

2025 UK Gender Pay Gap Report

Snapshot date: 5th April 2025

Our Commitment to Pay Equity

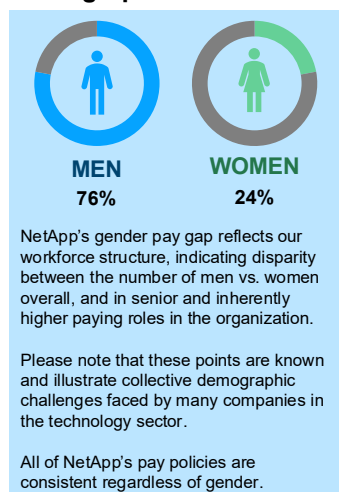
We believe that pay equity helps ensure that all employees are treated fairly by eliminating wage disparity. In other words, employees in similar job functions and levels should have comparable pay, regardless of their gender, race, or ethnicity. Based on consistency and compliance, we offer simple, transparent, and easy to understand pay programs that support our goals for diversity, inclusion, and equitable pay. In 2025, NetApp conducted its annual global pay equity assessment. The statistical assessment evaluates employee pay against gender and other factors. The assessment showed very few pay discrepancies across our global population, which were addressed through pay adjustments. If we find an issue or anomaly during the assessment process, we work quickly to address the issue and implement measures to prevent future issues.

Our Gender Pay Gap Data

We are encouraged by the decrease in the mean hourly remuneration and bonus gaps, and we believe this clearly illustrates the positive impact of the steps we have taken since the last reporting year. We believe the meaningful changes made have put us in good stead to further decrease the gap. We will continue to monitor gender representation at all levels, setting clear internal initiatives aimed at improving gender representation, particularly in senior positions.

Figures for 2025

Demographics



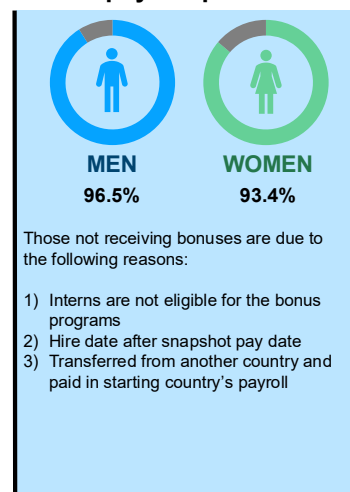
Pay & bonus gaps

	GENDER PAY GAP % (Hourly Remuneration)	GENDER BONUS GAP %
MEAN	12.19%	24.52%
MEDIAN	21.36%	50.74%

Quartiles

	MALE	FEMALE
UPPER	78.46%	21.54%
UPPER MIDDLE	85.94%	14.06%
LOWER MIDDLE	80.00%	20.00%
LOWER	61.54%	38.46%

Bonus pay recipients



- Overall, the mean and median pay gap is relatively modest. The primary reason for our pay gap is the gender distribution of 76% male and 24% 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 Bonus Programs. The types of roles the recipients are employed in, and the bonus types linked with those roles, contribute to our average bonus gap. For example, there is a higher proportion of Males in commission roles with higher average earning potential, compared to Females.

- We further divide our workforce into four equal groups to demonstrate the proportion of men and women in each respective quartile. The composition of our pay quartiles generally mirrors the gender distribution of the wider population. Within the Technology sector, this gender disparity is common.

NetApp Initiatives to Address Gender Pay Differences

Leadership Accountability

We hold our leaders accountable to drive and model inclusive behaviors. We have integrated inclusive leadership principles with a focus on attracting, developing and retaining our talent. This allows us to assess leadership performance to recognise individuals' contributions and impact, valuing the unique perspectives and talents that they bring.

Thrive Belonging Education and Awareness

Inclusion development is critical to drive a culture that celebrates differences and fosters belonging. We have curated learning tracks to support development for employees and managers. NetApp's managers are an essential part of our company's health and are linked to strong performance. They are responsible for supporting their team members to successfully meet individual, team, and organisational goals.

This means creating a culture of inclusiveness, belonging and connection in a flexible work environment while understanding what drives and motivates individual team members. We know that great managers make a difference by hiring the best talent, living our company's values, providing regular feedback, as well as focusing on coaching, and development opportunities.

We require managers to undergo inclusion training which includes:

- **Unconscious Bias Training**

This is required at the time of onboarding. The training provides an awareness of biases, an understanding of how they impact the workplace, and application of mitigation strategies as well.

- **Code of Conduct and anti-harassment training**
 Managers and employees are educated on NetApp's set of guidelines designed to set out the expected behaviors and responsibilities of members within the organisation. It typically covers respect, integrity, professionalism, equality, and confidentiality.
- **Candidate Promise Training**
 People managers in the UK participated in Candidate Promise training. The Candidate Promise represents our commitment to exemplify how every candidate will be treated during the interview process with a focus on diversity and inclusion.
- **MARC Allyship Training (VP level+) - Mutually Advocating Real Change (MARC)**
 This program is designed to strengthen our leadership capabilities and cultivate a culture of allyship and inclusivity within our organisation.

Additional Inclusion training:

- All employees, including managers, have access to the 6-step Inclusive Leadership Pathway, which fosters everyday leadership skills, psychological safety, diverse perspectives and working norms, and inclusive behaviors through e-learning.

Leadership Development

Building inclusive leadership behaviours is essential for fostering an environment where everyone has access to equal opportunity. Everyone has a role to play in accelerating the development of our talent. We emphasize reviewing internal mobility and succession planning, alongside upward mobility and development programs, to ensure employees from all backgrounds have pathways to advancement. Our approach includes supporting a variety of development programs that focus on building leadership skills, inclusion, and belonging, improving collaboration across teams, and cultivating a growth mindset.

Employee Business Resource Groups

Our Employee Business Resource Groups (EBRGs) are communities within NetApp formed around shared experiences and identities. EBRGs offer an opportunity for communication, camaraderie, mentorship, professional development, and extend our pipeline for talent within an atmosphere of inclusion and belonging. All employees are welcome to join any EBRG, regardless of identity.

They support career opportunities in all fields and influence our corporate culture to further embrace inclusion and belonging in the workplace. Through EBRGs, we pair education with action.

Partnerships

NetApp engages in strategic partnerships that foster education, increase awareness, offer development opportunities, and provide research and best practices to support women in the workplace. These resources are accessible to all employees through our partnerships. One notable global partner is Catalyst, a distinguished nonprofit organisation guiding companies to create workplaces that support and advance women and gender non-confirming individuals.

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 benefits, personal time off, wellness days, parental leave, as well as employee and family assistance programs.

Early In Career Programs

Through our global Early in Career (EIC) programs, we recruit, hire, and develop entry-level employees. By building strategic partnerships with top institutions and organisations, we can recruit the next generation of leaders. These employees often participate in our award-winning EIC programs, including our Intern and Emerging Talent programs, as well as the Sales, Support, and Services (S3) Academy.

NetApp Emerging Talent

The Global NetApp Emerging Talent (NET) program is designed to propel full-time new hires with 0-3 years of relevant experience on their career journey. The NET Program offers a rich blend of networking forums, exposure to executives, and professional development opportunities. When our participants join the NET Program, they join a diverse, global community where innovative ideas flourish, and strong career journeys are formed. The Global NET Program delivers a dynamic growth experience with a packed monthly and quarterly calendar of events such as social engagements, executive speaker sessions, and a variety of development opportunities. To expand on this, NET participants are invited to monthly social and VTO events to provide community networking and relationship building opportunities. The monthly Executive Speaker Series features insights from NetApp leaders, provides an avenue for career exploration, and powerful networking opportunities. Each quarter, participants can attend our NET Professional Community events which are focused on the latest learning and development topics within the business and soft skill development for personal growth, along with our Financial Fitness Series events offering financial management advice and guidance for EIC hires.

S3 Academy

The 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. During the S3 Academy, employees receive extensive training on the IT industry, our products and solutions, as well as the professional skills they need to succeed. The program enables participants to fast-track their careers and offers mentoring, leadership exposure, and hands-on experience.