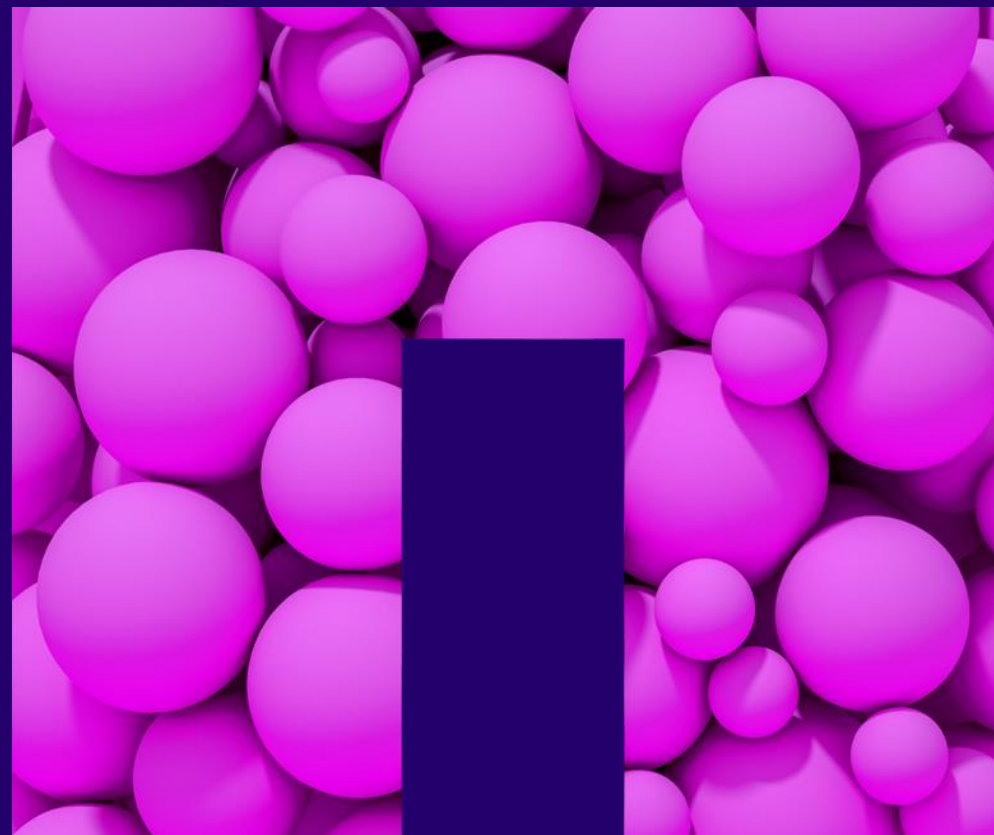


NETAPP EEO-1 REPORT

This report has been prepared based on global metrics and our annual EEO-1 data. The EEO-1 represents employee demographics in the U.S. during the period of Dec 15-28, 2024. Within this report, amounts reflected in charts may not sum to exactly 100% due to rounding.



Board Diversity

The matrix below summarizes certain information regarding the diversity of our board of directors as of the date of this Proxy Statement.

Board Diversity Matrix

Total Number of Directors	9			
	Female	Male	Non-Binary	Did Not Disclose Gender
Part I: Gender Identity				
Directors	3	6	0	0
Part II: Demographic Background				
South Asian	1	2	0	0
White	2	4	0	0
LGBTQ+ ⁽¹⁾			0	
Persons with Disabilities ⁽¹⁾			0	
Did Not Disclose Demographic Background ⁽¹⁾			1	

⁽¹⁾ One director determined not to provide information on their LGBTQ+ or Disability status.

Document Date: Jun 23, 2025

NetApp, Inc. Board of Directors



Global Workforce



United States Ethnicity

United States Ethnic Diversity
All Employees

WHITE	60.9%
ASIAN	26.2%
BLACK / AFRICAN AMERICAN	5.3%
HISPANIC / LATINO	5.2%
TWO OR MORE RACES	2.0%
AMERICAN INDIAN / ALASKAN NATIVE	0.3%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.1%

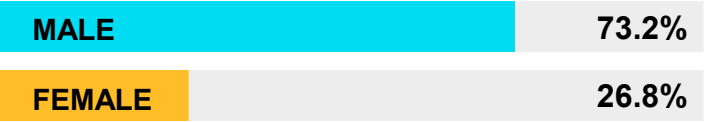
United States Ethnic Diversity
Vice-President and Above

WHITE	64.0%
ASIAN	31.0%
BLACK / AFRICAN AMERICAN	3.0%
HISPANIC / LATINO	2.0%
TWO OR MORE RACES	0.0%
AMERICAN INDIAN / ALASKAN NATIVE	0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%

United States Workforce

United States Gender

All Employees



United States Gender EEO-1 Categories

Executive



Mid-Official



Professional



Technicians



Sales Workers



Administrative Support



United States Workforce: Ethnicity

EE0-1 Categories

Executive		Professionals		Sales Workers	
WHITE	47.6%	WHITE	55.4%	WHITE	77.6%
ASIAN	47.6%	ASIAN	31.7%	ASIAN	7.7%
BLACK / AFRICAN AMERICAN	0.0%	BLACK / AFRICAN AMERICAN	5.7%	BLACK / AFRICAN AMERICAN	3.8%
HISPANIC / LATINO	4.8%	HISPANIC / LATINO	4.8%	HISPANIC / LATINO	7.3%
TWO OR MORE RACES	0.0%	TWO OR MORE RACES	1.9%	TWO OR MORE RACES	2.7%
AMERICAN INDIAN / ALASKAN NATIVE	0.0%	AMERICAN INDIAN / ALASKAN NATIVE	0.3%	AMERICAN INDIAN / ALASKAN NATIVE	0.4%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%	NATIVE HAWAIIAN / PACIFIC ISLANDER	0.1%	NATIVE HAWAIIAN / PACIFIC ISLANDER	0.3%
Mid-Official		Technicians		Administrative Support	
WHITE	63.7%	WHITE	72.2%	WHITE	62.4%
ASIAN	26.7%	ASIAN	11.1%	ASIAN	10.8%
BLACK / AFRICAN AMERICAN	4.1%	BLACK / AFRICAN AMERICAN	5.6%	BLACK / AFRICAN AMERICAN	12.7%
HISPANIC / LATINO	4.1%	HISPANIC / LATINO	11.1%	HISPANIC / LATINO	10.2%
TWO OR MORE RACES	1.3%	TWO OR MORE RACES	0.0%	TWO OR MORE RACES	3.8%
AMERICAN INDIAN / ALASKAN NATIVE	0.2%	AMERICAN INDIAN / ALASKAN NATIVE	0.0%	AMERICAN INDIAN / ALASKAN NATIVE	0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%	NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%	NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%

United States Workforce: Ethnicity Amongst FEMALE

EE0-1 Categories

Executive

WHITE	75.0%
ASIAN	25.0%
BLACK / AFRICAN AMERICAN	0.0%
HISPANIC / LATINO	0.0%
TWO OR MORE RACES	0.0%
AMERICAN INDIAN / ALASKAN NATIVE	0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%

Mid-Official

WHITE	61.3%
ASIAN	26.6%
BLACK / AFRICAN AMERICAN	7.1%
HISPANIC / LATINO	3.7%
TWO OR MORE RACES	1.2%
AMERICAN INDIAN / ALASKAN NATIVE	0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%

Professionals

WHITE	44.9%
ASIAN	37.8%
BLACK / AFRICAN AMERICAN	8.0%
HISPANIC / LATINO	6.0%
TWO OR MORE RACES	2.8%
AMERICAN INDIAN / ALASKAN NATIVE	0.3%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.2%

Technicians

WHITE	25.0%
ASIAN	50.0%
BLACK / AFRICAN AMERICAN	0.0%
HISPANIC / LATINO	25.0%
TWO OR MORE RACES	0.0%
AMERICAN INDIAN / ALASKAN NATIVE	0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%

Sales Workers

WHITE	79.0%
ASIAN	4.3%
BLACK / AFRICAN AMERICAN	4.3%
HISPANIC / LATINO	8.0%
TWO OR MORE RACES	2.9%
AMERICAN INDIAN / ALASKAN NATIVE	0.7%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.7%

Administrative Support

WHITE	59.6%
ASIAN	10.6%
BLACK / AFRICAN AMERICAN	13.8%
HISPANIC / LATINO	11.7%
TWO OR MORE RACES	4.3%
AMERICAN INDIAN / ALASKAN NATIVE	0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER	0.0%

United States Workforce: Ethnicity Amongst MALE

EE0-1 Categories

Executive			Professionals			Sales Workers		
WHITE		41.2%	WHITE		59.3%	WHITE		77.4%
ASIAN		52.9%	ASIAN		29.5%	ASIAN		8.3%
BLACK / AFRICAN AMERICAN		0.0%	BLACK / AFRICAN AMERICAN		4.9%	BLACK / AFRICAN AMERICAN		3.7%
HISPANIC / LATINO		5.9%	HISPANIC / LATINO		4.3%	HISPANIC / LATINO		7.2%
TWO OR MORE RACES		0.0%	TWO OR MORE RACES		1.6%	TWO OR MORE RACES		2.7%
AMERICAN INDIAN / ALASKAN NATIVE		0.0%	AMERICAN INDIAN / ALASKAN NATIVE		0.3%	AMERICAN INDIAN / ALASKAN NATIVE		0.3%
NATIVE HAWAIIAN / PACIFIC ISLANDER		0.0%	NATIVE HAWAIIAN / PACIFIC ISLANDER		0.1%	NATIVE HAWAIIAN / PACIFIC ISLANDER		0.4%
Mid-Official			Technicians			Administrative Support		
WHITE		64.8%	WHITE		85.7%	WHITE		66.7%
ASIAN		26.7%	ASIAN		0.0%	ASIAN		11.1%
BLACK / AFRICAN AMERICAN		2.6%	BLACK / AFRICAN AMERICAN		7.1%	BLACK / AFRICAN AMERICAN		11.1%
HISPANIC / LATINO		4.3%	HISPANIC / LATINO		7.1%	HISPANIC / LATINO		7.9%
TWO OR MORE RACES		1.3%	TWO OR MORE RACES		0.0%	TWO OR MORE RACES		3.2%
AMERICAN INDIAN / ALASKAN NATIVE		0.3%	AMERICAN INDIAN / ALASKAN NATIVE		0.0%	AMERICAN INDIAN / ALASKAN NATIVE		0.0%
NATIVE HAWAIIAN / PACIFIC ISLANDER		0.0%	NATIVE HAWAIIAN / PACIFIC ISLANDER		0.0%	NATIVE HAWAIIAN / PACIFIC ISLANDER		0.0%