMPROVING DATA MOBILITY.

In F1®, it's imperative that teams have access to real-time data to make decisions. Our tools give the team what they need for analyzing and optimizing the car in real time before, during, and after the race.

INVESTING IN INNOVATION.

By building its data management solution on NetApp, the team can spend less on IT—and more on the car.

SUSTAINABLE PACKAGING

Our upgraded packaging designs for NetApp® system products embrace circularity principles for eliminating waste. Scheduled for completion in FY25, our new packaging design is the culmination of a 2-year initiative.

We began with a packaging lifecycle assessment to drive down environmental impact. Emphasizing quality and sustainability, the enhanced packaging reduces the use of virgin foam and plastic, elevates reusability and recyclability, and improves packaging and shipping efficiency. We are also collaborating with manufacturers to adopt alternative materials that minimize waste throughout the product lifecycle, and we are working to raise customer awareness about these improvements.

RECYCLED CONTENT AND RECYCLABILITY

We are transitioning our product line to packaging made from 98% recycled and renewable materials, significantly reducing waste by minimizing our use of virgin or nonrenewable materials. Previously, we shifted from foam packaging to curbside recyclable cushions made from 100% recycled content.

REDUCED EMISSIONS

Our new packaging produces up to 50% fewer greenhouse gas emissions compared with our discontinued foam packaging. The streamlined designs are also engineered for space efficiency, reducing the amount of fuel that's needed for transportation.

CURBSIDE RECYCLABLE PACKAGING

To increase our diversion of landfill waste, the new packaging can be recycled with regular curbside materials. Enhancing the stacking strength of the material, we replaced edge guards with corrugated vertical supports, which also improve recyclability.



PRODUCT QUALITY AND SAFETY

QUALITY MANAGEMENT SYSTEM

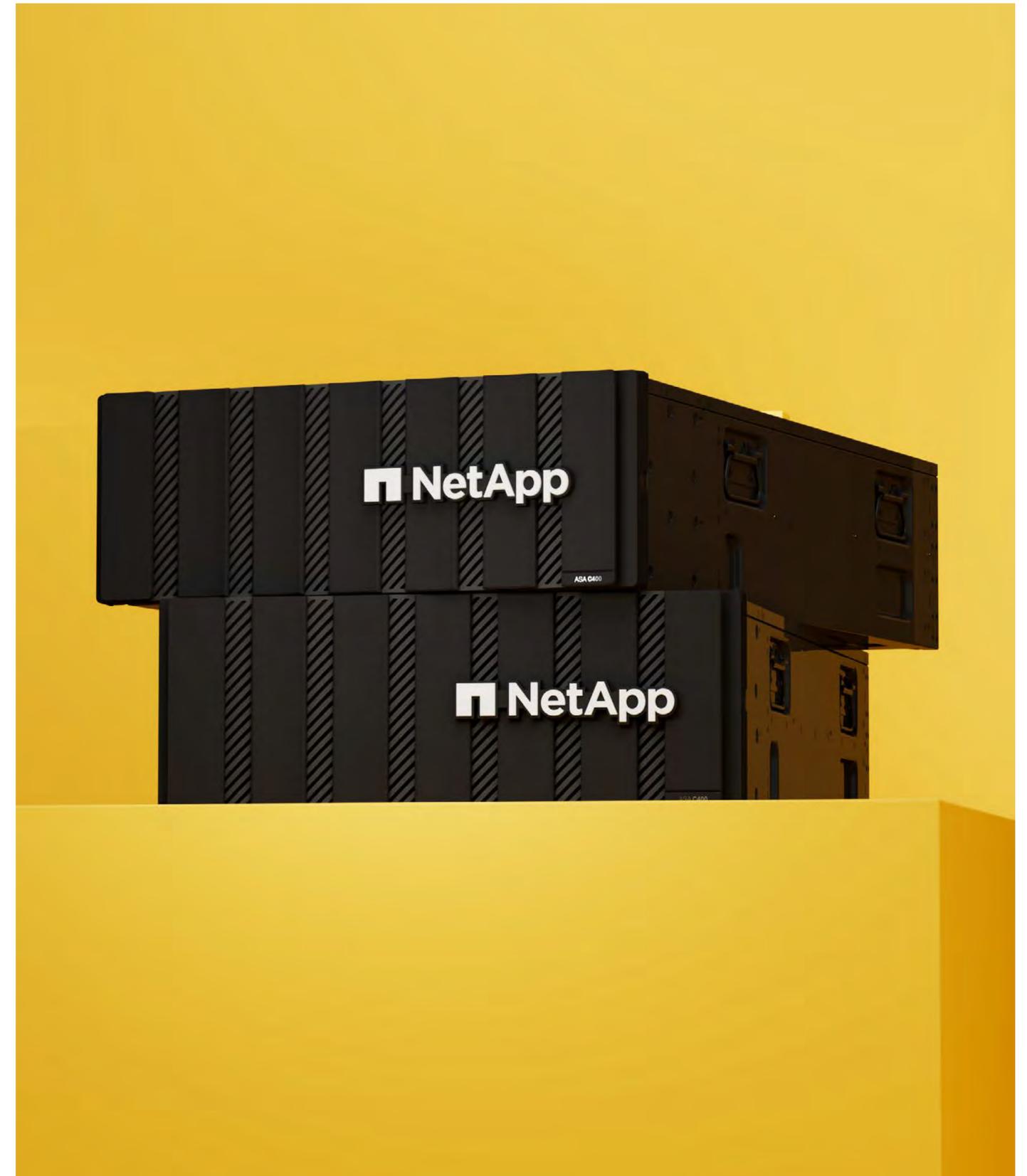
Consistently delivering innovative, high-quality products and services to our customers requires robust quality control. Certified to ISO 9001:2015 standards, our companywide [Quality Management System \(QMS\)](#) ensures that we uphold our commitment to quality across our operations. Reflecting our company culture and values, our QMS applies principles related to customer focus, leadership commitment, people engagement, process improvements, evidence-based decision-making, and relationship management.

We also require all NetApp contract manufacturers to maintain ISO 9001:2015 certification. To verify compliance with our QMS, we hold remote and on-site audits and require manufacturers to address any identified concerns within an agreed-upon time frame. Additionally, we conduct quarterly business reviews to identify any potential concerns and track trends associated with manufacturer performance.

Our dedication to quality and safety permeates every level of our business. We mandate QMS procedures and systems training for all NetApp product quality engineers, and we track and monitor quality metrics during the production and use phases. When a quality concern or outage affects our customers, we aim to respond quickly, addressing the issue and its root cause to avoid recurrence. Quality metrics are reported to the executive leadership team and to the board during quarterly updates and as necessary.

INTERNATIONAL STANDARDS AND REGULATIONS

Our products and services consistently meet or surpass international standards and comply with all applicable laws and regulations, including the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH); Energy-Related Products (ErP); Restriction of Hazardous Substances (RoHS); and China RoHS directives. Our NetApp power supply units are 80 PLUS platinum certified, achieving power efficiencies of 95% or higher at all load points. We actively track evolving standards across our footprint to ensure that we remain compliant and prepared for regulatory changes. For more information, see our [environmental statements and certifications](#).



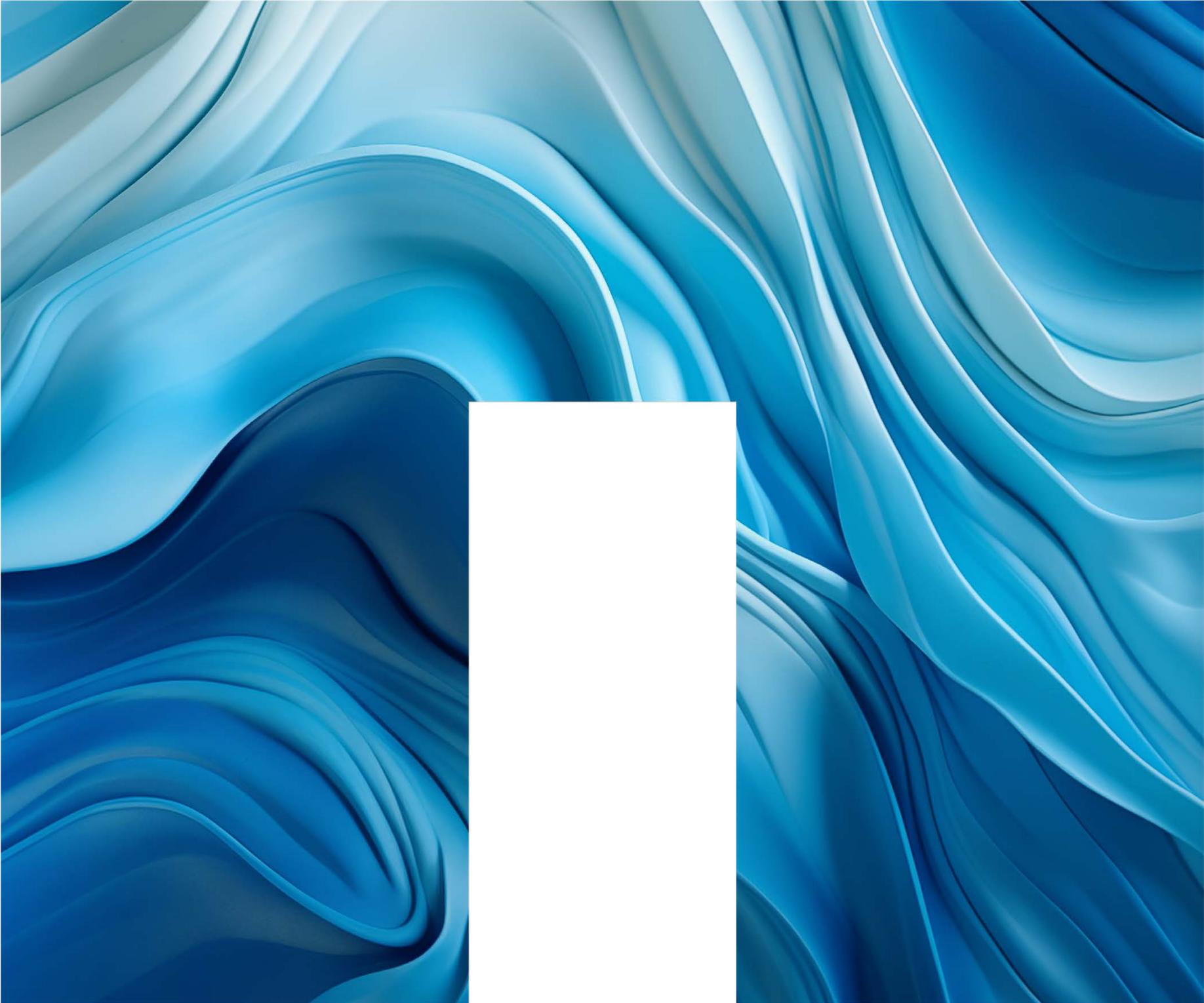
ENVIRONMENT

Harnessing the Power of Data

Energy & Carbon

Water

Waste



HARNESSING THE POWER OF DATA

As the intelligent data infrastructure company, we use data to inform the way we manage resources, handle e-waste, and serve as environmental stewards. Informed by data, NetApp works to improve energy efficiency, reduce our reliance on carbon-intensive energy sources, operate sustainably in our communities, and equip our customers with solutions to do the same.

ENVIRONMENTAL MANAGEMENT SYSTEM

NetApp employs a comprehensive Environmental Management System (EMS) that helps hold us accountable for the responsible management and continued mitigation of our global environmental footprint. Our EMS enables us to set clear, time-bound objectives and targets by establishing standards, systems, roles, and responsibilities for managing and measuring emissions, waste generation, and water use.

To consistently apply our standards across our global footprint, we routinely conduct internal audits of our EMS as well as third-party annual audits of our environmental programs. Our EMS holds ISO 14001:2015 certification. The certification confirms that NetApp has an established environmental reporting structure and provides training to employees about our EMS and their responsibilities. ISO standards mandate internal and external communication of our programs and processes, consistent labeling, and lifecycle analyses of our products and services. We also comply with all applicable environmental laws and regulations.

AS OF FY24, 100% OF OUR GLOBAL SITES ARE CERTIFIED AS MEETING THE ISO 14001 ENVIRONMENTAL STANDARD FOLLOWING THE SUCCESSFUL CERTIFICATION OF THE REMAINING 20% OF OUR SITES, INCLUDING OUR INTERNATIONAL HEADQUARTERS IN CORK, IRELAND.

ENERGY & CARBON

Reducing our environmental footprint—especially in terms of energy and greenhouse gas emissions—is one of many ways we think and act as owners, and try to meet the expectations of our stakeholders. Our decarbonization strategy involves setting clear emissions reduction goals and implementing targeted actions and initiatives to achieve them. In the fall of FY23, we set forth two ambitious targets—a science-aligned target to decrease Scope 1 and Scope 2 emissions by approximately 42% by 2030, and a 50% intensity reduction target for Scope 3 emissions by the same year. As we refine our Scope 3 emissions baseline calculation and finalize our targets, we are committed to verifying our targets with the Science-Based Targets Initiative (SBTi).

OUR FOOTPRINT: OPERATIONAL EMISSIONS AND ENERGY USE

We’re dedicated to implementing solutions that minimize the impact of our business operations on the environment. Across our real estate portfolio—the primary source of our Scope 1 and Scope 2 emissions—we actively work to reduce our direct impact by using renewable energy sources, limiting resource consumption, and reducing waste in data centers and offices.

Our efforts to reduce Scope 1 and Scope 2 emissions from our data centers and other locations led to a 37% decrease in direct emissions, compared to an FY20 baseline. We achieved this reduction by increasing renewable energy use and expanding our renewable energy production capabilities and output.

SCOPE 1 AND SCOPE 2 EMISSIONS (mtCO ₂ e) ^{1,2,3}	FY23	FY22	CY21
Scope 1 emissions	2,321	3,164	2,182
Scope 2 emissions	41,565	44,847	44,983
Total Scope 1 and Scope 2 emissions	43,886	48,011	47,165
Carbon intensity (mtCO ₂ e/total revenue)	0.000007	0.000008	0.000008

¹ Historically, we have reported these metrics in terms of calendar year, but beginning in FY22 we report based on fiscal year.

² These emissions reflect market-based emissions calculations.

³ FY24 data was not available at time of publishing of this report; FY23 data is included in our 2024 CDP response.

Made progress on our decarbonization strategy, including our target to reduce Scope 1 and Scope 2 emissions by

42% BY 2030,

and reduce Scope 3 emissions intensity by

50% BY 2030

ENERGY & CARBON

ENERGY USE (kWh) ⁴	FY23	FY22	CY21
Total energy consumed	176,884,273	197,946,325	193,516,657
Total for largest energy-consuming locations	150,256,606	182,236,226	169,363,894
Bangalore	17,150,190	16,980,577	16,914,810
Wichita	19,302,509	37,560,697 ⁵	18,916,280
Sunnyvale and San Jose	2,188,301	16,907,823	22,959,189
Research Triangle Park (RTP)	111,615,606	110,787,129	110,573,615
% from grid	81%	83%	83%
% renewable	20%	17%	17%

NETAPP ACHIEVED A 144% INCREASE OF RENEWABLE ENERGY USE COMPARED TO FY20 BASELINE.

IN 2022 AND 2023, NETAPP RECEIVED B SCORES FROM CDP FOR BOTH CLIMATE CHANGE AND WATER SECURITY.

NetApp voluntarily submits environmental impact information to CDP (formerly the Carbon Disclosure Project). NetApp has continued to improve its scores year-over-year.

⁴ FY24 data was not available at time of publishing of this report; FY23 data is included in our 2024 CDP response.

⁵ The increase in energy use in FY22 is a result of opening our facility in Wichita, Kansas.

SUSTAINABLE BUILDINGS

As of FY24, 100% of our global sites are certified as meeting the ISO 14001 environmental standard following the successful certification of the remaining 20% of our sites, including our international headquarters in Cork, Ireland. For our global offices, we maintain sustainability accreditations including the Building Research Establishment Environmental Assessment Method (BREEAM), Leadership in Energy and Environmental Design (LEED) Platinum, Greenstar4, and National Australian Built Environment Rating System (NABERS). Notably, we opened a LEED-certified public sector headquarters for the United States in Virginia and renewed the NABERS Energy rating for our Australian offices in Melbourne, Sydney, and Brisbane.

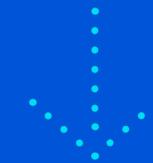
In FY24, we also began piloting our first office energy audits to identify promising energy-efficiency strategies, starting with our Cork offices. Understanding energy consumption patterns will reveal new opportunities to conserve energy, and we are committed to driving down energy use by analyzing activities of all sizes and at all scales.

Ongoing site-specific actions contribute to lowering the environmental impact of our buildings. In Boulder, Colorado, we introduced a native plantscape to support local pollinators, and our Research Triangle Park campus in North Carolina now features beehives. Among other examples, aeroponic edible gardens at U.S. café sites and our Cork offices demonstrate a new level of resourcefulness and engage employees in local food production. Read more about our sustainable operations on [our website](#).

RENEWABLE ENERGY AND ENERGY EFFICIENCY

We prioritize renewable energy use at our sites, in conjunction with energy efficiency measures (EEM) to reduce energy consumption, such as LED lighting and smart lighting controls. Our commitment to renewable energy systems is exemplified by our Cork facility, which meets 100% of its energy needs with renewable energy; our Wichita facility, which meets 100% of its energy needs with wind energy; and our Bangalore campus, which meets nearly 90% of its energy needs through a combination of wind generators, small-scale hydroelectric plants, and on-site solar plants.

Our U.S. headquarters in San Jose, California services energy from San Jose Clean Energy, which consists of 60% renewable and 39% non-carbon emitting energy. At the end of FY24, construction began on a photovoltaic solar plant at this site, and through a Power Purchase Agreement, our renewable energy mix will increase to over 85% once the plant goes live.



OUR LEASED OFFICE SPACE IN BOULDER, COLORADO, IS PART OF A MULTITENANT COMPLEX THAT INTENDS TO OPERATE NET ZERO CARBON, WHICH WOULD MAKE IT THE FIRST OF ITS KIND IN THE STATE.

This 100,000 square foot property is ENERGY STAR-certified and equipped with a large solar photovoltaic system that supplies most of the building's electricity needs. Phase 2, launched in 2021, also introduced the PIRANHA Heat Recovery System, the first of its kind in the United States, which recovers energy from wastewater to produce potable hot water. NetApp moved its Boulder operations into this sustainable building space in August 2023.

DATA CENTER EFFICIENCY

NetApp data centers prioritize maximum efficiency. Globally, data centers currently consume an estimated 2% of the world’s electricity, projected to increase to 9% by 2030. This is a critical issue, and one that we work to address by rethinking the way we store data and optimize energy use. Our highly efficient data centers use an innovative, energy efficient electrical distribution design and outside air economizers to take advantage of free cooling systems when ambient air temperatures allow us to shut down mechanical refrigeration, keeping the IT cool. Further, we continue to explore sustainability innovations, such as liquid immersion cooling, which may have a significantly smaller carbon footprint than traditional air-conditioning systems.

VALUE CHAIN EMISSIONS

With Scope 3 representing over 95% of our total emissions, it’s critically important that we actively collaborate with suppliers and customers to develop solutions. These efforts aim to mitigate our impact, achieve meaningful progress toward our Scope 3 reduction target, and empower our upstream and downstream value chain to reduce direct emissions.

In FY24, we launched a supplier engagement initiative to more accurately account for our Scope 3 emissions. We reached out to suppliers that represented close to 90% of our total expenditures for FY22, and asked them to enter their emissions data into the CDP platform, a global disclosure system used by companies, investors, and other stakeholders to calculate and manage environmental impacts. Our 54% response rate was well above the average response rate in CDP’s Supply Chain Program. Equipped with documented supplier emissions data, we conducted focused supplier engagements to review their activities and management processes and to refine our Scope 3 baseline calculation. The information collected through CDP contributed to shaping the foundation of the new comprehensive sustainability supplier program to be launched in FY25.

SCOPE 3 EMISSIONS (mtCO ₂ e) ^{6,7,8}	FY23	FY22	CY21
Category 1 emissions: purchased goods and services	215,909	181,127 ⁷	13,445
Category 2 emissions: capital goods	9,374	11,961	7,770
Category 6 emissions: business travel	16,305	2,982	1,251
Category 8 emissions: upstream leased assets	334	395	249
Category 11 emissions: use of sold products	998,218	1,064,218	996,554

Moving forward, we plan to engage with more of our component suppliers that are part of the product manufacturing process, where we will have the opportunity to collaborate and scale our impact. We plan to measure and disclose additional Scope 3 emissions categories, and will transition from measurement to actionable progress, challenging our suppliers to set impactful emissions reduction goals.

Our downstream value chain—product use by our customers—makes up the majority of our Scope 3 emissions; our efforts to integrate sustainability into our products and services are described in this report’s Products section.

⁶ The FY22 and FY23 Scope 3 emissions categories’ totals have been verified by a third party.

⁷ In FY22, we calculated purchased goods and services data from all suppliers rather than only contract manufacturing suppliers as in prior reporting years.

⁸ FY24 data was not available at time of publishing of this report; FY23 data is included in our 2024 CDP response.

BUSINESS TRAVEL

We work to reduce emissions due to business travel by promoting sustainable travel practices. In FY24, we took steps to improve our baseline travel data to track progress, integrate sustainability into business travel decision-making processes, raise employee awareness, and explore tools to help manage and budget for sustainable travel.

At the center of these efforts is a focus on airline emissions. We maintain preferred agreements with air travel partners that prioritize sustainability; our preferred air travel partners increasingly use sustainable aviation fuel, a lower-impact biofuel that can be blended with conventional jet fuel. Through our partnerships with airlines, including Lufthansa, United, Delta/Air France/KLM, Southwest, and Qantas, we receive travel carbon emissions data and use it to determine the least carbon-intensive itineraries. These itineraries often incorporate alternative travel options such as trains, where feasible, as well as recommending jointly planned itineraries for multiple business-related trips or visits. In negotiations with our preferred air

travel partners, we engage on topics such as sustainability plans, goals, targets, emission measurements, and investments in sustainable technologies.

We raise awareness about lower-impact business travel by integrating sustainable options into our internal communications, such as reminders for employees to consider electric vehicles at rental agencies. New tools under development will provide travel emissions estimates and calculate impact dynamically on a daily or weekly basis, further empowering informed decision-making. We've also added sustainability criteria to our hotel RFPs, including emissions and other sustainability factors.

Finally, NetApp also actively engages with the Global Business Travel Association (GBTA), holding a vice chair position on its Sustainability Committee. This leadership role involves guiding and mobilizing GBTA members to advance standards and solutions that facilitate lower-impact business travel. Through our involvement in GBTA, we drive collective action and engage in advocacy efforts with governments, companies, and other stakeholders.



WATER

Water use is carefully considered in the design and operation of all NetApp data centers and office spaces. Our [Global Water Policy](#) outlines our commitment to reducing water consumption and defines the ways we practice responsible water management across our global footprint.

To prioritize our water reduction investments, we annually assess the water stress of our locations using the World Resources Institute’s Aqueduct Water Risk Atlas. As of FY24, two of our sites—Research Triangle Park, in North Carolina, and Bangalore, in India, representing 68% of our total water withdrawals—are located in water-stressed basins.

At our Research Triangle Park campus, located in a region facing water stress, historical data shows that lab/data center cooling is the site’s primary use for water. In FY23, we started a project to transition to reclaimed, non-potable water for cooling. This year, all of the site’s cooling towers were transitioned to use reclaimed water, saving more than 6.5 million gallons of potable water in FY24 (45% of the site’s total consumption).

We prioritize efficient water use across our entire footprint. Our state-of-the-art facility in Wichita, Kansas, saves approximately 5 million gallons of water each year by cooling equipment with wind-powered rooftop HVAC units, rather than water-cooled chillers. At our zero-discharge campus in Bangalore, we collect rainwater for irrigation and use a water recycling system to supplement purchased water. In FY25, we will further reduce demand by replacing water-based evaporative coolers with more efficient air-cooled chillers to address the local water shortage.



WATER (MEGALITERS) ⁹	FY23	FY22	CY21
Total water withdrawal	165	151	164
Total water consumption	138	127	140
Total water discharge	26	24	24
% recycled	35%	19%	18%
% withdrawn in water-stressed areas	56%	69%	67%

⁹ Note that metrics are not yet available for FY24.

WASTE

We work to reduce waste in our products and operations given the impact on many of our stakeholders. Our waste footprint mainly consists of office and electronic waste (e-waste). Through workplace sustainability initiatives, asset recovery programs, and sustainable packaging designs, we prioritize responsible, effective, and convenient waste management. We strive to divert as much waste as possible from landfills through reuse, recycling, and composting.

In FY24, we progressed our efforts to eliminate single-use plastics and reduce paper products in our offices globally. At most U.S. offices we have phased out single-use plastics by replacing plastic kitchen items with reusable glasses, cutlery, and tableware and introducing biodegradable alternatives where feasible. Also at these offices, we are building a program to remove single-use plastics from our coolers of complimentary drinks, transitioning to Smart Soda machines, and using fully recyclable Tetra Pak, aluminum, and glass containers. Additionally, our expanded recycling strategy across all office locations now includes enhanced signage to raise awareness about proper waste separation.

WASTE (METRIC TONS) ¹⁰	FY23
Total waste generated	770.787
Total hazardous waste	0.182
Total hazardous waste diverted	0
Total hazardous waste sent to landfill	0.182
Total non-hazardous waste	770.605

¹⁰ Note that metrics are not yet available for FY24.

¹¹ 'Returned to service' refers to packing materials that are part of a shipment or collection, such as pallets or gaylords, that are returned to the customer or reused. These are only used during events that create significant e-waste, such as the sale of NetApp sites, which did not occur in FY24.

E-WASTE

NetApp is committed to responsibly managing e-waste generated by our business, customers, partners, and even our competitors. Over 99% of our managed [e-waste](#) is recycled, resold, or returned to service.

Internally, we maintain an extensive e-waste program for laptops and other electronic equipment across our operations. Our e-waste recovery program facilitates asset recovery from employees and prioritizes equipment reuse whenever feasible.

For our customers, we offer a comprehensive global product takeback program to responsibly manage e-waste, including products made by other manufacturers. With our user-friendly product takeback system, customers can request free pickups for e-waste with the simple click of a button. Upon pickup, customers receive documentation verifying the proper handling and disposal of materials.

The takeback program undergoes regular audits to ensure compliance with the EU directive on Waste Electrical and Electronic Equipment, as well as India's Extended Producer Responsibility regulations.

E-WASTE (lbs)	FY24	FY23	FY22
Total e-waste processed	693,034	846,659	804,687
Total e-waste recovered	686,037	842,425	798,006
Recycling	659,102	782,162	736,061
Resale	26,935	49,705	51,909
Returned to service	0 ¹¹	10,558	10,036
Total e-waste sent to landfill	6,997	4,234	6,681
% e-waste diverted from landfill	99%	99%	99%

PEOPLE

Empowering Our People

Attracting Talent, Building a Pipeline, and Onboarding

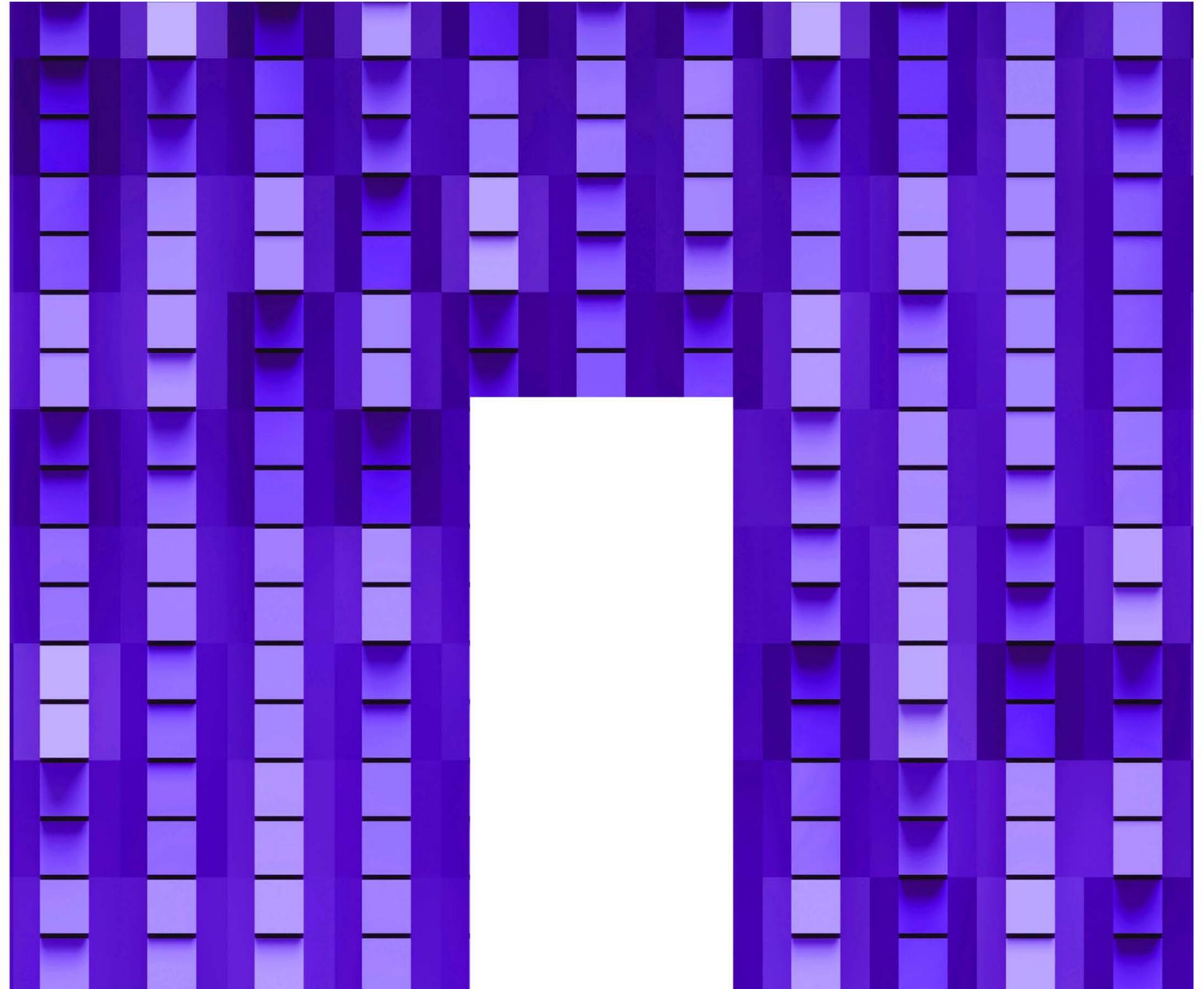
Creating a Culture of Continuous Improvement

Developing Talent

Delivering Competitive, Equitable, and
Transparent Compensation

Protecting Well-being and Promoting Balance

Health and Safety



EMPOWERING OUR PEOPLE

At NetApp, we believe that our people are the driving force behind our leadership as the intelligent data infrastructure company. They are our greatest asset, and the more we prioritize them, the more our business thrives. Guided by a collaborative approach, our combined expertise, passion, and ingenuity help us break new ground. Together, we're shaping the future of technology with innovation and integrity.

Investing in our team's growth and success is central to our core values and to our philosophy. To continue to attract, engage, and retain the best talent, NetApp advances a people-centered, high-achieving culture, supports employee health and well-being, embraces a growth mindset, and creates opportunities for everyone to excel. We encourage and empower our leaders to foster inclusivity, model engagement, and champion development.

ATTRACTING TALENT AND BUILDING A PIPELINE

Our talent acquisition strategy is designed to help us build a strong talent pipeline today to meet the needs of our diverse customer base. In FY24, we focused on globalizing our talent programs to provide a consistent experience for all new hires, interns, and candidates—regardless of their location and whether they seek to join our team as temporary or full-time hires. We're also casting a wider net to include not only degreed individuals, but also those making career transitions, those returning to the workforce, and veterans entering civilian roles, among others.

NetApp's recruitment team uses AI to match qualified talent with career opportunities, which includes diverse candidates. This technology enables us to attract strong external candidates while advancing current employees and promoting cross-functional growth. In FY24, this approach contributed to an impressive internal hire rate of 22%, which puts NetApp in approximately the 75th percentile of peer companies.

In addition, we aim to empower individuals from diverse backgrounds and career paths to find success at NetApp. Alongside other recruitment initiatives that target diverse candidates, we post open roles on websites specializing in diverse recruitment, and our recruiting team receives training on best practices for inclusive and equitable hiring.

To provide an exceptional interview experience for all candidates, in FY24 we introduced comprehensive interview guides and training for our managers and interviewers. For job candidates, we supply detailed interview guides that outline the process and present our complete range of benefits, offering full transparency before interviews begin.

Creating an exceptional candidate experience begins before prospective employees even apply for a job. Our upgraded [career site](#) simplifies the application process, offering a clear view of all job openings, including part-time and contract roles. Both data driven and easily searchable, the site enables targeted advertising of open positions to more effectively reach individuals interested in a career at NetApp. Candidates can also set up job alerts for when new openings match their skills and interests.

CAREER GAP PROGRAM

NetApp strives to attract talent from diverse backgrounds and recognizes the value of skills and experiences that workers have gained while taking time away from the workforce. As a member of the STEM Reentry Task Force, an alliance between the Society of Women Engineers and iRelaunch, we actively recruit individuals returning from career breaks into entry- and mid-level roles.

To reach and effectively interview this group of candidates, we recently rolled out targeted training for hiring managers, panelists, and interviewers. When a candidate comes on board, we offer tailored learning paths. These paths are designed by our recruitment team in collaboration with NetApp Learning Services, along with mentors and additional support, to ensure a successful transition back to work.

ONBOARDING

To help new hires transition seamlessly into the NetApp community, in FY24 we implemented a consistent global onboarding program that aims to foster a sense of community, promote retention, and enable productivity from day one.

When employees join NetApp, we provide them with a toolkit and resources to understand who we are, what we do, and how they can become immersed in the community. Our “Launch at NetApp” hub offers checklists, chat features to connect with other new employees, and introductions to NetApp ambassadors—current employees who support new hires and help them integrate into our community. We also organize live sessions to further orient new hires, deliver additional resources, and listen to feedback.

In addition, we created global new hire cohorts that remain together for their first year, because we believe our colleagues around the world benefit from sustained exposure to their extended global teams. To help forge a sense of community and strengthen international connections, cohorts participate in facilitated workshops to network, find common interests, and reinforce their sense of belonging. Cohort members can then become ambassadors, “paying it forward” to new employees.



EARLY IN CAREER PROGRAMS

Our global Early in Career (EIC) programs focus on recruiting, hiring, and retaining entry-level employees. We establish strategic partnerships with top institutions and organizations, including historically Black colleges and universities (HBCUs) and Hispanic-serving academic institutions (HSIs), to attract our next generation of leaders. These new hires often join our EIC programs, such as our NetApp Emerging Talent program and the Sales, Support, and Services (S³) Academy to help ensure their success.

NETAPP EMERGING TALENT

The NetApp Emerging Talent (NET) program helps full-time new hires with three or fewer years of relevant experience grow their career, sharpen their skills, and build meaningful relationships. NET program participants join a diverse global community where innovative ideas flourish. In FY24, our 1,000+ participants took part in our Executive Speaker Series, networking opportunities, and volunteer initiatives, among other events and offerings.

INSIGHT DAYS

In the Europe, Middle East, and Africa (EMEA) region, we host Insight Days—multiday events designed for students pursuing majors and degrees relevant to our industry. The program combines classroom learning with real-world scenarios, culminating in a case study exercise and final presentation in which students showcase their problem-solving abilities. This hands-on activity offers students practical experience and a firsthand look at working at NetApp, enabling them to come on site, meet with Employee Business Resource Group (EBRG) members, and interact with hiring managers.



NETAPP: A TOP COMPANY FOR STUDENTS

NetApp's talent outreach efforts are broadly recognized by colleges, universities, recruiters, and career-building platforms. In 2024, Vault's Firsthand ranked us among its Top 100 in numerous categories.

#5

best internship in the technology and engineering industry

#5

best internship for sales, marketing, and communications

#17

in quality of assignment for interns

#21

for LGBTQ+ individuals

#5

in overall career development

#17

in compensation and benefits

NETAPP GLOBAL INTERN PROGRAM

Our award-winning NetApp Global Intern program invites undergraduate and graduate school students to gain professional experience, contribute to existing projects, and join a robust talent pipeline for entry-level positions. This program provides interns, regardless of location, with a unique opportunity to explore and refine their interests, passions, and career aspirations.

We treat our interns with the same care as full-time employees, offering pay, benefits, and time off. Interns engage in collaborative projects, receive mentorship and feedback, and participate in quarterly conversations with managers, as well as in our all-employee Thrive Pulse surveys. Throughout their time with us, we encourage them to build meaningful relationships with employees across the company.

S³ ACADEMY

The S³ Academy is a 2-year global development program for EIC talent who aspire to become the next generation of NetApp leaders, sales professionals, and technical pioneers. To kick off the experience, new customer-facing employees from across the globe spend 90 days at our Research Triangle Park campus in North Carolina. Through the S³ Academy, employees receive extensive training in the IT industry, our products and solutions, and the professional skills they need to succeed. The program enables participants to fast-track their careers and offers mentoring, leadership exposure, and hands-on experience. The S³ Academy supports participants long after they complete their first 90 days, providing them with growth opportunities through their first two years at NetApp to ensure that they receive the upskilling and reskilling needed for sustained success.



**267 individuals from
20+ countries participated
in the S3 Academy in FY24.
Over 700 have completed the
program since it began in 2017.**



The S³ Academy has been instrumental in my professional growth. The immersive training program has provided me with invaluable experiences, skillsets, knowledge, and networks to help me be more confident and ready for success at NetApp.”

—Angel Lee, Sales Operations Specialist, NetApp Australia & New Zealand



U.S. MILITARY FELLOWSHIPS PROGRAM

NetApp partners with the Department of Defense and the U.S. government through the SkillBridge program to help veterans ease back into civilian life. In FY24, we provided 4-to-6-month fellowships to 27 active-duty military personnel. Fellows have access to workshops, professional development opportunities, and a strong support system coordinated through our NetVets EBRG.

We proudly meet the [Military Friendly standards](#), which require organizations to demonstrate a successful, actionable commitment to creating and maintaining meaningful, supportive benefits for the military community. Additionally, through our involvement in the U.S. government's Military Spouse Employment Partnership, we actively participate in the recruitment, hiring, and retention of military spouses.

We also aim to enhance the onboarding experience for veterans to address their unique needs as they transition or return to the workforce. To support this goal, we help fellows connect with NetApp employees who share similar experiences or backgrounds.



Transitioning out of the military is a difficult period for every service member. Trying to find a good culture fit, translating years of military experience to match job descriptions, and trying to upskill at the same time is a stressful endeavor. At NetApp, they understand the value of military experience that a prior service member brings to the table.

Through the Military Fellowship Program, I joined a team in the Professional Services organization that not only taught me skills and knowledge to be successful in my future career, but was excited to learn from me and my experiences as well. They validated the skills that I honed during my time in service and showed me that NetApp is a place that I could find belonging with. The experiences are diverse, the teams are inviting, and the potential for growth is unmatched.”

—Tyler Muniz, Professional Services Associate

CREATING A CULTURE OF CONTINUOUS IMPROVEMENT

Our culture of belonging starts with mutual understanding and respect. We actively engage with our teams to understand diverse perspectives, gather feedback on company and manager performance, and act on suggestions for improvement.

EMPLOYEE FEEDBACK

One way we measure employee engagement and sentiment is through our companywide Thrive Pulse surveys. The responses provide valuable insight into our company initiatives and help us build a world-class employee experience. With our data-driven, people-centric culture guiding our approach, we ensure that survey feedback leads to meaningful changes. Survey findings highlight macro themes, which are then discussed at the leadership level. Managers also receive team-level results and action planning guidance to help them address specific feedback and strengthen team cohesion.

2024 EMPLOYEE SURVEY RESULTS¹²

88%

participation rate, 5 points higher than our prior survey.

81 out of 100

engagement score, 3 points higher than our prior survey and 4 points higher than the technology industry benchmark.

87%

of employees believe people at NetApp act with integrity at work.

89%

of employees are proud to be associated with NetApp's brand and reputation.

86%

of employees report a positive sentiment toward the way NetApp gives back to the community.

88%

of employees report feeling comfortable being themselves at work.

In addition to the Thrive Pulse surveys, NetApp offers several other feedback mechanisms for employees. Business unit leaders host regular all-hands meetings and frequently visit sites to speak with employees in person. Each quarter, we also hold a global all-company meeting with the CEO and executive leadership team to outline goals, review company performance, and address key questions. Employees are invited to submit questions before or during the meeting.

¹²Based on results from the March 2024 Thrive Pulse employee survey. Technology industry benchmark is provided by our survey consulting organization.

DEVELOPING TALENT

We cultivate a growth mindset by offering all employees development opportunities that align with their career and personal goals—whether through skill-building courses, personalized coaching, or opportunities to step into new roles.

Each NetApp employee has access to a variety of professional development resources, including internal and external courses. We provide skills training relevant to our market and technical domain, and employees also have access to thousands of LinkedIn Learning courses to enhance their professional skills and advance their careers. Our education reimbursement program, meanwhile, supports employees who are pursuing additional degrees and certain professional certifications through accredited institutions.

PROMOTING INTERNAL TALENT

Mosaic, our internal talent marketplace, enables career advancement at NetApp by providing employees with details on open roles. Mosaic is also the tool employees use to map out their career development journey. In FY24, we revamped Mosaic to make it even easier for employees to take the next steps in their careers. Like an internal LinkedIn, the platform helps employees find peers, partners, and mentors, as well as “gigs” or short-term assignments in which they can gain hands-on experience to broaden their skillsets. Those who opt in to recruitment alerts are also considered for internal positions, supporting their growth aspirations within NetApp.

We expand Mosaic’s capabilities to better match open roles with employees and deliver targeted learning recommendations, mentorship opportunities, and access to career advancement tools and resources. The platform provides internal interview guides to help NetApp employees prepare for new roles or short-term assignments, and our new gig curator collaborates with managers across the company to fill open gig positions and support internal talent searches. This initiative gives managers visibility into well-qualified internal talent beyond their current teams and has significantly improved our ability to recruit internal talent for open roles.

REDUCING TURNOVER

We want our employees to see NetApp as a place where they can build fulfilling, long-term careers. For FY24, NetApp’s global turnover rate (voluntary and involuntary) was 10%, the lowest it’s been in five years. We consistently remain well below industry benchmarks for turnover and we work on an ongoing basis to improve the employee experience and retain key talent.

CAREER WEEK AT NETAPP

Career Week is an annual global event led by NetApp senior leaders to showcase the wide spectrum of employee growth opportunities. With a different theme each year—ranging from thriving virtually to connecting with others and embracing growth—Career Week features presentations from internal and external speakers in a variety of formats. In FY24, we held 11 global virtual sessions for employees (Mentoring Unleashed, Advancing Inclusive Leadership, and Candid Career Conversations, to name a few) over four days and across multiple time zones.

MORE THAN 4,400 EMPLOYEES FROM ACROSS THE GLOBE ATTENDED.

PERSONAL COACHING

Our partnership with BetterUp coaching provides all employees up to the director level with access to personal coaching. BetterUp employs a “whole person” approach to one-on-one coaching and uses a combination of in-person and online sessions to reach more participants. In FY24, nearly 500 employees received coaching on topics including work performance, navigating uncertainty, inclusive leadership, parenting practices, goal setting, work-life balance, and more. Executive coaching is also available to new managers, employees moving from manager to director roles, and key diverse talent within the company.

THE TOTAL NUMBER OF COACHING SESSIONS WAS NEARLY 6,000.

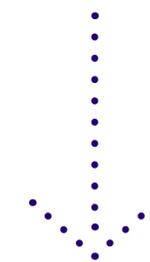
MANAGER ESSENTIALS

In FY24, we conducted a comprehensive review of our training offerings, assessing existing programs, data trends, usage, outcomes, and current training and talent needs. The analysis highlighted the need to focus on training for managers, especially those new to their roles.

As a result, we introduced the Manager Essentials program, which features multimodal, easily accessible content consisting of short-form videos, guides, checklists, and learning tools. These materials are also made available to nonmanagers to foster a shared understanding of the manager’s role.

QUARTERLY CONVERSATIONS

Quarterly conversations are our version of the traditional performance review. Managers meet with their direct reports at least four times a year to review and discuss performance and development. This approach, which also includes more frequent touchpoints between formal conversations, differs from traditional performance reviews by taking a holistic view of performance, evaluating employee achievements as well as factors like teamwork, collaboration, development, and motivation. Quarterly conversations help managers differentiate performance levels and determine year-end compensation.



IN OUR FY24 THRIVE PULSE SURVEY,

83%

OF EMPLOYEES REPORTED HAVING A QUARTERLY CONVERSATION IN THE PREVIOUS QUARTER.

DELIVERING COMPETITIVE, EQUITABLE, AND TRANSPARENT COMPENSATION

NetApp's compensation programs reward employee performance while ensuring fairness and equal opportunity. We offer competitive base pay along with performance-based and long-term incentive programs. In FY24, NetApp enhanced pay transparency to promote equity throughout our organization. Managers now have access to clear compensation ranges, and we publicize the salary ranges for all open roles in the United States. Additionally, we introduced a global leveling guide that provides transparent guidelines for different job types and levels. This initiative helps employees understand their compensation relative to others and clarifies how pay is determined.

PROTECTING WELL-BEING AND PROMOTING BALANCE

At NetApp, we seek to help every employee perform at their peak by investing in their health and well-being. Our global benefits programs are designed to support employees in all aspects of their lives—physical, emotional, and financial. We raise awareness about our extensive benefits through our intranet and other communication avenues.

1 HEALTHCARE PROGRAMS

Our comprehensive health plans provide wellness-focused care for employees and their families.

2 SURROGACY SUPPORT AND FAMILY-CARE BENEFITS

We offer 12 weeks of 100% paid leave for new parents in the United States, as well as financial support for surrogacy costs, travel expenses for reproductive services, and a variety of other reproductive health services for men and women alike. Our U.S. healthcare plan also includes medical travel reimbursement for reproductive health services needed out of state, along with coverage for two cycles of IVF.

3 CARETAKER BENEFITS

In our ongoing commitment to NetApp families, we provide paid leave for U.S. employees who are caretakers for relatives with significant healthcare needs.

4 FINANCIAL AND SAVINGS PROGRAMS

We invite all eligible employees to become NetApp shareholders through our discounted Employee Stock Purchase Plan (ESPP). At the end of FY24, ESPP enrollment exceeded 74%. Additionally, our equity program is critical for attracting and retaining top talent in the highly competitive tech industry. We firmly believe that equity compensation effectively aligns employees' long-term interests with those of our shareholders, creating an ownership mindset and reinforcing a strong pay-for-performance culture.

PROTECTING WELL-BEING AND PROMOTING BALANCE

5 FINANCIAL WELLNESS

Our newly introduced financial wellness program is available to all employees at no cost, offering guidance on budgeting and financial management. Employees can take advantage of financial resources in their local language for personalized advice and solutions to address their financial concerns.

6 RETIREMENT SAVINGS

To help our employees save for retirement, we provide competitive retirement or pension plans in over 60% of the countries where NetApp has offices.

7 WORK-LIFE BALANCE

We offer employees a range of well-being programs, including paid and volunteer time off, educational support, and a global employee assistance program (EAP). Below the VP level, new hires in the United States start with 15 days of vacation, which increases with tenure, and two weeks of sick time. VPs and above in the United States have unlimited vacation time off. Time-off policies outside the United States vary by country and follow statutory requirements.

8 ERGONOMICS

Our global ergonomics program evaluates employees' office health risks, whether at home or in a NetApp office, and educates them on proper workstation setup, neutral body positioning, and effective stretching techniques.

9 MENTAL AND EMOTIONAL WELLNESS

To promote employee well-being, we offer mental and emotional health resources alongside physical fitness incentives in the United States. To further support global employee well-being, we also provide time away from work to rest and recharge. These benefits include a companywide, week-long shutdown each year, three paid Global Wellness Days off, accrued vacation, and monthly no-meeting Fridays.

HEALTH AND SAFETY

NetApp's Health and Safety program is guided by ISO 45001 standards, supported by regional policies, and managed by a global safety and security team. Our global safety and security operations center operates around the clock, monitoring health and safety performance and ensuring that we are prepared to address any issues that may arise. In the United States, we uphold an injury and illness prevention plan, and in EMEA, we maintain a health and safety statement, with an ultimate safety goal of zero injuries. If an incident occurs, we document it through our case management system, and then thoroughly investigate and take corrective action as necessary.

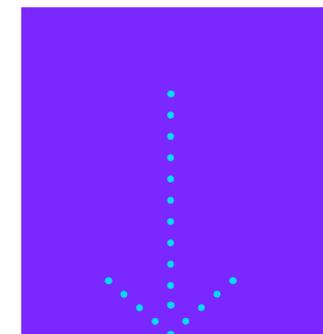
To provide for safe and healthy workplaces, we offer role-specific training to make sure employees understand our safety expectations. In addition, we track our safety performance using key performance indicators such as documented safety walks, site safety risk reviews, and annual emergency response plan reviews. These metrics help us identify and mitigate potential safety risks. We also engage third-party companies for periodic risk assessments.

	FY24	FY23	FY22
Total recordable incident rate	0.29	0.23	0.63
Near-miss frequency rate	0.008	0.04	0.01
Total fatalities	0	0	0

EMERGENCY PREPAREDNESS

Maintaining robust emergency response processes is essential for keeping our employees safe. NetApp's global emergency response team, led by our safety and security function, includes volunteers from various business units who serve as emergency response leads at locations worldwide. These individuals receive annual training in first aid, handling medical emergencies, and managing evacuations. The team regularly conducts drills to ensure preparedness and acts as the first line of defense during emergencies.

In addition, NetApp has regional and global crisis management teams that monitor global risks, including severe weather, health and safety issues, and geopolitical events. This monitoring informs our response planning and communication strategies with employees. We also conduct regular drills and detailed exercises to test and refine our crisis management capabilities in a variety of simulated real-world scenarios.



NetApp has a mass notification system that allows us to actively communicate with employees during emergencies, including extreme weather events. The system alerts employees in the event of an emergency and enables us to check in on the health and well-being of our global team through text, emails, and phone calls. To enhance the reach of our communications, we're currently expanding this system to include notifications through Microsoft Teams and WhatsApp.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEI&B)

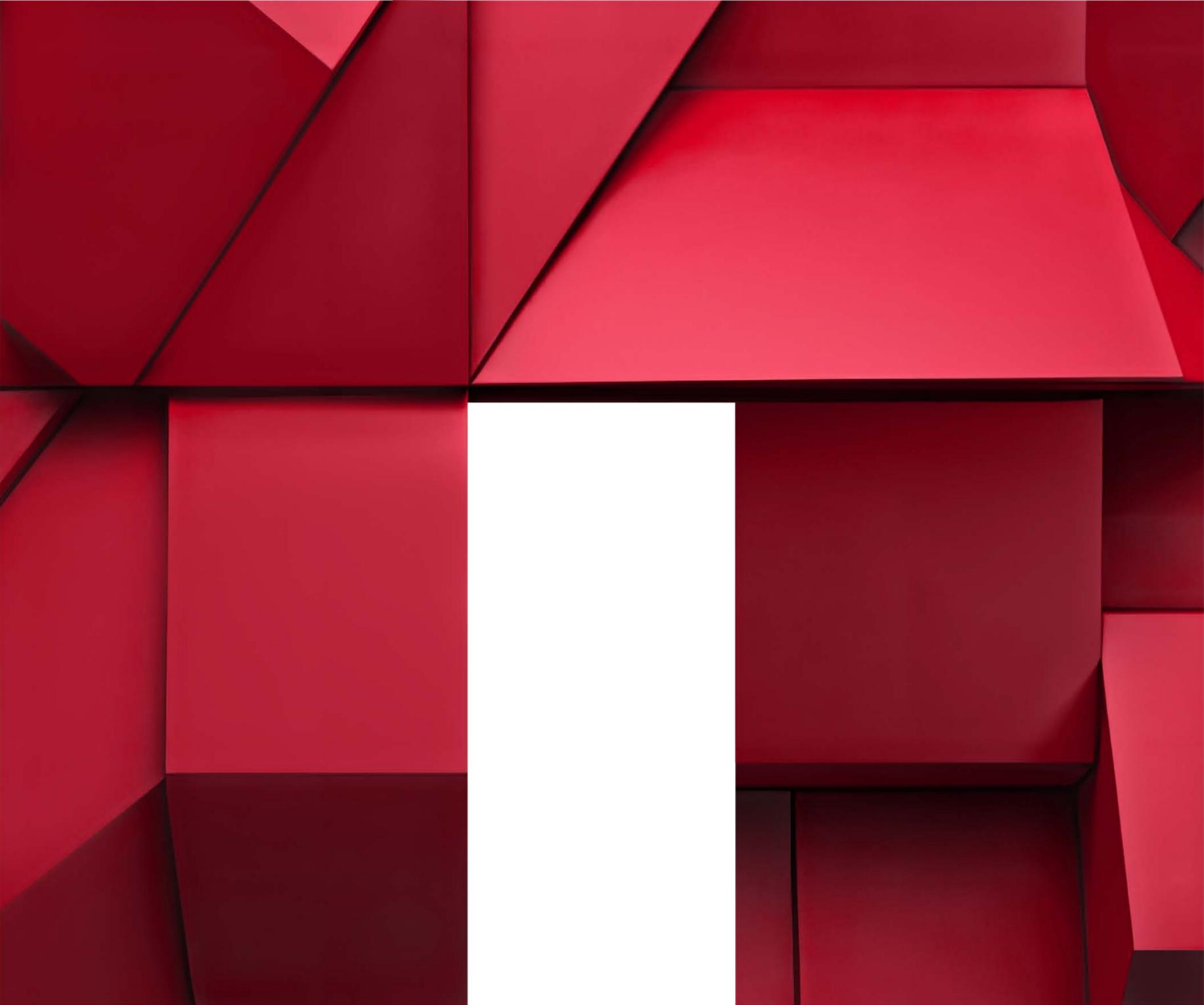
DEI&B at NetApp

People

Culture

Marketplace

Products



DEI&B AT NETAPP

We desire for our global workforce to build belonging. We believe that by embedding diversity, equity, inclusion, and belonging (DEI&B) throughout our business, we can better innovate, attract talent, and create positive business outcomes.

FOSTERING A SENSE OF BELONGING FOR ALL

Our DEI&B strategy aims to increase the demographic and cognitive diversity of our global workforce, supporting a values-based culture that drives business outcomes. Our approach encompasses four pillars aimed to address systemic barriers, enhance education and awareness, and strengthen accountability across all organizational levels. We aspire for every individual to feel valued, respected, and empowered, regardless of their background or identity.

We organize our DEI&B strategy around the following pillars:

PEOPLE

empowering employees to achieve their full potential

CULTURE

championing inclusivity and nurturing a sense of belonging

MARKETPLACE

amplifying impact and brand, taking an “outside-in” perspective

PRODUCTS

ensuring accessibility for all in our products and services

DEI&B OVERSIGHT

Our board of directors, management team, and chief diversity officer (CDO) lead DEI&B oversight. The board’s Talent and Compensation Committee discusses DEI&B at quarterly meetings, and the full board receives annual updates on our DEI&B strategy and programs. Board members also meet regularly with the CDO to discuss and refine our strategic approach.

Our CDO meets regularly with executive leadership to monitor progress on DEI&B goals as well as the executive sponsors of our EBRGs. In FY24, we expanded our management efforts by appointing our first director of DEI&B for the EMEA region, which encompasses Europe, the Middle East, and Africa.

PEOPLE

LEADERSHIP ACCOUNTABILITY

For meaningful progress, it's critical for DEI&B efforts to include accountability at the individual executive level. Through our board-endorsed governance model, we have tied executive compensation to leadership goals aimed at increasing diverse representation and promoting inclusivity. See more details in our [proxy statement](#).

We harness our core capabilities as the intelligent data infrastructure company to drive DEI&B progress. For example, our DEI&B dashboard allows leaders to access data trends related to hiring, attrition, and development for diverse talent. Using real-time insights, leaders can assess progress against goals and adjust action plans to enact meaningful change.

TALENT ACQUISITION

We aim to be the employer of choice for diverse talent. To expand our diverse talent pipeline, we have longstanding relationships with HBCUs and HSIs. These partnerships are instrumental for helping us recruit diverse talent and develop programs that prepare students for careers in our industry.

**IN FY24, NETAPP INVESTED
\$250,000
TO EXPAND SCHOLARSHIPS AND
CAREER FAIRS FOR HBCU STUDENTS.**

In addition, we host webinars, sponsor career fairs, collaborate with faculty and staff, and consult on university curricula to help equip the next generation of tech leaders with the skills they need for success. We also offer scholarships, résumé critiques, and mentorship programs to cultivate job-ready students and attract new talent.

In FY24, we leveraged our affiliations with the following organizations and events to increase the diversity of our workforce:



Black Engineer of the Year Awards

Vets in Tech

Cope Foundation

Out in Tech

CodePath

**Bender Virtual Career Fairs
for People with Disabilities**

Grace Hopper Conference

Latinas in Tech

Girls in ICT

Black is Tech

HerCAREER

Women Tech Network

HBCUs

**Military Spouse Employment
Partnership**

HSIs

Pride Circle

Lucy Mentoring

WORK180

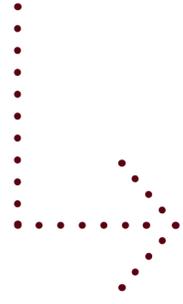
Women Innovathon

Rewriting the Code

Society of Hispanic Professional Engineers

TALENT DEVELOPMENT

We aim to cultivate high-potential talent to advance innovation and unparalleled performance. We strive to meet this goal through a combination of formal and informal training, leadership development programming, and integrating DEI&B considerations into our work.



LEADERSHIP ACCELERATOR SPONSORSHIP PROGRAM

The Leadership Accelerator Sponsorship Program is a 1-year program for key talent with strong leadership potential. The program pairs every senior vice president (SVP) at NetApp as an executive sponsor to program participants or protégés. In addition to the SVP sponsor, protégés move through the program with a cohort, receiving executive coaching, 360-degree feedback, leadership assessments, and targeted internal and external development opportunities.

To ensure candidate slates reflect our diverse customer base, we attend a variety of events to showcase the career opportunities at NetApp, post our open positions to job boards that reach a diverse population of applicants, and provide our recruiting team with best practices for inclusive and equitable recruitment.



REWRITING THE CODE

Cope Foundation's Ability@Work program aims to bring young people with intellectual disabilities and/or autism closer to the labor market. This program assists jobseekers at key transition points between education, training, and employment.

OUR NETAPP ABILITIES@WORK PROGRAM WAS RECOGNIZED IN THE SHORTLIST FOR THE FACILITIES MANAGEMENT AWARDS 2024 CSR CATEGORY.

CULTURE

To build a culture of belonging, we believe DEI&B needs to be central to the way we work every day. We seek to empower individual contributors and leaders alike to champion inclusivity, create a supportive atmosphere, and cultivate empathy in their interactions.

DEI&B TRAINING

From day one, new hires learn the importance of DEI&B at NetApp. Our onboarding process includes mandatory training on unconscious bias and on our Code of Conduct, which covers topics such as inclusive leadership, allyship, psychological safety, and fostering a culture of equity. Thereafter, employees receive DEI&B training at least once a year, as well as annual discrimination and antiharassment training. NetApp employees who are engaged in talent planning and management also receive specialized bias training.

In addition, NetApp employees have access to numerous opportunities to build their cultural competence. Our EBRGs lead monthly historical observances and celebrations of minority communities and cultures. We also create safe spaces for open dialogue in response to challenging current events.

We provide a range of DEI&B training:

PSYCHOLOGICAL SAFETY

This training helps NetApp leaders understand the concept of psychological safety, learn how to foster a work environment that supports it, and drive behavioral change within their teams.

CULTURAL INTELLIGENCE AND ALLYSHIP

The “Allyship for All” training gives individuals the skills they need to be better allies to each other.

UNCONSCIOUS BIAS

Employees must complete unconscious bias training during onboarding. The training raises awareness of biases and offers mitigation strategies.

CODE OF CONDUCT AND ANTIHARASSMENT TRAINING

All managers and employees are required to complete Code of Conduct training, which outlines expected behaviors and responsibilities on topics such as integrity, professionalism, equality, and confidentiality.

CANDIDATE PROMISE TRAINING

For people managers, this training focuses on the Candidate Promise, which embodies our commitment to treating every candidate with respect and prioritizing DEI&B during the interview process.

MANAGER ESSENTIALS DEI&B TRAINING

This virtual, self-paced program for managers covers four modules: Understanding Inclusivity, Allyship and Privilege, Psychological Safety, and Inclusive Leadership Behaviors.

GLOBESMART

To promote cultural awareness, we have implemented GlobeSmart, a new learning platform to cultivate inclusive behaviors and guide cross-cultural collaboration and effectiveness.





BUILDING COMMUNITY

EBRGs contribute to NetApp’s inclusive workplace and culture of belonging. Formed around shared experiences and identities, EBRGs are employee-led groups that foster communication, camaraderie, mentorship, and professional development. They help us amplify diverse voices, build cultural awareness, and inform how we support underrepresented groups in our communities. All employees and allies are welcome to join any EBRG, regardless of their identity.

In FY24, after surveying over a thousand employees, we revitalized our EBRGs to help uphold our culture of belonging and remove barriers to inclusivity. We established two executive sponsors for each EBRG, including a CEO staff member and a VP, to actively engage with communities and drive policy changes for greater impact. In addition, we identified and elevated key talent to lead the EBRGs, ensuring that their contributions are recognized year-round. We also launched NetAsia, a new EBRG that reflects the diversity of Asian, Asian American, Indian, and Pacific Islander communities, encouraging participation from individuals across 75 Asian countries.

Our celebration of heritage months in FY24 included: AAPI Heritage Month, Juneteenth, Pride Month, Hispanic Heritage Month, Black History Month, Women’s History Month, and Veteran’s Day. These events featured keynote speakers, educational sessions, and panel discussions, with over 2,500 total attendees.

Approximately one in five NetApp employees actively participates in one of our seven EBRGs:

- 1 NetAbled
- 5 Visionaries Inspiring Black Excellence (VIBE)
- 2 NetApp Veterans (NetVets)
- 6 UNIDOS @NetApp
- 3 NetAsia
- 7 Women in Technology (WIT)
- 4 PROUD @NetApp

EBRG SUMMIT

The EBRG Summit was the first-ever in-person convening of all EBRG chairs to learn how to lead and create a best-in-class EBRG. We invited Dr. Robert Rodriguez, an EBRG expert and author of Employee Resource Group Excellence, who facilitated a full day of training. Participants discussed strategic planning, member engagement, business impact, and metrics that matter.

MARKETPLACE

We take an “outside-in” perspective to amplify our DEI&B impact. Through strategic partnerships and benchmarking assessments, we learn best practices to guide our mission of creating diverse, inclusive, and equitable environments.

PARTNERSHIPS

We invest in multiple strategic partnerships to help advance our strategy. These partnerships allow us to benchmark our diversity initiatives against industry standards, explore current research and best practices, and accelerate leadership development.

We also participate in the Human Rights Campaign survey, McKinsey Women in the Workplace study, and Disability:IN to assess our policies and practices for workplace inclusion.

FOR THE FOURTH YEAR IN A ROW,
NETAPP HAS BEEN RECOGNIZED BY
DISABILITY:IN, EARNING A
100 SCORE
IN ITS 2024 DISABILITY EQUALITY INDEX.

INDUSTRY AWARDS

We are proud of the industry recognition we receive showing our commitment to diversity and workplace inclusion.

2023

DISABILITY EQUALITY
INDEX SCORE OF
100

2023

ISRAEL JAPAN
100 100
WORKPLACE EQUALITY INDEX

2024

NEWSWEEK/AMERICA'S
GREATEST WORKPLACES FOR
DIVERSITY

2024

NETAPP AUSTRALIA NAMED TO
**TOP 101 WORKPLACES
FOR WOMEN**
FOR A SECOND CONSECUTIVE YEAR

PAY EQUITY

We believe that employees in similar job functions and levels should receive comparable pay, regardless of gender, race, or ethnicity. We aim to create consistent, compliant, and transparent pay programs that are simple and easy to understand. This, in turn, helps close the gender pay gap and increase representation at all levels, promoting equity across our diverse global workforce.

In addition, we conduct annual pay equity assessments, evaluating pay against gender, race/ethnicity, and other factors. Following these assessments, we work to quickly resolve any discrepancies and implement measures to prevent future ones. This year's assessment revealed very few pay discrepancies, all of which were promptly addressed through pay adjustments. In addition, we evaluated the minimum competitive pay levels for all employees, including a preliminary living wage evaluation in the United States and globally. This assessment ensures that pay levels align with competitive labor rates in every global market.

SUPPLIER DIVERSITY

NetApp's supplier diversity program outlines our approach to supporting small and minority business development. Through this program, we partner with veteran-, minority-, and women-owned businesses, small businesses, and other diverse businesses to foster growth and support the development of a diverse supplier base. Our procurement team collaborates closely with the DEI&B team to drive our strategy and raise awareness of our supplier diversity goals.



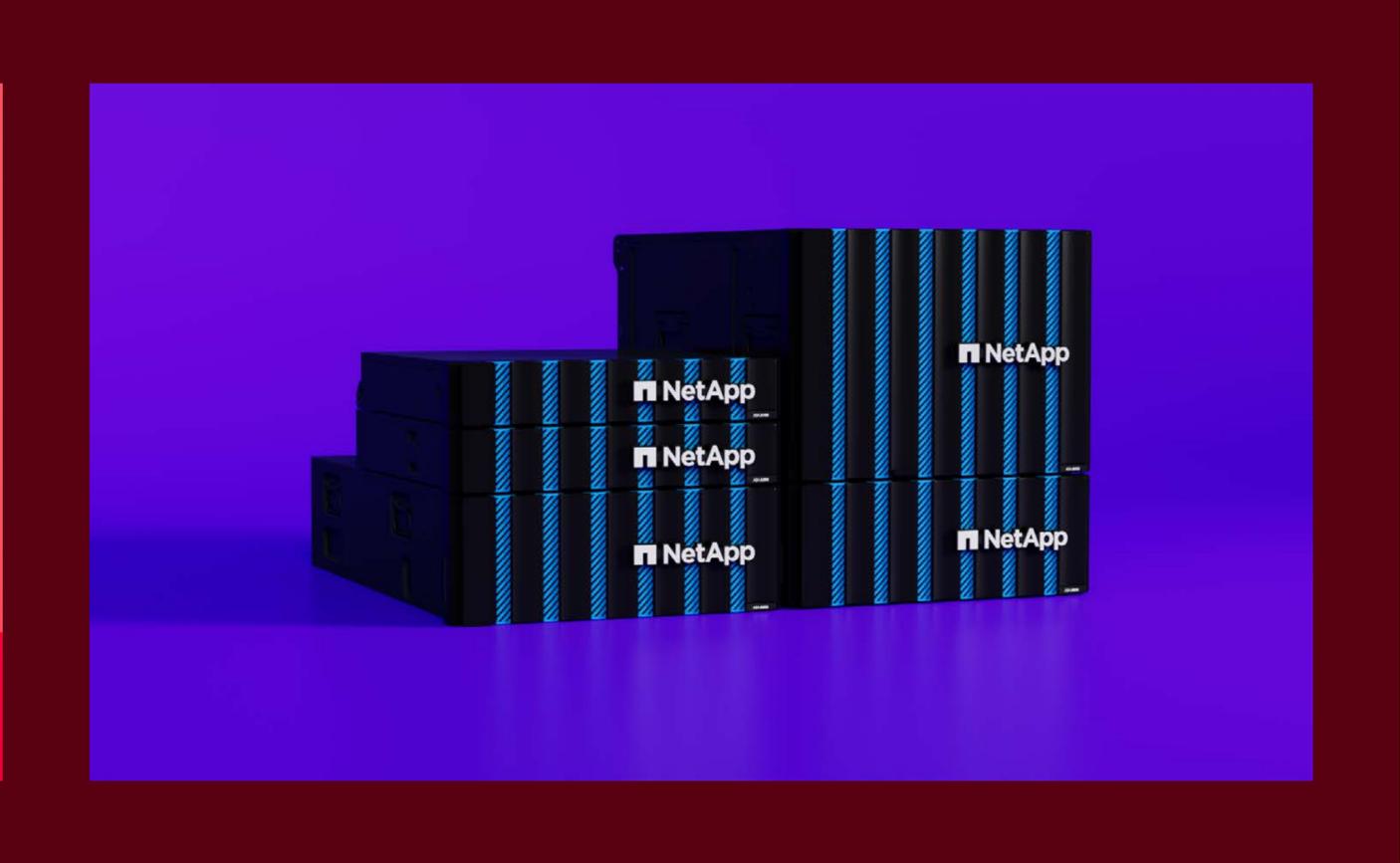
READ ABOUT OUR SUPPLIER DIVERSITY PROGRAM ON OUR WEBSITE.

PRODUCTS

INCLUSIVE DESIGN

To remain competitive and innovative, we must reflect the needs of the global community by intentionally incorporating diverse perspectives in business management and product development. We have a dedicated team to ensure that accessibility is a core component of product design, evaluating all products both during the design phase and before they are released. Co-sponsored by our chief design officer, the NetAble EBRG also collaborates with the product team to evaluate product design for accessibility.

To track our progress, we have integrated accessibility into our product and service scorecards, verifying accessibility and providing clear messaging to our sales teams to highlight these features. The scorecards also include measures to ensure that designers complete accessibility training and certification, and that sellers understand the Voluntary Product Accessibility Template process and how to communicate it to customers.



SOCIAL IMPACT

Creating a Culture of Giving Back

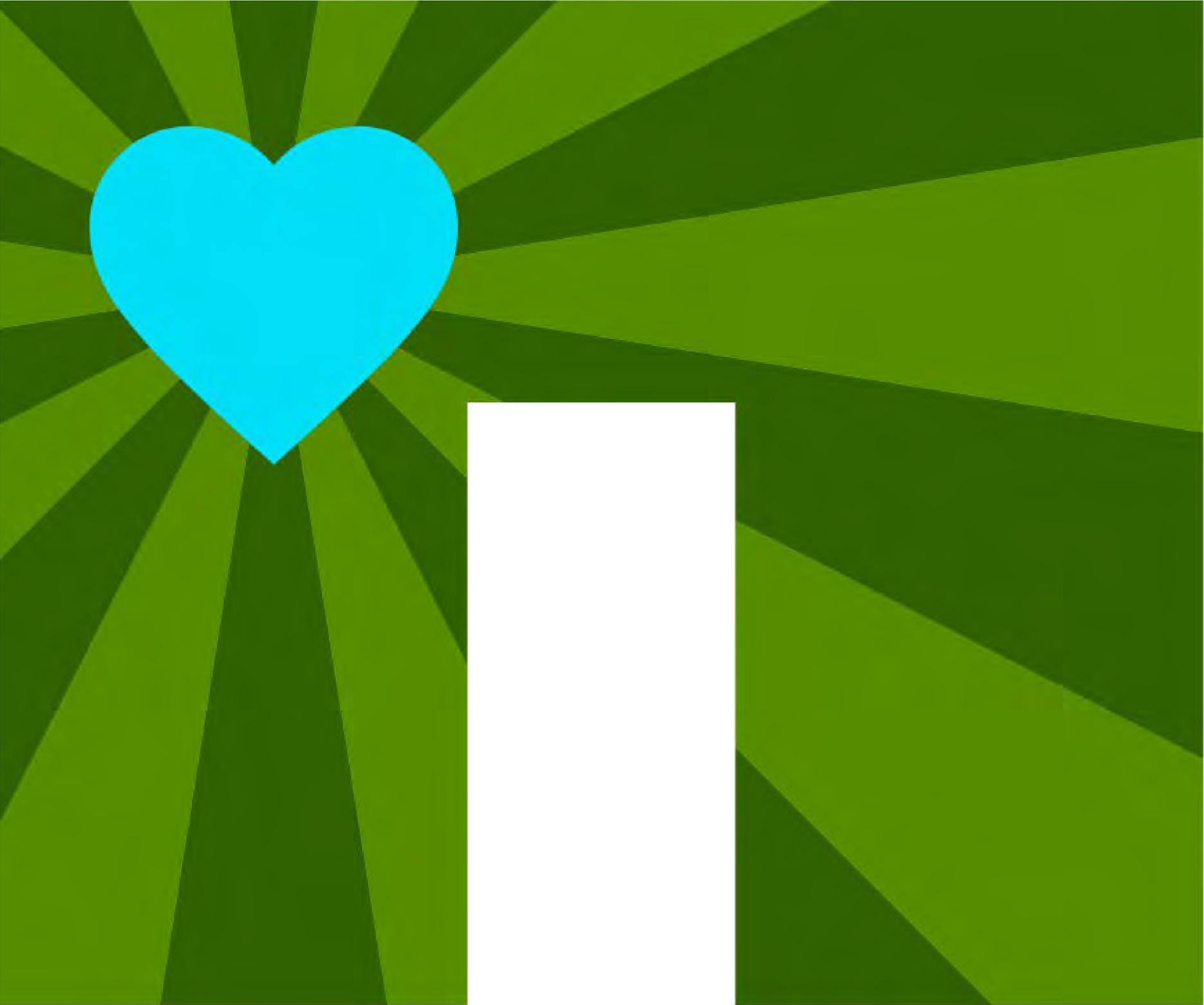
Our Revitalized Social Impact Strategy

Data and AI Literacy

Equity

Environmental Sustainability

Employee Community Engagement



CREATING A CULTURE OF GIVING BACK

At NetApp, caring for each other and our communities is one of our core values. It's foundational to who we are and how we make a positive impact in the world. We encourage and empower our global team of NetApp employees to volunteer and contribute, actively shaping a brighter, more equitable, and sustainable future for all.

OUR REVITALIZED SOCIAL IMPACT STRATEGY

In FY24, we revitalized our social impact strategy to concentrate our efforts on four strategic pillars—Data and AI Literacy, Equity, Environmental Sustainability, and Employee Community Engagement. This restructuring allows us to double down on our commitment to harness the power of data and AI to help drive social equity and environmental sustainability. Each pillar is not only critical, but also strongly aligned with NetApp's mission and values.

OUR SOCIAL IMPACT STRATEGY IS BUILT AROUND FOUR KEY AREAS:



DATA AND AI LITERACY

expanding data/AI literacy for children and youth



ENVIRONMENTAL SUSTAINABILITY

accelerating data/AI solutions for environmental sustainability



EQUITY

expanding access to data/AI skills and careers for underrepresented groups



EMPLOYEE COMMUNITY ENGAGEMENT

empowering NetApp employees to support the causes they're most passionate about



We recognize that addressing complicated challenges like data and AI literacy, equity, and environmental sustainability requires cross-sector collaboration. Across the pillars outlined above, we leverage grants and partnerships with for-profit and nonprofit organizations aligned with our strategic focus areas to more effectively generate meaningful change.

DATA AND AI LITERACY

Data literacy has emerged as a crucial skill in today's data-driven world, with its relevance permeating every profession. A recent report by [Forrester Research](#) suggests that by 2025, 70% of all employees will be expected to use data extensively, a significant increase from 40% in 2018. However, there's a growing concern that the future workforce may be unprepared to effectively meet this expectation. The Future of Jobs reports by the World Economic Forum in [2020](#) and [2023](#) underscored a significant skill shortage in data science. The reports identified big data analytics as a key driver of job growth, emphasizing the urgent need to bridge this gap.

To help address this challenge, NetApp collaborates with mission-aligned partners dedicated to fostering data and AI literacy among children and youth. Our joint efforts aim to help the next generation develop the skills needed for the jobs of today and tomorrow. The NetApp Data Explorers program, delivered in partnership with nonprofits around the world, empowers children and youth to discover and develop critical data and AI skills. We offer data/AI education ranging from 1-hour sessions to 12-week programs, and we further support nonprofits with grants and volunteer opportunities.

Participants in the Data Explorers program:

Delve into datasets linked to the UN Sustainable Development Goals, deepening their understanding of global challenges

Use data visualization tools like Common Online Data Analysis Platform (CODAP) to extract meaningful insights

Develop and present data-driven solutions for social impact at a Data Explorers showcase held at each NetApp headquarters



SINCE ITS INCEPTION IN 2020, OUR DATA EXPLORERS PROGRAM HAS REACHED MORE THAN **165,000 STUDENTS** WORLDWIDE, OFFERING THEM ESSENTIAL DATA LITERACY LESSONS AND ACTIVITIES.

EQUITY

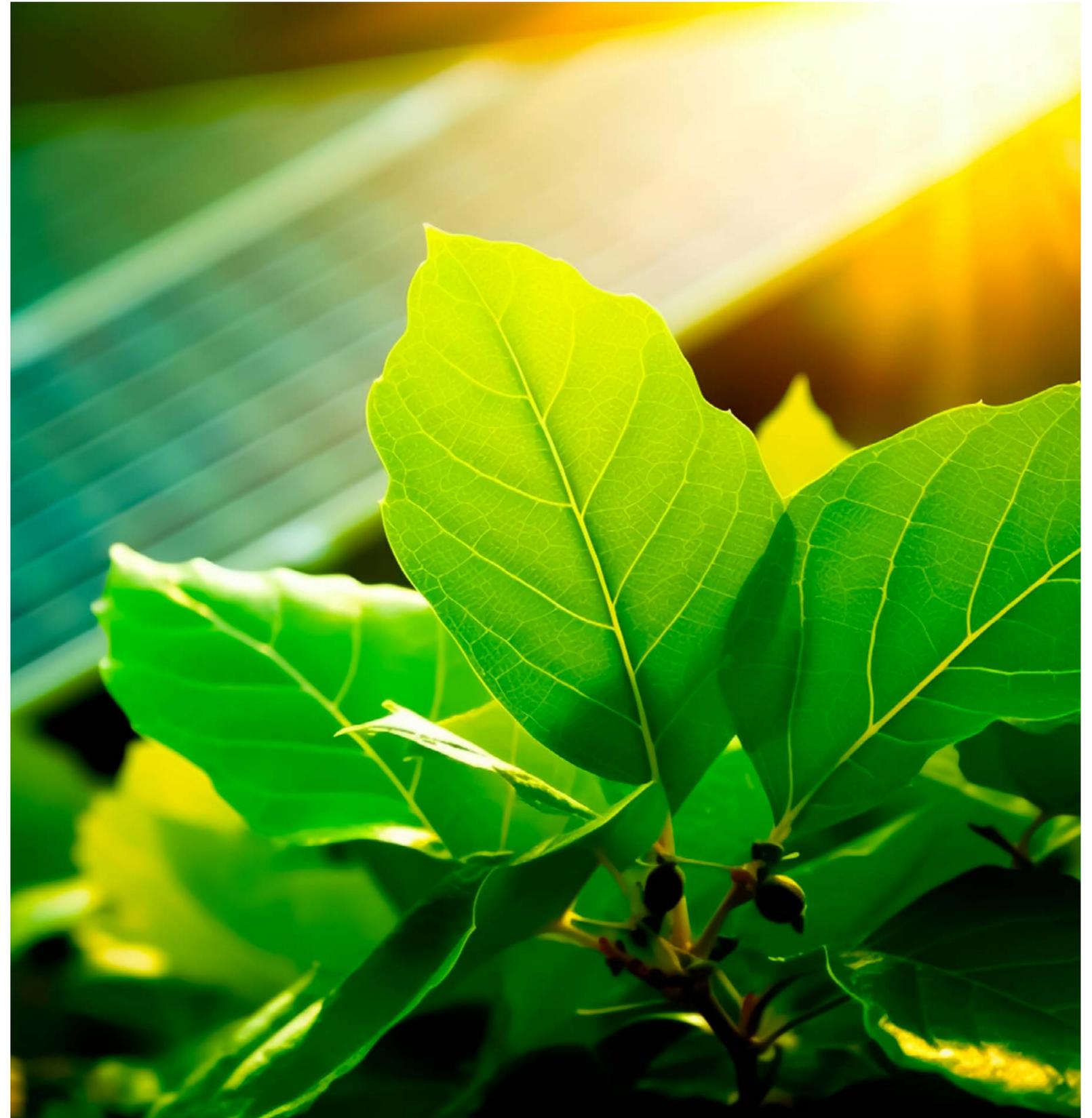
Individuals from economically and socially disadvantaged backgrounds and underrepresented groups face numerous hurdles to building successful careers in data science and AI. They often lack the financial resources and professional opportunities to develop the necessary skills to become job ready.

In the United States, we're working to dismantle these barriers and promote equitable access for minority students through scholarships to 15 HBCU students pursuing STEM degrees and careers. We are also expanding our participation in HBCU career fairs, seeking to connect graduates with opportunities within NetApp and among our ecosystem of partners. In India, through our sponsorship of Foundation for Excellence, we help top-performing low-income students obtain engineering degrees. Scholarship recipients also receive mentorship from experienced NetApp professionals and training in AI and machine learning. These initiatives not only help forge paths to successful careers, but they also play an instrumental role in ensuring that talent from all backgrounds can thrive in the tech industry.

ENVIRONMENTAL SUSTAINABILITY

Climate change is a global concern, affecting every industry, job, and geography. As the intelligent data infrastructure company, NetApp understands the considerable energy required to train and develop AI solutions. We also recognize AI's potential to steer us toward a more sustainable future. That's why we're focusing on advancing data/AI solutions to reduce environmental impacts.

As part of this endeavor, we are expanding our [NetApp Excellerator](#) program to include an environmental component. The Excellerator is a business incubator that supports high-potential for-profit startups from diverse industries with grants, NetApp technology, and expert guidance. Moving forward, we aim to expand the Excellerator program to include both for-profit and nonprofit startups focused on accelerating data/AI solutions for environmental sustainability.



EMPLOYEE COMMUNITY ENGAGEMENT

NetApp's employee community engagement programs provide opportunities our employees to support the causes they're most passionate about and provide opportunities to help harness the power of data and AI for good.

EMPLOYEE VOLUNTEERING

Volunteering is a cornerstone of the NetApp employee experience. Each fiscal year, we offer five days of paid volunteer time off. We also offer individual volunteer grants of \$15 for every volunteer hour logged by employees. In FY24, we doubled our combined cap for matching gifts and individual volunteer grants to \$2,000, further amplifying our impact. Collectively, our employees contributed nearly 20,000 hours in FY24.

In addition to individual volunteer grants, we're introducing team-building volunteer grants, board service volunteer grants, opportunities to create Data Explorer Kits to support data and AI literacy, and a formal global volunteer recognition program. These initiatives not only strengthen our community impact but also foster a culture of giving back within our organization.

EMPLOYEE GIVING

In FY24, we piloted a Global Giving campaign, offering a variety of volunteering and giving initiatives to better understand the ways our employees prefer to give back to their communities. From the results of this pilot, we learned that providing employees with the opportunity to direct corporate donations to the nonprofits of their choice was the most popular method of engaging our employee population. Using this data to inform our approach for FY25, we plan to launch a month-long Global Giving Challenge, where we will provide each employee with a grant to support the nonprofits of their choice. The Challenge will include a friendly, team-based competition among business units for the highest participation, with the winning teams unlocking additional grants for nonprofits.

In FY24, a record number of NetApp employees engaged in charitable giving, supporting our communities like never before.

IN FY24, MORE NETAPP EMPLOYEES THAN EVER BEFORE PARTICIPATED IN VOLUNTEERING AND CHARITABLE GIVING TO SUPPORT OUR COMMUNITIES. ACROSS OUR GLOBAL OPERATIONS,

46%

OF OUR EMPLOYEES VOLUNTEERED OR DONATED, UP FROM 36% IN FY23.

COLLECTIVELY, WE CONTRIBUTED

19,940 VOLUNTEER HOURS

AND DONATED MORE THAN

\$3.5 MILLION

IN FY24 TO SUPPORT 3,200+ NONPROFITS AROUND THE WORLD.

CARING FOR OUR COMMUNITIES VOLUNTEER AWARDS

To celebrate our employees' exceptional commitment to our communities, in FY25, we are launching the Caring for Our Communities Awards. These awards will honor employees who have volunteered 25+ hours during the previous fiscal year. As part of these awards, we also will honor Community Heroes, employees who show exceptional commitment to leveraging data/AI for good. These exemplary individuals will be acknowledged by our CEO and their business function leaders, and it is our hope that this further encourages volunteerism within our ranks.



COMMUNITY HEROES

At NetApp, our values—including our commitment to caring for our communities—are a large part of what makes our company a special place to work. NetApp employees continuously strive to effect positive change, collectively fostering a more sustainable and equitable world.

In FY24, we initiated the Global Volunteer Awards to recognize employees who exemplify these values. Among the awardees, we recognized 12 Community Heroes for their volunteer efforts in advancing Data/AI for Good, with a focus on data/AI literacy, equity, or environmental sustainability. We invite you to learn more about their impact on communities across the globe.

COMMUNITY HERO SPOTLIGHT: OPENING DOORS TO TECH CAREERS

The Foundation for Excellence, one of NetApp's strategic grantees, aims to transform the lives of high-achieving, financially disadvantaged Indian students. FFE provides college scholarships in engineering and takes support a step further by offering skills training and mentorship to strengthen technical skills and provide students with the confidence and guidance they need to thrive.

Mentors like Sumit Gupta play a significant role in the lives of FFE scholars, who are often first-generation university students. Sumit, a technical lead in NetApp's Bangalore office, stepped forward to volunteer with FFE when he learned about the need for new mentors.

As a technology professional, Sumit recognizes the immense value of his experience in helping prepare students for the future. "For me, the most important part of volunteering is helping a person who truly needs help," he said. "FFE is a valuable bridge between mentors who have knowledge to share, and students who really need that knowledge." His participation as a mentor exemplifies the profound impact that dedicated professionals can have on the next generation, fostering a cycle of learning and growth that extends far beyond the classroom.

GOVERNANCE

Building an Ethical and Trusted Business

Corporate Governance

Business Conduct and Ethics

Supply Chain Management

Data Protection, Privacy, and Security



BUILDING AN ETHICAL AND TRUSTED BUSINESS

By championing the highest standards of ethics and integrity, we build trust today while strengthening our resilience for tomorrow. We integrate data privacy and security throughout our business, and update our practices to meet evolving standards and to remain agile in the dynamic tech landscape. Our governance framework underpins our business strategy and reinforces our commitments, promoting ethical operations that create value for our company.

CORPORATE GOVERNANCE

NetApp's board is strongly committed to the highest ethical standards. Our [Corporate Governance Guidelines](#) establish our expectations for directors' personal and professional ethics, leadership skills, and expertise.

We strive to maintain a diverse board by identifying and considering qualified candidates who will increase the board's breadth of business experience, professions, skills, perspectives, and backgrounds, as well as diversity with respect to race, ethnicity, gender, culture, and geographic representation.

Our board employs a consistent and robust evaluation process to assess its own effectiveness. Every year, the Corporate Governance and Nominating Committee conducts a formal evaluation of individual directors eligible for re-election, as well as each board committee and the board as a whole.

Our board and its three independent standing committees preside over our programs, performance, and strategy. In FY24, consistent with its annual practice, the board reaffirmed its commitment to ESG oversight by reviewing and recommitting to the roles and responsibilities of its various committees, each of which plays a distinct and essential role in overseeing critical elements of our ESG programs and practices. The board also underwent training to build sustainability skills and knowledge.

AUDIT COMMITTEE

The Audit Committee manages the integrity of financial statements, evaluates the adequacy of internal controls, reviews auditing and accounting matters, supervises the company's risk management programs, and provides board-level oversight of our Enterprise Risk Management program.

CORPORATE GOVERNANCE AND NOMINATING COMMITTEE

The Corporate Governance and Nominating (CGN) Committee assesses and provides recommendations on board and committee composition, identifies candidates for board membership, and evaluates director independence. It also manages and periodically reviews our corporate governance policies, guidelines, and procedures, as well as our overall ESG strategy, including goals, policies, and programs.

TALENT AND COMPENSATION COMMITTEE

The Talent and Compensation Committee manages the oversight, evaluation, and approval of executive and non-employee board member compensation. It manages the company's human capital management strategy and key employee engagement programs, including DEI&B, as well as talent acquisition, engagement, development, and retention.

See our [2024 Proxy Statement](#) and [Corporate Governance webpage](#) for more information about our board and its committees.

BOARD SNAPSHOT¹³

INDEPENDENCE¹⁴

9

Independent

1

Non-independent

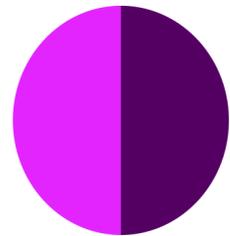
DIVERSITY

3

Female directors

2

Racially/ethnically diverse directors



50%
diverse

AGE

63.7

Average age

4

51-60

3

61-70

3

70+

¹³ This snapshot reflects the board's composition as of July 26, 2024.

¹⁴ As defined by the U.S. Securities and Exchange Commission (SEC) and the Nasdaq Stock Market, LLC. George Kurian, NetApp's CEO, is the company's only non-independent director.

ESG GOVERNANCE

At NetApp, we are inspired by the belief that our impact on society and the environment drives business success. We believe that effective ESG management benefits all of our stakeholders, including our stockholders, employees, customers and partners. Our newly appointed chief sustainability officer, who reports to our executive vice president, chief legal officer and corporate secretary, is responsible for driving the development of the company's ESG strategy and coordinating implementation of those efforts throughout the business.

At the executive level, the Global Business Conduct Council (GBCC) is a cross-functional group of executives responsible for evaluating and approving ESG-related initiatives as well as monitoring our performance and progress against targets. Individual GBCC members from our finance, human resources, legal, go to market, investor relations, internal audit, operations, and engineering teams also guide ESG performance across each of their functions. To ensure alignment with the Board, the ESG leader briefs the CGN Committee on behalf of the GBCC at least twice a year.

Supporting the GBCC, and reporting directly to it, is the ESG Operating Committee. The CSO presents ESG program updates on behalf of the GBCC to the CGN twice a year. The CGN of the board presides over our overall ESG strategy, including our environmental targets, strategy, and performance. This Committee also assesses environmental risks and opportunities, such as those related to climate change. This structure ensures that our ESG efforts are effectively managed and aligned with our strategic objectives.

At the site level, our Workplace Experience team reports to the chief human resources officer and works to identify and implement site-specific and broad-scale actions to reduce Scope 1 and Scope 2 carbon emissions and water use. Similarly, our Operations, Supply Chain, and Products teams each contribute to formulating and executing strategies that reduce Scope 3 emissions.

BOARD COMMITTEE

Corporate Governance and Nominating Committee



EXECUTIVE LEVEL COMMITTEE

Global Business Conduct Council



FUNCTIONAL TEAM

ESG Operating Committee

RISK MANAGEMENT

Our companywide enterprise risk management (ERM) process is designed to help us identify and manage potential risks. The process includes an annual risk assessment, which begins with an extensive evaluation of all potential risks and ends with a targeted list of top-level risks.

This process is managed by our Enterprise Risk Steering Committee (ERC), a cross-functional team of senior leaders responsible for managing top-level risks. Each risk category is assigned to a specific ERC member, who is then responsible for its assessment and management. The ERC reports annually to the executive team and Audit Committee.

BUSINESS CONDUCT AND ETHICS

The NetApp Board of Directors, as well as every NetApp employee, is held to the high ethical standards outlined in our comprehensive [Code of Conduct](#). It is imperative that we conduct business honestly, safely, ethically, with integrity, and in full compliance with laws, rules, and regulations applicable to the business.

We supplement the Code of Conduct with our global trade compliance program. Through training, controls, and certifications, this program helps ensure that we abide by applicable import and export laws wherever we operate. We also maintain a comprehensive antibribery program that strictly prohibits commercial or government bribery and facilitation payments, among other misconduct.

In FY25, we will engage a third party to conduct a comprehensive global compliance risk assessment in support of our risk-based compliance program to help us evaluate and mitigate potential compliance risks as our business and the regulatory environment continue to evolve.

ETHICAL OVERSIGHT

The Audit Committee presides over our ethics program and conducts periodic audits of ethical standards and practices. This board committee receives quarterly management updates on the company's ethics and compliance program.

TRAINING

We update our Code of Conduct training each year to reflect our key priorities, which evolve with emerging trends, developing technology, and a changing operating environment. All full- and part-time NetApp employees must complete the training during onboarding and recertify their compliance with our Code of Conduct annually thereafter.

NetApp's Code of Conduct training covers numerous topics, including the following:

Antibribery and anticorruption

Antiharassment and antidiscrimination

Human rights

Reporting ethical issues

In addition, for our sales teams, we launched our Doing Business Right training, which covers compliance throughout the business cycle and includes resources and links related to approvals, business desk resources, NDAs, and legal support.

In FY24, along with the launch of updated antibribery training, we developed and implemented a new compliance communications plan. This plan organizes and delivers targeted messages about antibribery from our vice presidents to their respective functions across the company.

REPORTING ETHICAL CONCERNS

We encourage employees to speak up when they are concerned about possible ethical misconduct. In our mandatory Code of Conduct training and through our intranet, we broadly communicate the grievance mechanisms for any employee or third party to report concerns, including issues related to ethics and potential discrimination.

In addition to our open-door and no-retaliation policies, we have a 24/7 Compliance Hotline operated by an independent reporting service that enables internal and external individuals to freely—and, where allowed by law, to do so anonymously—communicate their concerns. Our Internal Audit and Integrity and Compliance Office teams manage and monitor hotline reports. Employees may also report ethical conduct concerns to anyone at higher levels of management or to our Human Resources and Legal departments.

NetApp takes all complaints seriously, responding to each within 24 hours in adherence to our standards and processes. Every report is assessed and thoroughly investigated as needed. Metrics on hotline calls and reports are reported to the GBCC and the Audit Committee on a quarterly basis.

THROUGH OUR COMPLIANCE HOTLINE, INDIVIDUALS INSIDE AND OUTSIDE NETAPP CAN REPORT CONCERNS 24/7. THE HOTLINE IS ACCESSIBLE BY PHONE OR WEB AND AVAILABLE IN A VARIETY OF LANGUAGES.

POLITICAL ADVOCACY

We encourage NetApp employees to participate in the democratic process and engage with their communities. However, we strictly prohibit political contributions of any kind made by or on behalf of NetApp. This includes donations to both political action committees and candidates for any public office.

NetApp engages with various trade associations, such as TechNet and the Information Technology Industry Council in the United States, and Digital Europe in EMEA. We regularly review the policies of these organizations to ensure alignment with NetApp's policies. In our practices related to political advocacy and trade organizations, our objective is to not only comply with current regulations, but also to help NetApp, our industry, and the countries where we operate drive progress toward a more sustainable future.

In FY24, we collaborated with the HBCU Caucus to sponsor STEAM Days. This initiative brought HBCU leaders to Washington, D.C., where they advocated for increased investment in Black students to pursue careers in Science, Technology, Engineering, the Arts, and Math (STEAM). In addition to sponsorship, we announced new HBCU scholarships, recognizing the vital role of HBCUs for Black students and surrounding communities, as well as in our own recruitment efforts.

SUPPLY CHAIN MANAGEMENT

As a global company, we understand the importance of using our influence with suppliers to shape a more sustainable future. Our approach to supply chain management focuses on reducing risk and promoting supplier sustainability. We evaluate suppliers through the lens of human rights, environmental impacts, social issues, health and safety, diversity, cost, quality, cybersecurity risk, and other factors. In FY24, we enhanced our supplier screening programs by evaluating key compliance risks for suppliers, including those related to bribery and modern slavery.

We maintain a business continuity program that is designed in part to strengthen supplier collaboration and minimize the impact of potential supplier disruptions. As part of this program, we conduct criticality surveys to identify vital resources and processes and make sure we're ready and able to continue to meet customer and business needs if a disruption occurs.

SUPPLIER CODE OF CONDUCT

NetApp's [Supplier Code of Conduct](#) requires our suppliers to operate in full compliance with the laws, rules, and regulations of the countries in which they operate, and establishes our expectations regarding human rights, discrimination, safe working conditions, compliance with environmental regulations, and overall business integrity. The code also encourages suppliers to go beyond legal compliance, drawing upon internationally recognized standards to advance social and environmental responsibility and business ethics.

NetApp is an active member of the [Responsible Business Alliance](#) (RBA), the world's largest coalition committed to creating safe supply chains, conducting environmentally responsible operations, and supporting the rights and well-being of workers in our industry. Thus, our Supplier Code of Conduct follows the [RBA Code of Conduct](#) framework. NetApp's Supplier Code of Conduct focuses on five key subjects: labor practices, health and safety, environment, ethics, and management systems.

The RBA conducts regular audits and supplier self-assessments to ensure that suppliers adhere to standards. If an issue occurs, NetApp requires suppliers to take action to mitigate risks and develop a remediation plan for any concerns identified.

SUPPLIER SCREENING

We conduct thorough due diligence on prospective diverse suppliers, assessing their information security, labor, and reputational issues, among other factors. We also conduct quarterly business reviews with critical service providers. Together, these measures help us uphold our standards of integrity across our supply chain.

SUPPLIER DIVERSITY AND RISK MANAGEMENT

We believe diversity is always an asset—including in our supply chain. Through our supplier diversity program, we partner with veteran-, minority-, and women-owned businesses, small businesses, and companies with representation from disabled or otherwise disadvantaged communities.

We use a publicly available diverse supplier registration portal, where prospective suppliers can provide their information and, in turn, be considered by our procurement team for potential future opportunities.

MODERN SLAVERY AND HUMAN RIGHTS

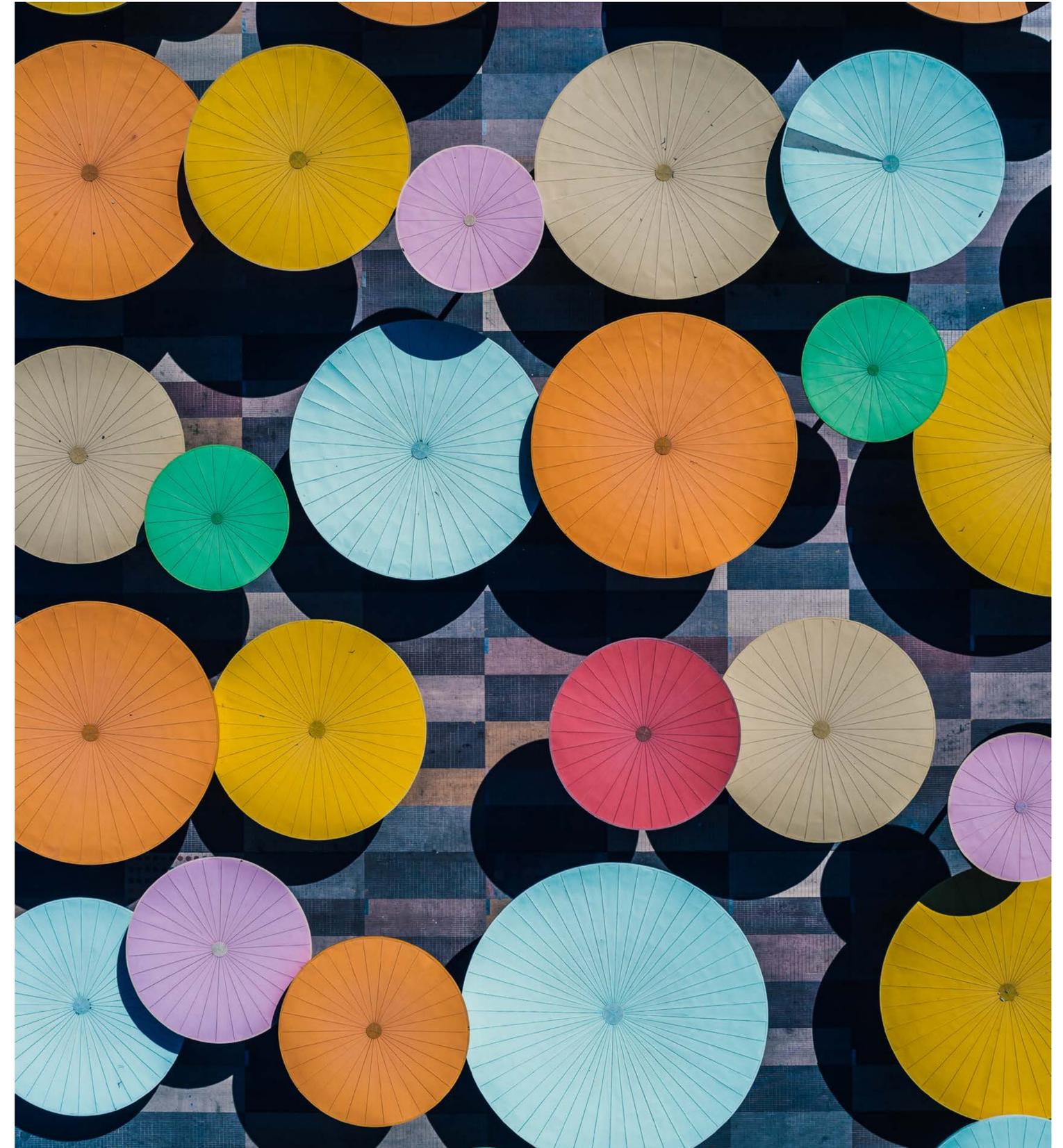
Our [Modern Slavery Statement](#) outlines our approach to promoting human rights across our supply chain. The GBCC is responsible for implementing our modern slavery policies and practices and for upholding human rights standards in our business. To make sure we deliver on these commitments, we train relevant employees on our modern slavery policies and screen all high-risk tier 1 suppliers and tier 2 product components suppliers for potential risks.

As a member of the RBA, we and our suppliers are held accountable to the RBA Code of Conduct through a range of mandatory accountability and assessment measures. These include self-assessment questionnaires, third-party on-site compliance verification and assessments, and corrective actions where necessary.

Taken together, the RBA Code of Conduct, our own NetApp Code of Conduct, and our Supplier Code of Conduct detail our support for internationally recognized human rights, including the principles established by the UN Universal Declaration of Human Rights, the Organisation for Economic Cooperation and Development's Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the ILO Fundamental Conventions.

CONFLICT MINERALS

In accordance with the U.S. Dodd-Frank Financial Wall Street Reform and Consumer Protection Act of 2010 and the final rule adopted by the U.S. Securities and Exchange Commission (SEC) relating to the use of conflict minerals, we file an annual public disclosure ([Form SD](#)) with the SEC outlining our assessment of our suppliers' use of conflict minerals. We actively participate in the Responsible Minerals Initiative and have conducted a Reasonable Country of Origin Inquiry on our supply base. As outlined in our [Conflict Minerals Policy](#), we source our minerals from socially responsible suppliers and conduct rigorous reviews and surveys to uphold compliance with conflict minerals regulations.



DATA PROTECTION, PRIVACY, AND SECURITY

Our customers rely on us to protect one of their most valuable assets—their data. We employ the same rigorous standards of data protection practiced in our own operations to safeguard customer assets. As a key element of this approach, each NetApp employee contributes to protecting and securing data through mandatory annual information security training, as well as role-specific data privacy training every other year.

As technology rapidly advances, global and regional data security and privacy requirements evolve, and NetApp likewise evolves to ensure that we are meeting our stated responsibilities. We validate our high security standards through stringent audits by independent, accredited third parties. These audits confirm our adherence to standards such as [ISO/IEC 27001](#), [GDPR](#), [NIST SP 800-171](#), and the Common Criteria, demonstrating our adoption of internationally recognized processes and best practices. Adherence to these standards means that customers can confidently rely on our products and services, regardless of their compliance requirements.

Further, we empower our customers by placing control over data collection, use, and storage in their hands. This allows our customers to safeguard the privacy of their employees, partners, and customers with NetApp's secure solutions.

OVERSIGHT

At the board level, the Audit Committee is responsible for managing risks related to data privacy and security, receiving biannual updates on our programs and performance. At the management level, our chief security officer manages data security, and our chief privacy officer manages data privacy. Both officers sit on our Global Data Privacy Council, a cross-functional team of senior executives that facilitates consistent implementation of our privacy and security practices by all NetApp employees, regardless of their role.

TRUST CENTER

Our [Trust Center](#) outlines the policies and practices we follow to secure customer information, protect individual privacy, manage our systems, and safeguard customer data. It details our adherence to global best practices and laws related to data storage, transmission, processing, and governance. Additionally, the Trust Center describes how we test security measures such as encryption, authentication and authorization controls, data loss prevention, and patch management.

DATA SECURITY

At NetApp, data security is the bedrock upon which we build privacy and compliance. We adhere to relevant data security laws everywhere we operate, following best practices for storing, transmitting, and processing data. We also practice data minimization, collecting only the necessary personal information and retaining it only as long as needed for authorized purposes. This reduces compliance complexity and protects data in the unlikely event of a security breach.

Our security operations are staffed 24/7/365, ready to respond to potential threats. To mitigate the risk and impact of data loss if a security incident occurs, we maintain robust data protection and monitoring systems, along with an Incident Response (IR) Plan. We conduct annual IR Plan tests and train incident responders to confirm our response readiness. Additionally, our products and services undergo regular audits with respect to the Service Organization Controls (SOC 2) (AT section 101) standard by an independent certified public accounting firm and services auditor.

Our chief security, chief privacy, and jurisdictional data protection officers, along with other senior executives, are committed and prepared to provide timely and transparent notification if a security incident occurs. In the event of an incident, affected parties are informed about the data exposed, NetApp's response, how to obtain additional information, and any recommended next steps.

We uphold rigorous standards of data control, certifying our information security management systems to [ISO/IEC 27001:2013](#) standards. Compliance with ISO 27001 supports NetApp's information security management system, which manages risk and meets information security objectives through policies, procedures, and controls that facilitate information confidentiality, integrity, and availability. We undergo independent audits of our processes and practices to maintain our certification. In FY24, NetApp's in-scope products and services met all controls defined by ISO 27001:2013.

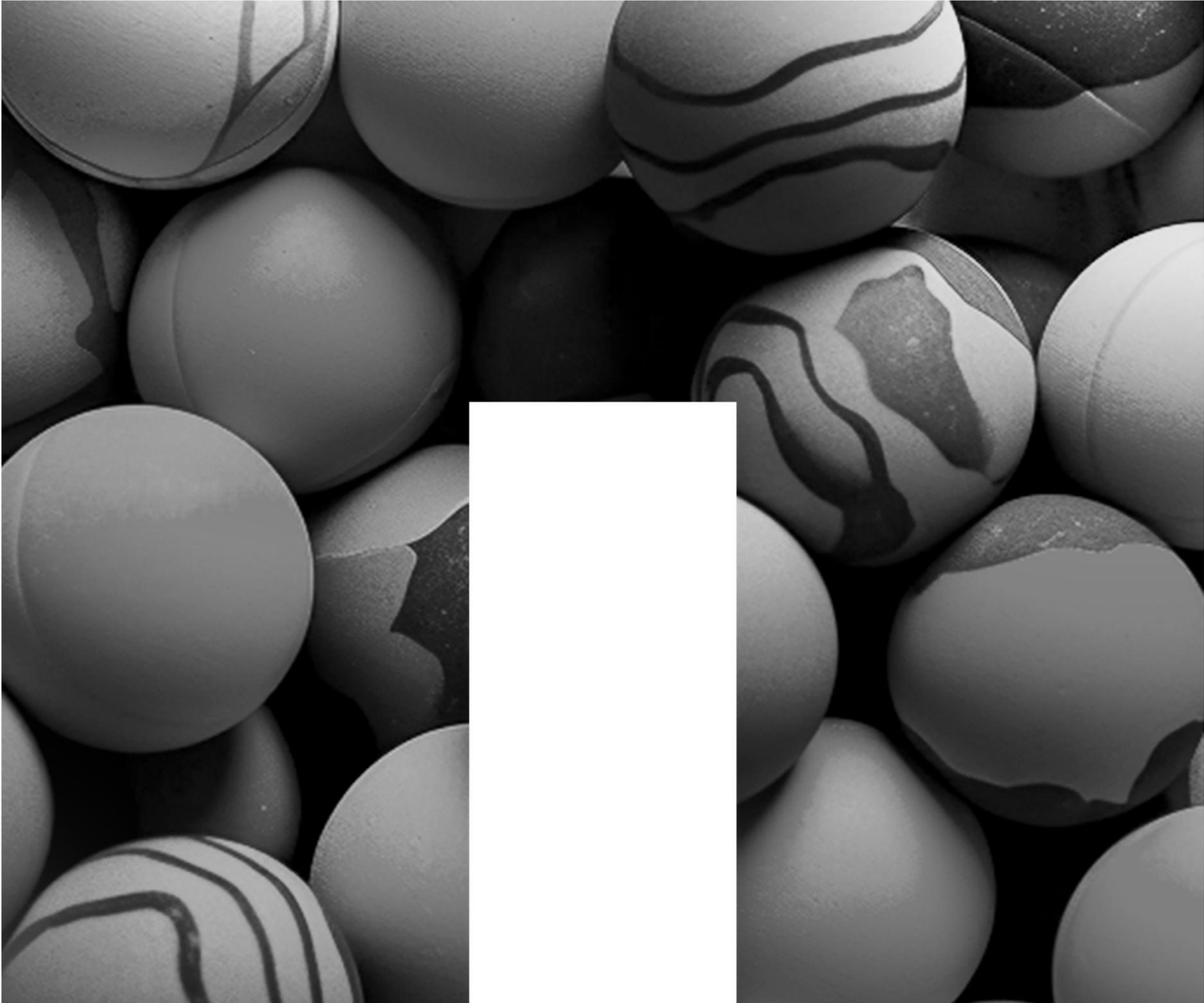
APPENDIX

Performance Data

SASB

GRI

TCFD



PERFORMANCE DATA TABLES

Overall Figures	FY24
Total # Employees	~12,000
Number of offices	81
Revenue	6,268,000,000
# countries with offices	29

Revenues	FY24
Product	\$2,849,000,000
Services	\$3,419,000,000
Net revenue	\$6,268,000,000

Cost of Revenues	FY24
Cost of product	\$1,137,000,000
Cost of services	\$698,000,000
Total cost of revenues	\$1,835,000,000

Profit	FY24
Gross Profit	\$4,433,000,000

Operating Expenses	FY24
Sales and Marketing	\$1,828,000,000
Research and Development	\$1,029,000,000
General and Administrative	\$308,000,000
Restructuring Charges	\$44,000,000
Acquisition-related Expenses	\$10,000,000
Total operating expenses	\$3,219,000,000

Income	FY24
Net income	\$986,000,000

Cloud Infrastructure Quantity Booked	FY24	FY23	FY22
NetApp Hybrid Cloud Infrastructure (HCI)	32	28	1,936
SolidFire All Flash Array (AFA)	1,058	2,637	1,079
STORAGEGRID	5,865	5,432	8,398

Storage Systems and Software Quantity Booked	FY24	FY23	FY22
All Flash FAS (AFF)	27,093	20,283	24,366
E-Series Hybrid	11,862	10,840	25,701
EF-Series	1,678	1,041	1,295
FAS Hybrid	16,989	23,954	31,278

PERFORMANCE DATA TABLES

Business Ethics		FY24
% of NetApp employees who received annual code of conduct training		96
% of NetApp employees involved in finance, sales, marketing and procurement who received annual anti-bribery training		96

Board of Directors		FY24
# of Independent directors / # of non-independent directors		9/1
# of Female directors		3
# of racially/ethnically diverse directors		2
Average age of directors		63.7
# 50 years old and below, # 51-60 years, # 61-70 years, # 70 years and above		Directors 50 years old and below: 0 Directors 51-60: 4 Director 61-70: 3 Directors 70+: 3
Average tenure		9.2
# 5 years and below, # 6-10 years, # 11 years and above		# 5 years and below: 3 # 6-10 years: 3 # 11 years and above: 4
# of directors joined the board within the last 5 years		3
# of directors retired within the last 5 years		1

Lobbying		FY24
Total Lobbying Spend - Global		\$66,805
Federal U.S.		\$32,273
State U.S.		\$9,423
EU		\$25,109
Total political giving		\$0; We do not make direct political contributions.

Supply Chain Management		FY24
% of strategic suppliers screened		100%
% of global procurement services employees who are directly engaged with sourcing and selecting suppliers trained on "Modern Slavery in the Supply Chain"		100%

Social Impact		FY24
Total employee and corporate contributions		\$3,505,064
Employee participation in social impact programs		46%
Number of students reached with data science education		90,435

PERFORMANCE DATA TABLES

Employee Engagement	FY24	FY23	FY22
% of internal promotions	12.1%	12.2%	14.5%
Total learning hours (inc. compliance)	146,054	217,501	Data not tracked
Employee engagement survey engagement rate	81	78	81
% participating in Quarterly Conversation	83%	81%	84%
# of military fellowships	27	30	24
# of employees who participated in BetterUp	485	531	714
Disability Equality Index Score	100	100	100
% of temporary workers	5.2%	6.4%	5.0%
Total employee turnover rate	10.4%	16.9%	14.1%
Voluntary turnover rate	5.6%	8.4%	12.1%
Involuntary turnover rate	4.7%	8.5%	2.0%

Health and Safety	FY24	FY23	FY22
Total recordable incident rate	0.29	0.23	0.63
Near miss frequency rate	0.01	0.04	0.01
Total fatalities	0	0	0

DEI&B	FY24	FY23	FY22
# of EBRGs	7	6	6

Age - Total Global	FY24	FY23	FY22
20-30	13%	14%	14%
30-40	31%	31%	30%
40-50	28%	28%	28%
50-60	21%	21%	21%
60+	7%	7%	7%

Gender Diversity - Total Global	FY24	FY23	FY22
Male	74.4%	75.0%	75.3%
Female	25.6%	25.0%	24.7%

PERFORMANCE DATA TABLES

Gender Diversity - by job category (Global)	FY24 ¹⁵		FY23		FY22	
	Male	Female	Male	Female	Male	Female
Executive: CEO, President, EVP, SVP and VP	71.3%	28.7%	72.8%	27.2%	72.3%	27.7%
Director: Sr. Director and Director	70.8%	29.2%	72.9%	27.1%	76.5%	23.5%
Manager: All People Managers below Director	75.4%	24.6%	76.8%	23.2%	77.5%	22.5%
Sr. Level Individual Contributors	82.7%	17.3%	83.2%	16.8%	83.3%	16.7%
Mid-career Individual Contributors	78.0%	22.0%	79.0%	21.0%	79.3%	20.7%
Early in Career	60.0%	40.0%	60.8%	39.2%	60.4%	39.6%

Gender Diversity - Executive/Senior-level officials and managers (U.S.)	FY24 ¹⁵	FY23	FY22
Male	60.0%	61.9%	66.7%
Female	40.0%	38.1%	33.3%

Gender Diversity - First/Mid-level officials and managers (U.S.)	FY24 ¹⁵	FY23	FY22
Male	69.4%	71.5%	72.3%
Female	30.6%	28.5%	27.7%

Gender Diversity - Professionals (U.S.)	FY24 ¹⁵	FY23	FY22
Male	73.7%	73.0%	73.2%
Female	26.3%	27.0%	26.8%

Gender Diversity - All other employees (U.S.)	FY24 ¹⁵	FY23	FY22
Male	78.0%	79.0%	80.7%
Female	22.0%	21.0%	19.3%

¹⁵ In FY24 we conducted an internal assessment of job functions and classifications to ensure alignment across teams. This resulted in changes in how some employees were classified in FY24. FY23 and FY22 data does not reflect the reclassification.

PERFORMANCE DATA TABLES

Intersection of Race and Gender in U.S. Workforce¹⁶

American Indian or Alaska Native (U.S.)		FY24
Total		0.3%
Male		0.2%
Female		0.1%

Black (U.S.)		FY24
Total		5.5%
Male		3.4%
Female		2.0%

White (U.S.)		FY24
Total		58.6%
Male		45.0%
Female		13.6%

Hispanic or Latino (U.S.)		FY24
Total		4.9%
Male		3.5%
Female		1.4%

Asian (U.S.)		FY24
Total		23.5%
Male		16.3%
Female		7.2%

Two or More Races (U.S.)		FY24
Total		1.9%
Male		1.2%
Female		0.6%

Native Hawaiian/Pacific Islander (U.S.)		FY24
Total		0.1%
Male		0.1%
Female		0.1%

Unspecified (U.S.)		FY24
Total		5.2%
Male		4.0%
Female		1.2%

¹⁶ Totals reflected in these charts may not reflect the sum of Male and Female percentages due to rounding.

PERFORMANCE DATA TABLES

Racial/Ethnic Diversity - Total U.S.	FY24	FY23	FY22
Black or African American employees	5.5%	5.5%	5.1%
Native Hawaiian or other Pacific Islander employees	0.1%	0.1%	0.1%
American Indian or Native Alaskan employees	0.3%	0.3%	0.3%
Hispanic or Latino employees	4.9%	4.9%	4.8%
Asian employees	23.5%	22.8%	22.6%
White employees	58.6%	58.9%	60.6%
Unspecified	5.2%	5.8%	4.8%
Two or more races	1.9%	1.7%	1.6%

Racial/Ethnic Diversity - Executive/Senior-level officials and managers (U.S.)	FY24 ¹⁷	FY23	FY22
Black or African American employees	0%	4.0%	2.3%
Native Hawaiian or other Pacific Islander employees	0%	0.0%	0.0%
American Indian or Native Alaskan employees	0%	0.0%	0.0%
Hispanic or Latino employees	5.0%	0.0%	0.0%
Asian employees	50.0%	22.0%	11.6%
White employees	35.0%	60.0%	79.1%
Unspecified	10.0%	14.0%	4.7%
Two or more races	0%	0.0%	2.3%

Racial/Ethnic Diversity - First/Mid-level officials and managers (U.S.)	FY24 ¹⁷	FY23	FY22
Black or African American employees	4.2%	4.0%	3.9%
Native Hawaiian or other Pacific Islander employees	0%	0.1%	0.1%
American Indian or Native Alaskan employees	0.3%	0.3%	0.3%
Hispanic or Latino employees	4.0%	3.7%	3.6%
Asian employees	23.4%	21.6%	20.3%
White employees	61.3%	63.2%	65.7%
Unspecified	5.8%	6.1%	5.5%
Two or more races	1.1%	1.0%	0.7%

Racial/Ethnic Diversity - Professionals (U.S.)	FY24 ¹⁷	FY23	FY22
Black or African American employees	6.0%	5.9%	5.5%
Native Hawaiian or other Pacific Islander employees	0.2%	0.1%	0.1%
American Indian or Native Alaskan employees	0.3%	0.3%	0.3%
Hispanic or Latino employees	4.4%	4.6%	4.4%
Asian employees	29.1%	28.2%	28.4%
White employees	53.2%	53.8%	55.1%
Unspecified	5.0%	5.6%	4.6%
Two or more races	1.9%	1.6%	1.6%

¹⁷ In FY24 we conducted an internal assessment of job functions and classifications to ensure alignment across teams. This resulted in changes in how some employees were classified in FY24. FY23 and FY22 data does not reflect the reclassification.

PERFORMANCE DATA TABLES

Racial/Ethnic Diversity - All other employees (U.S.)	FY24 ¹⁸	FY23	FY22
Black or African American employees	5.3%	5.7%	4.6%
Native Hawaiian or other Pacific Islander employees	0.3%	0.2%	0.2%
American Indian or Native Alaskan employees	0.3%	0.4%	0.2%
Hispanic or Latino employees	7.3%	6.8%	6.7%
Asian employees	6.8%	8.9%	7.5%
White employees	72.2%	69.6%	73.4%
Unspecified	5.3%	5.7%	4.9%
Two or more races	2.5%	2.7%	2.5%

¹⁸ In FY24 we conducted an internal assessment of job functions and classifications to ensure alignment across teams. This resulted in changes in how some employees were classified in FY24. FY23 and FY22 data does not reflect the reclassification.

PERFORMANCE DATA TABLES

E-Waste (lbs)	FY24	FY23	FY22
Total e-waste processed	693,034	846,659	804,687
Total e-waste recovered	686,037	842,425	798,006
Recycling	659,102	782,162	736,061
Resale	26,935	49,705	51,909
Returned to Service¹⁹	0	10,558	10,036
Total e-waste sent to landfill	6,997	4,234	6,681
% e-waste diverted from landfill	99%	99%	99%
% e-waste landfilled	1%	1%	1%

Waste (metric tons)	FY24	FY23	FY22
Total waste generated	Not available as of report publish date	770.78	Data not collected
Total hazardous waste	Not available as of report publish date	0.18	Data not collected
Total hazardous waste diverted	Not available as of report publish date	0	Data not collected
Total hazardous waste sent to landfill	Not available as of report publish date	0.18	Data not collected
Total non-hazardous waste	Not available as of report publish date	770.60	Data not collected
Total non-hazardous waste diverted	Not available as of report publish date	618.36	Data not collected
Total non-hazardous waste sent to landfill	Not available as of report publish date	152.25	Data not collected
Total waste recycled	Not available as of report publish date	618.36	Data not collected

¹⁹ 'Returned to service' refers to packing materials that are part of a shipment or collection, such as pallets or gaylords, that are returned to the customer or reused. These are only used during events that create significant e-waste, such as the sale of NetApp sites, which did not occur in FY24.

PERFORMANCE DATA TABLES

Scope 1 & Scope 2 Emissions (mtCO ₂ e) ²⁰	FY23	FY22	CY21 ²¹
Scope 1 emissions	2,321	3,164	2,182
Scope 2 emissions	41,565	44,847	44,983
Total Scope 1 and Scope 2 emissions	43,886	48,011	47,165
Carbon Intensity (mtCO ₂ e/total revenue)	0.000007	0.000008	0.000008

Scope 3 Emissions (mtCO ₂ e) ²⁰	FY23	FY22	CY21 ²¹
Scope 3 category 1 emissions: purchased goods and services	215,909	181,127 ²²	13,445
Scope 3 category 2 emissions: capital goods	9,374	11,961	7,770
Scope 3 category 6 emissions: business travel	16,305	2,982	1,251
Scope 3 category 8 emissions: upstream leased assets	334	395	249
Scope 3 category 11 emissions: use of sold products	998,218	1,064,218	996,554
Total Scope 3 emissions	1,240,140	1,260,683	1,019,269

Energy Use (kWh) ²⁰	FY23	FY22	CY21 ²¹
Total energy consumed (kWh)	176,884,273	197,946,325	193,516,657
Total for largest energy consuming locations	150,256,606	182,236,226	169,363,894
Bangalore	17,150,190	16,980,577	16,914,810
Wichita	19,302,509	37,560,697	18,916,280
Sunnyvale & San Jose	2,188,301	16,907,823	22,959,189
Research Triangle Park (RTP)	111,615,606	110,787,129	110,573,615
% from grid	81%	83%	83%
% renewable	20%	17%	17%
% energy natural gas	1%	1%	1%
% energy propane	0%	0.0%	0.0%
% energy petroleum products (diesel, heavy oil, gasoline)	.02%	0.7%	0.4%

Water (megaliters) ²⁰	FY23	FY22	CY21 ²¹
Total water withdrawal (megaliters)	165	151	164
Total water consumption	138	127	140
Total water discharge	26	24	24
% recycled	35%	19%	18%
% freshwater	0%	0%	0%
% withdrawn in water-stressed areas	56%	69%	67%

²⁰ FY24 data was not available at time of publishing of this report; FY23 data is included in our 2024 CDP response.

²¹ Historically, we have reported these metrics in terms of calendar year, but beginning in FY22 we report based on fiscal year.

²² In FY22 we calculated purchased goods and services data from all suppliers rather than only contract manufacturing suppliers as in prior reporting years.

The following table references the SASB Standards Hardware Sustainability Accounting Standard for the Technology & Communications Sector, version 2023-12.

Topic	Accounting Metric	Unit of Measure	Code	FY24 Response
Product Security	Description of approach to identifying and addressing data security risks in products	n/a	TC-HW-230a.1	Refer to page 67 Data Security and NetApp's 2024 Form 10-K , section 1C Cybersecurity.
Employee Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	%	TC-HW-330a.1	Refer to page 72-75 for an overview of our diversity metrics.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	%	TC-HW-410a.1	100%
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	%	TC-HW-410a.2	Since EPEAT does not have a standard for storage systems, EPEAT registration is not applicable to NetApp products.
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	%	TC-HW-410a.3	Approximately 53.2% of NetApp's FY23 hardware revenue came from products sold meeting the requirements for ENERGY STAR certification.
	Weight of end-of-life products and e-waste recovered; percentage recycled	Metric tons (t), Percentage (%)	TC-HW-410a.4	Refer to page 76 for Waste and E-Waste metrics.
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	%	TC-HW-430a.1	a) 100% of NetApp branded systems Tier 1 suppliers are audited in the RBA Validated Assessment Program b) This data is not available.
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Rate	TC-HW-430a.2	1a) 0.4% non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent 2a) 100% corrective action rate for priority non-conformance
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	TC-HW-440a.1	Refer to page 66 for Conflict Minerals.

Disclosure		FY24 Response
GRI 2: General Disclosures 2021	2-1 Organizational details	2024 Form 10-K, pg 6-9
	2-2 Entities included in the organization's sustainability reporting	NetApp discloses an active list of subsidiaries in the 2024 Form 10-K , exhibit 21.1.
	2-3 Reporting period, frequency and contact point	This report, published in September 2024, provides information for the fiscal year ending April 26, 2024. The sustainability reporting period aligns with the financial reporting period. We publish our ESG Report annually. For any questions regarding the Report or our ESG information, please contact us using the address below: NetApp, Inc., 3060 Olsen Drive, San Jose, CA 95128 Attention: Legal Department
	2-4 Restatements of information	There have been no significant changes in locations of operations, share capital structure, or capital formation.
	2-5 External assurance	We have not received external assurance for this report.
	2-6 Activities, value chain and other business relationships	2024 Form 10-K, pg 9-10
	2-7 Employees	About NetApp, pg 6
	2-8 Workers who are not employees	In addition to full-time employees, NetApp engages approximately 4,800 contract workers. The number of contract workers remains relatively stable year over year.
	2-9 Governance structure and composition	Corporate Governance, pg 61-62 2024 Proxy Statement, pg 28-32
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement, pg 25-26
	2-11 Chair of the highest governance body	2024 Proxy Statement, pg 14
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance, pg 62 2024 Proxy Statement, pg 28

Disclosure		FY24 Response
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	ESG Governance, pg 62 2024 Proxy Statement, pg 28
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance, pg 62 2024 Proxy Statement, pg 29
	2-15 Conflicts of interest	Our Code of Conduct, pg 19
	2-16 Communication of critical concerns	Our Code of Conduct, pg 8-9
	2-17 Collective knowledge of the highest governance body	2024 Proxy Statement, pg 13
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement, pg 33
	2-19 Remuneration policies	2024 Proxy Statement, pg 36-43
	2-20 Process to determine remuneration	2024 Proxy Statement, pg 36-43
	2-21 Annual total compensation ratio	2023 Proxy Statement, pg 71
	2-22 Statement on sustainable development strategy	A Message from our CEO, pg 3
	2-23 Policy commitments	Sustainability at NetApp, pg 11 Trust Center
	2-24 Embedding policy commitments	Business Conduct and Ethics, pg 63-64 Supply Chain Management, pg 65-66 Our Code of Conduct
	2-25 Processes to remediate negative impacts	Reporting Ethical Concerns, pg 64 Our Code of Conduct

	Disclosure	FY24 Response
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Reporting Ethical Concerns, pg 64
	2-27 Compliance with laws and regulations	NetApp has zero reported instances of material non-compliance. Our Code of Conduct
	2-28 Membership associations	Among others, our industry association memberships include: Information Technology Industry Council (ITI), Computing Technology Industry Association (CompTIA), Silicon Valley Leadership Group (SVLG), Albright Stoneridge Group, Digital Europe, TechNet, Storage Networking Industry Association (SNIA).
	2-29 Approach to stakeholder engagement	Materiality Assessment, pg 13 2024 Proxy Statement, pg 34 The list of material topics has not changed compared to the previous reporting period.
	2-30 Collective bargaining agreements	2024 Form 10-K, pg 13
Material Topics		
GRI 3: Material Topics	3-1 Process to determine material topics	Materiality Assessment, pg 13, 2024 Proxy Statement, pg 34
	3-2 List of material topics	Materiality Assessment, pg 13
Economic Performance		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 62, TCFD Index, pg 91, 2024 Form 10-K
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	2024 Form 10-K, pg 33
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD Index, 2024 Form 10-K , Refer to our CDP responses on the CDP website .
	201-3 Defined benefit plan obligations and other retirement plans	Protecting Well-Being and Promoting Balance, pg 42-43 2024 Form 10-K pg 11-12
	201-4 Financial assistance received from government	Not applicable

Disclosure		FY24 Response
Anti-Corruption		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 62 Business Conduct and Ethics pg 63 Our Code of Conduct
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	NetApp assesses its operations for risks related to corruption. NetApp has a dedicated compliance team that regularly evaluates risks related to corruption. Business Conduct and Ethics, pg 63-64 Our Code of Conduct, pg 15
	205-2 Communication and training about anti-corruption policies and procedures	Business Conduct and Ethics, pg 63-64 Our Code of Conduct
	205-3 Confirmed incidents of corruption and actions taken	NetApp cannot report on this topic due to confidentiality constraints.
Anti-Competitive Behavior		
GRI 3: Material Topics	3-3 Management of material topics	Our Code of Conduct
GRI 206: Anti-Competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our Code of Conduct, pg 22
Materials		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 63
GRI 301: Materials	301-1 Materials used by weight or volume	Waste, pg 32
	301-2 Recycled input materials used	At this time, this information is not available. We will be evaluating and reporting on this metric in the future.
	301-3 Reclaimed products and their packaging materials	Waste, pg 32 Sustainable Packaging, pg 22

Disclosure		FY24 Response
Energy		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 63
GRI 302: Energy	302-1 Energy consumption within the organization	Our Footprint: Operational Emissions and Energy Use, pg 26
	302-2 Energy consumption outside of the organization	Value Chain Emissions, pg 29
	302-3 Energy intensity	Our Footprint: Operational Emissions and Energy Use, pg 26
	302-4 Reduction of energy consumption	Our Footprint: Operational Emissions and Energy Use, pg 26
	302-5 Reductions in energy requirements of products and services	Product Solutions to Advance Customers' Sustainability Goals, pg 19-22
Water and Effluents		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 63 Refer to NetApp's Global Water Policy here.
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Water, pg 31
	303-2 Management of water discharge-related impacts	Water, pg 31
	303-3 Water withdrawal	Water, pg 31
	303-4 Water discharge	Water, pg 31
	303-5 Water consumption	Water, pg 31

Disclosure		FY24 Response
Emissions		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 63
	305-1 Direct (Scope 1) GHG emissions	Our Footprint: Operational Emissions and Energy Use, pg 26
	305-2 Energy indirect (Scope 2) GHG emissions	Our Footprint: Operational Emissions and Energy Use, pg 26
	305-3 Other indirect (Scope 3) GHG emissions	Value Chain Emissions, pg 30
	305-4 GHG emissions intensity	Our Footprint: Operational Emissions and Energy Use, pg 26
	305-5 Reduction of GHG emissions	Our Footprint: Operational Emissions and Energy Use, pg 26
	305-6 Emissions of ozone-depleting substances (ODS)	Not relevant
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not relevant
Waste		
GRI 3: Material Topics	3-3 Management of material topics	ESG Governance, pg 63
	306-1 Waste generation and significant waste-related impacts	Waste, pg 32
	306-2 Management of significant waste-related impacts	Waste, pg 32
	306-3 Waste generated	Waste, pg 32
	306-4 Waste diverted from disposal	Waste, pg 32
	306-5 Waste directed to disposal	Waste, pg 32

Disclosure		FY24 Response
Supplier Environmental Assessment		
GRI 3: Material Topics	3-3 Management of material topics	Value Chain Emissions, pg 29
	308-1 New suppliers that were screened using environmental criteria	Value Chain Emissions, pg 29
	308-2 Negative environmental impacts in the supply chain and actions taken	Value Chain Emissions, pg 29
Employment		
GRI 3: Material Topics	3-3 Management of material topics	2024 Form 10-K, pg 11-12
	401-1 New employee hires and employee turnover	Reducing Turnover, pg 40
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protecting Well-Being and Promoting Balance, pg 42-43 2024 Form 10-K, pg 11-12
	401-3 Parental leave	Protecting Well-Being and Promoting Balance, pg 42-43 2024 Form 10-K, pg 11-13
Labor/Management Relations		
GRI 3: Material Topics	3-3 Management of material topics	2024 Form 10-K, pg 11-12
	402-1 Minimum notice periods regarding operational changes	At this time, this information is not available. We will be evaluating and reporting on this metric in the future.

Disclosure		FY24 Response
Occupational Health and Safety		
GRI 3: Material Topics	3-3 Management of material topics	Health and Safety, pg 44
	403-1 Occupational health and safety management system	Health and Safety, pg 44
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, pg 44
	403-3 Occupational health services	Our Health and Safety team is responsible for identifying and minimizing potential health and risks across our operations. We provide health-related training and services for workers based on their role. On the job incidents are logged and investigated as necessary while respecting worker rights to privacy.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, pg 44
	403-5 Worker training on occupational health and safety	Health and Safety, pg 44
	403-6 Promotion of worker health	Protecting Well-Being and Promoting Balance, pg 42-43 Health and Safety, pg 44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, pg 44
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, pg 44
	403-9 Work-related injuries	Health and Safety, pg 44
403-10 Work-related ill health	At this time, this information is not available. We will be evaluating and reporting on this metric in the future.	

Disclosure		FY24 Response
Training and Education		
GRI 3: Material Topics	3-3 Management of material topics	Developing Talent, pg 40
	404-1 Average hours of training per year per employee	12.21
	404-2 Programs for upgrading employee skills and transition assistance programs	Developing Talent, pg 40-41
	404-3 Percentage of employees receiving regular performance and career development reviews	Developing Talent, pg 41
Diversity and Equal Opportunity		
GRI 3: Material Topics	3-3 Management of material topics	DEI&B Oversight, pg 46
	405-1 Diversity of governance bodies and employees	DEI&B Metrics, pg 72-74 2024 Proxy Statement, pg 12
	405-2 Ratio of basic salary and remuneration of women to men	Pay Equity, pg 52
Non-Discrimination		
GRI 3: Material Topics	3-3 Management of material topics	DEI&B Oversight, pg 46 Our Code of Conduct, pg 32
	406-1 Incidents of discrimination and corrective actions taken	Our Code of Conduct, pg 32

Disclosure		FY24 Response
Freedom of association and collective bargaining		
GRI 3: Material Topics	3-3 Management of material topics	2024 Form 10-K, pg 13
	404-1 Average hours of training per year per employee	Our RBA-based Supplier Code of Conduct requires suppliers to respect freedom of association. NetApp operates a compliance hotline for third-parties and investigates if issues are reported. Supplier Code of Conduct
Child Labor		
GRI 3: Material Topics	3-3 Management of material topics	Supply Chain Management, pg 66 Supplier Code of Conduct
	408-1 Operations and suppliers at significant risk for incidents of child labor	100% of strategic suppliers are screened through the PRADD process, which includes labor/human rights violations.
Forced or Compulsory Labor		
GRI 3: Material Topics	3-3 Management of material topics	Supply Chain Management, pg 65 Supplier Code of Conduct
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	100% of strategic suppliers are screened through the PRADD process, which includes labor/human rights violations.
Local Communities		
GRI 3: Material Topics	3-3 Management of material topics	Social Impact, pg 55
	413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact, pg 55-59
	413-2 Operations with significant actual and potential negative impacts on local communities	We do not have operations with significant actual or potential negative impacts on local communities.

Disclosure		FY24 Response
Supplier Social Assessment		
GRI 3: Material Topics	3-3 Management of material topics	Supply Chain Management, pg 65 Supplier Code of Conduct
	414-1 New suppliers that were screened using social criteria	100% of strategic suppliers are screened through the Partner Risk Assessment and Due Diligence (PRADD) process, which includes labor/human rights violations.
	414-2 Negative social impacts in the supply chain and actions taken	100% of strategic suppliers are screened through the PRADD process, which includes labor/human rights violations.
Customer Privacy		
GRI 3: Material Topics	3-3 Management of material topics	Data Privacy and Security, pg 67. Also refer to NetApp's Corporate Privacy Policy here.
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Due to confidentiality reasons, NetApp does not disclose the number of complaints, identified privacy breaches, or data losses.

Governance

Describe the board's oversight of climate-related risks and opportunities.

As indicated in its committee charter, the Corporate Governance and Nominating (CGN) Committee of our Board oversees and periodically reviews the company's environmental, social and governance (ESG) programs, policies and practices, which includes our environmental initiatives. The Committee oversees environmental targets, strategy, and performance, and reviews potential environmental risks and opportunities, including those related to climate change. At least twice a year, the CGN Committee is briefed by the Vice President, Chief Sustainability Officer, on behalf of our Global Business Conduct Council (GBCC). The briefings include information about NetApp's ESG strategy, goals, progress towards those goals, NetApp's ESG report and other initiatives relating to NetApp's ESG program, policies and practices, including initiatives relating to climate-related issues. The CGN Committee also seeks and reviews input from critical stakeholders, including with respect to climate-related risks and opportunities.

The Board-level Audit Committee is responsible for periodically reviewing and discussing with management our Enterprise Risk Management (ERM) process. The Committee receives regular briefings from our Executive Risk Committee (ERC) and from the VP of Internal Audit regarding the risks relating to the Company's business and operations, including climate-related risks. In the event that a significant risk arises, the Audit Committee may bring that risk and its mitigation plans before the full Board of Directors.

For more details on the governance of climate-related issues, refer to our CDP responses on the [CDP website](#).

Describe management's role in assessing and managing climate-related risks and opportunities.

We maintain a companywide ERM process to help us recognize and manage potential risks. NetApp's ERM Program has two governing bodies - the Audit Committee and the ERC. The ERM process is managed by our ERC, a cross-functional group of senior leaders with responsibility for top-level risks, including those related to climate change.

The ERC is the coordinating body that oversees NetApp's response to risks that could impact NetApp's ability to achieve its overarching strategic goals, as well as its underlying business objectives. The ERC consists of representatives from each of the five risk pillars (strategic, operational, financial, compliance, and human capital), members of executive management, and the ERM Risk Manager. Individual risk owners share their function's top risks with the ERC quarterly. The ERC has clearly defined categories of risk, including moderate, major, and catastrophic. If the risk is significant, the Board is informed at the annual Audit Committee Meeting, or sooner, if necessary.

The ERC is responsible for:

- Identifying climate-related risks;
- Assigning ownership of climate-related risks;
- Approving risk mitigation strategies and resource allocations to manage risks as appropriate;
- Ensuring stakeholders are adequately informed about the long-term, risk-adjusted business strategy; and
- Escalating significant risks and risk events to the Board as needed.

Strategy

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Our ERM process allows us to identify, assess, and respond to climate-related risks using defined time horizons:

- Short-term: 0-2 years
- Medium-term: 2-5 years
- Long-term: 5-10 years

Our process is the same for all time horizons, though we escalate response and mitigation if there is a short-term substantive risk that needs to be addressed.

NetApp has identified the following risks: acute and chronic physical risks, increased energy costs, current and emerging regulations, including enhanced emissions-reporting obligations, reputational risks, legal risks, and technology-related risks, especially those related to innovations to reduce our carbon footprint. NetApp has identified the following opportunities: development of new products and services through R&D and innovation, procurement of renewable energy for facilities' electricity sources, and moving to more energy-efficient buildings/labs.

A detailed description of climate-related risks and opportunities is found in our CDP responses on the [CDP website](#). We also address climate-related risks in the environmental disclosure and risk factors sections of our [10-K filing](#), pages 11, 20, 22, and 28.

Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Sustainability factors into our short- and long-term business planning and is a key consideration in developing our product strategy. Our efforts to produce more sustainable products and services—and help our customers meet their own sustainability goals—are described in detail in the Products section of our ESG Report. Our investments in technologies that help us reduce our environmental footprint are described in the Environment section of our ESG Report.

One example of how climate-related risks and opportunities have impacted our strategy is our focus on cloud migration. As enterprise data centers continue to migrate to the cloud, NetApp is uniquely positioned in this market transformation, and it has become an integral part of our long-term strategic planning. The benefit of cloud migration is that data centers in locations that have significant climate-related risk exposure can transition to data centers located in areas with fewer risks. Additionally, large public clouds have built their data centers to be on average 3.6 times more energy efficient than those of enterprises, and cloud providers like AWS, Microsoft Azure, and Google Cloud have made carbon neutrality pledges. NetApp is the only storage company with OEM agreements with these three cloud providers, enabling customers to simply migrate data, workloads, or portions of workloads to the public cloud. Our systems are cloud connectable so that customers can move data to a public cloud, whether old data for archiving, protecting data via backup/disaster recovery copies, or caching data—reaping the environmental benefits of cloud migration. We continue to enhance our cloud operations tool set (including our BlueXP Sustainability Dashboard), enabling customers to automatically use and turn off cloud services to optimize their infrastructure, in turn reducing hardware usage, as well as reducing space and energy consumption.

To address interruptions caused by climate-related supply chain challenges or physical risks, we insist that our contract manufacturers globally have business continuity plans ready for natural disasters, and we review those plans with them regularly. We have diversified our supply chain to adapt if a natural disaster impacts a particular region's production. Our contract manufacturers are situated across three key regions: the Americas, EMEA, and APAC. In case of a significant disruption in one area, our intention is for other locations to step in to handle the workload and meet customer demands while a long-term continuity plan is executed.

Climate-related risks have also impacted cost planning due to increased temperatures. We use outside air to cool our data centers and labs, which allows us to purchase less electricity that would otherwise be needed to run chillers, pumps, and cooling tower fans. Rising temperatures, however, create less favorable conditions for using outside air cooling. Therefore, we must forecast increased purchased electricity spend.

We provide more details on how climate-related risks and opportunities have influenced our business, strategy, and financial planning in our CDP responses on the [CDP website](#).

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Since 2021, we have focused on building out our ESG programs, policies, and processes to help establish reporting, drive results, and set climate-related goals. Our early efforts focused on a materiality assessment and developing decarbonization strategies. We expect to incorporate climate-based scenario analysis into our risk evaluation program in the next two years.

Risk Management

<p>Describe the organization’s processes for identifying and assessing climate-related risks.</p>	<p>We maintain a companywide ERM program to help us recognize and manage potential risks. This process includes an annual risk assessment, which begins with a broad evaluation of all potential risks and ends with a narrowed list of top-level risks. Risks are deemed to be relevant if they could impact the achievement of our strategy or business objectives, as described in our CDP responses on the CDP website.</p> <p>To identify risks, business units from across the company take part in our annual ERM process. Executives representing various business units are assigned as risk owners and are responsible for reviewing megatrends, conducting SWOT analyses, and reviewing the regulatory environment, among other tasks, to evaluate existing and new risks.</p> <p>To ensure each risk is evaluated consistently, NetApp uses risk likelihood and risk impact measurement criteria to evaluate the raw risk score for each risk. NetApp then determines the effectiveness of the controls to develop a residual risk score.</p> <p>For more information on our approach to risk management, refer to our CDP responses on the CDP website.</p>
<p>Describe the organization’s processes for managing climate-related risks.</p>	<p>NetApp believes in being proactive, rather than reactive, to manage climate-related risks. We take necessary precautions to mitigate risks. Once risks are identified, they are prioritized, and the risk owner and/or risk liaisons will recommend an appropriate course of action. There are three actions in response to a risk:</p> <ol style="list-style-type: none"> 1. Terminate: eliminate the risk to zero, usually by avoidance. 2. Treat: mitigate the risk, taking action to reduce either the likelihood of a risk occurring, the impact if the risk occurs, or transferring the risk to a third party (i.e., insurance). 3. Tolerate: make a conscious decision to accept the risk. <p>More details on our risk management process are described above and in our CDP responses on the CDP website.</p>
<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>We integrate climate-related risks and opportunities into our companywide ERM process. Risks identified at the enterprise level are managed in accordance with the processes described above and in our CDP responses on the CDP website. Our Committees and Board members meet regularly to discuss these risks, including with the applicable risk owners, and the management or mitigation of such risks.</p>

Metrics and Targets

<p>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>We measure and disclose Scope 1, 2, and 3 emissions, as these emissions help us understand our footprint in order to target meaningful reductions. We also maintain emissions reduction targets, as well as targets related to energy use and water, which we believe help to mitigate a range of risks, including regulatory and reputational risks.</p>
<p>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>Our Scope 1, 2, and 3 emissions, as well as information regarding reduction targets and plans, can be found on page 26.</p>
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>We have three active emissions targets, as well as targets related to energy management and water use. These targets, as well as our progress, are described below.</p> <ol style="list-style-type: none"> 1. Establish science-based targets as part of our initiative to reduce greenhouse gas emissions: In 2024, we committed to set an emissions reduction target aligned with the Science Based Targets initiative (SBTi), doing our part to limit global temperature rise to 1.5 degrees Celsius. 2. Reduce Scope 1 and Scope 2 absolute emissions by approximately 42% by 2030: We have achieved significant carbon emissions reductions, decreasing our Scope 1 and Scope 2 emissions by 37% from our baseline (FY20). 3. Reduce Scope 3 emissions intensity by 50% by 2030: In FY23, NetApp joined the CDP Supply Chain program and conducted a baseline Scope 3 supplier survey. In FY24, we launched a supplier engagement initiative to more accurately account for our Scope 3 emissions. Equipped with documented supplier emissions data, we conducted focused supplier engagements to review their activities and management processes and to refine our Scope 3 baseline calculation. The information collected through CDP contributed to shaping the foundation of the new comprehensive sustainability supplier program to be launched in FY25. 4. Energy management: We look to use renewable energy to power our offices around the world wherever feasible. As of FY23, we have increased our renewable energy use by 144% as compared to our FY20 baseline. 5. Use reclaimed water for operations in highly water-stressed areas: At our Research Triangle Park campus, located in a region facing water stress, lab/data center cooling is the site’s primary use for water. In FY23, we started a project to transition to reclaimed, non-potable water for cooling. This year, the site’s cooling towers were transitioned to use reclaimed water, saving more than 6.5 million gallons of potable water in FY24 (45% of the site’s total consumption).

FORWARD-LOOKING STATEMENTS/DISCLAIMERS

Our ESG goals, projects, plans, targets, and expectations are long term, directional, and aspirational and, by their nature, include forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements provide current expectations of future events based on certain assumptions and do not include any statement that does not directly relate to any historical or current fact. Forward-looking statements also can be identified by words such as “will,” “should,” “intend,” “expect,” “estimate,” “believe,” “could,” “project,” “target” or other similar words or expressions. Forward-looking statements in this report may include, but are not limited to: statements regarding our ESG goals, projects, plans, metrics, affiliations, pledges, commitments, and strategies. By their nature, they are based upon current plans, estimates, and expectations that are subject to risks, uncertainties, and assumptions, including the risks discussed under the heading “Risk Factors” in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the SEC. As such, no guarantees or assurances are made that they will be achieved or successfully executed. Additionally, the ESG data, statistics, and metrics included herein, unless otherwise specifically indicated, are non audited estimates, were not prepared in accordance with U.S. generally accepted accounting principles, have not in all cases been externally assured, continue to evolve, and may be based on assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. The information provided herein is based in part on information from third-party sources that we believe to be reliable, but which has not been independently verified by us, and we do not represent that the information is accurate or complete. Except to the extent required by applicable law, we undertake no obligation to publicly update or revise any forward-looking statement in this report, whether as a result of new information, future events, or otherwise.

This report may also use certain terms, including “priority”, “significant”, “material” and “materiality” to reflect the issues of greatest importance to us and our stakeholders. Used in this context, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting. We currently do not believe that NetApp’s ESG initiatives are material to our financial results and results of operations, except to the extent referenced in our Annual Report on Form 10-K and subsequent 10-Q filings.

This report also contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that NetApp is required to disclose in its SEC filings. For a discussion of human capital measures or objectives that NetApp focuses on in managing its business, please see the “Human Capital” section in our most recent Annual Report on Form 10-K.

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