

 NetApp

IMPACT REPORT

2025



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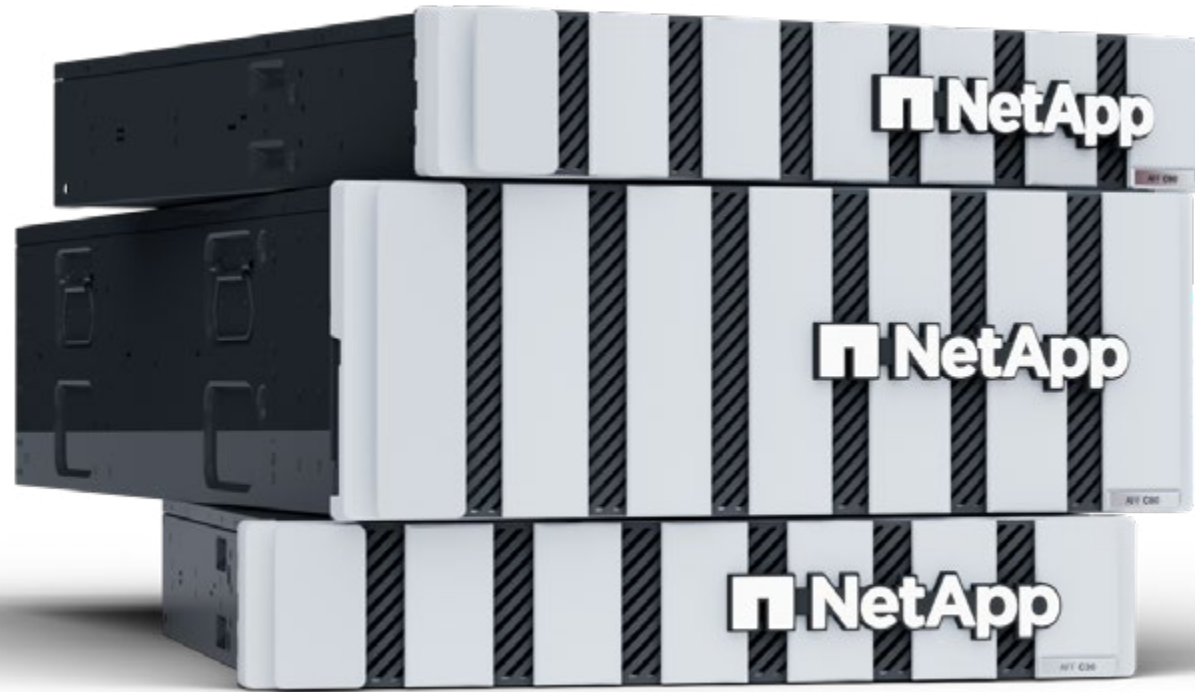
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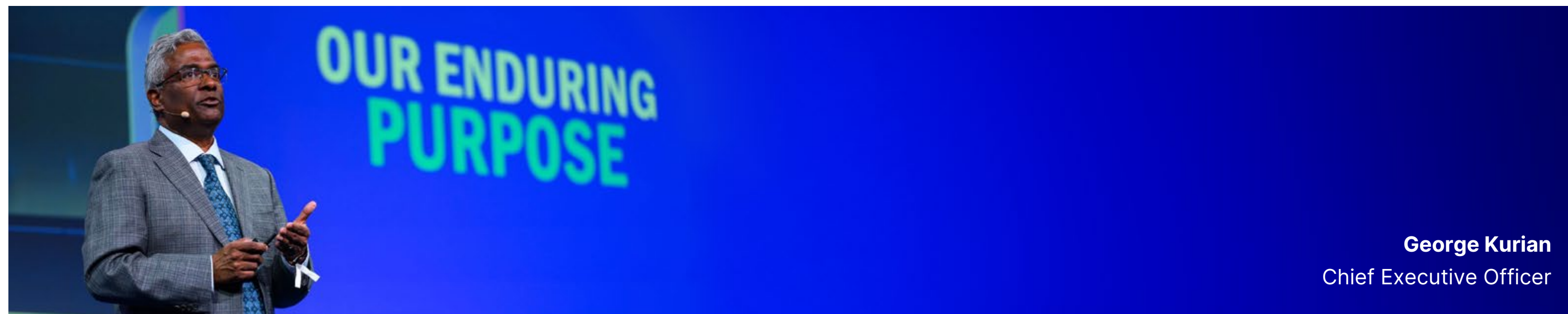


A MESSAGE FROM OUR CEO

At NetApp, we're deeply proud of our decades-long commitment to helping the world's leading organizations turn their data into knowledge. Bringing together this rich legacy of innovation with our laser customer focus and unmatched technical expertise allows us to solve the business and sustainability imperatives that others can't and readies our clients to win in this era of data and intelligence.

With this innovation and trust comes profound responsibility. As organizations face increasing data-management workloads and complexity, they rely on NetApp to help them to optimize, secure, and protect their data. Every day, we strive to advance our intelligent products, our culture of high achievement, and our resilient business operations that enable us to support our customers' most pressing priorities.

More than ever, we recognize the powerful connections between sustainability and the meaningful impacts we're achieving for our customers, for our own business, and for the world. That's why we created the NetApp Sustainability Center of Excellence this year, led by Chief Sustainability Officer Nicola Acutt. Through this framework, we tightly partner across NetApp leadership to embed our sustainability commitments more deeply into our business goals and operations.



We have continued to make significant strides in this effort, including:

- Engineering energy-efficient storage and data processing solutions for optimized AI data infrastructure—delivering seamless, lightning-fast access to data wherever it resides
- Advancing data and AI education as a core focus of our social impact work, including partnering with customers and nonprofits to expand access to data and AI literacy, skills, and career pathways for the next generation
- Receiving validation from the Science Based Targets initiative (SBTi) for our near-term greenhouse gas (GHG) emissions-reduction targets, which are critical to our efforts to support customers' carbon-reduction goals

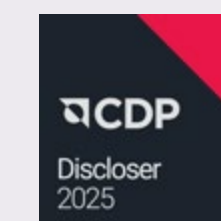
These are just some of our recent achievements in driving sustainable excellence, detailed in our sixth annual Impact Report. I'm humbled by our ongoing progress, and grateful to everyone at NetApp who contributed to these goals that are central to who we are and how we work. In everything we do, we're committed to supporting a more sustainable, more inclusive future fueled by intelligent data infrastructure.

ABOUT THIS REPORT

NetApp's sixth annual Impact Report details our sustainability-related strategies, activities, progress, metrics, and performance for our global operations for the fiscal year ending April 25, 2025 (unless otherwise noted). The information presented in this report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Hardware sector standards, and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Content indexes for each framework may be found in the [Appendix](#). We have received independent, limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised from Apex Companies, LLC on the FY25 GHG emissions numbers contained within our report. The assurance letter can be found [here](#).

Aligned for Progress

NetApp aligns with global and industry-wide efforts including CDP, EcoVadis, SBTi, and the United Nations Sustainable Development Goals (U.N. SDGs) in its ambitious sustainability efforts. Read more about our impact in this report.



ABOUT NETAPP

For more than three decades, NetApp has helped the world's leading organizations navigate change—from the rise of enterprise storage to the intelligent era defined by data and AI. Today, NetApp is the Intelligent Data Infrastructure company, helping customers turn data into a catalyst for innovation, resilience, and growth.

At the heart of that infrastructure is the NetApp data platform—the unified, enterprise-grade, intelligent foundation that connects, protects, and activates data across every cloud, workload, and environment. Built on the proven power of NetApp® ONTAP®, our leading data management software and OS, and enhanced by automation through the AI Data Engine and AFX, it delivers observability, resilience, and intelligence at scale.

Disaggregated by design, the NetApp data platform separates storage, services, and control so enterprises can modernize faster, scale efficiently, and innovate without lock-in. As the only enterprise storage platform natively embedded in the world's largest clouds, it gives organizations the freedom to run any workload anywhere with consistent performance, governance, and protection.

With NetApp, data is always ready—ready to defend against threats, ready to power AI, and ready to drive the next breakthrough. That's why the world's most forward-thinking enterprises trust NetApp to turn intelligence into advantage.

Founded in 1992 and with corporate headquarters in San Jose, California, NetApp has approximately 11,700 employees, with offices in 26 countries.

A History of Sustainable Innovation



1992

Inventing a Network “Appliance”—The “Toaster” and ONTAP

With a vision to revolutionize data storage by introducing an appliance model, NetApp built a streamlined Network File System server affectionately known as the Toaster. Operating on the NetApp ONTAP system, it simplified data management at a time when storage was often complicated and expensive.



2000s

Unified Storage and Virtualization

NetApp shook up the evolving IT world with unified storage, providing the perfect complement to the computing trend of the decade: virtualization. By merging performance, reliability, and efficiency into a single platform, NetApp established a new standard for data management.



2010s

All-Flash and Cloud Computing

The introduction of NetApp AFF all-flash storage and porting of ONTAP to Microsoft's, Amazon's, and Google's public clouds made NetApp the only vendor with both on-premises storage and native cloud services unified by a single storage operating system.



2020s

The Age of Data and Intelligence

As data volumes grow exponentially, NetApp's intelligent data infrastructure enhances resilience, data security, and energy efficiency. Our circular economy practices focus on product and e-waste take-back, carbon footprint reporting, sustainable packaging, and hardware recovery and longevity.



In the Executive Briefing Center at our San Jose headquarters, we showcase NetApp's evolution from a storage company to the Intelligent Data Infrastructure company.

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IMPACT IS OUR BUSINESS

NetApp is at the forefront of data innovation—helping the world’s leading organizations turn their data into a true driver of transformation. This means we also sit at the intersection of data and sustainability. As LLMs and AI transform business with revolutionary new capabilities and insights, their scale-up also brings significant data security threats and significant energy demands. Meeting those demands requires infrastructure that is both intelligent and sustainable. According to a recent NetApp [survey](#), half of global tech executives say AI has a high or extremely high impact on their companies’ carbon footprints, and a third say it will drive major shifts in their corporate sustainability processes. This makes sustainability a critical design principle for the next generation of Intelligent Data Infrastructure.

More than 30 years since bringing NetApp’s first data storage operating system to market, we know that it’s impossible to talk about data without talking about impact.

NetApp has led through multiple eras in the age of data, helping to unify data silos, extending to the hybrid multicloud, and then embedding observability and AI—capabilities that now come together in the NetApp data platform—to become THE Intelligent Data Infrastructure company. Through it all, the impact we’ve achieved has been measured in resilience, efficiency, and business outcomes for our customers. We have delivered scalability and power, data privacy and security, waste diversion, emissions reduction, and energy management, to name only a few benefits. Just as important, our impact includes the health, safety, and sense of belonging for the NetApp people behind our proudest innovations.

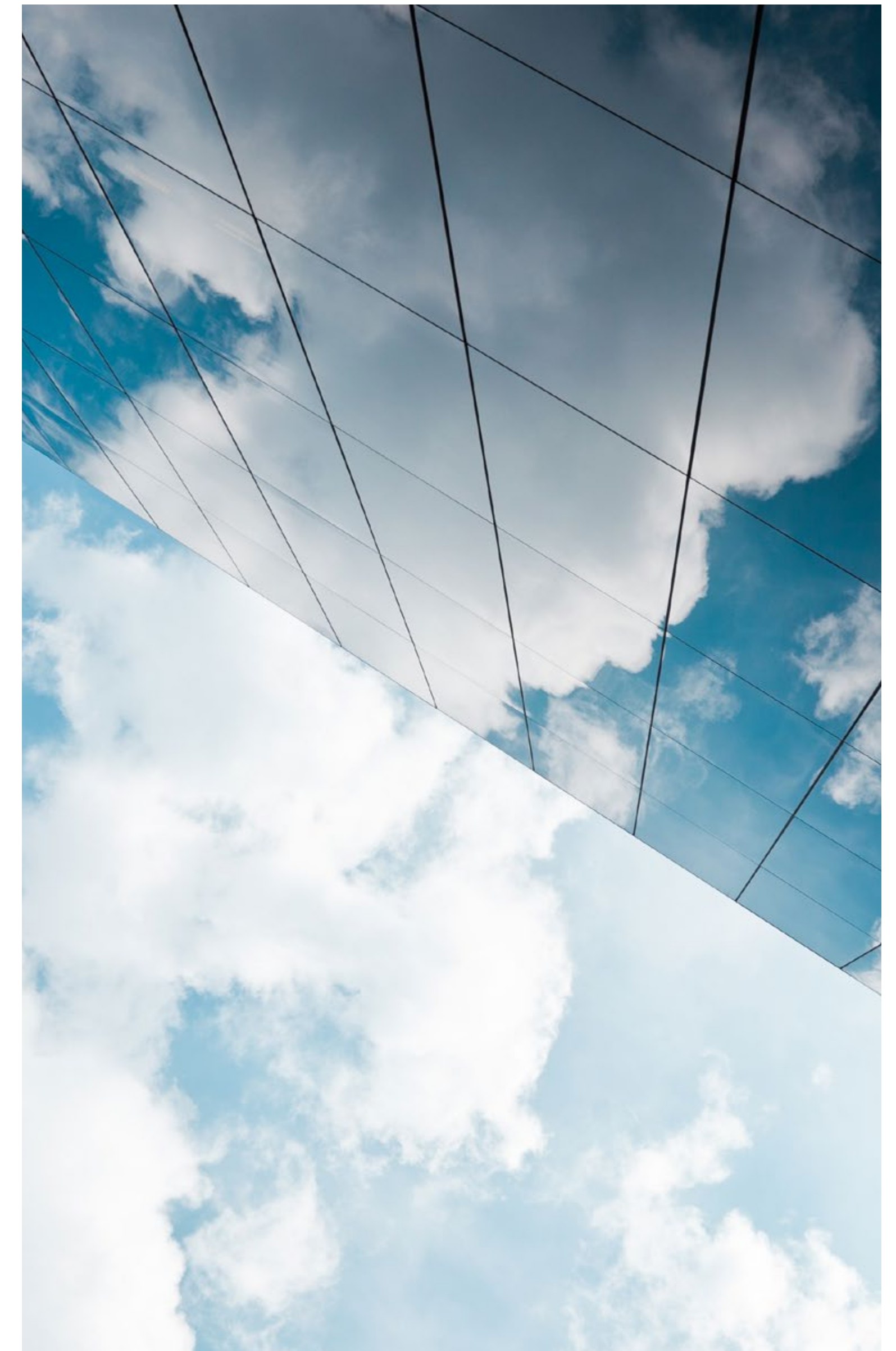
We’re passionate about delivering the impact our customers rely on. That’s why, for NetApp, holistic sustainability is nothing less than a business imperative. As AI creates unprecedented data management requirements, we’re reimagining data center designs for high-density AI environments, energy efficiency, and resiliency. We’re delivering products that are more energy efficient than ever—based on their storage capacity—to help customers scale their operations. We’re powering our operations with renewable energy and have committed to science-based targets and a timeline for reducing Scope 1 and Scope 2 emissions. In our workplaces, we’re promoting a culture of high performance and taking a global approach to sustainable practices, including responsible resource allocation.

Today and in the future, sustainability and responsible business practices are embedded in our products, integral to how we develop talent, and inseparable from how we operate as a business. This report details our FY25 progress.

“In the AI era, there’s no decoupling data from sustainability. NetApp is uniquely positioned to help customers navigate this moment, with data solutions that drive business value while reducing costs and energy use.”



Nicola Acutt
Chief Sustainability Officer



HOW WE DRIVE IMPACT

At NetApp, we provide the intelligent infrastructure to harness the power of data—the lifeblood of the modern economy. NetApp is recognized as a significant global on-premises storage provider for data, and we have a unique perspective on the intersection of data, growth, AI, and sustainability. The world’s creation and usage of data are accelerating and so too are concerns about energy consumption, costs, and resiliency. Addressing such challenges will require the ingenuity of our industry’s top talent, along with rigorous protocols to protect this invaluable data.

This is the imperative that inspires our efforts around three strategic outcomes (see below). By relentlessly pursuing these outcomes, we aim to lead the industry in delivering intelligent data infrastructure that empowers both business transformation and business responsibility.



DELIVERING INTELLIGENT, SUSTAINABLE DATA INFRASTRUCTURE

Intelligent Data Infrastructure is sustainable data infrastructure. That’s why NetApp’s comprehensive, integrated portfolio of products and solutions is designed to provide energy efficiency, cost savings, and resilience. In addition, through our circular economy practices, we take a holistic approach to the entire lifecycle of our products. It’s another way that our solutions enable customers’ innovation and power their success.

[READ MORE](#)



CULTIVATING A HIGH-PERFORMANCE CULTURE

We empower our teams to do their best work, offering clear ways for everyone to grow, belong, perform, and have their voices heard. Our Thrive initiatives, described in detail in this report, support individual success while building the high-performing teams that fuel NetApp’s competitive advantage.

[READ MORE](#)



BUILDING A RESILIENT BUSINESS

Effective operations enhance our ability to adapt quickly, making our business more agile and responsive to change. Informed by data, NetApp is focused on improving energy efficiency, reducing our reliance on carbon-intensive energy sources, conserving natural resources, and enhancing the resilience of our supply chain. Our strong governance approach ensures we operate responsibly, enabling our strategy and safeguarding our customers’ data.

[READ MORE](#)



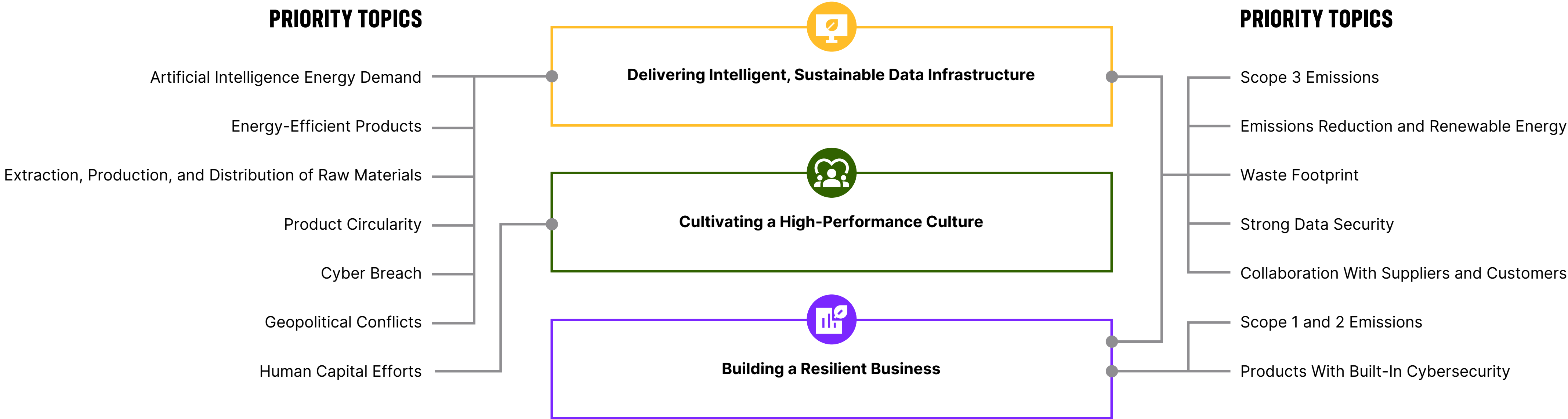
DOUBLE MATERIALITY ASSESSMENT

In FY25, in preparation for future reporting regulations, NetApp conducted a double materiality assessment covering both financial and non-financial impacts of material sustainability issues. Using a systematic, data-driven approach, and with the help of an independent third-party expert, we evaluated the perspectives of a range of internal and external stakeholders, including customers, employees, partners, suppliers, and shareholders.

The issues that emerged are closely aligned with those identified in NetApp's 2022 materiality assessment. We continue to integrate these topics into our overall company strategy, as described throughout this report.



CHAPTERS DETAILING FY25 UPDATES



STAKEHOLDER ENGAGEMENT

At NetApp, we recognize the importance of engaging with our stakeholders to drive sustainable growth and create long-term value. Our stakeholder engagement strategy is designed to foster open communication, build trust, and ensure that we address stakeholder needs and expectations. Below, we outline our key stakeholders and our approach to engaging with each group.

EMPLOYEES

Our employees are the backbone of NetApp. We engage with them through regular all-hands meetings, surveys, and feedback mechanisms to ensure their voices are heard. We also invest in their professional development through training programs, mentorship, and career growth opportunities. By cultivating a welcoming and supportive work environment, we aim to help our employees thrive and improve overall satisfaction and retention.

SHAREHOLDERS

We are committed to delivering sustainable value to our shareholders. We engage with them through quarterly earnings calls, annual meetings, and regular updates on our financial performance and strategic initiatives. Transparency and accountability are key pillars of our relationship with shareholders, and we strive to provide them with timely and accurate information to make informed investment decisions.

COMMUNITIES

We are committed to making a positive impact on the communities where we operate. Our community engagement initiatives include volunteer programs, charitable donations, and partnerships with local organizations. We encourage our employees to participate in community service and support initiatives that address social, environmental, and economic challenges.

REGULATORY BODIES

Monitoring regulations and ensuring compliance are top priorities for us. We actively engage with regulatory bodies and industry associations to stay updated on regulatory changes and standards. By doing so, we reduce risks and ensure that our business practices adhere to legal and ethical requirements.

CUSTOMERS

Our customers are at the heart of everything we do. We maintain close relationships with them through user groups and customer advisory boards. By actively seeking their feedback and understanding their evolving needs, we continuously improve our products and services to meet evolving market demands. Our commitment to customer success is reflected in our high customer satisfaction and loyalty rates.

PARTNERS

Our partners play a crucial role in our ecosystem. We collaborate with technology partners, resellers, and service providers to extend our reach and enhance our offerings. Through joint marketing initiatives, co-development projects, and regular partner advisory boards, we ensure that our partnerships are mutually beneficial and aligned with our strategic goals.

SUPPLIERS

Our suppliers are essential to our operations and supply chain. We engage with them through regular performance reviews, audits, and collaborative projects to promote ethical practices and sustainability. By fostering strong relationships with our suppliers, we enhance the reliability and resilience of our supply chain.

INDUSTRY ANALYSTS

Industry analysts provide valuable insights that help shape our strategic direction. We engage with analysts through briefings, research collaborations, and industry events. Their independent evaluations and reports offer critical feedback on our products and market positioning. By maintaining strong relationships with industry analysts, we aim to stay ahead of market trends and continuously improve our offerings.

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CUSTOMER-CENTERED SUSTAINABLE INNOVATION

As data creation continues to accelerate worldwide—driven by the proliferation of sensors, mobile and web interactions, and digitized operations—businesses are accumulating unprecedented volumes of structured and unstructured data. At the same time, the rapid adoption of AI is driving profound transformation, creating new opportunities to harness the power of this data. But as AI moves from special projects and proof of concept to strategic, enterprise workloads, it comes with increased security threats and sustainability challenges. In short, companies are under incredible pressure as they seek the critical balance between AI transformation, security, and sustainability.

At NetApp, we help enterprises solve their most pressing data challenges by rethinking the very foundation they run on—delivering data infrastructure that’s optimized, secured, and ready for AI.

In today’s fast-changing environment, we are focused on delivering data infrastructure that is not only intelligent—enabling organizations to manage any data, for any application, anywhere it’s needed—but also sustainable. That means supporting continuous improvement in energy and resource efficiency, and enhancing resilience against climate change, cyber risk, and other global challenges.

Customer Priorities

Across our business, innovation is grounded in the strategic challenges that matter most to our customers. It’s all about delivering practical solutions that drive real outcomes.

DATA INFRASTRUCTURE MODERNIZATION

Modernizing data infrastructure means delivering products that are scalable, efficient, and ready for the future, helping organizations manage data growth, improve performance, and unlock insights that drive business success.

This includes creating storage systems that optimize energy performance and help reduce greenhouse gas (GHG) emissions. Combining seamless connectivity, innovative architecture, and high-efficiency computing across environments, we help customers reduce the physical footprint of their data systems and ensure data is readily available without unnecessary energy consumption.

AI INNOVATION

AI is about extracting meaningful value from data to drive smarter decisions, automate processes, and innovate responsibly. Preparing, managing, and scaling data for AI workloads can help unlock faster insights, automate operations, and drive innovation across the organization.

Optimizing data is also a key lever for mitigating the energy, climate, and security risks associated with large-scale AI adoption. By providing the intelligent data foundation enterprises need, we help them overcome complexity to not only accelerate innovation, but also reduce energy use and GHG emissions.

CLOUD TRANSFORMATION

Cloud transformation is about making cloud adoption seamless and efficient, enabling companies to scale operations, control costs, and keep data safe—all while taking full advantage of the flexibility the cloud offers.

Utilizing public cloud resources can also offer significant sustainability advantages over on-premises infrastructure. Many cloud providers, including Amazon, Google, and Microsoft, have set aggressive targets to reduce emissions and are leveraging their extensive scale to enhance energy efficiency and rapidly deploy renewable and other low-carbon energy sources.

CYBER RESILIENCE

Cyber resilience means protecting businesses from threats while ensuring they can recover quickly if something happens. It’s about having the security, backups, and compliance tools needed to stay operational and safeguard reputations.

As digital systems play an ever-greater role in business and society, robust security and preparedness are also vital to protecting critical infrastructure, economies, and communities. This includes leveraging distributed systems and other strategies to enhance resilience to climate-related risks, such as extreme weather.

SUSTAINABLE PRODUCT SOLUTIONS

As the Intelligent Data Infrastructure company, we integrate hardware, software, and services into one platform that helps customers innovate responsibly and sustainably. This includes being mindful of the significant energy and environmental impacts of data centers and partnering with customers to create and deploy solutions that help them meet their business goals sustainably.

At the core of our Intelligent Data Infrastructure approach is NetApp ONTAP®, a unified data storage operating system that seamlessly extends across on-premises and cloud, delivering the same data management, availability, and integrated security wherever data lives. Combined with comprehensive data services managed via the NetApp Console™, this integrated platform delivers unparalleled flexibility and control, helping customers innovate faster while also enabling key strategies for advancing sustainability.

By design, Intelligent Data Infrastructure is Sustainable Data Infrastructure—providing energy efficiency, cost savings, and resilience.

NetApp's industry-leading capabilities support the journey to a more sustainable data estate with four key strategies for reducing energy and resource use.



STORE ONLY DATA NEEDED

Our intelligent data management and storage efficiency capabilities ensure that your data is living in the most sustainable place while still meeting your performance and workload needs.



MIGRATE FOR PUBLIC CLOUD EFFICIENCY

Migrate to a more sustainable location in the public cloud with automatic tiering, backup, and replication of data.



UNDERSTAND ENERGY USE

NetApp offers real-time observability across your entire infrastructure with a dashboard and sustainability scorecard that help you visualize your energy use.



MAXIMIZE ON-PREM EFFICIENCY

Maximize your on-premises efficiency by using the right products for the right purposes. NetApp storage systems help reduce data center power and space requirements.



Store Only Data Needed

Our intelligent data management and storage efficiency capabilities enable customers to continuously optimize and control their data, avoiding unnecessary bloat and making more efficient use of storage resources.

- **ONTAP deduplication, compression, and compaction** reduce storage needs and energy use, delivering maximum efficiency with minimal performance tradeoff.
- The **NetApp Data Classification™** solution enables organizations to understand and manage their data based on its sensitivity and importance to the business. It leverages AI and natural language processing to automatically identify, map, classify, and categorize data, including sensitive information, and assess its risk and compliance status across hybrid multicloud environments. This helps organizations foster better data governance, security, and privacy safeguards, while also making it easier to locate and access relevant information, reduce redundancy, and improve overall data management efficiency.
- The **NetApp Tiering™** solution continuously monitors and relocates infrequently accessed (“cold”) data to cloud-based or on-premises object storage, reducing cost and freeing up primary storage capacity. This not only enhances the performance of key storage-related workloads but also optimizes the use of more energy-intensive primary storage, reducing overall energy use and emissions.

Understand Energy Use

Real-time observability enables customers to monitor performance and make informed decisions across their entire infrastructure. This includes capabilities for understanding and visualizing energy use and emissions, helping identify opportunities to further enhance storage efficiency.

Part of the NetApp Console, the **sustainability dashboard** provides customers with real-time insights into the environmental impact of their data storage operations. Tracking metrics like energy consumption and GHG emissions across NetApp systems helps organizations identify opportunities to improve performance and reduce environmental impact. The dashboard also generates an evolving top-line sustainability score and recommended actions to improve efficiency, empowering data-driven decisions that drive progress toward more intelligent, sustainable data infrastructure.

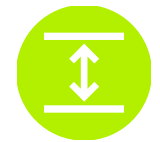
NetApp Data Infrastructure Insights™ is a monitoring and analytics solution that consolidates metrics from major storage vendors, virtual machines, containers, and other devices into a unified dashboard, helping storage operations teams ensure the performance, availability, and security of their full environment. Detailed insights and real-time visualizations of topology, availability, and utilization enable informed decisions about resource allocation, scaling, and cost efficiency, while also supporting customers’ sustainability objectives.

In addition, customers can access real-time data for use in custom dashboards and other applications. Using **NetApp Harvest™** software, users can collect performance, capacity, configuration, software, and hardware metrics from NetApp solutions, transform them, and route them to a time-series database of their choice. NetApp Harvest also includes customizable Grafana dashboard templates that deliver key business intelligence and data center insights.

Migrate for Public Cloud Efficiency

With the ability to integrate data across hybrid multicloud environments, NetApp enables customers not only to optimize the performance of critical workloads, but also to store their data in the most cost-efficient, sustainable location, including the public cloud. Public cloud providers optimize energy consumption and reduce carbon emissions by leveraging economies of scale, advanced technologies, and renewable energy initiatives, enabling more efficient resource pooling and fewer servers to meet demand. Their scalable model allows businesses to dynamically adjust usage, minimizing the waste and environmental impact associated with underutilized servers.

NetApp Data Services help organizations manage data across environments. We use replication technology to minimize the amount of data that needs to be moved for data protection. By leveraging snapshots that capture only changed data, we further reduce the data footprint, making protection faster, more efficient, and less resource intensive. Classification identifies stale or infrequently accessed data, which can be moved with tiering to more sustainable and cost-effective storage like the public cloud. This reduces energy use, lowers infrastructure demands, and supports efficient IT operations while maintaining reliable access and protection. Combined with NetApp’s deep integration with the world’s largest cloud providers, this enables customers to easily migrate data and workloads to take full advantage of the cost and efficiency benefits of public cloud infrastructure.



Maximize On-Prem Efficiency

Because efficiency is an inherent design consideration, NetApp storage systems offer reduced on-box power consumption, better data reduction, and lower space requirements.

We continually strive to push the boundaries of **energy-efficient product design**. NetApp is a founding member of the U.S. Environmental Protection Agency’s ENERGY STAR® program for data center storage and many of our storage systems are ENERGY STAR certified. In FY25, three more NetApp products—the AFF A90, AFF A800, and AFF C800—earned certification under the ENERGY STAR 2.1 specification, bringing our total to 13. To learn more, view a full list of our [ENERGY STAR-certified products](#).

NetApp’s latest-generation storage systems play a pivotal role in advancing **sustainable data center operations**, especially as we continue to integrate high-capacity flash storage across our product portfolio. These systems enable organizations to consolidate workloads onto fewer systems, which directly translates to lower energy consumption and reduced cooling requirements, as well as lower space requirements and reduced e-waste impacts at the end of a product’s life. In addition, we recently introduced disaggregated storage allowing organizations with the most demanding workloads to scale up their performance independent of capacity, further helping to drive efficiency compared to existing alternatives.

NetApp delivers **industry-leading storage efficiency** through a combination of data-reduction technologies, deduplication, compression, compaction, and hardware-accelerated offload capabilities like QuickAssist Technology (QAT). QAT enables NetApp systems to process and reduce data inline, minimizing the amount written to disk. By intelligently managing data layout and access patterns, ONTAP helps organizations reduce costs and environmental impact, supporting sustainability goals and enabling scalable, responsible infrastructure.

The **NetApp Storage Efficiency Guarantee** provides a written commitment to achieve specific data-reduction ratios, such as 4:1 for storage area networks and 3:1 for virtualized workloads on ONTAP all-flash systems. This program helps reduce physical storage requirements, energy consumption, and carbon emissions, with NetApp offering remediation if the guaranteed ratios are not met.

SOLUTIONS IN ACTION

All-Flash Upgrade

Moving to all flash maximizes efficiency and minimizes footprint.

FAS 8300 130 TB

hybrid

1 x FAS8300
3 x DS224C
72 x 1.8TB 10K SAS



AFF C30 488TB

all flash

C30 with 8 x 30.2 SSDs

966TB effective capacity
with guaranteed 4:1 storage
efficiency

90%

reduced power consumption

87%

lower latency

6X

more capacity

80%

less rack space required



SOLUTIONS IN ACTION

Enabling AI Innovation + Sustainability

AI innovation is enabled in part by data—a lot of data—and in part by the intensive computing power required to analyze it. This in turn drives increased demand for electricity and cooling in data centers, resulting in higher GHG emissions, increased water use, and other environmental impacts. The International Energy Agency estimates that data center electricity consumption will more than double by 2030, and will equal slightly more than the total energy consumption of Japan today.* Add to this the fact that a large percentage of AI projects fail to reach production, meaning they incur an environmental debt that is never offset by the success and impact that those projects were trying to achieve.

NetApp's proven enterprise manageability and reliability—in addition to market-leading data security, protection, and governance capabilities—have helped customers accelerate their time-to-value journeys and maximize their return on investment, as well as improve their AI project success rate. This has led to fewer abandoned AI projects with the associated environmental debt caused by energy-heavy tasks such as model training.

At NetApp, we know that one way to unleash AI's potential while also limiting its environmental impact is by enhancing the efficiency of the data it relies on. That's why our AI storage solutions are designed to turbocharge AI data pipelines, enabling seamless, lightning-fast access to data wherever it lives, while also overcoming data complexity and other roadblocks that can undermine success and drive excess energy consumption.

* International Energy Agency. Energy and AI. 2025.

These include:

- Tools to help customers simplify management of structured and unstructured data
- Storage systems specially designed to support high-performance computing
- Solutions to streamline fine-tuning, inferencing, and retrieval-augmented generation for generative AI and other applications

These innovations are enabled in part by our longstanding collaborations with our AI compute partners NVIDIA and Intel. Through our partnerships we provide trusted, validated AI solutions that deliver right sized AI, with the appropriate levels of performance, efficiency, and security to ensure that our customers can align AI consumption with environmental impact. Customers can also leverage NetApp's deep integration with major cloud providers to take advantage of the scalability and high-efficiency performance of public cloud infrastructure.

Whatever the challenge and whatever the scale, NetApp's end-to-end AI solutions give customers the tools they need to achieve success, including limiting energy and environmental impacts that can otherwise reduce resilience and erode the business case for AI innovation.

Maximizing Sustainable Performance With NetApp Keystone®

NetApp's subscription-based, storage-as-a-service offering, Keystone, delivers a true hybrid cloud experience with a common, multi-protocol storage operating system across on-prem infrastructure and the public cloud, all via a single subscription. Instead of customers buying physical storage hardware upfront, they subscribe to performance and capacity tiers that deliver performance and scalability without the risk of overprovisioning.

In addition to its inherent convenience and flexibility, the offering provides several advantages related to sustainability. Because the service can be tailored to meet customers' unique needs, NetApp can help optimize configurations to meet specific performance and sustainability objectives, including reducing power consumption. As part of the offering, NetApp retains ownership of the equipment, which enables easier upgrades, returns, and reuse, as well as proper disposal and recycling of equipment at the end of life. The service also enables customers to easily shift workloads to take advantage of enhanced energy efficiency and renewable energy via the public cloud.



CIRCULAR ECONOMY PRACTICES

Many enterprise customers have aggressive waste management goals and actively seek vendors offering innovative solutions to help achieve their objectives. Our circular economy practices deliver bottom-line value by conserving energy resources, reducing waste, and giving new life to products and components. We are also collaborating with manufacturers to adopt alternative materials that minimize waste throughout the product lifecycle.

We take a comprehensive approach to the entire lifecycle of our products—from sustainable materials to reuse and end-of-life management.



PRODUCT TAKE-BACK AND E-WASTE

Our product take-back and e-waste management programs help guide equipment to the proper channels for end-of-life recycling and disposal.



PRODUCT CARBON FOOTPRINT REPORTING

NetApp's detailed product-level environmental data enables customers to make informed decisions about hardware purchases.



SUSTAINABLE PACKAGING

We continue to roll out updated packaging designs across our product line, reducing virgin material use while also enhancing recyclability.



HARDWARE RECOVERY AND LONGEVITY

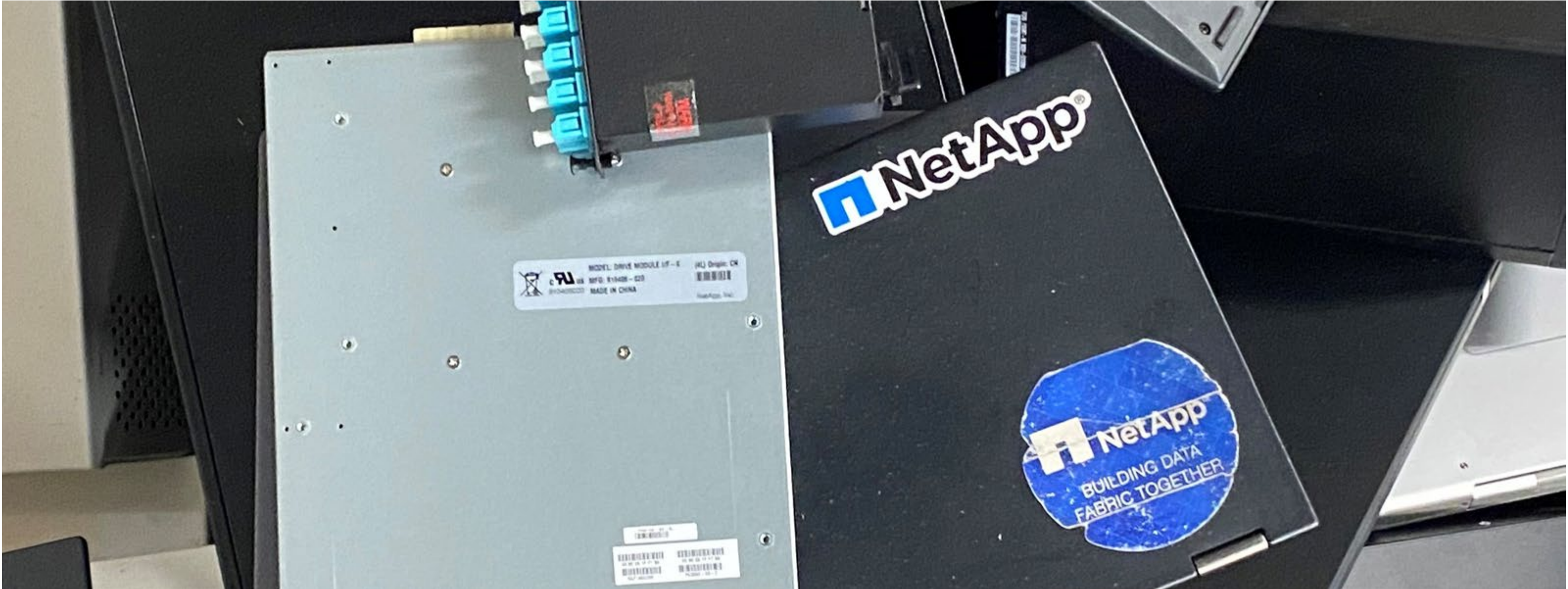
High quality standards, modular design, and reuse strategies help keep our products in use as long as possible.



Product Take-Back and E-Waste

Our comprehensive global [product take-back program](#) supports customers in responsibly managing e-waste, including competitor products, if new NetApp equipment is purchased. Customers can easily participate by visiting the NetApp support site and submitting a [product take-back form](#). After pickup, customers receive documentation verifying the proper handling and disposal of materials. We are also actively working to expand the program to recover packaging materials.

Our global e-waste and take-back service provider is ISO 14001 certified. Our provider, as well as their service providers, meet globally recognized standards for responsible e-waste recycling, including at minimum, complying with the treatment requirements set out in the EU Waste Electrical and Electronic Equipment directive Annex VII, as well as following all legal compliance throughout the recycling process. They are required to provide material flow documentation to ensure traceability and compliance with environmental and data security standards. Providers also undergo mandatory on-site audits during the onboarding phase, annual desktop audits, and periodic on-site audits depending on risk and location.



Product Carbon Footprint Reporting

Providing detailed product-level environmental data enables customers to make informed decisions about hardware purchases in accordance with their own goals and standards for sustainability. To offer transparency into the environmental impact of our products, we use the Massachusetts Institute of Technology's Product Attributes to Impact Algorithm (PAIA), a scientifically grounded carbon footprint assessment tool. Leveraging PAIA, we generate comprehensive product carbon footprint reports for the AFF and ASA A-Series/C-Series, FAS Series, and storage shelf systems. Available on our [website](#), these reports provide insights into the lifecycle carbon footprint of each product, helping customers assess environmental performance across their IT infrastructure.

As a dedicated member of the PAIA consortium, we collaborate with leading industry peers to shape the future of data. We actively participate in technical working groups to improve the accuracy of carbon footprint estimates throughout the hardware lifecycle. Together, we are pioneering a more sustainable and innovative future.

Sustainable Packaging

In FY25, we completed a two-year initiative to develop and launch upgraded packaging for NetApp system products, which account for the majority of our total material use for packaging. The enhanced design reduces the use of virgin foam and plastic, elevates recyclability, and improves packaging and shipping efficiency. The new packaging is made from 98% recycled and renewable materials, significantly reducing waste by minimizing our use of virgin or nonrenewable materials.

The upgraded packaging reduces GHG emissions by up to 50% compared with our discontinued foam packaging, and offers enhanced protection for products, reducing impact shock by 51% compared to the old packaging (based on a life cycle assessment performed by our packaging supplier).

This year, we also worked to integrate more sustainable packaging for service parts and repaired items, including preparing to replace foam padding with 100% paper alternatives and establishing local suppliers in close proximity to our repair sites. Together, these steps help reduce the environmental impact of additional shipping of packaging materials.



Hardware Recovery and Longevity

In addition to enhancing environmental design attributes and managing end-of-life disposal, we also strive to improve resource efficiency by keeping products in use as long as possible.

Our hardware is known for its longevity because it is designed to last, providing long-term value and reducing the need for frequent replacements. NetApp products have a modular design, allowing for easy upgrades and replacement on site. This includes the use of field-replaceable units, which are designed to be replaced without the need for tools, enhancing customers' ability to replace hardware confidently and safely. The modular design of NetApp products also enables easy disassembly to support recyclability.

In addition, NetApp products are developed with an emphasis on using industry-standard electronic components with predictable lifespans that support our product lifecycle, further extending the longevity of our products.

When working hardware is recovered or returned, we effectively utilize it in several ways, including integrating it into our Keystone storage-as-a-service offering. For warranty replacements, all returned hardware is tested for serviceability, fully validated, and either returned to our depot stock for future replacements or deployed at customer sites. This practice reduces waste while also providing our customers with reliable, high-quality replacements. In addition, we offer refurbished products, further extending the lifecycle of our hardware and supporting our commitment to circularity.

SOLUTIONS IN ACTION

NetApp Storage Lifecycle Program

Over the lifecycle of storage systems, constantly increasing data demands can overwhelm an infrastructure so that it no longer meets business requirements. Media density, power consumption, and maintenance costs on older systems can also become burdensome and decrease storage efficiency. In response, enterprises typically perform costly, disruptive, time-consuming system refreshes to acquire the latest innovations in controllers and storage media necessary to meet their new requirements.

The NetApp Storage Lifecycle Program addresses this challenge head-on. This subscription-based service enables customers to flexibly meet their changing storage requirements, giving them access to cost-effective upgrades and additional services to keep their storage infrastructure performing over time. Key features of the program include:

- **Faster, simpler upgrades, including a free controller upgrade every 3 years**
- **100% capacity credit on previously bought media, so customers never purchase the same storage twice**
- **Simplified support-managed software updates**
- **VIP support experience with AI-powered analytics**

The NetApp Storage Lifecycle Program not only streamlines customers' ability to adapt to changing business needs but also supports sustainability.

Easing replacement or upgrading of overloaded infrastructure can help increase energy efficiency and reduce carbon emissions. As an example, performing an in-chassis controller upgrade is more carbon efficient than a full head swap, due to less shipping and packaging, plus avoiding production of a new chassis. In addition, by supporting the recovery of existing hardware, the Storage Lifecycle Program enhances reuse opportunities and extends the overall lifespan of equipment, reducing electronic waste and promoting more sustainable resource utilization.



PRODUCT QUALITY AND SAFETY

NetApp is committed to delivering innovative, high-quality, and consistent products and services our customers can count on to meet or exceed their expectations and international standards.

Quality Management System

NetApp's Quality Management System (QMS), with all global sites certified to the ISO 9001:2015 standard, is a cornerstone of our operational excellence and customer trust. Rooted in our company values, the QMS embeds principles of customer focus, leadership accountability, employee engagement, and continuous improvement across all functions. It ensures that quality is not just a compliance requirement but a strategic imperative.

Our commitment extends beyond internal operations to our global supply chain. Our contract manufacturers are required to maintain ISO 9001:2015 certification, with compliance verified through regular audits and quarterly business reviews.



100%

NetApp global sites certified to ISO 9001:2015 quality management standard

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, Authorisation, 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](#).



SOLUTIONS IN ACTION

Inclusive Design

Another important dimension of sustainable innovation is incorporating diverse perspectives and developing products and solutions that meet the needs of all users. 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 Employee Business Resource Group also collaborates with the product team to evaluate product design for accessibility.

To track our progress, we have integrated accessibility into our processes by providing scorecards to our sales teams to highlight these features. These scorecards also include measures to ensure that designers complete accessibility training, and that sellers understand the Voluntary Product Accessibility Template (VPAT) process and how to communicate it to customers. For a list of VPATs, visit [NetApp Accessibility](#).

CULTIVATING A HIGH-PERFORMANCE CULTURE

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ENABLING OUR PEOPLE TO THRIVE

At NetApp, we know that our journey as the Intelligent Data Infrastructure leader is about more than strategy and scale—it's about our people and creating a place where they can flourish. In FY25, we introduced Thrive to help fuel our high-achievement culture. Ultimately, Thrive is the differentiator driving our business and customer success.

Thrive pillars shape our high-achievement culture.



THRIVE TOGETHER

By connecting in person, we can unlock new energy, stronger collaboration, and shared momentum.



THRIVE BELONGING

Everyone, every voice, every background, every story has a place at NetApp—because when our people feel seen, heard, and respected, they do their best work.



THRIVE PERFORMANCE AND REWARDS

We're committed to recognizing our people's contributions, rewarding impact on business success, investing in employee development, and ensuring that everyone, at every level, has the tools to succeed.



THRIVE PULSE

Thrive Pulse surveys are a core part of our Thrive program, designed to foster a high-achievement culture and strengthen our muscle of listening. Twice a year, we invite all employees to share feedback that helps shape meaningful action across the company.



THRIVE TOGETHER

When our people come together, they create the energy, momentum, and collaborative excellence that propel our success.

Time in the office together enables more high-performance teamwork, spontaneous problem-solving, and breakthrough thinking. Recognizing the power of in-person collaboration, NetApp implemented Thrive Together in FY25, establishing new in-office expectations based on hybrid work categories. Thrive Together provides a unified policy that supports hybrid work by focusing on intentionality and establishing clear expectations and norms. It supports the cross-functional partnerships and improved communications and connections that come from sharing a physical space with coworkers. Team members also have more opportunities for mentorship, visibility, and learning that benefit their professional development and career advancement.

For teams operating in distributed environments, NetApp continues to provide resources to help optimize their collaboration. These include guides for making the most of in-office time, designing and leading effective team off-sites, and hybrid collaboration.

“NetApp’s Thrive Together model gives us the perfect balance—the focus of working remotely and the spark that comes from intentional in-person collaboration. When we’re in the office, we’re not just working side by side; we’re building trust, solving problems faster, and iterating in real time. That togetherness strengthens our resilience and helps us move quickly from ideas to impact.”

NetApp Principal Product Manager

THRIVE BELONGING

Individual voices, backgrounds, and stories matter at NetApp. Thrive Belonging is built on the foundation of our fair and connected workplace that celebrates the different experiences and perspectives each team member brings.

Fostering a Culture of Belonging

In FY25, we continued our steadfast commitment to an inclusive culture through the creation of the **Thrive Belonging Council**. Comprising VP-level representatives from across the enterprise, the Council's goal is to ensure that every line of our business is aligned with the Thrive Belonging ethos.

Bolstering this commitment, we also created **I Belong at NetApp**. This initiative includes quarterly communications to keep employees apprised of the ways NetApp is putting belonging at the center of our culture and how they can get involved through I Belong at NetApp Days, our Employee Business Resource Groups (EBRGs), and other activities. In addition, we continued to expand our Thrive Belonging team globally to better support activities at the regional level.

To support organization-wide inclusion, we launched the Thrive Belonging Knowledge Hub, offering practical resources and learning pathways for all employees. Our Inclusive Leadership Pathway is open to everyone, encouraging growth as inclusive leaders in any role. Employees have access to e-Learnings, articles, webinars, and tools. Courses include Neuro-inclusion Awareness, Psychological Safety, and Building Inclusive Behaviors.

We prioritize inclusion through comprehensive training at all levels. Recognizing its impact on innovation and belonging, we've implemented initiatives for both leaders and team members. In the last six months, 85% of our global leaders at the VP and higher levels completed Catalyst Inc.'s Mutual Accountability, Real Change Executive Dialogue program to build inclusive teams where everyone can thrive.

FY25 Recognition

- Newsweek - America's Greatest Workplaces 2024-2025
- 2024 Mahatma Award for CSR, ESG, and Sustainability (India)
- Human Rights Campaign - 2025 Equality 100 Award
- Disability:IN - 100% Score on the 2024 Disability Equality Index
- India Workplace Equality Index 2024, Bronze Award
- 2024 Tech Industry Alliance Leaders Awards (Ireland) - Diversity, Inclusion & Social Impact Award
- 2025 EquaLBGT+ Index (Israel) - GOLD Standard Mark
- WORK180 - Australia's Top 101 Workplaces for Women, 2025
- 2025 Stonewall Global Workplace Equality Index - Bronze Award

Building Community

Our EBRGs contribute to NetApp's inclusive workplace and culture of belonging, making them a strategic business asset. 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 are welcome to join any EBRG, regardless of their identity.

In FY25, NetApp saw a significant increase in membership, peaking at 26% of employees. During our heritage month celebrations, we hosted over 19 enterprise events with a global audience, attracting a record attendance of more than 6,000 attendees in total. Through keynote speakers, educational sessions, and panel discussions, these events helped to advance our culture of respect and belonging.

Our EBRG celebrations at the NetApp Insight and NetApp Converge conferences included an "Inclusion in Action" luncheon and a Women in Tech Networking Hour, fostering a thriving community through face-to-face interactions.

These programs and initiatives are invaluable. We believe that when employees feel they belong, they perform at their best, leading to happier, more productive employees and, in turn, happier and more successful customers.

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

- NetAbled
- NetApp Veterans (NetVets)
- NetAsia
- Proud @ NetApp
- Unidos @ NetApp
- VIBE @ NetApp (Visionaries Inspiring Black Excellence)
- Women in Technology (WIT)

THRIVE PERFORMANCE AND REWARDS

At NetApp, we recognize that our people are the cornerstone of our ambitious business goals. To continue to attract, engage, and retain high-achieving talent, we recruit and develop employees from all backgrounds and experiences, support their health and well-being, foster a growth mindset, and create opportunities for everyone to excel. Because team members should always know where they stand, the Thrive Performance and Rewards initiative provides a structured process to promote transparency, consistency, and fairness in evaluations and compensation.

Talent Attraction

At NetApp, investing in our people is foundational to our long-term success. Our talent acquisition strategy is designed not just to fill roles, but to build a strong, forward-looking pipeline of professionals who will shape the future of our business. From the moment a candidate engages with us, we focus on creating a meaningful experience—one that reflects our values, our commitment to innovation, and our belief in the power of people. We cast a wide 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.

Outreach Partnerships

Our collaborations with universities, community colleges, and industry partners are designed to build inclusive pathways into tech and business careers.

Our university partnerships span campuses worldwide, where we engage students through career fairs, speaker series, hackathons, and leadership development programs. To tap diverse, local talent pools, our partnerships with community colleges focus on career readiness, offering students resume workshops, mock interviews, and access to internships and apprenticeships—creating a launchpad for long-term success.

Through our partnership with CodePath, we provide students in computer science with access to industry-aligned curricula, mentorship, and career development. Other key recruiting partnerships include our collaboration with the Cope Foundation's Ability@Work Initiative and the University College Cork and Munster Technological University Disability Support Service Partnerships.

Another way we help build pathways for emerging talent is through educational outreach. We deliver workshops on science, technology, engineering, and math (STEM), AI, and machine learning, along with mentorship, to help ignite interest in related career paths. Our training partnerships include our Bangalore, India, office's collaboration with Nasscom, India's software and services trade association, to develop data intelligence training as part of the Future Skills learning program for undergraduate and graduate students. NetApp also collaborates with university chapters of Women in STEM and Women in Computer Science to offer panel talks, presentations, and engagement at career fairs. See the [Talent Development and Retention](#) subsection to learn more about how NetApp promotes a workforce with industry-leading tech skills and mindsets.



Relaunch Your Career

It's estimated that more than half of the world's employees take a break at some point during their careers. We recognize the value of the skills and experiences these workers gain while taking time away. Our Relaunch Your Career initiative redefines how we welcome professionals back into the workforce, especially those who have spent a year or more away for caregiving, health reasons, or personal growth.

In alignment with NetApp's commitment to an inclusive workforce, in FY25, we established a hiring initiative to recruit more individuals that have had a career break. The initiative is part of our broader strategy to expand candidate pools for mid- and senior-level roles.

Our fellowship, intern, and apprenticeship programs enable talent around the globe to gain real-world experience, mentorship, and exposure to strategic initiatives while contributing meaningfully to the business.

NetApp U.S. Military Fellowship Program

We partner with the Department of Defense and the U.S. government through the SkillBridge Program to offer service members a launchpad into civilian careers. Our military fellowships last up to six months and provide structured training and hands-on experience in industry roles across NetApp departments and geographies. In FY25, we provided fellowships to 30 active-duty military personnel.

NetApp is proud to be a Military Friendly® employer, demonstrating a commitment to creating and maintaining meaningful benefits for the military community. Additionally, we participate in the recruitment, hiring, and retention of military spouses through the U.S. government's Military Spouse Employment Partnership.

“My military fellowship at NetApp was highly impactful for my transition into the IT industry, as it allowed me to develop critical skills and gain valuable experience in a corporate environment.”
FY25 Military Fellow

NetApp India Apprenticeship Program

In FY25, the Intern Program incorporated our India Apprenticeship Program, elevating the apprenticeship experience in India with structured, government-recognized training and creating a seamless transition from intern to full-time employee. In addition, through the internship program's strategic partnerships and curriculum, the India Apprenticeship Program is building a future-ready workforce.

NetApp Global Intern Program

The Intern Program focuses on enabling interns to build strong networks, learn about NetApp technology and careers, develop a growth mindset, and foster leadership.

To support these goals, interns hone creativity and leadership skills through our Innovation Challenges and Executive Speaker Series. They gain community and visibility through Buddy Programs, Campus-to-Corporate Workshops, and Intern Showcases. Interns also gain an invaluable career advantage through their exposure to NetApp's technology, business model, and strategic priorities, as well as the program's global leadership opportunities.

We treat our interns with the same care as full-time employees, offering pay, benefits, and time off. Interns engage in collaborative projects, receive feedback, and participate in quarterly conversations with managers.



Talent Onboarding

Our global onboarding program is designed to ensure that each new hire feels seen, supported, and ready to contribute from Day 1. Whether it's navigating new systems or tackling their first big project, new team members are never alone; they're guided by a network of peers, mentors, and leaders who are invested in their success. Our culture encourages collaboration, curiosity, and excellence and our investment in talent ensures that every individual who joins NetApp is supported, inspired, and ready to make an impact. This isn't just onboarding—it's the beginning of a meaningful career journey.

We provide new employees with a toolkit and resources to understand who we are, what we do, and how they can become engaged in the NetApp community. Our Launch at NetApp hub offers checklists, chat features to connect with other new employees, and introductions to NetApp Ambassadors, employees who volunteer to help new hires integrate into our community. During their first year, new employees can participate in our global new-hire cohorts, with 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.

Recognizing that sustainability is a key priority for our customers, we also integrate environmental education in our global Early in Career (EIC) programs through onboarding toolkits and training, speaker series and other knowledge-sharing sessions, and the

opportunity to join in NetApp's company-wide Global Days of Service. Including a focus on environmental impact in our EIC programs is a powerful way to foster purposeful careers, innovative thinking, and positive impact from the outset of professional journeys.

In FY25, we made significant strides in transforming the new-hire onboarding experience at NetApp, aligning it more closely with our culture, values, and business priorities. Our efforts focused on creating a more engaging, efficient, and personalized journey for every new team member. Key enhancements included:

- **Inclusive Onboarding Framework:** Embedded Thrive Belonging principles throughout the onboarding journey to ensure all employees feel welcomed, valued, and supported from Day 1
- **Manager and Team Enablement:** Equipped leaders with tools and training to deliver consistent, culturally aligned onboarding experiences across global teams
- **Digital Transformation:** Leveraged technology to streamline onboarding processes, reduce friction, and improve accessibility for remote and hybrid employees
- **Employee Feedback Integration:** Actively incorporated new-hire insights to continuously improve onboarding touchpoints and drive higher satisfaction and retention

NetApp Emerging Talent

The NetApp Emerging Talent program (NET) is designed to launch and accelerate the careers of full-time employees with up to four years of industry experience. Through NET, participants join a vibrant global community where innovation, leadership, and growth flourish. NET aims to build a diverse, inclusive network of EIC professionals, promote a growth mindset, and empower future leaders with opportunities for cross-functional collaboration and leadership. In FY25, 969 participants engaged in:

- Volunteer initiatives and social impact programs, supporting our local communities and reinforcing NetApp's commitment to corporate citizenship
- EBRGs, to help amplify diverse voices and build cultural awareness across the workplace
- Structured mentorship programs promoting knowledge sharing, leadership development, and stronger community ties across the organization
- Projects that leveraged AI, automation, and data analytics to improve internal processes and customer experiences

S³ Academy

The Sales, Services, and Support (S³) Academy is a two-year global development program for EIC talent who aspire to become the next generation of NetApp leaders, sales professionals, and technical pioneers. In FY25, the Academy welcomed two new cohorts including 60 new hires. A total of 825 team members from a dozen countries have participated in the program since its launch in 2017.

During the 90-day immersive development experience, cohort members participated in technical and soft-skills training and education, hands-on experiences and job shadowing, and exposure to executive briefings, networking, and mentorship. To engage participants in technologies shaping the future, the FY25 curriculum incorporated training related to new sales technology, the use of AI to increase customer value, and sustainability as an opportunity to help customers achieve their goals.

“The S³ Academy has had an immense impact on the early success I've seen at NetApp. The educational side of it provided an extremely strong foundation that's allowed me to accelerate my understanding of NetApp's portfolio and the IT industry. On top of that, I've made everlasting friendships with people across the world, which is something I never imagined I'd have.”
S³ Academy participant

Talent Development & Retention

Embracing a growth mindset is a core value at NetApp and integral to our high-achieving culture. Whether through skill-building courses, personalized coaching, or opportunities to step into new roles, we offer all employees development opportunities that align with their career and personal goals.

NetApp employees have access to various professional development resources, including skills training relevant to our market and technical domain as well as thousands of LinkedIn Learning courses to enhance their professional skills. Employees can grow in their careers through job-specific development, such as AI prompt engineering training for sales roles. Our education reimbursement program supports a number of employees who are pursuing additional degrees and certain professional certifications through accredited institutions.

As AI reshapes the future of business at lightning speed, NetApp provides training and hands-on opportunities for employees at every level to develop the capabilities that turn innovation leadership into business value. In FY25, these offerings included AI bootcamps and workshops, programming and hackathon competitions, and a webinar series.

We strive to create a workplace where employees can build fulfilling, long-term careers. Toward that aspiration, our succession planning includes multiple management layers throughout the organization. For FY25, NetApp's global turnover rate (voluntary and involuntary) was 15.8%, and we continue to improve the employee experience and retain key talent.

Performance Management

In FY25, we implemented Thrive Performance and Rewards. Part of our strategy for supporting a high-achievement culture, this initiative enhances transparency around performance, differentiates rewards based on an employee's contributions and impact, and fosters consistent development opportunities. Our goal is to promote an engaged and cohesive workforce, empowering each individual to reach their full potential and drive business results.

Through the Thrive Performance process, NetApp awards a performance rating to each employee at the end of the fiscal year. These ratings are calibrated against those of employees at the same level, enabling fair, consistent, and objective evaluations. We connect performance ratings to the annual compensation planning process, which helps ensure that NetApp is recognizing and rewarding the contributions of high performers, underscoring our commitment to consistent high achievement and retention of top talent. See [Competitive Compensation](#) for more information.

Before launching Thrive Performance and Rewards, we conducted a pilot program with approximately 3,400 employees as part of our intentional approach. Pilot participants reported that they appreciated the process for establishing clear goals, regular feedback, and transparent criteria.

Professional Coaching

To support NetApp performance goals, select employees and leaders from across the globe have access to personalized, science-backed coaching that helps them thrive in their careers and personal lives through our partnership with BetterUp. BetterUp users [report](#) productivity gains of 181% and a resilience boost of 149% compared to nonusers. In FY25, employees received coaching on topics including work performance, navigating uncertainty, inclusive leadership, career development, goal setting, work-life balance, and more. We also provide executive coaching opportunities for senior leaders and executives. In FY25, 435 employees participated in 4,891 one-on-one coaching sessions.



435 employees participated in 4,891 one-on-one coaching sessions in FY25.



Well-Being and Balance

At NetApp, we promote a high-performance culture by investing in our employees' health and well-being. All employees who work at least 24 hours per week are eligible for our nonpay benefits.



COMPREHENSIVE HEALTH AND WELL-BEING BENEFITS

- Holistic, wellness-focused care for employees and their families
- Mental and emotional health resources along with physical fitness incentives for U.S. employees



FINANCIAL SAVINGS AND WELLNESS

- Employee Stock Purchase Plan participation
- Competitive retirement/pension plans



ERGONOMICS PROGRAM

- Evaluation of employees' office health risks, whether at home or in a NetApp office, and guidance on proper workstation setup, neutral body positioning, and effective stretching techniques



FAMILY-CARE BENEFITS AND SURROGACY SUPPORT

- 12 weeks of 100% paid leave for new parents in the United States
- Financial support for surrogacy costs, travel expenses for reproductive services, and various other reproductive health services for men and women
- Medical travel reimbursement for reproductive health services needed out of state, along with coverage for two cycles of IVF, for U.S. employees
- Up to 12 weeks of 100% paid leave per year for U.S. employees who are caretakers for immediate family members with significant health care needs



WORK-LIFE BALANCE

- Paid and volunteer time off, educational support, and a global employee assistance program (EAP)
- Time away from work, including a companywide, weeklong shutdown each year, three paid Global Wellness Days off, and vacation
- For new hires below the VP level, 15 days of vacation, increasing with tenure, and 10 days of sick time; unlimited vacation time off for VPs and above in the United States (a new flexible time-off policy will be introduced in FY26)
- Time-off policies outside the United States vary by country and follow statutory requirements

Competitive Compensation

NetApp's compensation plans reward employees' contributions and performance while prioritizing fairness and equal opportunity. We offer competitive base pay along with performance-based and long-term incentive programs.

In FY25, NetApp established pay guidelines based on factors including employee performance ratings to help managers make more informed decisions about annual compensation adjustments. By achieving true pay for performance, this approach further supports our high-achievement culture, aligning our people's efforts with business goals and providing a clear, objective basis for pay decisions.

We believe that employees in similar job functions and roles, with similar experience and skills, and who are achieving similar performance ratings, should receive comparable pay, and we aim to create consistent, compliant, and transparent pay programs. This, in turn, ensures equal pay for equal work and increases representation at all levels across our global workforce. We conduct pay equity assessments for our global workforce twice a year, with assistance from a third party to ensure objectivity.



THRIVE PULSE

We actively engage with our teams to understand the full range of their perspectives, gather feedback on company initiatives and manager performance, and act on suggestions for improvement.

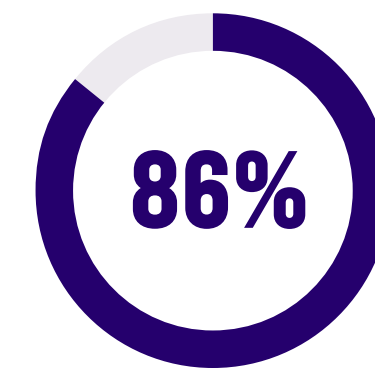
Our companywide Thrive Pulse surveys are a foundation of our culture of listening, giving us a powerful read on employee engagement and sentiment and directly shaping how NetApp operates. Survey findings highlight macro themes, which are then discussed at the leadership level. Managers also receive team-level results and guidance for planning actions to address specific feedback, strengthen team cohesion, and optimize performance.

In FY25, NetApp maintained a high response rate, with 87% of employees participating in the survey, a rate 13% higher than the response-rate benchmark provided by our survey consulting organization.

In addition to the Thrive Pulse surveys, NetApp offers several other feedback mechanisms for employees, including surveys based on critical moments in the employee journey, like onboarding and exit, and dedicated surveys focused on strategic human resources topics. 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 company-wide 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 and during the meeting. In FY25, we developed an employee listening strategy focused on targeted listening throughout the employee lifecycle. We will implement the strategy in FY26.

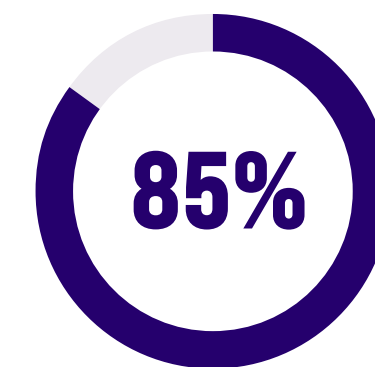
FY25 Thrive Pulse Survey Highlights

To calculate ratings, we convert survey question responses to a 0-100 rating scale, generating an average score.



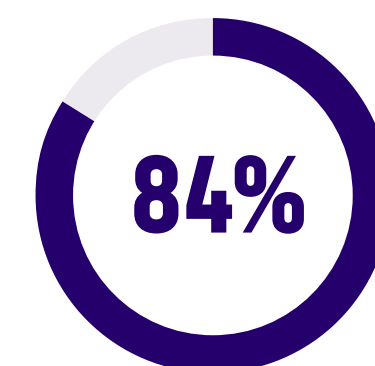
SOCIAL IMPACT

Measures the extent to which employees feel NetApp has a positive impact on the world



BRAND STORY

Gauges employees' sense of pride in who we are as a company and how they feel about NetApp's brand and reputation



ETHICS REPORTING

New question measures the degree to which employees feel they can report ethical concerns without fear of retaliation



77 / 100

Employee engagement score, reflecting employees' level of agreement with "I would recommend NetApp as a great place to work" and their response to "How happy are you working at NetApp?" The rating is on par with the technology industry benchmark provided by our survey consulting organization.

THRIVING TOGETHER IN OUR COMMUNITIES

At NetApp, caring for our communities is one of our core values. We believe data and AI can be powerful forces for change—and we're committed to using them to help people, protect our planet, and open doors to opportunity.

Our social impact work focuses on three pillars.



DATA AND AI EDUCATION

Expanding access to data and AI literacy, skills, and career pathways



DATA AND AI FOR GOOD

Supporting solutions that apply data and AI to address social or environmental challenges



EMPLOYEE COMMUNITY ENGAGEMENT

Empowering employees to support the causes they care about through volunteering and giving

In FY25, we deepened our collaboration with customers, partners, and employees to amplify our collective impact. Together, we expanded access to data and AI education, celebrated innovators using data and AI for good, and launched new companywide programs to make giving and volunteering easier than ever. Together, these three pillars reflect how NetApp's people, technology, and partnerships are creating lasting impact in communities worldwide.

Expanding Access to Data and AI Education

Through collaboration with a global network of customers, partners, and nonprofit organizations including Microsoft, Technovation, aiEDU, Raspberry Pi Foundation, The World's Largest Lesson, Agastya International, and others, we reached **500,000 students worldwide with data and AI literacy programs, a 452% increase from FY24**. By working with partners that have large networks, we created a multiplier effect, scaling impact through both in-person and digital programs so learners everywhere could participate.

Alongside these collaborations, we also expanded the **NetApp Scholars** program. In FY25, NetApp supported **116 students** in the United States and India with scholarships and mentorships as they pursue majors that can lead to technology careers connected to data and AI—a **241% increase** from FY24. This growth shows how we are expanding opportunity for high-achieving students from underserved communities, helping them stay in school, build critical skills, and prepare for future careers.

Through scholarships, immersive tools like our **Data Explorers Minecraft Education World**, and digital learning resources, we're helping learners of all ages build the skills they need to succeed in an ever-evolving, data-driven society.

Scholar Spotlight: Expanding Access to Technology Careers

Chirag Patel, a recent graduate in computer science and engineering from L.D. College of Engineering in Ahmedabad, India, exemplifies the transformative power of the NetApp Scholars Program. Coming from a humble background, the scholarship eased the financial pressures of college and allowed him to focus on his studies. Today, Chirag is a software developer at Knackroot Technolabs. His journey reflects how NetApp Scholars are building the skills and confidence they need to thrive in a data-driven future.

Minecraft Education World: Data Explorers

NetApp, in collaboration with The World's Largest Lesson, joined forces with Microsoft on its AI literacy mission, supporting students with knowledge, expertise, and understanding of data literacy via the new Minecraft Education World: Data Explorers. In this Minecraft world, students learn about data and how it can be used in a range of real-world environmental careers to protect our planet and the people on it. This immersive experience reached more than 240,000 students in FY25.



Driving Social Impact With Data and AI

At NetApp, we believe technology has the greatest impact when we partner and act together. In FY25, we launched the **Customer Partner Social Impact Awards** at NetApp INSIGHT, our global conference for customers and partners, to celebrate organizations that use NetApp technology to drive positive change.

Our inaugural award recipients, **Microsoft** and the **National Marrow Donor Program (NMDP)**, demonstrate the multiplier effect of impact at scale.

Beyond our technology and awards, NetApp also amplifies impact by supporting nonprofits through philanthropic grants. One example is our ongoing collaboration with The Tech Interactive through The Tech for Global Good program, which highlights innovators using data and AI to tackle real-world challenges through exhibits, videos, and lesson plans that inspire learners.

Looking ahead, we will expand the NetApp Customer Partner Social Impact Awards globally in order to reach more geographies and audiences. As part of this growth, we will broaden recognition to include new categories for partner-led innovation in social impact and sustainability. At the same time, we will continue to invest in grants that support nonprofits using data and AI to create positive change. By advancing recognition, technology, and grantmaking together, we will deepen collaboration, scale impact, and further embed social impact into the fabric of our business relationships.

MICROSOFT

We recognized Microsoft for its leadership in expanding AI literacy and skills worldwide. Through programs like AI Skills Navigator, Microsoft Learn, and LinkedIn Learning pathways, Microsoft provides millions of learners with the tools they need to succeed in the era of AI. NetApp technology powers LinkedIn, hosting databases that reliably synchronize content on its public websites. For young learners, NetApp and The World's Largest Lesson have joined Microsoft in supporting students in data literacy through a Minecraft Data Explorers world, an interactive resource that helps students everywhere build data literacy and prepare for future careers. For more information, see [Minecraft Education World: Data Explorers](#).

NMDP

We also honored NMDP for advancing life-saving cell therapy. NMDP operates the world's most diverse blood stem cell registry and drives innovation to remove barriers to treatment. With NetApp's secure, intelligent data infrastructure, NMDP accelerates cell therapy research and expands access to cures for patients with blood cancers and blood diseases worldwide, bringing hope to families around the world.

Grantee Spotlight: Karya

In FY25, our grant to The Tech Interactive supported Karya as the NetApp 2024–2025 Tech for Global Good Laureate. Karya's AI-powered platform connects rural workers in India with paid digital jobs via smartphones, addressing underemployment while producing local language data for AI models. With 22 major languages spoken across India, Karya's work ensures that technology development includes diverse voices and better serves communities that have been historically left out. With this support, Karya is creating income opportunities for thousands of families and helping to build a more inclusive digital future.



Empowering Employees to Give Back

In FY25, employee participation in volunteering and/or giving surged from 46% to 83%—an increase of 80% year over year. This record engagement reflects our core value of caring for our communities and our commitment to making it easier for employees to support the causes that matter most to them.

We analyzed employee feedback and participation data, which gave us clear insights: Employees were most likely to donate during peak giving seasons and volunteer during times when they had more flexibility. Acting on these insights, we launched the Global Giving Challenge in December and planned a new program, Global Volunteer Month, which will launch in FY26. These campaigns make participation simple, social, and rewarding.

In our first **Global Giving Challenge**, we provided each employee with a \$100 grant to direct to the eligible nonprofits of their choice. Business units competed for the highest participation, unlocking extra grants for their causes. We developed dashboards to track participation, and leaders used this data to rally their teams, driving record engagement across the company. During the Global Giving Challenge, more than 10,500 employees across 38 countries donated more than \$2.9 million, supporting 5,000 nonprofits worldwide. Employee personal giving for FY25 also rose 40% year over year, showing the power of collective action.

Beyond company-sponsored campaigns, NetApp also multiplies employee generosity through our **matching gifts** and **volunteer grant programs**. We match employee donations dollar-for-dollar up to \$2,000 per fiscal year and provide volunteer grants that turn employee service hours into direct funding for the nonprofits they support. Together, these programs multiply the impact of every donation and every hour volunteered.

Recognizing Volunteer Leaders

In FY25, we also celebrated outstanding employees through our **Global Volunteer Awards** program, recognizing those who went above and beyond to strengthen their communities.

Volunteer Spotlight: Inspiring the Next Generation of STEM Leaders

Bobby Rountree, a NetApp Consulting Solutions Engineer with a Ph.D. in data science, helps shape the future of science, technology, engineering, and math (STEM) through his leadership with Black Success Oriented Networks (SONs). As a board director, he supports the nonprofit's mission to guide young students toward STEM careers. He also helps the organization grow by building partnerships and connecting with local groups in new cities.

At the Winter STEM Extravaganza in Baltimore, he led the “Become a Fact-ivist” activity, engaging hundreds of students ages 5 through 14 in a hands-on data visualization lesson. Through NetApp’s volunteer grant program, his service hours also generated funding to help Black SONs grow its reach and inspire even more young learners.





Building Momentum

These efforts contributed to strong feedback in our companywide **Thrive Pulse survey**. Employees rated Social Impact as one of the top categories across NetApp, with **86% reporting that they feel good about the way NetApp gives back to the community.**

Looking ahead, we will launch our first **Global Volunteer Month** in FY26, creating more opportunities for employees to connect, contribute, and be recognized for their impact. Highlights will include our first-ever **Family Volunteer Day**, bringing employees and their loved ones together to give back to our communities. We strengthened employee leadership in FY25 through **NetApp Cares Ambassadors** and will expand this model in FY26 by establishing **NetApp Cares Committees** worldwide to coordinate efforts, strengthen employee and community connections, and amplify our culture of giving back.

83%
of employees participated in volunteering/charitable giving (up from 46% in FY24)

\$5.3M
total corporate + employee donations (+51% year over year)

20,946
volunteer hours contributed

86%
of employees reported feeling good about the way NetApp gives back to our community

5,555
nonprofits supported worldwide

BUILDING A RESILIENT BUSINESS

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SUSTAINABLE OPERATIONS

Just as we empower our customers to advance their own sustainability goals, at NetApp, we hold ourselves to the same high standards within our operations.

By embedding sustainability in our strategic decisions and daily actions, we strengthen our ability to adapt to changing environmental conditions and regulations, safeguarding long-term business continuity and stability.

Our priorities include optimizing energy use and reducing greenhouse gas (GHG) emissions, responsibly managing water and waste, and building a resilient supply chain that efficiently and effectively responds to changing business needs.

Environmental Management System

In conformance to the ISO 14001:2015 standard, NetApp's Environmental Management System (EMS) provides a structured framework for managing and mitigating our environmental footprint across emissions, materials, waste, and water use. Through clearly defined, time-bound objectives and assigned responsibilities, our EMS enables consistent performance and accountability throughout our global operations. NetApp upholds this commitment through regular internal audits and annual third-party assessments, reinforcing transparency and continuous improvement.

The ISO 14001 certification confirms that NetApp has established robust environmental reporting protocols and adheres to international best practices, including lifecycle analysis, standardized labeling, and proactive communication. This also reflects the dedication of our teams worldwide and underscores our alignment with global sustainability goals, regulatory compliance, and stakeholder expectations. All contract manufacturing sites that NetApp uses are ISO 14001 certified. NetApp is committed to continuous improvement and focused on driving measurable environmental impact while empowering our people and partners to contribute to a more sustainable future.



Energy and Carbon

Optimizing energy use and reducing GHG emissions strengthens operational resilience and stakeholder trust, reduces regulatory and climate risk, and contributes to the global effort to limit the worst impacts of climate change on communities and the economy. Our decarbonization strategy sets clear emissions-reduction targets and implements targeted actions and initiatives to achieve them. This includes increasing renewable energy use and continuously enhancing energy and resource efficiency in our offices and data centers.

Science-Based Emissions Reduction Targets

In January 2025, the Science Based Targets initiative (SBTi) validated NetApp's updated near-term emissions-reduction targets:

- Reduce absolute Scope 1 and 2 GHG emissions 50.8% by FY30, from an FY20 baseline
- Reduce Scope 3 emissions from use of sold products by 51.6% per effective petabytes shipped by FY30, from an FY23 baseline

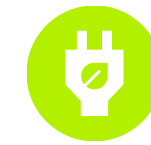
SBTi has classified NetApp's Scope 1 and 2 target ambition as in line with a 1.5°C trajectory. These targets demonstrate NetApp's unwavering commitment to making sustainability a crucial component of our business resilience strategy and leading the storage industry to help customers meet their energy efficiency goals.

In FY26, we intend to finalize a three-year plan to achieve our Scope 1 and 2 target, with a particular focus on advanced energy efficiency measures and renewable energy as we continue to expand capacity in our data centers.

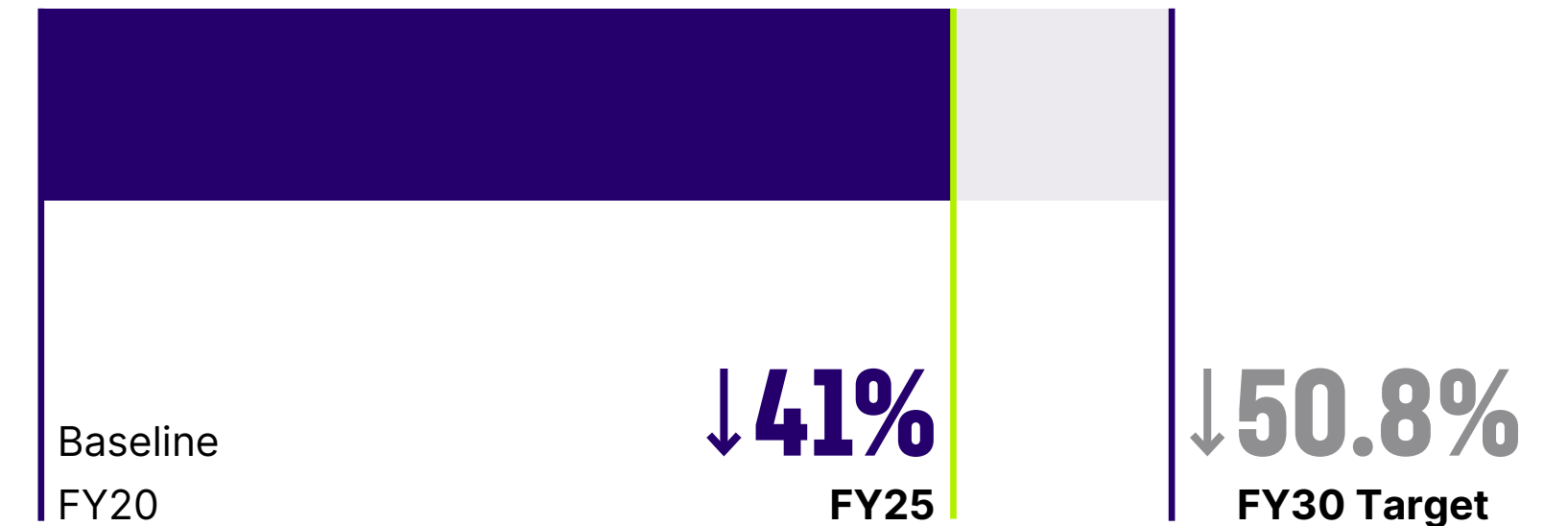


DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

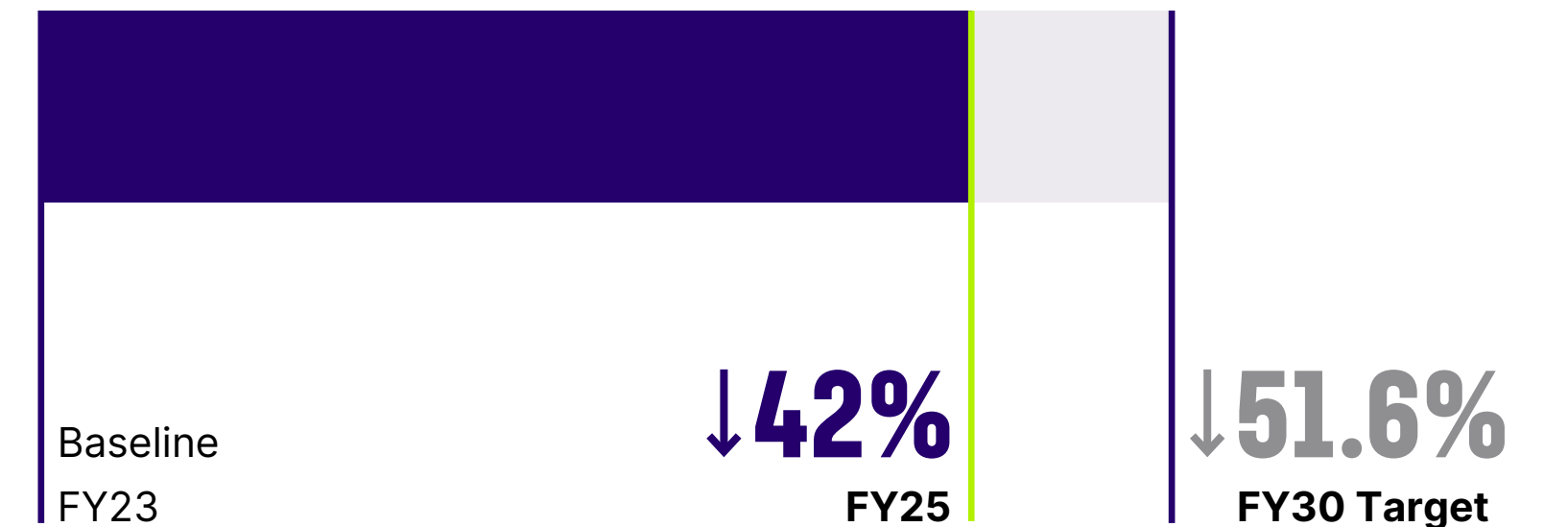
Performance Against Our Targets



Reduce absolute Scope 1 and 2 emissions^a



Reduce Scope 3 emissions from use of sold products per effective petabyte shipped^b



↑ 29% Petabytes shipped in FY25 vs. FY24^c

- Scope 1 and 2 market-based emissions were 69,754 metric tons of carbon dioxide equivalent (MTCO₂e) in FY20, the base year for calculations, chosen when NetApp first set targets in FY22.
- Our Scope 3 target is based on the FY23 use of sold products intensity, which was 69.39 MTCO₂e/effective petabyte shipped. NetApp selected the base year in FY25, when we set the emissions-reduction target, because it was the year for which we had data for the relevant categories of emissions.
- At the same time we've decreased Use of Sold Products emissions intensity by 42%, we increased petabytes shipped by 29% year over year.

Operational Emissions and Energy Use

NetApp's direct and indirect operational (Scope 1 and 2) emissions are driven primarily by our global real estate footprint—specifically, energy for heating, cooling, lighting, and equipment across our offices, labs, and data centers. In FY25, we achieved a 6% year-over-year reduction in absolute Scope 1 and 2 emissions despite an increase in overall energy consumption, due to increased purchasing of renewable electricity.

SCOPE 1 AND 2 EMISSIONS^a

(in metric tons CO₂ equivalent, or MTCO₂e)

	FY25
Scope 1	2,310
Scope 2 (market based)	38,877
Scope 2 (location based)	63,030
Total Scope 1 and 2 emissions (market based)	41,187

ENERGY USE^a

(in megawatt hours, or MWh)

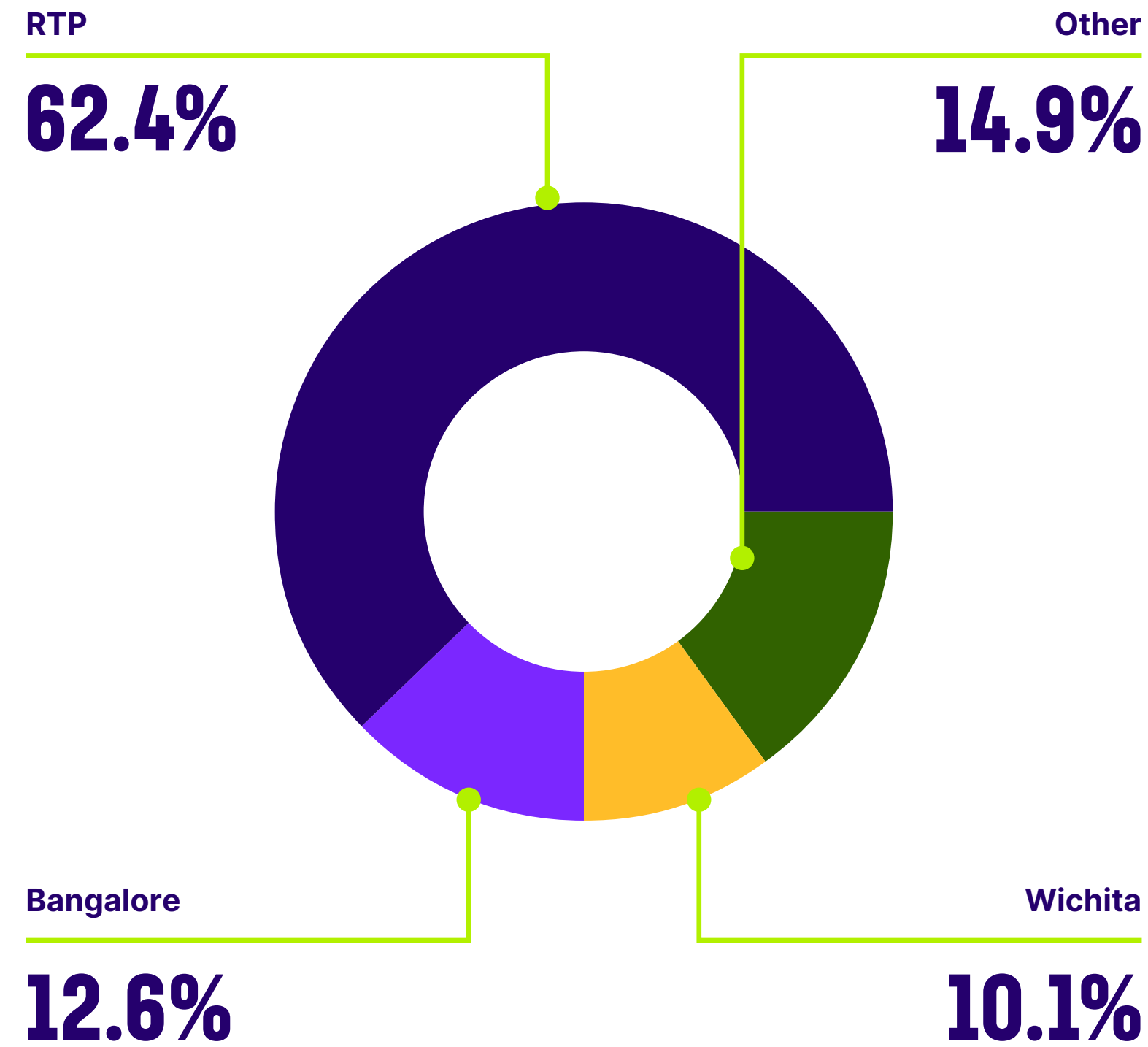
	FY25
Total site energy consumption	180,598
Electricity consumption	178,003
Fuel consumption from stationary sources	2,595
% renewable energy	21%

a. FY23 and FY24 data can be found in the [Performance Data Tables](#), pages 52-53.

NetApp's FY25 Energy and Carbon Footprint

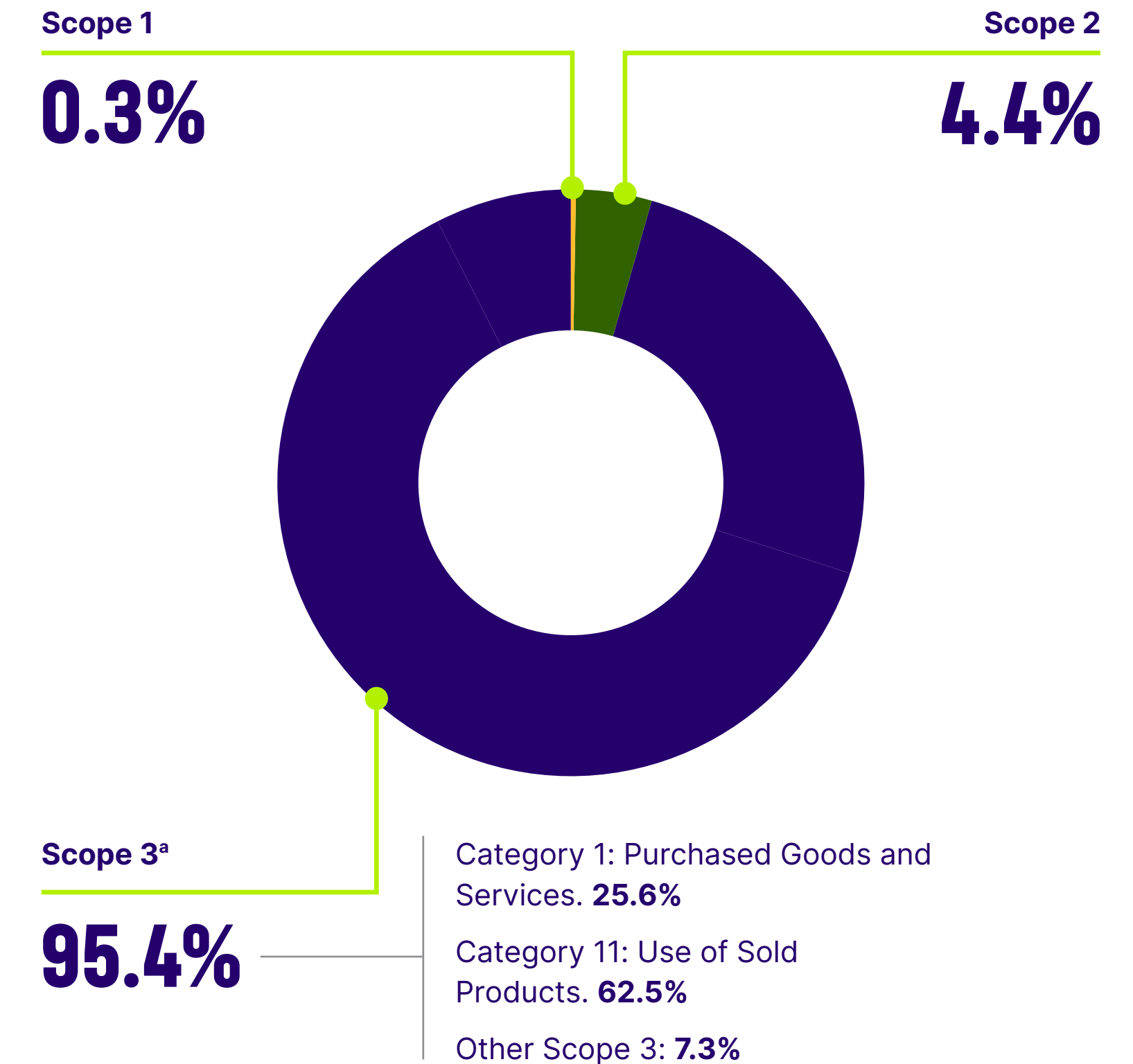
SITE ENERGY CONSUMPTION (MWh)

180,598
total



GHG EMISSIONS (MTCO₂e)

890,901
total



a. For the detailed Scope 3 inventory, please see the [Performance Data Tables](#) on page 53.

Sustainable Buildings

We aim to boost energy efficiency and reduce GHG emissions by prioritizing sustainability in our global offices. We maintain sustainability accreditations including the Building Research Establishment Environmental Assessment Method (BREEAM), Leadership in Energy and Environmental Design (LEED), Green Star 4, and National Australian Built Environment Rating System (NABERS).

In FY25, we worked on final preparations to relocate NetApp's New York office to the newly constructed LEED Gold-certified Spiral building in Hudson Yards. Officially opened in June 2025, the new office will act as a center for innovation, collaboration, and client engagement, while also demonstrating our continued focus on enhancing environmental performance across our real estate footprint.

NetApp continues to strive to reduce energy consumption through upgrades to our lighting within our buildings and parking lots. Upgrading office and parking lot lighting to LEDs significantly enhances sustainability by reducing energy consumption and lowering carbon emissions. LEDs are highly efficient, with our lighting using up to 60% less energy than traditional lighting solutions, which translates to substantial energy reductions. Through the replacement of the lighting with LED technology NetApp has been able to save almost 400 MWh of energy on an annual basis. Additionally, LEDs have a longer lifespan, reducing the frequency of replacements and the associated environmental impact. This upgrade not only supports energy-

reduction goals but also contributes to creating a more sustainable environment.

Additionally, NetApp ensures energy is used efficiently through building automation systems and HVAC schedules. By implementing HVAC and lighting automation systems that power down nonessential equipment during unoccupied hours, they significantly boost sustainability by optimizing energy usage. Advanced HVAC controls provide heating and cooling only when needed, minimizing energy consumption and lowering GHG emissions. Similarly, lighting automation turns off lights during nonpeak hours, preventing unnecessary energy use. These technologies contribute to a more sustainable and energy-efficient environment.



100%

NetApp offices certified as meeting ISO 14001:2015 environmental standard

Data Center Efficiency

Prioritizing energy efficiency in our labs and data centers is essential for minimizing our environmental footprint and reducing operational costs. Additionally, we gain valuable insights that enhance our ability to develop innovative solutions that benefit our customers. Our facilities incorporate advanced efficiency features, including an energy-optimized electrical distribution design and outside air economizers that significantly reduce the need for mechanical refrigeration. In 2007, we introduced the cold aisle containment system we use today, incorporating a unique design unlike anything previously implemented. Our commitment to continually optimize the design and operation of our data centers enables us to remain at the forefront of energy efficiency.

We track Power Usage Effectiveness (PUE) in our data centers to monitor performance and identify opportunities for improvement. In FY25, two of our Research Triangle Park (RTP) facilities stood out, achieving a PUE of 1.15 and 1.17, well below the industry average of 1.57 and placing them among the most energy-efficient facilities in the world.



Renewable Energy

In addition to improving efficiency, we continue working to increase the share of our electricity supplied by renewable energy, through both on-site installations and other procurement strategies. In FY25, NetApp's total share of renewable energy increased to 21%.

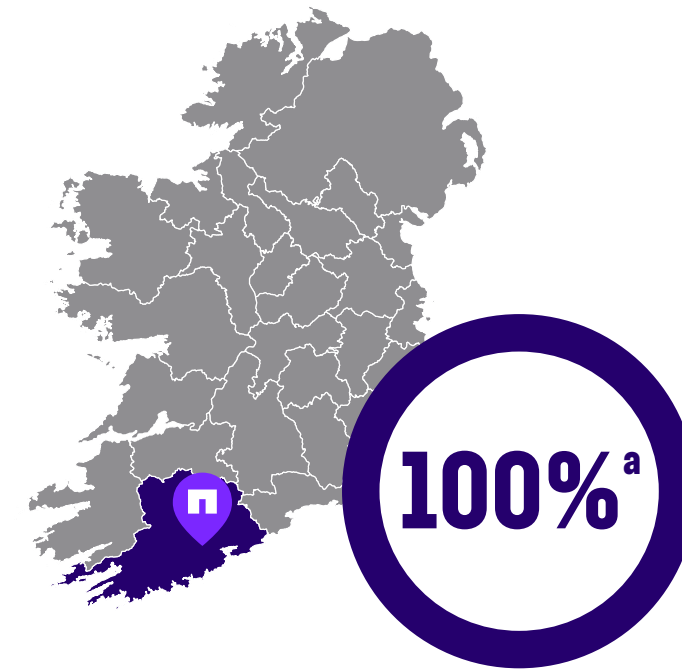
In 2025, NetApp joined the Clean Energy Buyers Association (CEBA). CEBA activates energy buyers and partners to advance low-cost, reliable, carbon-emissions-free global electricity systems. The CEBA member community comprises over 400 energy customer companies and their partners, including energy providers and nongovernmental organizations.



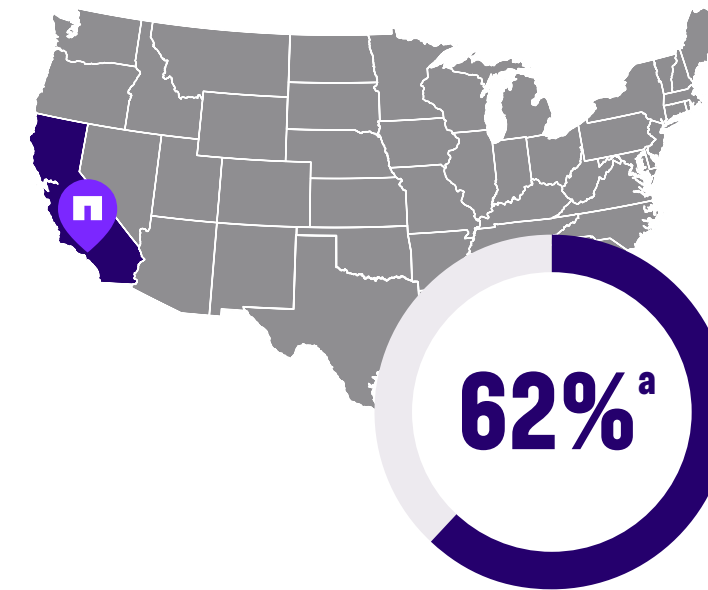
Renewable Energy Use at NetApp Facilities

We are actively striving to source our electricity from renewable sources. Below highlights our top locations where we have converted electricity to renewables.

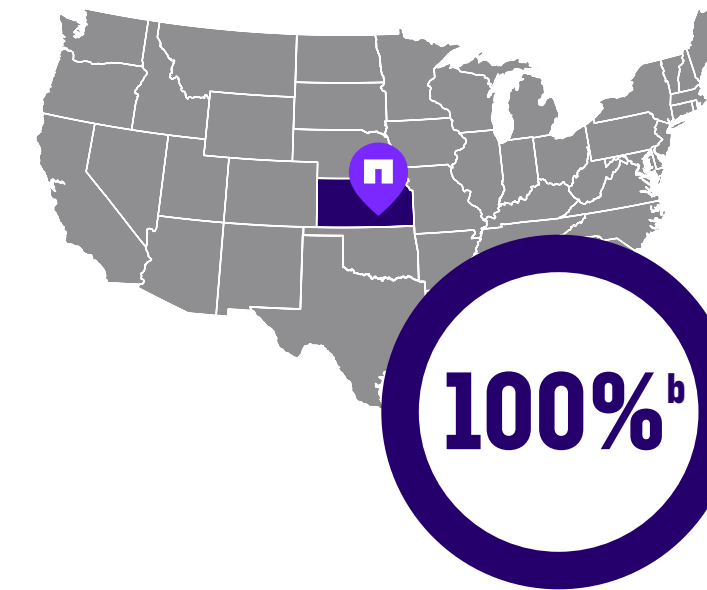
International headquarters in Cork, Ireland



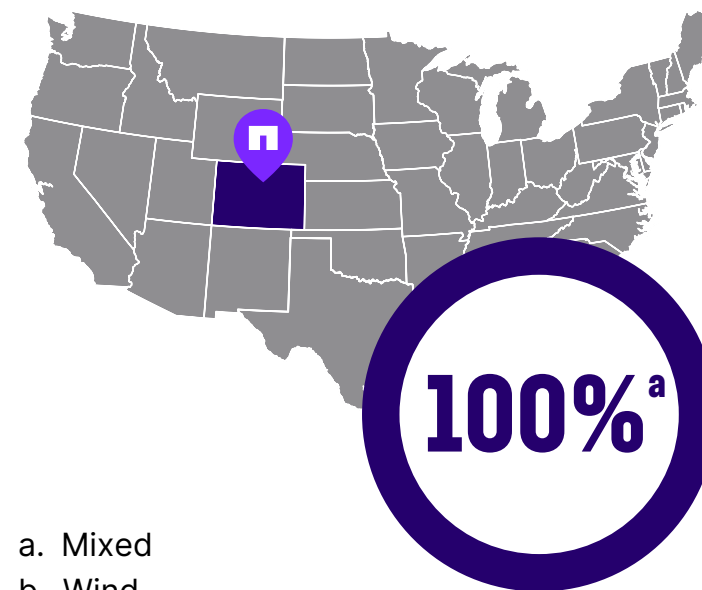
Corporate headquarters in San Jose, California



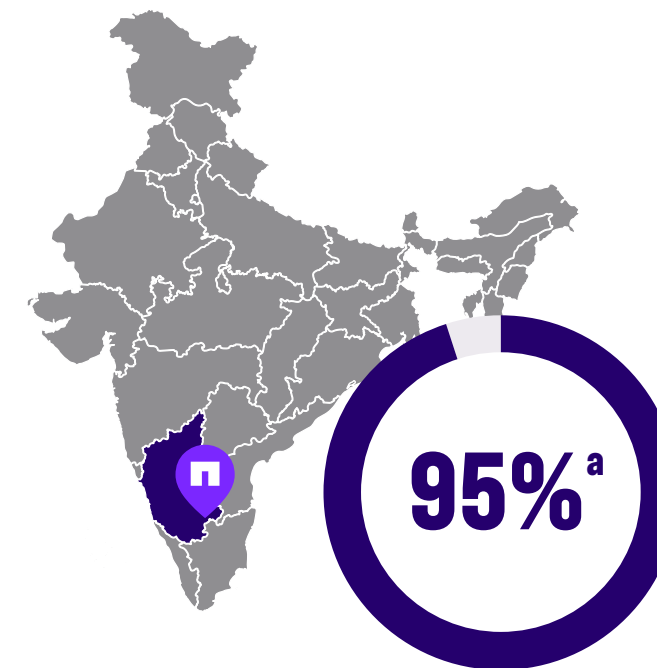
Wichita, Kansas



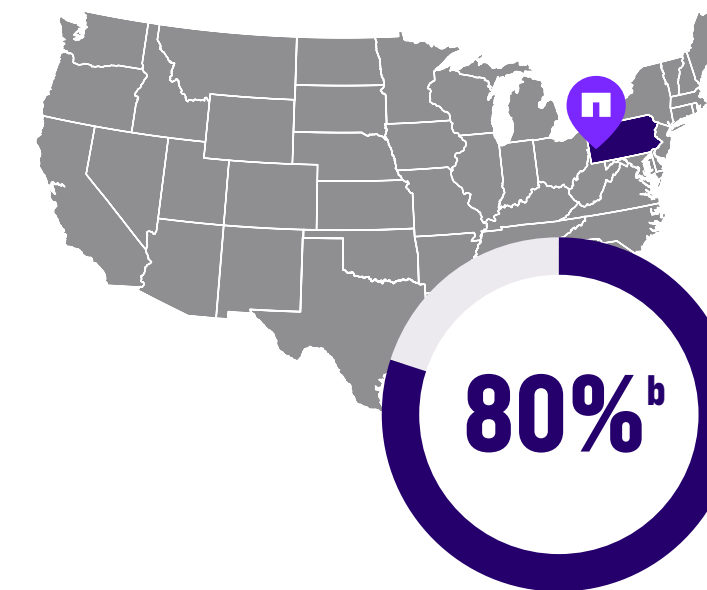
Boulder, Colorado



Bangalore, India



Cranberry Township, Pennsylvania



a. Mixed
b. Wind

Business Travel

We are actively advancing sustainability within our corporate travel program through a multifaceted approach. This includes educating travelers on the return on investment of travel to encourage more mindful decision-making and partnering with an external contractor to improve the accuracy and depth of our travel-related sustainability data.

A NetApp employee serves as the current chair of the Global Business Travel Association Sustainability Committee, giving NetApp a leadership role in shaping industry-wide best practices. Internally, we integrate sustainable procurement practices by standardizing RFP questions to prioritize environmental responsibility.

NetApp promotes the use of public transportation and electric vehicles and voluntarily participates in carbon offset programs to mitigate the environmental impact of travel. We are also exploring the purchase of sustainable aviation fuel and implementation of internal carbon budgets to further align travel activities with our broader sustainability goals.

Water

At NetApp, we recognize that water is an essential, finite resource. Our [Global Water Policy](#) demonstrates our commitment to reducing water consumption and outlines the responsible water management practices we implement across our global operations, which deliver meaningful reductions in freshwater withdrawals.

Each year, we assess water risk at NetApp sites using the World Resources Institute’s Aqueduct Water Risk Atlas. In FY25, this assessment again identified two major sites—RTP and Bangalore—as being in water-stressed regions. While we do not currently have any relevant effluents, we continue to monitor for effluent management requirements.

At our RTP campus, evaporative cooling towers used for lab and data center cooling account for more than 70% of site water withdrawals. In 2022, we launched a multiyear initiative to eliminate their reliance on freshwater. This required a significant investment to reconfigure piping and install advanced controls, enabling the use of reclaimed water. Fully operational in FY25, the project saved approximately 14 million gallons of freshwater that year, reducing cooling tower freshwater consumption by 86%. Since its launch, the initiative has conserved more than 20 million gallons of freshwater, and we expect to reduce RTP cooling tower freshwater use to near zero in FY26.

In Bangalore, our cooling towers consume approximately 5 million gallons of freshwater annually. To strengthen resilience against peak summer water shortages and reduce freshwater withdrawals, we are investing in air-cooled chillers in FY26. This system will deliver lab cooling and act as a vital backup during water shortages that affect water-cooled systems. The Bangalore facility will continue to operate on 95% renewable electricity, with no increase in GHG emissions despite the additional electrical load.

WATER^a (in megaliters)

	FY25
Total water withdrawal	170
Total water consumption	125
Total water discharge	45
% recycled or reclaimed	77%
% withdrawn in water-stressed areas	47%
Total water withdrawal – RTP	76
% recycled or reclaimed	85%
Total water withdrawal – Bangalore	66
% recycled or reclaimed	100%

a. FY23 and FY24 data can be found in the [Performance Data Tables](#), page 54.

Waste

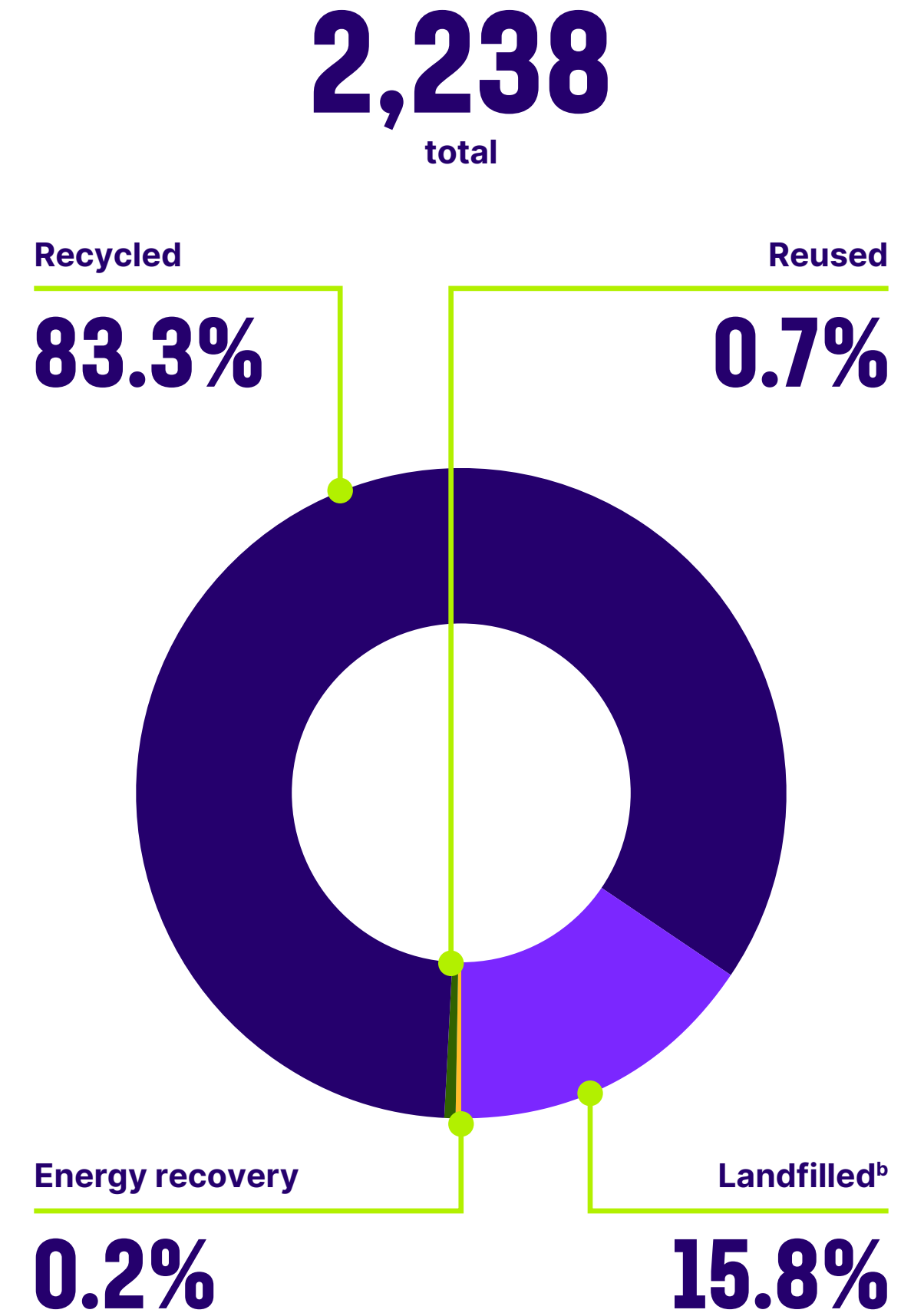
NetApp is committed to responsibly measuring and managing waste throughout our value chain, including office and electronic waste (e-waste) from our own operations, as well as e-waste recovered through our comprehensive product take-back program. We strive to continuously reduce our waste footprint and to divert as much waste as possible from landfills through reuse, recycling, and composting.

NetApp’s e-waste collection and management efforts encompass personal computers, data center hardware, and other electronic equipment used in our internal operations, as well as equipment collected through our customer-facing product take-back program. For more information, see [Product Take-Back and E-Waste](#).

We work with certified e-waste disposal vendors, and our program prioritizes equipment reuse whenever feasible. As a result of these efforts, approximately 98% of our managed e-waste is recycled, resold, or returned to service each year.

Our commitment to responsibly manage waste also extends to our key suppliers. All of our original design manufacturers and contract manufacturers have formal recycling programs and provide tracking data.

NETAPP’S FY25 WASTE FOOTPRINT^a (MT)



a. Includes both operational waste and e-waste. For detailed breakdowns of each, see [Performance Data Tables](#) in the [Appendix](#).
 b. Landfilled total includes 0.1 MT hazardous waste (i.e., <0.1%) and 353.5 MT nonhazardous waste.

Health and Safety

We strive to prevent work-related accidents and ensure the safety of our global workforce. NetApp's Health and Safety program is supported by a global safety management system guided by ISO 45001 standards, aligned with regional policies, and managed by a global safety and security team.

Our global safety and security operations center operates around the clock, ensuring we are prepared to address any issues that may arise.

We continue to evolve NetApp's health and safety strategy, and in FY25, we finalized our Global Health & Safety Policy Statement, further enhancing global consistency and proactive risk management. At the tactical level, we maintain an injury and illness prevention plan in the United States, with the ultimate 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. NetApp's CEO and his team remain apprised of the health and safety program's development through quarterly updates and ad hoc presentations.

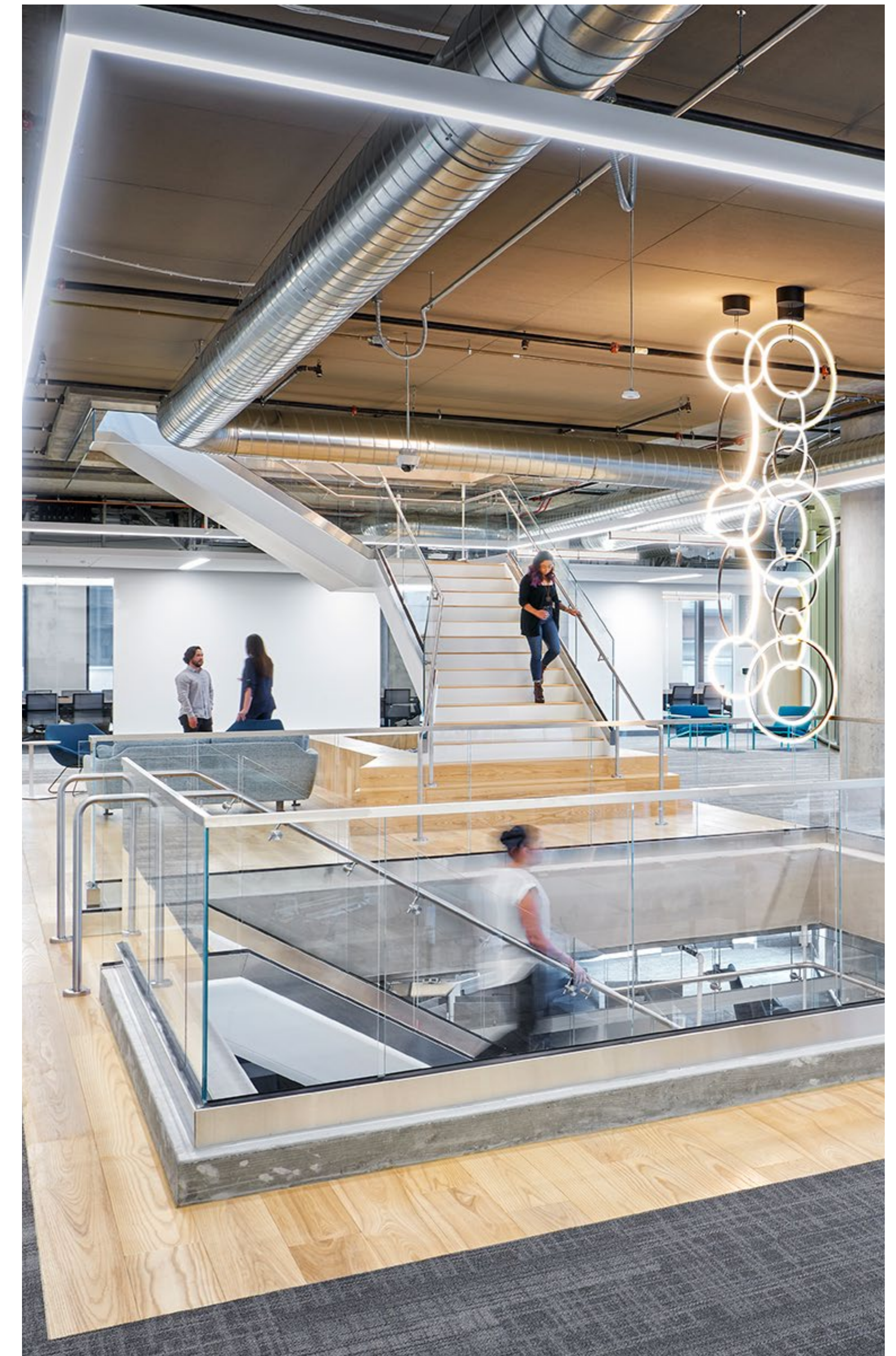
To provide for safe and healthy workplaces, we offer role-specific training to make sure employees understand our safety expectations. In addition, we track our safety performance using key performance indicators such as documented safety walks, site safety risk reviews, and annual emergency response plan reviews. These metrics help us identify and mitigate potential safety risks. We also engage third-party companies for periodic risk assessments. In FY25, 100% of NetApp sites had a health and safety risk assessment. See the [Safety Performance table](#) in the Appendix.

Emergency Preparedness

Maintaining robust emergency response processes is essential for keeping our employees safe. NetApp's global emergency response team (ERT), 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.

To enhance our responsiveness, in FY25, we expanded membership in the ERT and first-aid certifications, especially in our India and Asia-Pacific regions. Additionally, we rolled out a simplified global Employee Site Emergency Response Plan, along with targeted training to support the ERT and plan.

Along with the global ERT, 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. Recognizing the increasing incidence of climate-related extreme weather, in FY25 we conducted our first climate risk assessment, which incorporated and analyzed existing emergency preparedness measures at our sites. See more in [Climate Risk](#).



Supply Chain Management

NetApp's supply chain principally includes third-party vendors operating in the United States, Mexico, the Netherlands, Hungary, Taiwan, and Singapore. Other key suppliers include commercial real estate firms, IT equipment and software providers, and travel providers. NetApp views suppliers as long-term partners and we structure long-term agreements with strategic suppliers to clearly define our relationships, some dating back to the 1990s.

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, inclusivity, cost, quality, risk (cybersecurity, financial, and supply chain), and other factors such as regulatory compliance. These factors are captured in our Sustainable Procurement Policy, which is aligned with the Responsible Business Alliance (RBA), ISO 26000, and the United Nations (U.N.) Global Compact.

We conduct monthly reviews of supplier capacity and discuss evolving forecast impacts with suppliers. These practices help ensure we have sufficient capacity to reduce the need for overtime and other nonstandard production methods. In addition, NetApp conducts cost modeling of supplier activities, including labor and other costs, to help calculate the pricing of products and services offered and to drive a fair price.

To mitigate the risk of counterfeit products or components, NetApp sources components mainly from original equipment manufacturers when possible. Our manufacturing sites are contractually required to follow an SAE International AS5553-compliant process.

Supplier Code of Conduct

NetApp's Supplier Code of Conduct (Code) 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 is based on the framework established by the RBA, which is developed in alignment with internationally recognized standards, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the U.N. Universal Declaration of Human Rights.



Supplier Screening and Selection

To uphold our standards of integrity, we conduct thorough due diligence on prospective suppliers, assessing their information security, labor, and reputational issues, among other factors. We also conduct business reviews with critical suppliers.

NetApp employs a comprehensive approach to identify, screen, and monitor supplier categories that pose higher risks. This process assesses suppliers based on risk factors such as geographic location and their ratings from the Global Slavery Index and Corruption Perceptions Index, in addition to information security, business continuity, physical security, disaster recovery, and application security assessments. Additionally, NetApp assesses industry-specific risks to identify indirect suppliers with elevated risk profiles. Throughout their engagement with NetApp, these identified high-risk suppliers undergo continuous monitoring through RBA to mitigate any potential human rights risks at both the corporate and site levels.

For qualified suppliers with high impact, we also evaluate sustainability performance, including determining if they have set science-based emissions targets and factoring in results of relevant sustainability assessments by third parties, such as RBA, SBTi, and EcoVadis. For targeted prospective and selected suppliers, sustainability criteria make up a minimum of 10% of total score weight, ensuring we make informed decisions and engage proactively to improve sustainability performance across our supply chain.

Supplier Auditing

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

Within the last five years, RBA has audited 93% of the top supplier sites by spend for NetApp-branded products. Among our top four suppliers of NetApp-branded products, three have received an RBA rating of Platinum and the remaining supplier is rated Gold. We are tracking action plans for the Gold-rated site to move it toward Platinum status. RBA audits include tier 1, tier 2, and tier 3 suppliers of NetApp components, including some that provide raw materials.

Supply Chain Resilience

To enhance supply chain resilience, we strive to have multiple suppliers qualified to provide critical components where possible, and to have our products manufactured in multiple locations to mitigate our supply chain risk.

We maintain a business continuity program that is designed 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. We have also completed extensive supply chain mapping, and we monitor at a manufacturing part level for criteria including component healthiness (including lifecycle status, number of sources, lead time, and node technology), geopolitical/geographic dependency, market availability, compliance (including labor and sustainability), and quality.

In FY25, we made several strategic shifts within our supply chain, including relocating our primary Americas distribution center to Guadalajara, Mexico, and completing a multiyear process to move printed circuit boards assembly

manufacturing from China to Mexico. In addition to enhancing resilience and proximity to key markets, these moves will also help simplify our logistics, which will contribute to reduced energy and emissions associated with shipping.

Inclusive Sourcing

At NetApp, we foster a responsible, inclusive, and competitive supply chain. We believe that inclusive sourcing drives innovation, economic equity, and supply chain resilience. NetApp is committed to adhering to all anti-discrimination laws and our goal is to ensure a level playing field where all qualified suppliers who express interest have a fair chance to compete and succeed. Business is awarded based on merit and in alignment with our standards of performance and value delivery.

Modern Slavery and Human Rights

Our [Modern Slavery Statement](#) outlines our approach to promoting human rights across our supply chain. The NetApp Global Business Conduct Council (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 component suppliers for potential risks. This year, a specific and detailed Modern Slavery Incident Response Plan was devised in conjunction with our procurement team to address the granular details of how possible breaches of our policies in this area would be managed.

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 U.N. Universal Declaration of Human Rights, the Organisation for Economic Co-operation and Development's Guidelines for Multinational Enterprises, the U.N. Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the ILO Fundamental Conventions.

Conflict Minerals

In accordance with the U.S. Dodd-Frank 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 are committed participants in the Responsible Minerals Initiative and have conducted a Reasonable Country of Origin Inquiry across our supply base to trace the origin of conflict minerals, ensuring they are not obtained from regions linked to conflict or human rights abuses. As outlined in our [Conflict Minerals Policy](#), NetApp's suppliers are expected to comply with, and support NetApp in complying with, Conflict Minerals Regulations. In our commitment to responsible sourcing, we also request that suppliers address and remove any high-risk smelters identified in their Conflict Minerals Reporting Template submissions.

NetApp has issued a documented Statement on Responsible Sourcing that requires our suppliers to exercise thorough diligence concerning the source and traceability of conflict minerals in their supply chains. To uphold compliance with both U.S. and foreign export controls, economic sanctions, and customs regulations, NetApp requires its suppliers to affirm that they will refrain from furnishing any products procured from or manufactured using materials sourced from restricted destinations or entities.

GOVERNANCE

By championing the highest standards of ethics and integrity, we build trust today while strengthening our resilience for tomorrow.

We integrate data privacy and information security throughout our business, and we 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.

Board Snapshot^a

INDEPENDENCE^b

8 **1**

Independent Non-independent

AVERAGE AGE

60.8

Years

BOARD COMPOSITION

33.3%

Female

AVERAGE TENURE

7.75

Years

- Age and tenure data reported is as of the filing date for the company's [2025 Proxy Statement](#).
- As determined by the Board of Directors in accordance with the Nasdaq Stock Market, LLC rules. George Kurian, NetApp's CEO, is the company's only non-independent director.

Corporate Governance

NetApp's Board of Directors (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 highly qualified Board by identifying and considering qualified candidates who will increase the Board's breadth of business experience, professions, skills, perspectives, and backgrounds.

Our Board employs a consistent and robust evaluation process to assess its own effectiveness. Every year, the Corporate Governance and Nominating (CGN) Committee engages a third party to conduct a formal evaluation of individual directors eligible for reelection, as well as each Board committee and the Board as a whole.

Our Board and its three independent standing committees preside over our sustainability programs, performance, and strategy, and each committee plays a distinct and essential role in overseeing critical elements of our sustainability programs and practices. See our [2025 Proxy Statement](#) and [Corporate Governance](#) webpage for more information about our Board and its committees.

AUDIT COMMITTEE

The Audit Committee oversees the overall 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 (ERM) program.

CORPORATE GOVERNANCE AND NOMINATING COMMITTEE

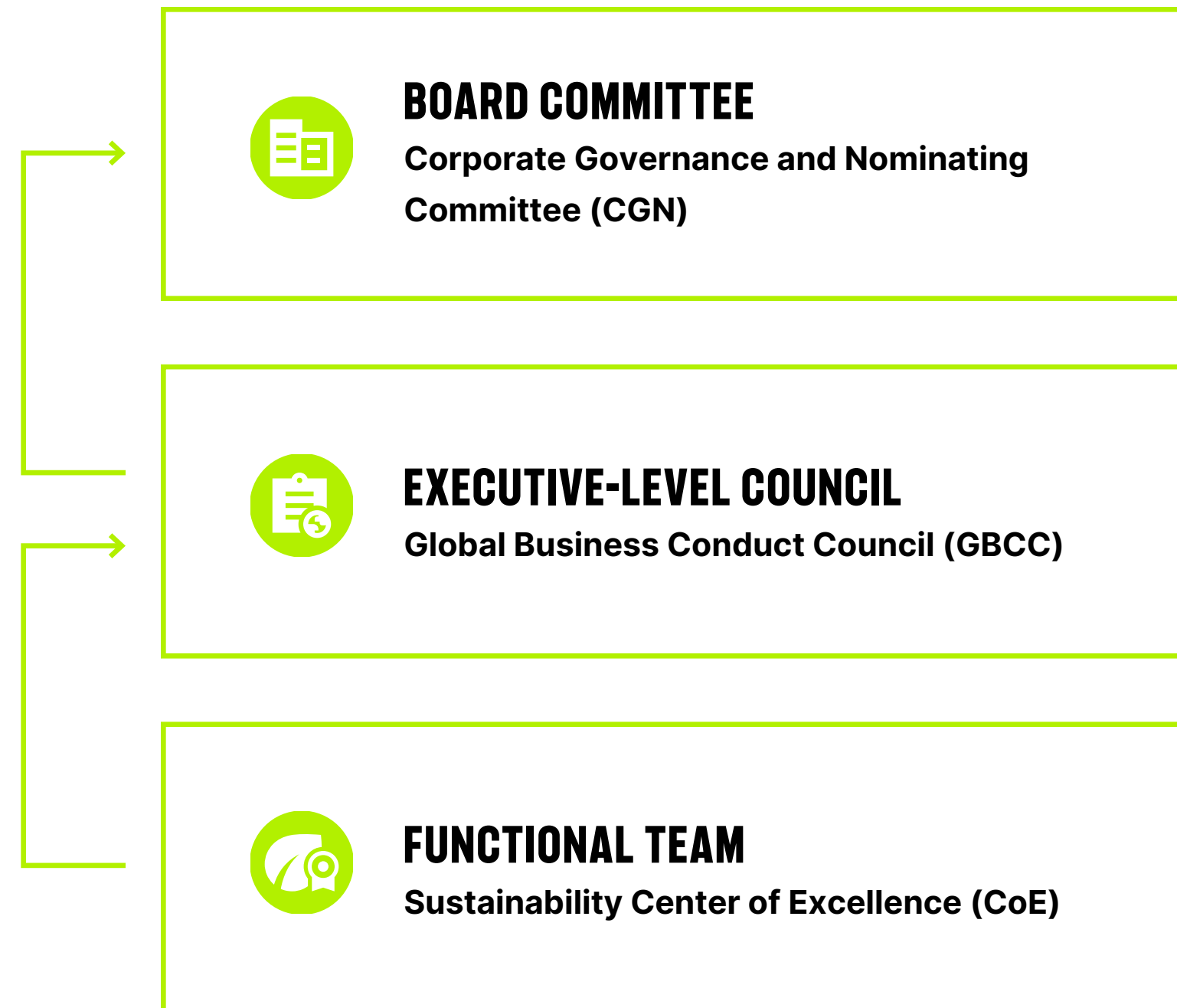
The CGN Committee assesses and provides recommendations on Board and committee composition, identifies candidates for Board membership, and evaluates director independence. It manages and periodically reviews our corporate governance policies, guidelines, and procedures, as well as our overall sustainability strategy, including programs, policies, practices, disclosures, risks and opportunities, measures, objectives, and related performance. The CGN Committee makes recommendations to the Board regarding the integration of sustainability matters into the company's business strategy and operations, and it coordinates as necessary with the Talent and Compensation Committee and Audit Committee on required sustainability disclosures.

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 corporate culture, anti-discrimination and equal opportunity for our workforce, talent acquisition, engagement, development, and retention.

Sustainability Governance

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



The CGN Committee oversees our overall sustainability strategy, including our environmental targets, strategy, and performance. The CGN Committee also assesses environmental risks and opportunities, such as those related to climate change. This structure ensures that our sustainability efforts are effectively managed and aligned with our strategic objectives.

At the executive level, the GBCC is a cross-functional group of executives responsible for evaluating and approving sustainability-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 sustainability performance across each of their functions. To ensure alignment with the Board, our CSO briefs the CGN Committee on behalf of the GBCC at least annually.

The Sustainability Center of Excellence (CoE), established in FY25 and led by our CSO, leads enterprise-wide sustainability strategy, operations, and planning. The CoE partners with leaders across NetApp on fiscal year goals and operationalizing commitments into the rhythm of the business.

At the site level, our Workplace Experience team reports to the chief administrative officer and works to identify and implement site-specific and broad-scale actions to reduce Scope 1 and Scope 2 GHG emissions, waste, and water use. Similarly, our operations, supply chain, and products teams each contribute to formulating and executing strategies that reduce Scope 3 emissions.

RISK MANAGEMENT

Our companywide ERM process is designed to help us identify and manage potential risks, including climate-specific 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 Internal Audit team in collaboration with a cross-functional team of senior leaders responsible for managing top-level risks. Each risk category is assigned to a specific senior leader, who is then responsible for its assessment and management. Internal Audit reports on the ERM process and its assessment annually to the executive team and Audit Committee.

CLIMATE RISK

Climate risk is of growing concern to many stakeholders, evident in the multiple new reporting regulations across the world, including in California, the European Union, and Australia. In 2025, we conducted NetApp’s first climate risk assessment, led by a group of key cross-functional internal subject-matter experts and third-party climate risk experts. The assessment covered both physical and transition risks across two scenarios—Business as Usual and Net-Zero Aligned—for both the near term (2035) and long term (2050). Although we did not identify any financially material climate risks, we did identify risks for ongoing monitoring across both physical and transition risk categories. The identified risks will be integrated into our existing risk management processes to ensure their proper visibility and management in the future.

AI OVERSIGHT

The Board, in coordination with the Audit Committee and CGN Committee, is responsible for overseeing our AI governance and risk management processes, which address the development and use of AI products and services and our use of AI in our internal operations. As this is a nascent and rapidly developing area, the Board and management are working together to continue to update and strengthen our AI governance and risk management policies.

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.

In addition to our Code of Conduct, NetApp maintains various compliance programs, such as our global trade compliance program, our comprehensive anti-bribery program, and our partner compliance program. Through training, controls, and certifications, our global trade compliance program is designed to help us abide by applicable import and export laws wherever we operate. Our comprehensive anti-bribery program strictly prohibits commercial or government bribery and facilitation payments, among other types of misconduct. Through our partner compliance program, we apply risk-based due diligence to our third-party relationships and monitor through updated due diligence, audits, training, and communications.

In FY25, we engaged 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. Going forward, we plan to develop and conduct an annual compliance risk assessment.

Ethical and Compliance Oversight

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

Ethics & Compliance 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:

- **Anti-bribery and anti-corruption**
- **Conflicts of Interest**
- **Protecting company assets**
- **Doing business with integrity**
- **Reporting ethical issues**

In addition to Code of Conduct training, we train employees on global trade compliance, anti-bribery, and anti-corruption, as well as anti-harassment and bullying, anti-discrimination, and modern slavery.

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. As of FY26, the online version of Doing Business Right is a mandatory training for all new hires on our Go to Market team.

Next to our Code of Conduct, we have detailed formal policies for anti-bribery and anti-corruption, prevention of harassment and bullying, speaking up, gifts and entertainment, conflicts of interest, and modern slavery.

Every fiscal year, we develop a compliance communications plan that will be implemented in tandem with the compliance trainings. This plan organizes and delivers targeted messages to employees, as well as messages for our management (directors and above), about various compliance topics relevant 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. Our reporting processes are secure and confidential.

In FY25, we updated and enhanced our Speak Up policy, as well as our Compliance Hotline, which is operated 24/7 by an independent reporting service that enables internal and external individuals to freely—and, where allowed by law, to anonymously—communicate their concerns. Additional languages were added to the Compliance Hotline to enable all employees and third parties to share concerns in their local languages. The Ethics and Compliance team, together with Internal Audit, oversees and monitors the hotline reports.

NetApp takes all complaints seriously, responding to each within 24 hours, in adherence to our standards and processes. Every report is assessed, thoroughly investigated, and handled with care. Metrics on reported concerns, including those that come through the hotline, are reported to the GBCC and the Audit Committee on a quarterly basis.

Data Protection, Information Security, and Data Privacy

Our customers rely on us to protect one of their most valuable assets—their data. To safeguard customer assets, we employ the same rigorous standards of data protection practiced in our own operations. As a key element of this approach, each NetApp employee contributes to protecting and securing data through receipt of regular communications regarding the information security and privacy program, and through mandatory annual information security training, as well as role-specific data privacy training every other year. All personnel with access to the NetApp network and systems, including contractors, are required to complete the annual security training. In addition, we are planning to implement annual data privacy training in the next fiscal year.

As technology rapidly advances, global and regional information 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 27001:2013, ISO 27001:2022, ISO 9001:2015, SOC 2 Type 1, SOC 2 Type 2, 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.

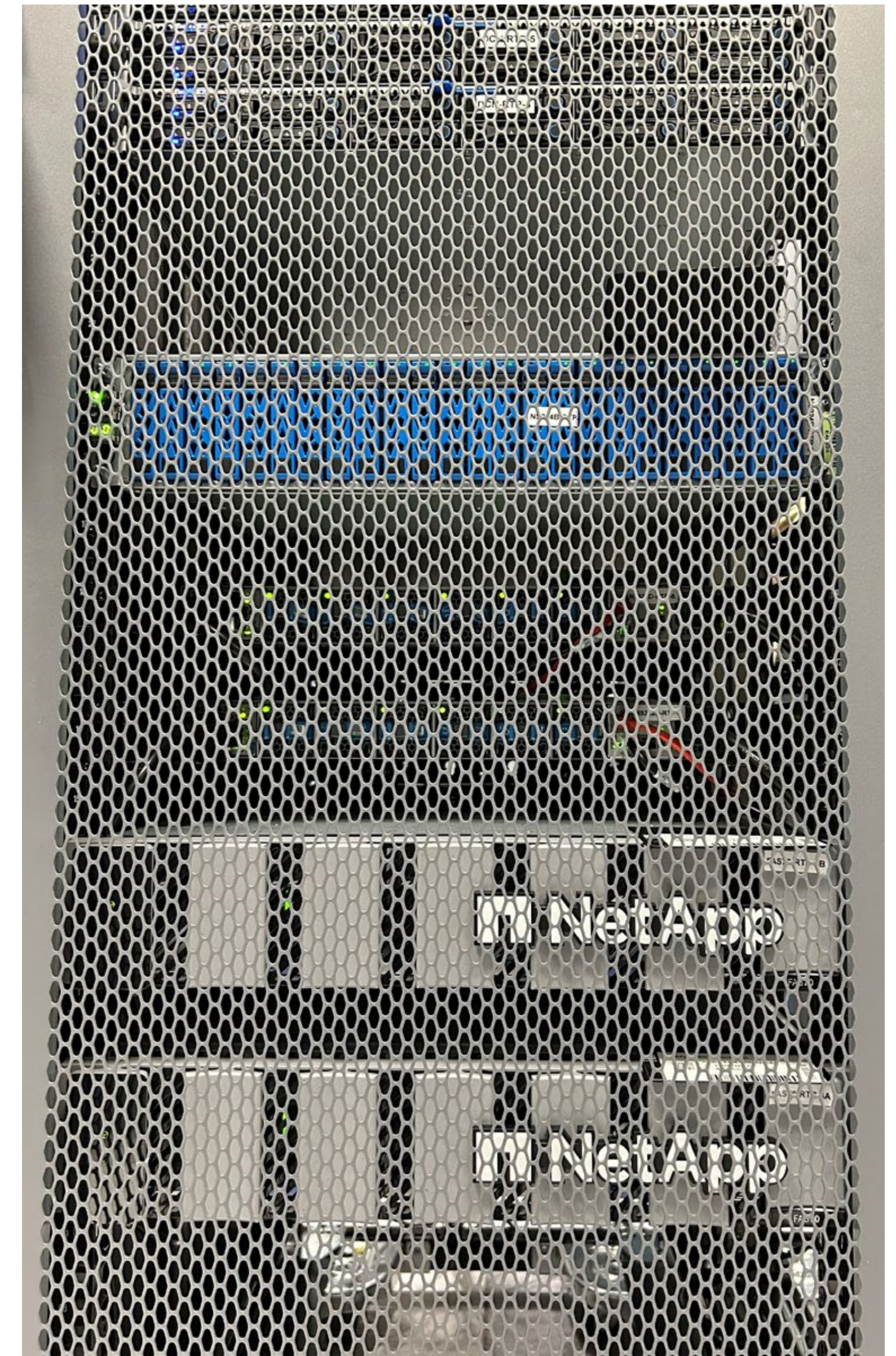
Further, we empower our customers by placing control over data collection, use, and storage in their hands. This allows our customers to safeguard the privacy of their employees, partners, and customers with NetApp's secure solutions.

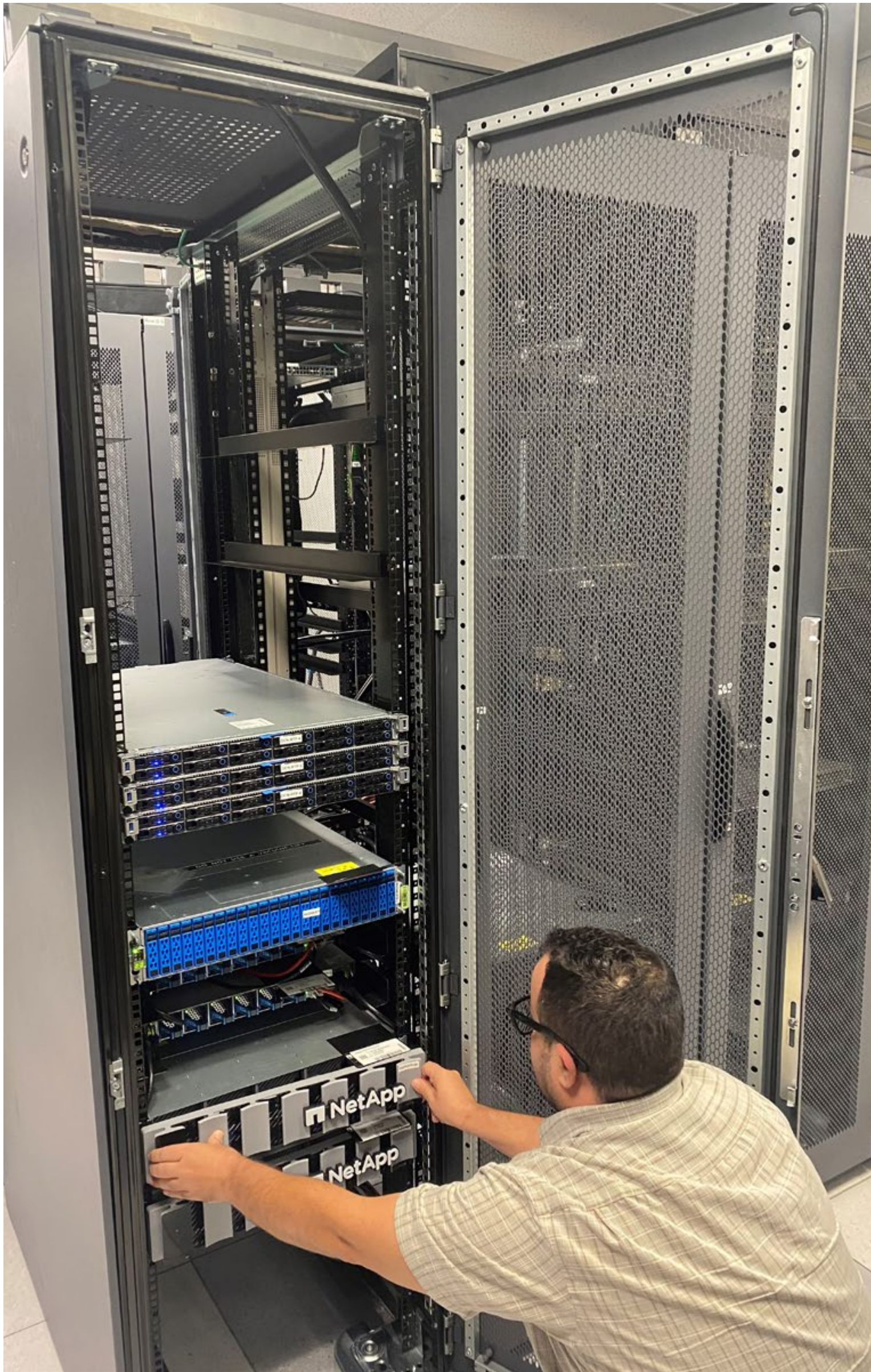
Oversight

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 information security officer manages data security, and our chief privacy officer manages data privacy initiatives. In addition, the Board of Directors of our international headquarters is actively engaged in overseeing cybersecurity matters to ensure compliance with applicable regional information security regulations and standards.

Trust Center

Our Trust Center outlines the policies and practices we follow to 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. The Trust Center further enhances transparency by giving customers insight into the subprocessors we engage to deliver our products and services.





Information Security

At NetApp, information security is the bedrock upon which we build privacy and compliance. We adhere to relevant information security laws everywhere we operate, following best practices for storing, transmitting, and processing data.

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 Plan (IRP). We conduct annual IRP tests and train incident responders to confirm our response readiness and test our breach-notification process. In FY25, we experienced no material cybersecurity incidents that were required by the Securities and Exchange Commission to be reported on Form 8-K.

Our chief information 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. Annually, we undergo independent external audits of our processes and practices to maintain our certification. In FY25, 100% of NetApp's in-scope products and services met all controls defined by ISO 27001:2013.

Data Privacy

NetApp's deep commitment to data privacy is prescribed in our Code of Conduct and fortified through our Standard Contractual Clauses. Guided by our fundamental principles of transparency, legal compliance, robust security, and accountability, we safeguard and manage personal data with the utmost diligence.

At the core of our approach is a commitment to facilitating open dialogue on international data transfers and upholding the operational protocols that define our privacy responsibilities. Our program features a structured Privacy Impact Assessment (PIA) process that we employ to identify and mitigate potential privacy risks linked to projects, products, feature releases, or internal technology initiatives. The primary goal of our PIA program is to embed privacy considerations into the design and execution of our endeavors, fostering transparency and accountability in all our initiatives.

We strive to maintain clear and concise communication regarding the collection, utilization, transfer, and disclosure of personal information, clarifying the rationale behind each action. Our [Privacy Policy](#) serves as a comprehensive resource, covering all relevant NetApp business lines and subsidiaries. The policy outlines the avenues through which individuals can oversee the management of their personal data, as well as rights related to the accessibility, rectification, and deletion of their data. NetApp does not rent, sell, or provide personal data to third parties for purposes other than completing transactions or providing services. Our [Cookie Policy](#) delineates the types of cookies employed, states their purposes, and provides insights into how users can modify or restrict cookie settings on their devices. By equipping our users with this knowledge, we empower them to make informed decisions about their online privacy and data interactions.

APPENDIX*

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* We plan to include a Task Force on Climate-related Financial Disclosures (TCFD) index in this appendix parallel to releasing our California SB 261 disclosure, which follows the TCFD framework. We anticipate having this disclosure within this appendix by January 2026.

PERFORMANCE DATA TABLES

OVERALL FIGURES

	FY25
Total number of employees	~11,700
Number of offices	64
Number of countries with offices	26

REVENUES (in millions)

	FY25	FY24	FY23
Product	\$3,040	\$2,849	\$3,049
Services	\$3,532	\$3,419	\$3,313
Net revenues	\$6,572	\$6,268	\$6,362

COST OF REVENUES (in millions)

	FY25	FY24	FY23
Cost of product	\$1,284	\$1,137	\$1,517
Cost of services	\$675	\$698	\$636
Total cost of revenues	\$1,959	\$1,835	\$2,153

PROFIT (in millions)

	FY25	FY24	FY23
Gross profit	\$4,613	\$4,433	\$4,209

OPERATING EXPENSES (in millions)

	FY25	FY24	FY23
Sales and marketing	\$1,865	\$1,828	\$1,829
Research and development	\$1,012	\$1,029	\$956
General and administrative	\$311	\$308	\$265
Restructuring charges	\$83	\$44	\$120
Acquisition-related expenses	\$5	\$10	\$21
Total operating expenses	\$3,276	\$3,219	\$3,191

INCOME (in millions)

	FY25	FY24	FY23
Net income	\$1,186	\$986	\$1,274

PRODUCTS

	FY25
% of product that is recyclable	97.8%
% of packaging made from recycled or renewable material	73%
% of products with traceability to origin ^a	100%

a. All of our products have at least some traceability into the origin of raw materials.

PERFORMANCE DATA TABLES (CONTINUED)

EMPLOYEES^a

	Americas		APAC		EMEA		India		Total Male	Total Female	Total All
	M	F	M	F	M	F	M	F			
Full time	34.3%	12.1%	6.0%	1.9%	12.8%	4.1%	19.6%	7.2%	72.7%	25.2%	97.9%
Part time	0.1%	0.0%	0.1%	0.1%	0.2%	0.2%	0.0%	0.0%	0.3%	0.4%	0.7%
Temporary ^b	0.1%	0.1%	0.1%	0.0%	0.2%	0.2%	0.6%	0.1%	1.0%	0.4%	1.4%
Total^c	34.4%	12.2%	6.1%	2.0%	13.3%	4.5%	20.2%	7.3%	74.0%	26.0%	

a. Data by headcount and as a percentage of total global employees as of the end of the fiscal year.

b. Temporary employees includes fixed-term and intern employee class, regardless of full- or part-time status.

c. Totals may not sum to 100% due to rounding.

EMPLOYEE DEMOGRAPHICS—AGE^a

	FY25	FY24	FY23
<30	13%	13%	14%
30-50	61%	59%	59%
>50	26%	28%	28%

a. Totals may not sum to 100% due to rounding.

EMPLOYEE DEMOGRAPHICS—GENDER

	FY25	FY24	FY23
Male	74.0%	74.4%	75.0%
Female	26.0%	25.6%	25.0%
% of women at top management level ^a	28.8%	28.7%	27.2%

a. Defined as VP or higher.

PERFORMANCE DATA TABLES (CONTINUED)

U.S. EEO-1 DATA ^{a,b}	Male								Female								Total Female	
	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Undisclosed	Total Male	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White		Undisclosed
Executive-/senior-level officials and managers	0.0%	44.4%	0.0%	5.6%	0.0%	0.0%	38.9%	11.1%	81.8%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	18.2%
First-/midlevel officials and managers	0.3%	23.6%	2.7%	4.2%	0.0%	0.9%	60.4%	7.9%	68.1%	0.0%	25.8%	7.3%	4.1%	0.0%	1.6%	57.6%	3.5%	31.9%
Professionals	0.3%	28.9%	4.4%	3.8%	0.1%	1.4%	55.5%	5.6%	73.4%	0.3%	35.8%	7.9%	5.4%	0.2%	2.4%	42.2%	5.7%	26.6%
Sales workers	0.2%	7.5%	4.2%	6.8%	0.5%	2.3%	70.5%	7.9%	84.7%	0.7%	4.8%	4.1%	8.2%	0.7%	2.1%	74.0%	5.5%	15.3%
Administrative support workers	0.0%	12.7%	10.9%	10.9%	0.0%	1.8%	63.6%	0.0%	38.2%	0.0%	10.1%	11.2%	12.4%	0.0%	3.4%	58.4%	4.5%	61.8%
Technicians	0.0%	0.0%	7.7%	7.7%	0.0%	0.0%	84.6%	0.0%	76.5%	0.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	23.5%
Total	0.2%	17.2%	3.0%	3.4%	0.1%	1.1%	43.8%	4.7%	73.5%	0.1%	7.6%	2.0%	1.6%	0.1%	0.6%	13.2%	1.4%	26.5%

a. Data as of the end of the fiscal year. This may differ from other published reports that show calendar year.

b. Totals may not sum to 100% due to rounding.

PERFORMANCE DATA TABLES (CONTINUED)

EMPLOYEE TRAINING AND DEVELOPMENT	FY25	FY24	FY23
New hire rate ^a	16.0%	–	–
% of internal promotions	11.5%	12.1%	12.2%
Internal hire rate	18.0%	22.1%	20.0%
Employee turnover rate ^b	15.8%	10.4%	16.9%
Total learning hours (including compliance)	242,068	146,054	217,501
Average annual learning hours per employee (including compliance)	20.3	12.2	17.6
# of employees who participated in BetterUp (coaching)	435	485	531
% of employees who received regular performance and career development reviews	100%	100%	100%
% of employees who participated in a quarterly conversation with their manager ^c	88%	83%	81%

a. Newly reported metric in FY25.

b. Calculated with average annual headcount. Does not include administrative terminations (such as conversions from intern to full time).

c. As determined by a point-in-time internal employee survey at the beginning of FY25.

EMPLOYEE ENGAGEMENT AND BENEFITS	FY25	FY24	FY23
Employee engagement survey engagement rate	77	81	78
# of military fellowships	30	27	30
% of employees eligible for Employee Stock Purchase Plan ^a	99.9%	–	–
% of employees participating in Employee Stock Purchasing Plan	77%	75%	74%

a. Newly reported metric in FY25.

EXTERNAL RATINGS	FY25	FY24	FY23
Disability Equality Index score	100	100	100
Human Rights Campaign Corporate Equality Index score	100	100	100

SAFETY PERFORMANCE	FY25	FY24	FY23
Total recordable incident rate	0.25	0.29	0.23
Near-miss frequency rate	0.06	0.01	0.04
Total fatalities	0	0	0

SCOPE 1 AND 2 EMISSIONS^a (in metric tons CO ₂ equivalent, or MTCO ₂ e)	FY25	FY24	FY23
Scope 1 emissions	2,310	2,751	2,321
Scope 2 emissions (market based)	38,877	41,210	41,565
Scope 2 emissions (location based)	63,030	62,136	62,400
Total Scope 1 and 2 emissions (market based)	41,187	43,961	43,886
Emissions intensity (MTCO ₂ e/total revenue)	0.000006	0.000007	0.000007

a. Scope 1 and 2 emissions are calculated within a third-party GHG accounting platform, using standard databases such as U.S. eGrid and International Energy Agency (IEA) emissions factors and a 100-year global warming potential. NetApp uses an operational control approach for consolidating emissions and follows the GHG Protocol. Calculations include CO₂, CH₄, N₂O, and HFCs. Note, PFCs, SF₆, and NF₃ are not produced as a result of NetApp's direct Scope 1 and 2 activities.

PERFORMANCE DATA TABLES (CONTINUED)

SCOPE 3 EMISSIONS^a (in MTCO ₂ e)	FY25	FY24	FY23^b
Category 1: Purchased Goods and Services	228,063	191,218	215,909
Category 2: Capital Goods	11,848	10,105	9,374
Category 3: Fuel- and Energy-Related Activities	23,420	22,640	–
Category 5: Waste Generated in Operations	704	662	–
Category 6: Business Travel	21,783	25,706	16,184
Category 7: Employee Commuting	4,346	4,090	–
Category 8: Upstream Leased Assets	296	334	334
Category 11: Use of Sold Products	556,724	524,823	742,598
Use of sold products intensity (MTCO ₂ e/ effective petabyte shipped)	40.33	48.94	69.39
Effective petabytes shipped	13,803	10,723	10,702
Category 12: End-of-Life Treatment of Sold Products	2,529	2,313	–
Total Scope 3 emissions^{c,d}	849,714	781,892	–
Total upstream Scope 3 emissions	290,460	254,755	–
Total downstream Scope 3 emissions	559,254	527,137	–

- a. Calculations include all gases. Emissions are calculated utilizing standard databases such as IEA emissions factors and a 100-year global warming potential. NetApp follows the GHG Protocol.
- b. FY23 use of sold products emissions have been restated following a comprehensive recalculation and verification process in order to set our Scope 3 science-based target. This update reflects improved data accuracy and methodology, providing a more reliable accounting of Scope 3 emissions.
- c. Totals for FY23 are omitted, as they are not comparable to totals for FY24 and FY25, based on the additional categories reported for those years.
- d. Totals may not sum due to rounding.

ENERGY USE (in megawatt-hours)	FY25	FY24	FY23
Total site energy consumption^a	180,598	176,159	178,456
Electricity consumption	178,003	173,843	176,884
Fuel consumption from stationary sources	2,595	2,317	1,572
% renewable energy	21%	17%	15%
Total renewable electricity	39,542	31,370	28,608
Total for largest energy-consuming locations	153,671	148,539	149,225
Research Triangle Park (RTP), North Carolina	112,748	110,653	111,888
Bangalore, India	22,769	19,839	17,122
Wichita, Kansas	18,154	18,047	20,214
Total mobile fuel consumption (leased vehicles for employees)	5,878	6,603	7,058
Energy intensity (kilowatt-hours/total revenue)	0.027	0.028	0.028

- a. Totals may not sum due to rounding.

PERFORMANCE DATA TABLES (CONTINUED)

WATER (in megaliters)	FY25	FY24	FY23
Total water withdrawal	170	154	165
Total water consumption	125	120	138
Total water discharge	45	34	26
% recycled or reclaimed	77%	62%	35%
% withdrawn in water-stressed areas	47%	60%	56%
Total water withdrawal – RTP	76	71	83
% recycled or reclaimed	85%	55%	32%
Total water withdrawal – Bangalore	66	57	31
% recycled or reclaimed	100%	100%	100%

OPERATIONAL WASTE^a (in metric tons)	FY25	FY24	FY23^b
Total operational waste	1,847.3	1,696.8	1,358.2
Total hazardous	0.1	0.2	0.2
Total non-hazardous	1,847.2	1,696.6	1,358.0
Total diverted from disposal	1,497.6	1,361.5	1,043.9
Nonhazardous recycled	1,497.6	1,361.5	1,043.9
Total directed to disposal	349.5	335.3	314.4
Hazardous landfilled	0.1	0.2	0.2
Nonhazardous landfilled	349.4	335.1	314.2

- a. Excludes e-waste. Operational waste utilizes third parties for recycling and disposal services.
b. FY23 operational waste has been restated following a comprehensive recalculation and verification process in order to set our Scope 3 science-based target. This update reflects improved data accuracy and methodology, providing a more reliable accounting of operational waste.

E-WASTE^a (in metric tons)	FY25	FY24	FY23
Total e-waste processed	390.7	314.3	384.0
Total e-waste recovered ^b	386.6	311.1	382.1
Recycling	367.4	298.9	354.7
Resale	15.0	12.2	22.5
Energy recovery	4.2	0.0	0.0
Returned to service ^c	0.0	0.0	4.8
Landfilled	4.1	3.2	1.9

- a. All e-waste is classified as nonhazardous. E-waste includes both operational e-waste and e-waste from our take-back programs. E-waste utilizes third-party services for recovery and disposal.
b. Totals may not sum due to rounding.
c. "Returned to service" typically occurs when NetApp moves from a large site or location, which doesn't occur every year.

SUPPLY CHAIN MANAGEMENT	FY25
% of indirect spend with local suppliers	90%
% of strategic and high-risk ^a suppliers screened	100%
% of smelters/refiners assessed against RMAP standards or a cross-recognized scheme ^b	62%
% of global procurement services employees who are directly engaged with sourcing and selecting suppliers trained on "Modern Slavery in the Supply Chain"	100%
% of targeted suppliers ^c that have gone through a sustainability assessment	90%
% of targeted suppliers ^c that have gone through a sustainability on-site audit	89%
% of buyers across all locations that have received training on sustainable procurements within the last three years	100%
% or number of audited or assessed suppliers engaged in corrective actions or capacity building	93%

- a. As defined by the Global Slavery Index and the Corruption Perceptions Index.
b. RMAP: Responsible Minerals Assurance Process, a program of the Responsible Minerals Initiative.
c. Direct tier 1 suppliers.

PERFORMANCE DATA TABLES (CONTINUED)

BUSINESS ETHICS

	FY25
% of employees who received annual Code of Conduct training, including discrimination and harassment	100%
% tracked to completion	98%
% of employees who received training on business ethics	100%
% tracked to completion	98%
% of employees involved in finance, sales, marketing, and procurement who received annual anti-bribery training	16%, 100%, 100%, 100%, respectively
% tracked to completion	98%

BOARD OF DIRECTORS SNAPSHOT^a

Number of independent / non-independent directors	8/1
Number of female directors	3
Average age of directors	60.8 years
Aged ≤50 years, 51-60 years, 61-70 years, ≥70 years	0, 5, 2, 2
Average tenure	7.75 years

a. Age and tenure data provided as of the filing of [NetApp's 2025 Proxy Statement](#).

LOBBYING (\$ USD)

	FY25
Total lobbying spend – global	\$116,089
Federal US	\$43,854
State US	\$11,025
EU	\$61,210
Total political giving ^a	\$0

a. NetApp does not make direct political contributions.

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 DIGITALEUROPE 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.

NetApp has no financial relationship with any government other than as the company's customers.

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

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	FY25 RESPONSE
Product Security	Description of approach to identifying and addressing data security risks in products	N/A	TC-HW-230a.1	Refer to Data Protection, Information Security, and Data Privacy on page 46 and NetApp's 2025 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	28.8% of employees at executive management level are women, 26% of all employees are women. For more information on representation in our U.S. workforce, see Performance Data Tables on page 51.
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	N/A
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	%	TC-HW-410a.3	NetApp has 13 products that have ENERGY STAR certification, up from 10 in FY24.
	Weight of end-of-life products and e-waste recovered; percentage recycled	Metric tons; %	TC-HW-410a.4	386.6; 97.9%
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) More than 90% of all tier 1 suppliers are audited, b) 100% of tier 1 suppliers that provide NetApp-branded systems are audited.
	Tier 1 suppliers' (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Rate	TC-HW-430a.2	1) 0% – There were no non-conformance items in FY25, 2) 100% of priority non-conformance actions from FY24 within the Corrective Action Plans were closed.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	N/A	TC-HW-440a.1	Refer to Conflict Minerals on page 42

NetApp has reported the information cited in this Global Reporting Initiative (GRI) content index for the fiscal year ending April 25, 2025, with reference to the GRI Standards.

DISCLOSURE

FY25 RESPONSE

GRI 2: General Disclosures 2021		
	2-1 Organizational details	2025 Form 10-K , pages 6-14
	2-2 Entities included in the organization’s sustainability reporting	NetApp discloses an active list of subsidiaries in the 2025 Form 10-K , exhibit 21.1. The information in the Impact Report follows the Greenhouse Gas (GHG) Protocol operational approach when consolidating data.
	2-3 Reporting period, frequency, and contact point	This report, published in November 2025, provides information for the fiscal year ending April 25, 2025. The sustainability reporting period aligns with the financial reporting period. We publish our Impact Report annually. For any questions regarding the report or our impact information, please contact us at sustainability@netapp.com .
	2-4 Restatements of information	We are reporting on certain categories of Scope 3 emissions for the first time and have rebaselined our Scope 3 for our recent SBTi-aligned Scope 3 target. See our section on Energy and Carbon on pages 35-38.
	2-5 External assurance	We have received independent, limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised from Apex Companies, LLC on the FY25 GHG emissions numbers contained within our report. The assurance letter can be found here .
	2-6 Activities, value chain, and other business relationships	2025 Form 10-K , pages 6-14
	2-7 Employees	Performance Data Tables , page 50
	2-8 Workers who are not employees	NetApp engages approximately 5,000 contract workers, employed by third-party staffing partners. This is provided in headcount, as of the end of the reporting period. The number of contract workers remains relatively stable year over year and does not fluctuate significantly within a fiscal year.
	2-9 Governance structure and composition	Corporate Governance , page 43 2025 Proxy Statement , pages 13-40
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement , page 27
	2-11 Chair of the highest governance body	2025 Proxy Statement , page 14

GRI (CONTINUED)

DISCLOSURE

FY25 RESPONSE

2-12 Role of the highest governance body in overseeing the management of impacts	Governance , page 43 2025 Proxy Statement , pages 28-40
2-13 Delegation of responsibility for managing impacts	Governance , page 43 2025 Proxy Statement , page 30
2-14 Role of the highest governance body in sustainability reporting	Governance , page 44 2025 Proxy Statement , page 31
2-15 Conflicts of interest	Business Conduct and Ethics , page 45 Our Code of Conduct , page 19 2025 Proxy Statement , page 32
2-16 Communication of critical concerns	Reporting Ethical Concerns , page 45 Our Code of Conduct , pages 8-9
2-17 Collective knowledge of the highest governance body	2025 Proxy Statement , page 15
2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement , page 35
2-19 Remuneration policies	2025 Proxy Statement , pages 38-56
2-20 Process to determine remuneration	2025 Proxy Statement , pages 57-61
2-21 Annual total compensation ratio	2025 Proxy Statement , page 75
2-22 Statement on sustainable development strategy	A Message From our CEO , page 3
2-23 Policy commitments	Business Conduct and Ethics , page 45 You may find governance-related policies and documents on our website here and our statement on Modern Slavery and Human Trafficking here .
2-24 Embedding policy commitments	Business Conduct and Ethics , page 45 You may find governance-related policies and documents on our website here and our statement on Modern Slavery and Human Trafficking here .
2-25 Processes to remediate negative impacts	Business Conduct and Ethics , page 45 You may find governance-related policies and documents on our website here and our statement on Modern Slavery and Human Trafficking here .

GRI (CONTINUED)

DISCLOSURE

FY25 RESPONSE

2-26 Mechanisms for seeking advice and raising concerns	Our Code of Conduct
2-27 Compliance with laws and regulations	NetApp has zero reported instances of material non-compliance.
2-28 Membership associations	Our memberships include Information Technology Industry Council (ITI), Computing Technology Industry Association (CompTIA), Silicon Valley Leadership Group (SVLG), Albright Stonebridge Group, DIGITALEUROPE, TechNet, and Storage Networking Industry Association (SNIA).
2-29 Approach to stakeholder engagement	Double Materiality Assessment , page 8 2025 Proxy Statement , page 36
2-30 Collective bargaining agreements	2025 Form 10-K, page 13

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment , page 8
	3-2 List of material topics	Double Materiality Assessment , page 8 This differs from our previous year reporting due to the updated materiality assessment. To see last year's topics, please reference NetApp's FY24 ESG Impact Report: Materiality Assessment , page 13.

Economic Performance

GRI 3: Material Topics 2021	3-3 Management of material topics	A Message From our CEO , page 3
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance Data Tables , page 49 2025 Form 10-K , pages 12-13
	201-2 Financial implications and other risks and opportunities due to climate change	Please see our CDP disclosure available on cdp.net
	201-3 Defined benefit plan obligations and other retirement plans	Well-Being and Balance , page 27 2025 Form 10-K , page 33
	201-4 Financial assistance received from government	N/A

GRI (CONTINUED)

DISCLOSURE

FY25 RESPONSE

Procurement Practices

GRI 3: Material Topics 2021 3-3 Management of material topics [Supply Chain Management](#), pages 41-42

GRI 204: Procurement Practices 2016 204-1 Proportion of spending on local suppliers [Performance Data Tables](#), page 54

Materials

GRI 3: Material Topics 2021 3-3 Management of material topics [Circular Economy Practices](#), pages 16-18

GRI 301: Materials 2016 301-1 Materials used by weight or volume 3,658 metric tons of NetApp-branded products; NetApp-branded products are not made with organic materials such as wood or plants, and therefore are not renewable. Our materials do include recycled and recyclable materials.

301-2 Recycled input materials used Utilizing industry average data only; 65% of NetApp-branded product materials are recycled.

301-3 Reclaimed products and their packaging materials [Waste](#), page 39
[Product Take-Back and E-Waste](#), page 16

Energy

GRI 3: Material Topics 2021 3-3 Management of material topics [Energy and Carbon](#), pages 35-38

GRI 302: Energy 2016 302-1 Energy consumption within the organization [Performance Data Tables](#), page 53

302-2 Energy consumption outside the organization NetApp does not maintain a comprehensive accounting of energy consumption outside of the organization. However, related information is captured as part of our Scope 3 emissions inventory. For more information, see [Performance Data Tables](#), page 53.

302-3 Energy intensity [Performance Data Tables](#), page 53

302-4 Reduction of energy consumption Please see our CDP disclosure available on [cdp.net](#).

302-5 Reductions in energy requirements of products and services [Energy and Carbon](#), pages 35-38
[Performance Data Tables](#), page 53

GRI (CONTINUED)

DISCLOSURE

FY25 RESPONSE

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Carbon , pages 35-38
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance Data Tables , page 52
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Data Tables , page 52
	305-3 Other indirect (Scope 3) GHG emissions	Performance Data Tables , page 53
	305-4 GHG emissions intensity	Performance Data Tables , page 52
	305-5 Reduction of GHG emissions	Please see our CDP disclosure available on cdp.net .
	305-6 Emissions of ozone-depleting substances (ODS)	Not relevant
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	NetApp's Scope 1 and 2 emissions are generated primarily from office buildings and do not generate significant quantities of these pollutants.

Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	Waste , page 39
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste , page 39
	306-2 Management of significant waste-related impacts	Waste , page 39
	306-3 Waste generated	Performance Data Tables , page 54
	306-4 Waste diverted from disposal	Performance Data Tables , page 54
	306-5 Waste directed to disposal	Performance Data Tables , page 54

GRI (CONTINUED)

DISCLOSURE

FY25 RESPONSE

Employment

GRI 3: Material Topics 2021 3-3 Management of material topics

[Cultivating a High-Performance Culture](#), page 21

GRI 401: Employment 2016 401-1 New employee hires and employee turnover

[Performance Data Tables](#), page 52

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

In the United States, employees who work more than 24 hours a week are eligible for similar benefits to those working full time.

401-3 Parental leave

[Well-Being and Balance](#), page 27

Diversity and Equal Opportunity

GRI 3: Material Topics 2021 3-3 Management of material topics

[Thrive Belonging](#), page 22

GRI 405: Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees

[Performance Data Tables](#), pages 51 and 55

Customer Privacy

GRI 3: Material Topics 2021 3-3 Management of material topics

[Data Protection, Information Security, and Data Privacy](#), page 46

GRI 418: Customer Privacy 2016 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.

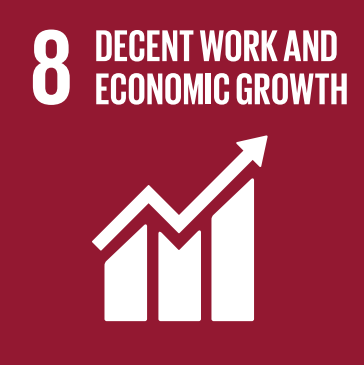
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (U.N. 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 7, 8, 10, and 12.



AFFORDABLE AND CLEAN ENERGY

In our products and services as well as in our own operations, we work to optimize energy efficiency and reduce greenhouse gas emissions, including through the use of renewable energy.



DECENT WORK AND ECONOMIC GROWTH

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.



REDUCED INEQUALITIES

Our differences give us strength. We work internally and partner externally to recruit, retain, support, and empower talent from all backgrounds, perspectives, and experiences, and we design our products with accessibility in mind.



RESPONSIBLE CONSUMPTION AND PRODUCTION

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.

FORWARD-LOOKING STATEMENTS/DISCLAIMERS

Our sustainability 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, as amended. 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 technology, products and services, business plans and strategies, sustainability goals, projects, plans, metrics, affiliations, pledges, commitments, risks, opportunities, and strategies. By their nature, these forward-looking statements 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 Quarterly Reports on Form 10-Q filings with the U.S. Securities and Exchange Commission (SEC). As such, no guarantees or assurances are made that they will be achieved or successfully executed, and actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. Additionally, the sustainability 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 sustainability 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 Quarterly Reports on Form 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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