



To: Employees of NetApp and Applicants for Employment

From: George-Kurian, Chief Executive Officer

Date: March 1, 2023

Re: Equal Employment Opportunity Policy

Policy:

NetApp is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). It is the policy of NetApp to base all employment decisions on the principles of equal employment opportunity and to take affirmative action in the employment of women, minorities, individuals with disabilities, and protected veterans. In particular, it is company policy:

- To recruit, hire, promote, reassign, and train qualified persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements;
- To provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

Additionally, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act or practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations in this part.

This statement is a part of our Affirmative Action Plan. As CEO, I support our company's affirmative action program. Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

I have delegated responsibility for implementing our affirmative action program to David Kim, Chief Diversity Officer.

NetApp employees and applicants may review the non-confidential portions of the affirmative action plans in the office of our EEO official, David Kim, Chief Diversity Officer, through the Staffing Department. Any questions you have in this area should be addressed to him at (510) 363-3156, during our regular business hours of 9:00a.m. to 5:00p.m. Eastern.

A handwritten signature in blue ink that reads 'George Kurian'.

George Kurian

Chief Executive Officer