

2024 Ireland Gender Pay Gap Report

Snapshot date: 30th June 2024

Introduction – Our Journey So Far

At NetApp, a leader in intelligent data infrastructure, we're committed to building Diversity, Equity, Inclusion, and Belonging (DEI&B) into the core of our organisation. This commitment shapes how we collaborate, connect, and contribute to the world around us. Even in challenging times, our resolve to advance DEI&B remains steadfast and unwavering. DEI&B is a cornerstone of NetApp's values, enabling us to cultivate an innovative, productive, and resilient enterprise.

We actively work to close the gender pay gap, enhance representation, and create an inclusive environment. We're focused on advancing women in technology across Ireland and beyond.

NetApp invests in women's development within our organisation and the communities we serve, promoting data literacy for a sustainable and equitable future. Our journey continues, and we're expanding our global DEI&B team. We've introduced a Director for Europe, Middle East, and Africa (EMEA) to develop a robust DEI&B strategy. This strategy includes initiatives to dismantle barriers, raise awareness, and foster accountability at all levels. Our goal is to create a culture where everyone feels valued, respected, and empowered to thrive.

This report highlights our progress and the actions we're taking for greater equity. It also shares employee stories that bring our efforts to life.

Our Commitment to Pay Equity

At NetApp, we believe that pay equity is essential to fair treatment, helping eliminate wage disparities and ensuring that employees in similar roles and levels are compensated equitably—regardless of gender, race, or ethnicity.

Our commitment to fairness is grounded in consistent, compliant, and transparent pay programs that are straightforward to understand. These programs directly support our goals for diversity, inclusion, and equitable compensation for all.

In 2023, we conducted our annual global pay equity assessment, reviewing pay data in all countries with more than 100 employees, including Ireland. This comprehensive analysis examined compensation through the lenses of gender and other relevant factors. The results indicated minimal pay discrepancies across our global workforce, which were promptly addressed through targeted adjustments. When an issue or anomaly arises during our assessments, we act swiftly to correct it and implement proactive measures to prevent future disparities.

Gender Pay Gap Reporting in Ireland

The Gender Pay Gap Information Act, enacted in Ireland in 2021, requires employers with 150+ employees to disclose information about their gender pay gap. The Act mandates the publication of data on gender-based differences in hourly remuneration, bonus payments, and the percentage of employees receiving bonuses and benefits. It aims to promote transparency, informed decision-making, and proactive measures to address the gender pay gap in Ireland.

Gender Pay Gaps – An Overview

It's crucial to differentiate between gender pay and equal pay, which pertains to the disparity in pay for the same or equivalent roles. To adequately understand the data presented, it is important to note the significant difference between **gender pay** and **equal pay**.

Equal pay is the legal obligation under the Equality Act 2010 that requires employers to pay men and women equally for the same or similar work. NetApp conducts regular analysis to compare the adjusted pay gap results and make any necessary adjustments and are therefore confident that there is not an equal pay issue.

Gender pay, on the other hand, requires the pay of the average man to be compared with that of the average woman within the organisation as a whole, rather than by similar role.

Mean – The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of males and females in the workforce.

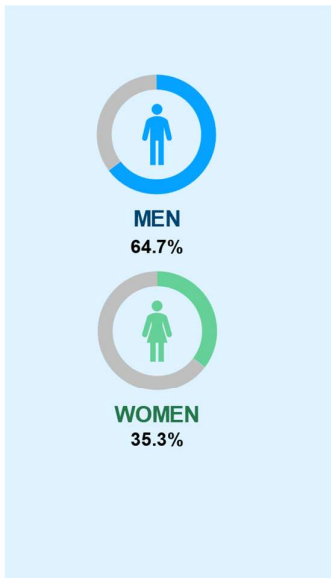
Median - The median pay gap is the difference between the pay of the middle male and middle female when all employees are listed from the highest to the lowest paid. Gender Pay statistics analyse the mean and median pay rates between men and women in an organisation.

Various factors such as job grade, seniority, and market demand for specific skill sets contribute to pay discrepancies. Different jobs are paid at different levels. For example, higher-graded, senior roles tend to be paid more than lower-graded roles, and different job families with skills which are in high demand may command higher salaries due to market forces. A gender pay gap emerges when the distribution of men and women across different levels and positions within the organisation is unequal. We are confident that our pay practices ensure equitable compensation for similar job roles.

Our Ireland Gender Pay Gap Data

Figures for 2024

Demographics



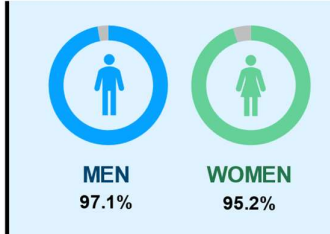
Pay & Bonus gaps

| | GENDER PAY GAP % (Full-Time) | GENDER BONUS GAP % (Full-Time) |
|--------|------------------------------|--------------------------------|
| MEAN | 7.2% | -31.0% |
| MEDIAN | 12.2% | -33.2% |
| | GENDER PAY GAP % (Temporary) | GENDER BONUS GAP % (Temporary) |
| MEAN | 0.0% | Not Eligible |
| MEDIAN | 0.0% | |

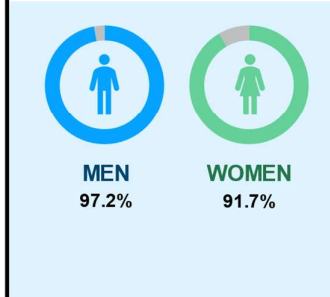
Quartiles

| | MALE | FEMALE |
|--------------|-------|--------|
| UPPER | 69.1% | 30.9% |
| UPPER MIDDLE | 76.1% | 23.9% |
| LOWER MIDDLE | 53.6% | 46.4% |
| LOWER | 60.3% | 39.7% |

% Receiving Bonus Pay



% Receiving Benefits-In-Kind



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* NetApp Ireland only had 1 Part-Time employee on the snapshot date

Understanding our Pay Gap

- Overall, the mean and median pay gap is relatively modest. The primary reason for our pay gap is the gender distribution of 65% male and 35% female. Our high-tech roles are paid well, but like our peers in the high-tech workforce, our roles are still male dominated.
- Bonus data includes both Sales Commission & Corporate Incentive Programs. The types of roles the recipients are employed in, and the bonus types linked with those roles, contribute to our bonus gap. For example, there is a higher proportion of Females in commission roles with higher earning potential, compared to Males.
- We further divide our workforce into four equal groups to demonstrate the proportion of men and women in each respective quartile.
 - The upper and upper middle quartile shows an underrepresentation of women, indicating a potential barrier to women's advancement into higher-paying roles. Within the Technology sector, this gender disparity is common.
 - In the lower middle and lower quartiles, the gender distribution is relatively balanced, which may indicate that women are more likely to be found in mid-and entry-level roles.
- Employees not receiving bonuses are due to the following reasons: 1) Interns are not eligible for the bonus programs 2) Hire date after snapshot pay date 3) Transferred from another country and paid in starting country's payroll
- An employee's gender does not affect their eligibility for benefits. However, employees have the choice to voluntarily decline to participate in our benefits program.

NetApp Initiatives to Address Gender Pay Differences

DEIB Education and Awareness

In our pursuit to close the gender pay gap in Ireland, we prioritise inclusion training and development as crucial elements. By fostering a culture that celebrates diversity and promotes belonging, we create an environment where every individual feels valued, supported, and empowered to thrive. Managers play a vital role in driving change by hiring diverse talent, upholding our values, and participating in inclusion training. Additionally, all employees have the opportunity to engage in training programs that address unconscious bias, code of conduct, anti-harassment, and cultural intelligence to actively promote inclusivity and equity. Through these efforts, we aim to create a workplace where every individual, regardless of gender, has equal opportunities for advancement, fair compensation, and professional growth.

Goals Tied to Greater Representation of Women

We have increased accountability for diversity, equity, inclusion, programs for women by providing representation goals to our executives to increase representation. The goals help communicate priorities, reinforce accountability, and rewards based on results for leadership and greater gender representation. We have also begun to implement a regional diversity action plan which specifically focuses on the development of strategies to attract, develop and retain women.

Leadership Accountability

We prioritise accountability and inclusivity in our leadership approach. Diversity and inclusion are integrated into our leadership principles, focusing on attracting, developing, and retaining diverse talent. We assess leadership performance to recognise individual contributions, valuing the unique perspectives diversity brings. Regular progress checks are conducted through organisational dashboards and diversity action plans to drive performance and accountability.

Events to Drive Connection and Foster Inclusivity

In Ireland, we organised significant events at our IHQ in Cork to foster connection and inclusivity.

Examples of the events are:

- The "EmpowerHer" workshop, organised by the Women in Technology (WIT) EBRG, focused on breaking barriers and elevating women in the tech industry. Additionally, our #InspireInclusion panel discussion brought together diverse voices to discuss strategies for creating a more inclusive workplace.

- There was also a “Networking at Noon” event held in association with Cork Chamber. This was a networking event aimed at fostering connections and collaboration among professionals.

Through these events, we create spaces for empowerment, recognition, and support for women, while promoting diversity, equality, inclusion and belonging in the workplace. By raising awareness, celebrating achievements, and providing growth opportunities, we contribute to closing the gender pay gap and creating a more equitable and inclusive working environment.

Well-Being

External research highlights the critical importance of well-being in the workplace, especially for caretakers, and those with work and family demands. To support our employees, we offer flexible working arrangements, benefits, personal time off, wellness days, parental leave, as well as employee and family assistance programs. We also have onsite facilities to support breastfeeding mothers and a quiet room for those who are neurodivergent.