2021 ESG Report

NetApp®

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About This Report

This is NetApp's second ESG Impact Report and covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for our global operations for the fiscal year ended April 30, 2021, unless otherwise noted. The report references the Global Reporting Initiative (GRI) Standards and aligns with the Sustainability Accounting Standards Board (SASB) **Hardware** sector standards. We also disclose information in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

CEO Message

At NetApp, we are inspired by the belief that business success goes beyond profits and our share price to include our impact on society and the environment. For the benefit of our employees, customers, partners, shareholders, and neighbors, we are committed to effective environmental, social, and governance (ESG) management. This commitment requires alignment across all levels of the organization, so we aim to:

– Maintain strong governance structures to ensure we conduct business in alignment with the highest standards;

– Prioritize environmental sustainability as a duty we owe to society today and to future generations;

– Hold our suppliers and business partners to the highest ethical, social, and environmental standards;

– Stay committed to diversity, inclusion, and belonging and maintaining our strong global reputation; and

– Extend our culture of caring and service to communities around the globe.

In our second annual ESG report, we are proud to share our progress across these five objectives. We believe our commitment to bolstering our ESG practices and performance will help us improve an already strong corporate culture. This culture was tested — and proven — during the converging crises of 2020: a global pandemic and a long overdue reckoning with racial injustice.

George Kurian
Chief Executive Officer

CEO Message

To address COVID-19, we acted quickly. In January 2020, we assembled a crisis management team and by executing our Business Continuity Plan, our team was able to ensure uninterrupted delivery of our products and services to customers around the world; I could not be prouder of our response to support our customers during a particularly challenging time. Most of our global workforce shifted to work from home, and we extended support to our communities by matching employee donations to COVID-19 response organizations.

Later in 2020, as the social justice movement took root, NetApp's leaders and teams worked diligently to transform positive intent into action. NetApp condemns intolerance, injustice, and violence. As I've shared with our employees, we want NetApp to be a sanctuary — a place where employees, customers, and partners can be themselves, feel safe, and be celebrated, encouraged, and respected precisely for who they are.

In this same vein, we continue to improve how we listen to and learn from our underrepresented colleagues — for only from genuine understanding comes empathy, and from empathy begins the process of rooting out bias.

Together, NetApp is more than 11,000 strong. And when we all stand shoulder-to-shoulder in opposition to racism and injustice, we can reach our aspiration to make ourselves better people, our communities better places, and contribute to a better world for everyone.

George Kurian
Chief Executive Officer

For the benefit of our employees, customers, partners, shareholders, and neighbors, we are committed to effective environmental, social, and governance (ESG) management.

About NetApp

In a world of increasing complexity, we simplify. Founded in 1992 and headquartered in San Jose, California, **NetApp** is a global, cloud-led, data-centric software company that helps our customers put their data the work with industry-leading cloud data services, storage systems, and software.

We bring the enterprise-grade data services our customers rely on into the cloud, and the simple flexibility of cloud into the data center. And we do it with industry-leading solutions that work across diverse environments and the world's biggest clouds.

- Founded in 1992

- IPO in 1995

- Headquartered in San Jose, California, USA

- 11,000 Employees

- Offices in 27 Countries

- $5.7B in FY21 Revenue

About NetApp

Our Values

The values we share at NetApp define who we are as a company. For us, it has never been about simply what we do, but how we do it and who we are. Our values inform all we do, from how we empower our employees and interact with customers and partners to how we design solutions and the social causes we support.

We strive to create a model company by living our values and honoring our commitments to our stakeholders.

Put customer at the center
– Know their journey and walk in their shoes
– Show up with a strong point of view
– Become their trusted, indispensable partner and ally

Care for each other, and our communities
– Be humble and kind (don't be a jerk)
– Make each other better
– Build deep, authentic connections (and bust out of your silo)

Build belonging every day
– Become a visible champion
– Make room for other voices and help them be heard
– Embed diversity & inclusion into every decision

Embrace a growth mindset
– Be in it to win it: choose progress over perfection and celebrate success
– Invest in yourself. Try new things – even if they're scary
– Learn from new experiences and each other

Think and act as owners
– Bring your A-game (A is for accountable as well)
– Decide with confidence, act with integrity and speed
– Create the future today
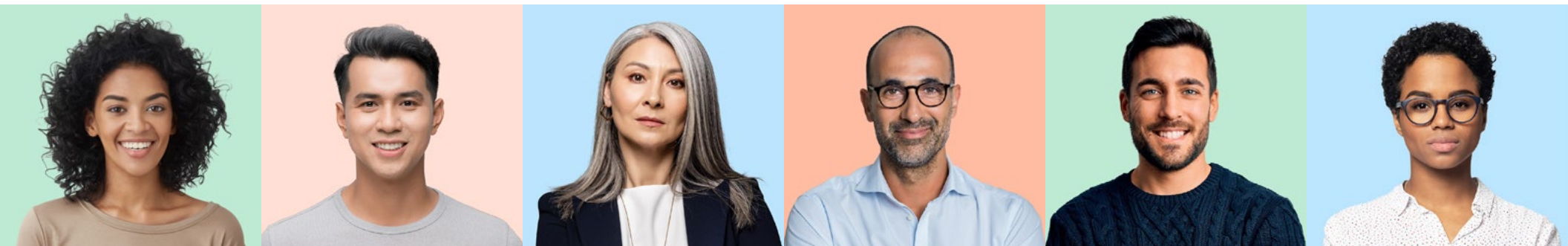
About NetApp

Our Stakeholders

We maintain business practices aligned with the expectations of our key stakeholders, which include our:

Employees

Attract and retain employees who embrace our values, lead inclusively, thrive on challenging problems, and who value recognition for their contributions.

Customers

Drive customers' success and earn their loyalty through products, services, and relationships that deliver new capabilities and unparalleled value.
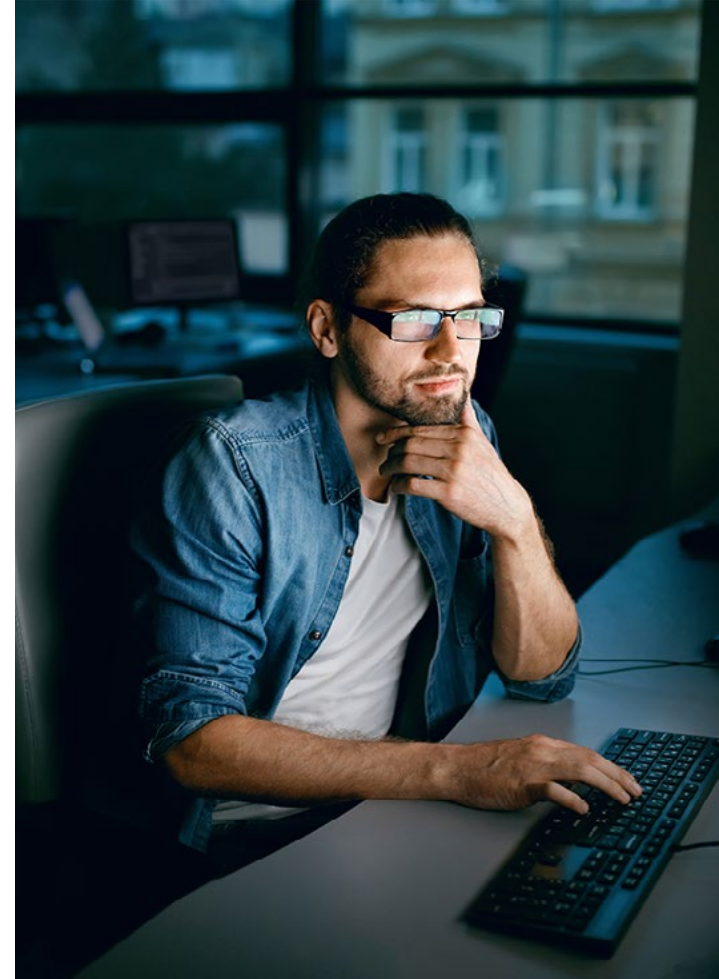
Shareholders

Provide shareholders with exceptional value through predictable performance and significant growth in revenues and profits.

Partners

Build and nourish partnerships to deliver innovative, superior solutions for customers.

Communities

Create positive impact in the communities where we live and work.

Our Commitment to ESG

We have a responsibility to help make our global communities better, stronger, and more vibrant.

At NetApp, we're committed to social responsibility priorities, including diversity and inclusion, health and safety, human rights, environmental protection, and philanthropy. We promote a culture that demands high standards for social responsibility. And we're dedicated to protecting our environment by creating energy-efficient products and practicing sound environmental stewardship.

Our Approach
We developed our first ESG goals, aiming to achieve each one by the end of FY22. Learn more throughout this report about how we're making progress in each of these areas.

Social Impact
– Achieve 35% employee participation in social impact programs
– Reach 1,000 students with data science education through NetApp Data Explorers program
– Donate $2M to global charities

Diversity, Inclusion, & Belonging
– Increase accountability in our diversity, inclusion, and belonging (DIB) programs by adding a diversity objective to executive compensation plans
– Increase hiring, development, and retention of women and underrepresented minorities in the United States (U.S.)
– Invest in resources to drive enterprise-wide transformation

Workplace Resources
– Establish science-based targets (SBT) as part of our initiative to reduce greenhouse gas (GHG) emissions
– Quantify the carbon footprint of our installed base of equipment at customer sites to report Scope 3 emissions
– Improve CDP climate change score

Supply Chain
– Implement mandatory training on Modern Slavery in the Supply Chain for global procurement and sourcing employees who are directly engaged with sourcing and selecting suppliers

Governance
– Maintain and report current Board composition with respect to women and underrepresented minorities
– Include Human Capital Management disclosure in 10-K filing

Our Commitment to ESG

In this report, we outlined the progress we are making and the areas where there are opportunities to improve. Some of our notable achievements from the past year include:

Established ESG goals for FY22

Partnered with the CEO Action for Racial Equity and appointing a Fellow to help advance equity in the U.S. communities in which we operate

Launched Global Inclusion Council, including representatives from all regions as well as employee business resource groups, ensuring we plan globally and act locally

Launched our inaugural Thrive Talent Career Week to cultivate internal talent

Delivered continuous service to our customers by supporting our team members and their communities, and thanks to our supply chain resiliency in the face of pandemic-related disruptions

Donated $1.7M to charitable causes through matching gifts, $875K of which came from employee donations. Overall corporate giving reached $3m in FY21

Began construction on a LEED certified energy efficient facility at Wichita State University's Innovation Campus in Kansas

Entered into a wind energy contract offered by the local utility in Wichita, which will supply almost 100 percent of our electricity consumption

Released our statement on slavery and human trafficking, detailing our commitment to human rights and the measures we take to eliminate these risks from our supply chain

Social

Social

TALENT ATTRACTION AND MANAGEMENT

Our Approach

We take pride in our people and our culture. If you ask anyone at NetApp why they work here, the answer is inevitably the same: it's the people. We place trust, integrity, teamwork, and caring at the center of what we do.

Our work is dynamic. We're on the cutting edge of transforming businesses and setting industry standards. Behind our innovative products and services is an open, diverse, and collaborative culture that fuels fresh ideas.

We know that by valuing diversity of thought, sharing our viewpoints, challenging our thinking, and empowering our people, we create unique solutions for our partners. This approach inspires our customers, who often remark that we push the boundary of possibility beyond their expectations.

Responding to COVID-19

NetApp's response to the global pandemic began in January 2020, months before major steps were taken in much of the world. From matching COVID-related charitable donations to shifting rapidly to remote work, NetApp has taken a mix of steps to keep our teams and communities safe while also delivering products and services uninterrupted.

– At the outset, we assembled a company-wide crisis management team to execute our Business Continuity Plan and prepare to mitigate the impact of COVID-19.

We put our employees' success and wellbeing at the heart of everything we do.
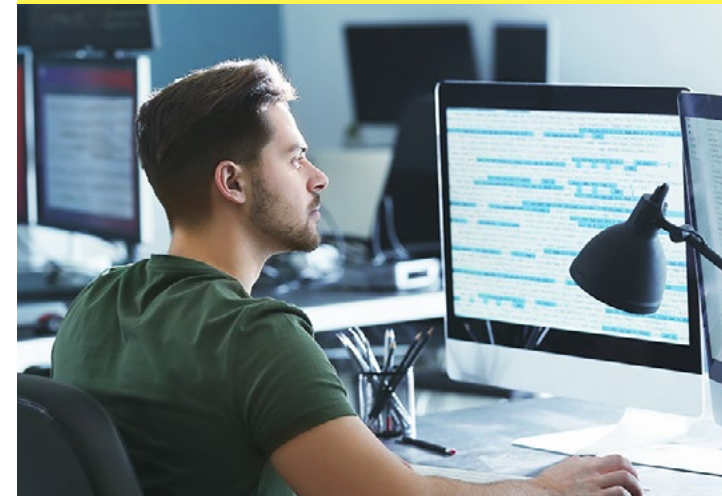
Social

– We put in place measures requiring most of our global workforce to work from home.

– We launched additional benefits to address pandemic-related challenges at our sites across the world, such as backup childcare in the U.S., increased mental health resources for employees and contractors, and on-campus vaccination clinics in India.

– Our leadership continues to monitor and manage the situation to mitigate impact to sales, global supply chains, and support and services.

– As pandemic risks recede, we're shifting to a hybrid workplace, a mix of remote and onsite work that promises to deliver a productive balance of engagement and tailored flexibility for employees.

Engaging Employees
We believe our teammates are our greatest asset and greatest strength. When workers succeed as individuals, their teams flourish, and NetApp thrives. We have a history of making our own rules — in a good way. That's because we approach every challenge with fresh eyes.

Organizational health and cultivating a supportive work environment are top priorities at NetApp. Time and again, NetApp has been recognized as one of the world's best workplaces. Our culture is distinguished by a unique mix of quality and passion, a fusion that nurtures deep camaraderie and a commitment to service.

In 2019, we implemented the Thrive Pulse survey. The semiannual, AI-driven study gauges employee engagement and sentiment. With a 74 percent response rate, the results of the 2021 survey indicate that our employees:

Time and again, NetApp has been recognized as one of the world's best workplaces. Our culture is distinguished by a unique mix of quality and passion, a fusion that nurtures deep camaraderie and a commitment to service.

Social

– Believe that we have a great culture, at an index of 81 out of 100, 10 points over the tech industry benchmark.

– Are excited about our future, scoring an index of 85 out of 100, 11 points above our peers.

– Understand that their work contributes to NetApp's success, scoring 85 out of 100 on this measure, 4 points above our industry benchmark.

As we embed broader diversity goals across our operations, we're leveraging the Thrive Pulse survey to help us collect insights from our employees and listen to feedback to drive inclusion and belonging in the workplace.

Protecting Wellbeing
The NetApp family is global, which means our values are expansive and inclusive. Together, we're our biggest advocates, which means we support each other without question. Our benefits program is designed to improve our employees' physical, financial, and emotional wellbeing. We provide:

– **Healthcare programs:** Comprehensive medical, dental, wellness, and vision plans for employees and their families

– **Insurance and income protection:** A full range of life and disability insurance is available for additional peace of mind

Social

– **Financial and savings programs:** Whether its flexible spending, stock purchases, or competitive retirement plans, we work to capitalize on total compensation

– **Work-life balance:** We offer a wide range of wellbeing programs, including paid and volunteer time off, educational assistance, legal services, child and elder care, and student debt repayment

– **And more:** Mental and emotional health resources along with physical fitness incentives

Developing Tomorrow's Talent

By renewing our focus on technology, career growth, and talent development, we are engaged in a multiyear push to invest in our people like never before. In year two of this transformation, we are delivering on our promise to employees: expect to be happy, expect to have no barriers, and expect to be inspired.

We are upgrading key technology to develop our future workforce. NetApp has recently begun using a career pathing tool, **Fuel50**. Employees can explore roles and develop role-specific expertise and forecast future skills. To streamline hiring, the **HireVue** platform lets us reduce onsite interviews.

NetApp's **BetterUp** coaching program continues to be our most highly rated and requested development experience, offering personalized 1:1 coaching for employees at all levels. BetterUp's "Whole Person" approach ensures that employees can address coaching needs on a variety of topics, from work performance to sleep, health, navigating uncertainty, inclusive leadership, parenting practices, and more.

Emphasizing Time Off

At NetApp, we're confident that we can work together to deliver great experiences for customers and employees. To give time to refresh and renew our focus on our health, safety, and wellbeing, we have instituted a mix of methods:

Global Wellness Days are paid days off in appreciation of regular employees' outstanding response to remote work. In 2021, three such days are scheduled for March, July, and September.

Company Shutdowns are week-long breaks when the entire company pauses work. Two such weeks are scheduled in 2021, one in July and another in December.

No Meeting Fridays keep one Friday each month free of meetings to dedicate time to focused work and learning and development.

Social

Creating connections across the enterprise, leveraging diverse voices, and solving complex programs are at the core of our **Breakthrough Leadership Program**, delivered in partnership with the **Kansas Leadership Center**. To build leadership skills across their work and projects, employees at all levels are encouraged to attend.

In 2020, we introduced LinkedIn Learning giving all employees access to over 16,000 courses for technical, professional, and personal development. Integrating LinkedIn Learning courses with the Fuel50 career platform gives employees a powerful set of tools with which to explore both current and future jobs and related skills.

We also maintain the **Sales, Support, and Services (S3) Academy** to enable our University Graduate Hires to fast track their careers through mentoring, leadership exposure, and hands-on training during two-year terms. S3 graduates are also included in the University Graduate Hire Program, which helps new hires transition from campus life to corporate culture through networking, philanthropy, and professional development events.

Building Our Talent Pipeline
We take pride in creating a rich, real-world career experience for our interns. These opportunities offer a true win-win for both students, who can experience the corporate environment and contribute meaningful work, and our organization, which benefits from diverse perspectives and fresh thinking.

Thrive Talent Career Week
In November 2020, NetApp launched its inaugural **Thrive Talent Career Week**. This week-long conference delivered an immersive opportunity to cultivate internal talent. A week of live sessions offered inspiration to employees to take charge of their NetApp careers and to explore personal and professional development. The gathering also served as a vehicle for NetApp to preview our AI-driven platform, our enterprise strategy for which employees can begin to customize professional development.

Social

This commitment carries through to programs that support our young professionals. The **NetApp Emerging Talent (NET) Program** is a diverse, global community designed to help grow beginning careers, sharpen skills, and foster meaningful relationships. To identify top talent, our team joins key global events throughout the year. These include:

– The Grace Hopper Celebration (India and the U.S.)

– Tertiary to Work Career Fair (Australia/New Zealand)

– herCareer (Germany)

– Black Engineer of the Year Award STEM Conference (U.S.)

– Hispanic Associate of Colleges and Universities Conference (U.S.)

What's Next

We are dedicated to building a workforce centered on a commitment to excellence. We plan to launch the Thrive Academy in 2021 to continue to support employees in their growth and development, and to engage leaders to better guide their teams. The Thrive Academy is a collection of carefully curated learning experiences directly aligned to our talent strategy of strengthening individual and team relationships, fostering inclusivity and a growth mindset, and acting with an enterprise mindset. And we will continue to improve the employee experience by acting on insights from the Thrive Pulse survey and providing opportunities for employees to help solve cross-functional problems.

Recognized as a top company for students
In recognition of our long commitment to intern development, NetApp was recognized as a top company for students by **Vault**, a career intelligence site. For 2021, the site ranked our internship program:

#1 Best Internship for Sales & Marketing

#4 Best Tech & Engineering Internships

#6 Best Internships for Overall Career Development

Social

GLOBAL DIVERSITY, INCLUSION, AND BELONGING

Our Approach

At NetApp, we're proud to foster an environment that celebrates our differences, authenticity, and individuality as strengths. We're not just a company of products, but of people, all working together in the spirit of collaboration and mutual growth.

We fully embrace and advance a diverse, inclusive global workforce. Indeed, we see diverse talent as central to our future success and prioritize hiring and retaining women and underrepresented minorities globally.

Driving a Culture of Belonging

To cultivate a sense of belonging, NetApp's diversity, inclusion, and belonging (DIB) strategy applies a holistic approach to employee lifecycles. Diversity is embedded in all the ways we connect people, promote agile workplace practices, use technology and tools, and foster a collaborative environment.

We're guided by these DIB principles:

People   Our priorities extend beyond hiring to retention and development. We value and celebrate diversity and aim to create an environment where all employees thrive.

Leaders   We equip NetApp's leaders with the tools they need to lead inclusively and promote a culture of belonging and engagement among team members.

CEO Action for Diversity & Inclusion
Founded on shared principles that diversity, equity, and inclusion are society-wide challenges, **CEO Action** was launched in 2017 guided by a belief that corporate collaboration, rather than competition, is vital to achieving large scale progress. As such, CEOs play a vital role in leading this change.

In 2021, we appointed NetApp's first CEO Action for Racial Equity Fellow. Seconded from her role as a project manager, our Racial Equity Fellow is working with CEO Action, helping to advance company-wide diversity, inclusion, and belonging programs.

Social

Workplace To foster a culture in which everyone feels empowered to tackle complex problems, we actively promote transparency, openness, and equality.

Marketplace In a competitive arena for the best people, we focus on making NetApp an employer of choice.

Our ongoing DIB strategies and priorities include:

Leadership In 2020, we hired a Global DIB executive to reinforce a culture of inclusion and to help leaders develop new capabilities around inclusive leadership.

Training We continue to deliver training on inclusive leadership and unconscious bias throughout the organization. To cultivate awareness, we rolled out "diversity moments," where meetings begin with a brief discussion of DIB concerns. These are microlessons to drive education and awareness on key diversity topics and reinforce that DIB is not an isolated training topic, but rather an issue that permeates all our work.

Discovery We use our Thrive Pulse survey to collect insights from our employees and monitor sensibilities and concerns about inclusion and belonging. Administered globally, this survey can surface regional variances while fostering a sense of commitment.

Social

Sharing   During the pandemic, we created an online discussion channel that grew into a vital virtual community for a group of senior managers. A series of organized huddles supports these efforts: one recently featured a discussion on anti-Asian racism.

Partnering   We continue to expand and strengthen our external partnerships, collaborating with experts to better brand and develop our pipeline of diverse talent.

Modeling   We emphasize the importance of cultivating a healthy, diverse, and tolerant culture by modeling diverse and inclusive behaviors for leaders and employees alike.

Prioritizing   DIB initiatives can succeed only if the goals are shared company wide. Accordingly, we aim to embed these goals and initiatives worldwide across all facets of our organization.

FY21 Gender Diversity
To better understand how we're advancing our DIB program, NetApp tracks diversity metrics across our organization.

Global Workplace

24%

76%

Board of Directors

33%

67%

■ Female   ■ Male
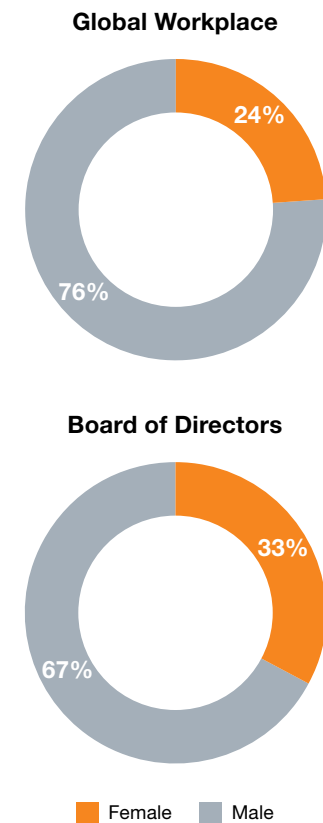
Social

Cultivating Diverse Talent

It takes more than passion to drive diversity, inclusion, and belonging. Finding, hiring, and developing talent make up the foundation of our commitment to DIB. To that end, we're working on multiple fronts to widen how we find, hire, and develop talent.

– **Diverse partnerships:** To help achieve our goal of providing a top workplace for our employees, NetApp partners with a wide mix of external organizations. For example, NetApp promotes interest in science, technology, engineering, and math (STEM) among minorities, women, veterans, and other diverse talent by working with a mix of partners, including: CEO Action for Racial Equity, Advancing Minorities' Interest in Engineering (AMIE), and North Carolina Agricultural and Technical State University, a member of the Hispanic Association of Colleges and Universities (HACU).

– **Smarter recruiting and retention:** Over the past year, we have elevated efforts to improve how we attract, hire, and develop diverse talent. For example, a new talent enablement tool, **Fuel50**, is improving our approach to career development by providing greater visibility to internal opportunities and equipping employees to take a more proactive role in their development. We also use **Eightfold**, a tool to assist with diversity hiring by rapidly sorting groups of candidates by key criteria. These efforts strengthen existing efforts such as requiring diverse candidate pools and diverse interview panels.

Social

– **Reducing turnover:** Though our turnover is already low, we aim to keep even more of the talent we recruit and hire as we move forward. With a new leadership role dedicated to workforce planning, we are re-assessing historical patterns to better understand the factors that contribute to turnover. Past patterns can inform predictive analytics, which promise to help identify personnel at higher risk of departure and guide strategies that could help more workers stay longer.

– **Nurturing affinities:** Our employee affinity groups, now known as "employee business resource groups," serve as incubators where diverse perspectives can catalyze to help refine our business strategies while building a more inclusive global workforce. Today, these groups include Women in Technology, NetApp Veterans, NetApp Network of Blacks in Tech, and Latinos Unidos at NetApp.

– **Celebrating Heritage:** NetApp honors the histories that are important to our employees through our Global Heritage Celebrations, including Women's History Month, Pride Month, Hispanic Heritage Month, Black History Month, Diwali, and Veterans Day.

In partnership with our employee affinity groups in 2020, NetApp launched an employee giving campaign focused on diversity, equity, and inclusion in response to the growing movement for racial justice.

Social

What's Next

We will continue to align our people goals with our broader growth strategy. We aim to attract and retain the best, most diverse talent to help us succeed by:

– **Increasing accountability** in DIB programs by adding diversity objectives — such as hiring more women globally and underrepresented minorities in the U.S. — to executive compensation plans

– **Expanding our DIB ecosystem** with Inclusion Councils in every region guided by our Global Inclusion Council. Engaging leaders at all levels to nurture inclusive environments where all can thrive

– **Targeting recruitment** to increase women and underrepresented minorities. Our Global Inclusion Council ensures that this priority also advances in India, Asia Pacific, and our other global sites

– **Investing in resources** to increase our expertise and improve the technology in and around recruiting, development, and retention to drive enterprise-wide transformation

Social

NETAPP AND SOCIAL IMPACT

Our Approach

Our culture of caring and service extends to communities globally. We contribute time, talent, and money to non-profit and non-governmental organizations and schools near major NetApp sites to help create a sustainable and equitable world.

NetApp Serves acts as an umbrella program for our philanthropic initiatives. It includes our corporate charitable giving, matching donations, and employee volunteerism. By amplifying the charitable priorities of our staff, NetApp Serves plays a vital role in creating an inclusive culture. The program prioritizes three main areas: education, basic human needs, and disaster relief.

Advancing Technology Education

At NetApp, we believe data fluency is critical to young people's professional success. Data fluency can also help solve pressing social and environmental challenges. We aim to fill this need, as part of our broader commitment to STEM education, by developing data skills among students in underserved communities.

– **The Data Explorers Experience:** NetApp Data Explorers engages 12- to 16-year-olds in problem-solving with data. Students dive into data sets aligned with the United Nations (U.N.) Sustainable Development Goals on topics from climate change to health equity. The experience encourages students to find creative solutions and probe the data using various tools. This year, we aim to scale beyond initial efforts in Durham, North Carolina and Bangalore, India.
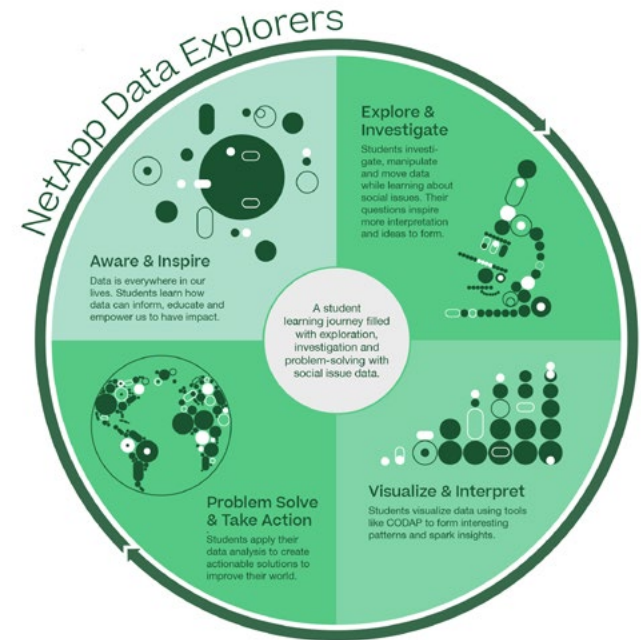
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Social

– **Education Partners:** To scale Data Explorers, NetApp partners with leading STEM education and youth development non-profits, including TERC, the Concord Consortium, and the India STEM Foundation. Together, we seek to inspire young people about data in information settings. Locally, we also partner with schools and afterschool programs to reach underrepresented students in underserved communities.

– **Data Education:** NetApp is aligned with leaders from all sectors to build awareness of and advocate for the importance of data science education. As a member of both Data Science for Everyone and the Messy Data Coalition, we're able to share insights from our program evaluation and best practices from our work with NetApp Data Explorers.

In 2019, NetApp announced Tech for Global Good, a partnership with The Tech Interactive, to prepare new generations of young innovators to tackle some of the world's most challenging social problems. The first year, NetApp supported the Youth Climate Action Summit (YCAS). In 2020, NetApp's support created a Virtual Field Trip highlighting individuals and organizations using data to help people achieve healthier, more prosperous lives. For example, the event featured UNICEF's innovation team who developed a data-centered platform to track and predict the spread of diseases, such as COVID-19.

"I've been teaching virtually for a year, and in all that time, I haven't experienced the level of interaction or cooperative learning that I saw in the program."

— Educator and participant in NetApp Data Explorer, Durham, NC

Social

Supporting Basic Human Needs

With our headquarters in San Jose, California, we are personally impacted by the housing crisis in Silicon Valley. As such, we prioritize the basic human needs of hunger and shelter there, and across our global footprint, led by these initiatives in 2020:

– We doubled our support to address to food insecurity, led by a campaign for nearly 20 food banks. To support families struggling with the impacts of COVID-19, employees volunteered virtually and in person.

– We supported the Housing Trust Silicon Valley Tech Fund with a $10 million investment which enables the creation of more affordable housing units.

– NetApp executives used their culinary talents to raise $25,000 in support of **Rise Against Hunger** and other hunger alleviation programs.

– We increased corporate grants to pandemic relief organizations around the world to fund medical supplies, PPE, and vaccines.

Providing Disaster Relief

When our neighbors are adversely affected, NetApp employees want to help. Our disaster relief efforts focus on locations near our operations, but each disaster is evaluated on a case-by-case basis with considerations for employees, customers, and business interests. When hurricanes, tropical storms or other natural disasters occur, employees donate to supply food, shelter, and supplies to those in need.

Advancing Technology and Social Innovation

NetApp teamed up with Team4Tech to provide learning projects in support of nonprofits in Rwanda, Kenya, and Ghana. At NetApp employees take part by working in cross-functional teams, that challenge and advance their skills mix — from business acumen, to interpersonal dynamics, and leadership techniques — to develop technology solutions for program partners overseas.

Social

Since 2017, NetApp has donated $105,000 toward recovery efforts for fires, hurricanes, and floods. We have provided an additional $505,676 by matching disaster relief-focused employee donations.
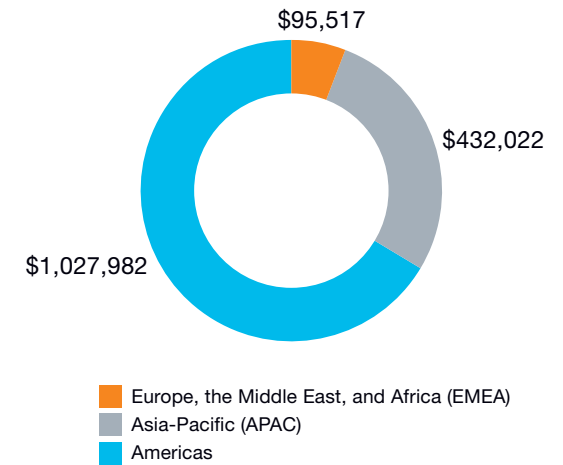
Serving Others is a NetApp Tradition
At NetApp, employees are encouraged to donate their time through individual, team, or company volunteer efforts. We support employees in making a difference in the world in the ways that are most meaningful to them. At the heart of how NetApp contributes is our Volunteer Time Off (VTO) program, launched in 2007. This program provides employees up to 40 hours per year — with full pay, during regular business hours — to support the non-profit organizations of their choice.

We also support our employees' charitable donations through our Matching Gifts program. This program, launched in September 2019, matches employee donations one-for-one up to $500 per calendar year. In FY21, NetApp donated $1.7M through employee and corporate contributions, and 2,141 employees recorded 26,477 volunteering hours.

To keep our tradition of serving others active during the pandemic, we launched virtual volunteering and created "impact hours" during which teams could make a positive contribution while working from home. Employees also showed their support for first responders during the pandemic by preparing emergency kits.

FY21 Corporate Giving by Region

$95,517

$432,022

$1,027,982

- Europe, the Middle East, and Africa (EMEA)
- Asia-Pacific (APAC)
- Americas

Employee giving doubled in FY21. In total, NetApp donated $1.7M to charitable causes, $875K of which came from employee donations.

Social

What's Next

With these goals, we will work to increase the scale of and participation in our social impact programs:

– **Achieve 35% employee participation in social impact programs.** Over the year ahead, we aim to expand our definition of participation to include both volunteering along with donations. Participation at any scale — even a few dollars — is the goal. In FY22, a new Match4Good program will be in effect to double the corporate match amount and enable employees to donate cash rewards they earn for volunteering.

– **Reach 1,000 students with data science education.** By deepening out partnerships, we aim to grow NetApp Data Explorers to engage 1,000 students during 2020-21 school year. Key extensions this year include signing onto a letter calling for the U.S. government to focus on K-12 data science education and a partnership with Data Science for Everyone, a collaboration focused on advancing cross-industry expertise in data science education.

– **Donate $2 million to global charities** via direct support of programs — particularly on education efforts with underrepresented communities, such as NetApp Data Explorers — along with matching gifts made to amplify the donations of our employees.

Environmental

Environmental

SUSTAINABLE OPERATIONS

Our Approach

To ensure a healthy planet tomorrow, NetApp is committed to improving the environment today. In support of this commitment, beginning in 2021, we have elevated oversight of environmental sustainability to the board level.

NetApp complies with all applicable legal, customer, and other requirements to prevent pollution and minimize environmental impacts of our activities, products, and services through continuous improvement of our Environmental Management System (EMS). Our EMS provides the framework for us to set, monitor, and continuously improve our environmental objectives.

In FY21, NetApp sustained our certification to the ISO 14001:2015 EMS standard.

We measure and report on operational sustainability through the following platforms:

– **CDP:** We voluntarily disclose our annual climate and water impacts to **CDP**, a not-for-profit organization whose aim is to study the implications of climate change for the world's principal publicly traded companies.

– **EcoVadis:** We have been assessed annually by **EcoVadis** for six years. Our latest score in July 2020 was 62 out of 100, a four-point annual gain and within the top quartile of assessed scores.

– **ISO Certification:** We conform to the ISO 14001:2015 standard. Our EMS certified locations: Canada (Vancouver), Germany (Berlin; Düsseldorf; Frankfurt; Munich; Stuttgart; Walldorf), Iceland (Reykjavik), India (Bangalore), Israel (Petach-Tikva;Tel Aviv), Netherlands (Amsterdam), United States (Boulder, CO; Research Triangle Park, NC; San Jose, CA; Waltham, MA; Wichita, KS).

Managing our natural resources responsibly is a duty NetApp owes to future generations.

Environmental

Sustainable Facilities

At NetApp, we seek to conserve, optimize, and responsibly source energy for our buildings, labs, and data centers. These efforts span from the energy-efficient design of new facilities to enhancements to existing facilities, such as lighting upgrades. In the past year, we have also decreased energy use by shrinking our building footprint. A mix of related strategies has helped reduce our resource consumption and improve overall efficiency:

GHG Reporting	We continue to increase our efforts to further measure, monitor, and report GHG emissions, with a specific focus on more comprehensively reporting our Scope 3 emissions. Our customers frequently ask about our initiatives to combat global warming, and as a supplier of products and services, customers are also requesting more information about our product life-cycle carbon footprint.
Renewables and Efficiency	Our Bangalore campus uses over 80 percent renewable power, drawn from wind generation sources and mini hydroelectric plants. The campus also has a small onsite solar plant with a capacity of roughly 100kW. In late 2020, NetApp contracted with the local utility to supply our Wichita site with almost 100 percent wind energy.
Waste	We divert as much waste as possible from landfills by recycling, composting, and encouraging employees to opt for reusables in our break rooms and cafeterias.

At NetApp, we seek to conserve, optimize, and responsibly source energy for our buildings, labs, and data centers.

Environmental

Green Teams

To encourage environmental stewardship among employees, we established Green Teams at several U.S.-owned sites. These employee groups raise peer awareness of sustainable practices and have achieved measurable resource conservation and energy savings improvements.

In Research Triangle Park, North Carolina (RTP) the Green Team partnered with our landscaper to install a pollinator garden in April 2021, with over 400 native plants in six beds, providing food for bees, butterflies, and migratory pollinators. The garden is part of The Butterfly Highway, a statewide conservation restoration initiative.

Water

NetApp takes measures to conserve water in our operations. For all landscaping irrigation, our RTP campus uses non-potable reclaimed water provided by the local utility company. Likewise, our Bangalore campus recycles wastewater on site to reuse for irrigation and HVAC cooling towers, making the site a zero-discharge facility.
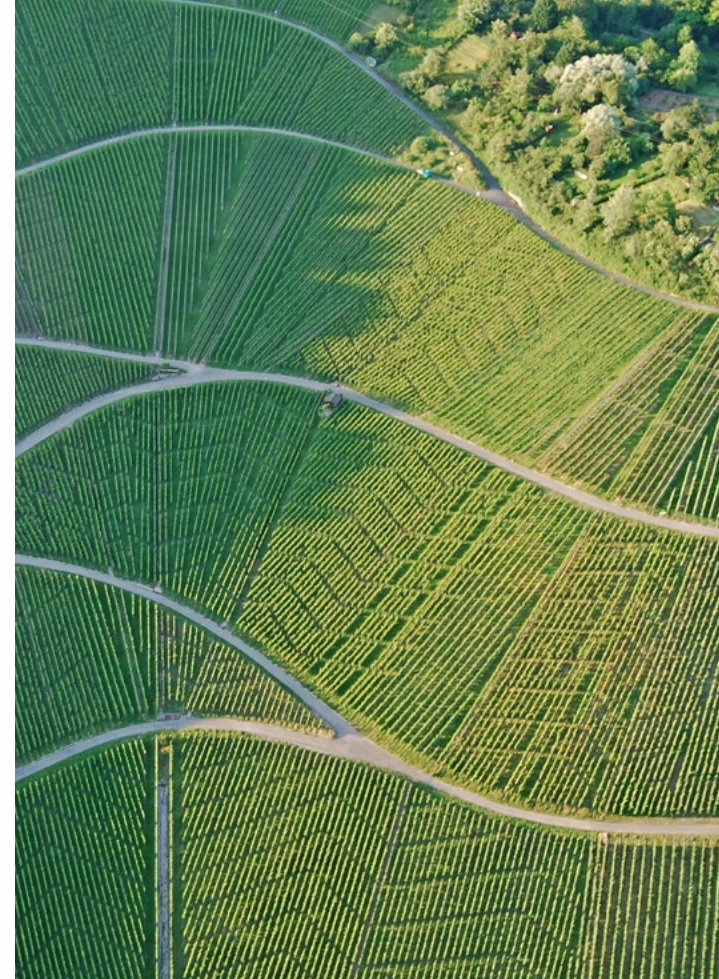
Environmental

NetApp's Energy Management Program

In 2015, NetApp set a goal to reduce energy consumption company-wide by 20 percent, a target we achieved in 2020. Through our energy management program, we improved overall energy efficiency at our facilities globally via a mix of efforts, including energy efficient design, advanced lighting technologies, and retro-commissioning to improve the performance of existing facilities.

At our RTP campus in North Carolina, NetApp has two data centers we refer to as Global Dynamic Labs, or GDLs. These facilities rank as global leaders in energy efficiency, with power usage effectiveness (PUE) ratings of 1.15, compared to a global data center benchmark of 1.8. These efficiencies have garnered in both GDLs an **ENERGY STAR**® rating of 100.

To achieve these gains at our GDLs and other data centers, we have deployed energy efficiency innovations:

– **Ambient cooling**, where outside air is used to cool the data center instead of energy-intensive air chillers, condensers, and related air handlers (known as paid cooling); and

– A **cold-aisle containment system** that uses pressurized airflow to optimize the management of waste heat. By eliminating the need for air to bypass tech equipment, fan energy consumption falls by 80 percent.

  • The design also eases equipment rebalancing since personnel can move gear without shifting air supply systems;

A Greener Innovation Center

NetApp is building a state-of-the art facility at Wichita State University's (WSU) Innovation Campus in Kansas. Expected to open in early 2022, the 168,000-square-foot facility will be powered almost entirely by renewable energy and deploys a suite of cutting-edge technologies to minimize resource consumption. Efficient lighting and smart controls complement a high-efficiency data center. To reduce water use, landscape features capture and reuse rainfall. Inside the LEED-certified site, an open office plan will accommodate some 600 staff, ideally situated to collaborate with WSU students, faculty, and researchers.

Environmental

- Tech cabinets can be configured for extreme power density, which averages the load within the cold aisles, and lowers the facility's overall footprint and resource needs; and

- This design also allows elevated temperatures of supply air and chilled water, resulting in higher capacity utilization, reduced energy use, and increased hours of free cooling.

NetApp shares these best practices with our customers to reduce costs and energy consumption at their own data centers.

Responsible Waste Management
NetApp is committed to shrinking the volume of waste material sent to landfills and for recycling. Overall, our landfill diversion rate for e-waste exceeds 99 percent. To further shrink our waste outflow, we're:

– **Combining shipments:** Rather than shipping individually packaged components, when possible, NetApp packs and ships pre-assembled, pre-configured equipment.

– **Reducing packaging:** The cardboard we use in packaging contains a high percentage of recycled content. What's more, we have optimized our packing design and reduced redundant packing materials.

– **Reusing wooden material:** To close the loop on wooden pallets and crates, we have established a take-back program where the shipper returns these materials to NetApp for reuse.

Environmental

– **Non-toxic materials:** All materials used in the packaging of our gear comply with Restriction of Hazardous Substances (RoHS) requirements and contain no toxins.

– **Processing e-waste:** We offer customers an option to recover their end-of-life electronic equipment, ensuring proper disposal, primarily through certified e-waste collection and recycling schemes. Per the latest Waste Electrical and Electronic Equipment (WEEE) Directives, we engage a compliance firm to perform services, such as registration and reporting, to ensure that we are in compliance wherever we do business.

What's Next

For the fiscal year ending in 2022, we will continue to focus on key priorities — reducing our energy and water use, and our waste — while also advancing new practices to assess, report, and reduce our carbon emissions. Namely, we aim to:

– **Establish science-based targets (SBTs)** for reductions of greenhouse gas emissions

– **Quantify the carbon footprint of our equipment** installed at customer sites to report Scope 3 emissions

– **Improve NetApp's CDP climate change score**
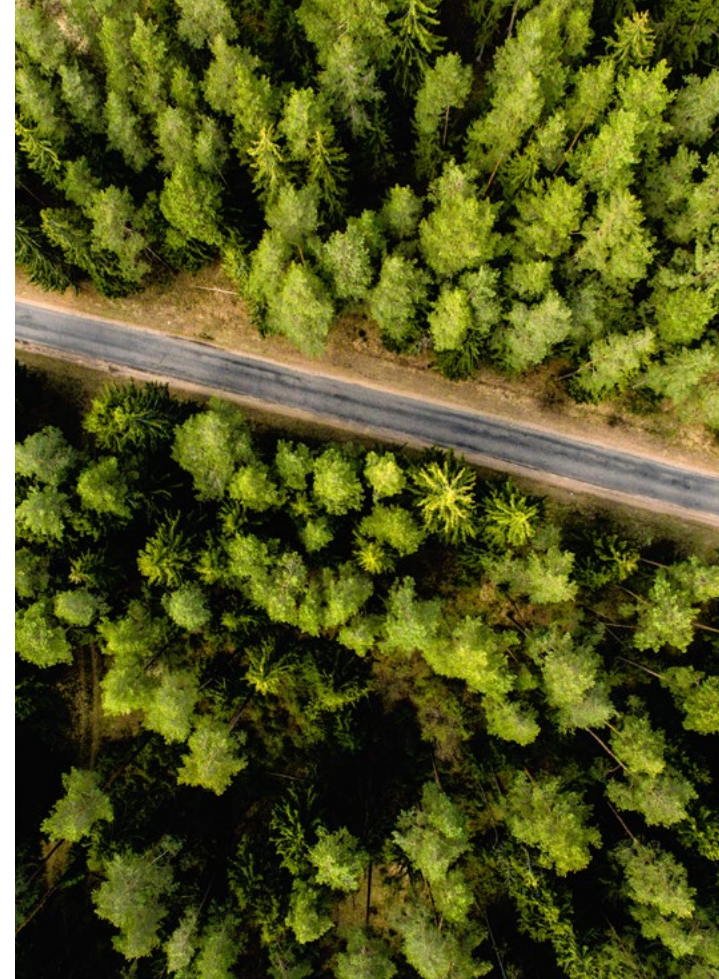
Environmental

PRODUCT QUALITY AND COMPLIANCE

Our Approach

NetApp is committed to providing products and services that meet and exceed international standards, and that comply with all applicable **laws and regulations** including: European Union's WEEE; RoHS; REACH (Regulation for Registration, Evaluation, Authorization, and Restriction of Chemicals); and Energy-related Products (ErP) directives.

In addition to ISO 14001:2015 certification of NetApp's Environmental Management System (EMS), our Quality Management System (QMS) is **certified to ISO 9001:2015**.

Reducing Product Risks

We safeguard our products wherever they are. Because we know that our products could be used improperly, we implement robust checks to protect against potential human rights violations. These checks not only satisfy regulatory requirements, they also further strengthen our compliance and our standing as a model corporate citizen.

In FY21, updated our **Slavery and Human Trafficking Statement** and completed a modern slavery assessment for our Australian operations to comply with evolving regulatory requirements. The results showed that our risk level is low. We also launched training about Modern Slavery in the Supply Chain and updated supplier contract templates to include modern slavery provisions.

What's Next

In the fiscal year ending 2022, we aim to calculate the energy use and emissions impact of our products.

NetApp is committed to providing products and services that meet and exceed international standards, and that comply with all applicable laws and regulations.

Governance

Governance

ETHICS

Our Approach

Since our founding in 1992, NetApp has been committed to building a model, values-led company. Our values are the foundation of our **Code of Conduct**. This declaration reflects our culture and our commitment to doing things the right way, for the right reasons, everywhere we operate.

This Code enables us to live our values and meet our obligations to our stakeholders — employees, customers, shareholders, partners, and communities. By living our values every day, we foster an environment of mutual trust and respect and advance a reputation for integrity. Our Code applies to everyone who works at NetApp, including all directors, officers, and employees. We also expect our partners, service providers, customers, suppliers, vendors, and contractors to work ethically and in a manner that is consistent with the standards in our Code and our policies.

All employees are required to complete a Code of Conduct course upon hire and then annually. The course evolves to address key priorities, which may include:

– Antibribery and anticorruption

– Data privacy and security

– Diversity and antidiscrimination

– Human rights

– Charitable and political activities

We work tirelessly to secure and maintain the trust of our stakeholders.

Governance

Leading With Integrity

NetApp has long upheld a set of basic values to guide our actions. Chief among those is a responsibility to conduct ourselves with the highest standards of ethical behavior when relating to customers, partners, employees, investors, and our communities. We believe our corporate governance policies and practices meet or exceed the standards defined in proposed and recently enacted legislation.

Our Board of Directors and its committees are responsible for the oversight and **governance** of the company and these values. As such, NetApp reviews the directors to ensure the board is comprised of individuals with the highest professional and personal ethics. Each director has broad experience at the policy-making level in business, education, and/or technology. The board delegates authority to the following committees:

– **Audit Committee:** Provides board-level oversight for our Enterprise Risk Management (ERM) program; ultimately responsible for ensuring that it adds value to the business strategy-setting process and operations.

– **Corporate Governance and Nominating Committee:** Reviews the composition and performance of the board; nominates individuals to present to the board as candidates for membership, both for annual stockholder meetings and to fill vacancies.

– **Compensation Committee:** Oversees and approves compensation policies, plans, and programs for the CEO, other executive officers, and non-employee board members.

We believe our corporate governance policies and practices meet or exceed the standards defined in proposed and recently enacted legislation.

Governance

– **Management's Executive Risk Committee:** Coordinates and oversees the operations of NetApp's ERM program, including the company's response to risks that could impact overall strategic goals and business objectives. The committee is made up of executive management, the ERM risk manager, and select leaders from each of the five risk pillars: compliance, operations, strategic, human capital, and finance.

What's Next

In the fiscal year ending in 2022, we aim to:

– **Report current Board composition** with respect to gender and underrepresented minorities

– **Include a Human Capital Management disclosure** in our 10-K filing

DATA PRIVACY AND SECURITY

Our Approach

NetApp is the authority for hybrid cloud data. Our customers look to us to help them accelerate their digital transformation while entrusting us to manage their most valuable digital assets. We must, therefore, ensure their trust by demonstrating industry-leading practices and regulatory compliance to protect and secure their data. Our products and services should also help our customers deliver rich, deeply relevant experiences to their clients — while also meeting their customers' privacy and security expectations.

Governance

At the same time, for customer clarity and regulatory compliance, we're focused on improving transparency around our data privacy and security policies, practices, and operations. NetApp also provides contractual commitments on the treatment of personal data and meets a variety of national and international standards for data security.

Empowering Digital Transformation Through Trust
NetApp's **Trust Center** offers our customers, partners, and stakeholders a one-stop-shop for clear and concise information about how NetApp's products secure customer information while protecting individual privacy. We also set out the data security policies and procedures that govern how we manage the security of our systems and our customers' data.

Broadly, NetApp follows global best practices and relevant laws for storing, transmitting, and processing data. Among others, we take measures that are central to effective security including encryption, authentication and authorization controls, breach reporting, data loss prevention, and patch management.

NetApp values adaptability. With an ever-changing legal environment, as well as an evolving threat landscape, we constantly seek to improve our privacy and data security practices. NetApp was one of the first companies to file **Binding Corporate Rules** (BCRs) to govern the transfer of data from the European Union to other countries. BCRs require a comprehensive data privacy and security program, from training and governance to audits.

NetApp values adaptability. With an ever-changing legal environment, as well as an evolving threat landscape, we constantly seek to improve our privacy and data security practices.

Governance

Protecting Privacy

Data privacy and security are foundational to NetApp's business and align with our values of respect, integrity, and building a model company. When privacy and security practices are based on these values, we believe trust will be the outcome:

– **Respect:** We strive to create products and services that empower our customers to meet expectations in the manner they view as the best practice and in full compliance with the law.

– **Integrity:** We provide honest and transparent information about our policies and practices and use the law as the minimum standard.

– **Model:** We continuously optimize our business operations to establish a model of integrity for our customers, peers, and the industry.

Our efforts to improve our data privacy and security programs — and to empower our customers with the tools they need to do the same — never stop. In 2020, we launched our Privacy Champion program to assign operational responsibility for privacy. A NetApp Privacy Champion is rigorously trained to provide expertise, answer frontline privacy-related questions, identify issues, and collaborate with other experts to solve them.

NetApp uses our own operations to demonstrate industry-leading capabilities in data protection. We design our in-house business processes to comply with global best practices in data privacy and security. For example, our internal **privacy policy** details how we collect or observe information through a variety of contexts, collectively referred to as the "NetApp Platform." The policy also discloses how we use, process, store, transfer, and disclose personal information.

NetApp holds itself accountable to physical, logical, process, and management controls throughout its business, which is demonstrated by the certification of NetApp information security management systems to **ISO/IEC 27001:2013** by an independent auditor. In FY21, NetApp's in-scope products and services met all controls defined by ISO 27001:2013.

Governance

Ensuring Data Security

Data security is the foundation on which privacy and compliance are built. NetApp follows the requirements of data security laws that require reasonable security measures for storing, transmitting, and processing data. We take measures broadly recognized as integral to appropriate security including encryption, authentication and authorization controls, breach reporting, data loss prevention, and patch management.

NetApp also abides by the practice of data minimization. This fundamental principle of data security holds that organizations should not collect or hold more personal information than is necessary and that data should be deleted when no longer needed for authorized purposes. This principle reduces compliance complexity and protects data against harm in the event of a security breach.

In the unlikely event of a data breach, we're committed to protecting the privacy of our customers and employees. In such an event, NetApp's Security Operations Center, Chief Privacy Officer, Data Protection Officer, and/or other senior executives would provide timely and transparent notification. Stakeholders would also be informed about what data was involved in the breach, as well as NetApp's response to the incident, steps to take, and where to locate additional information.

NetApp products and services are audited regularly against the **Service Organization Controls (SOC)2** (AT Section 101) standard by an independent certified public accountant firm and services auditor. In FY21, an independent third-party auditor affirmed that NetApp in-scope cloud and managed services have achieved SOC 2 Type 1 and Type 2 reports based on applicable Trust Services criteria.

Governance

What's Next

In the fiscal year ending 2022, we aim to:

– **Expand our Privacy Champions program** into our operations in Europe, the Middle East, and Africa (EMEA) and Asia-Pacific (APAC)

– **Automate our Privacy by Design process** and drive adoption throughout the company

– **Expand our privacy training curriculum** with additional on-demand offerings

SUPPLY CHAIN MANAGEMENT

Our Approach

We continue to improve how we identify and mitigate risks and nonconformance across our global supply chain with consideration for human rights, workers' rights, and environmental laws.

NetApp holds itself and its suppliers to the same standards, and we expect that all who conduct business on our behalf operate ethically, in compliance with the law, and consistent with our Code and policies.

We support the principles established under the **U.N. Universal Declaration of Human Rights** and expect suppliers to share this commitment. Each year, we produce a **Slavery and Human Trafficking Statement**, which outlines steps we take to promote human rights and transparency across our supply chain.
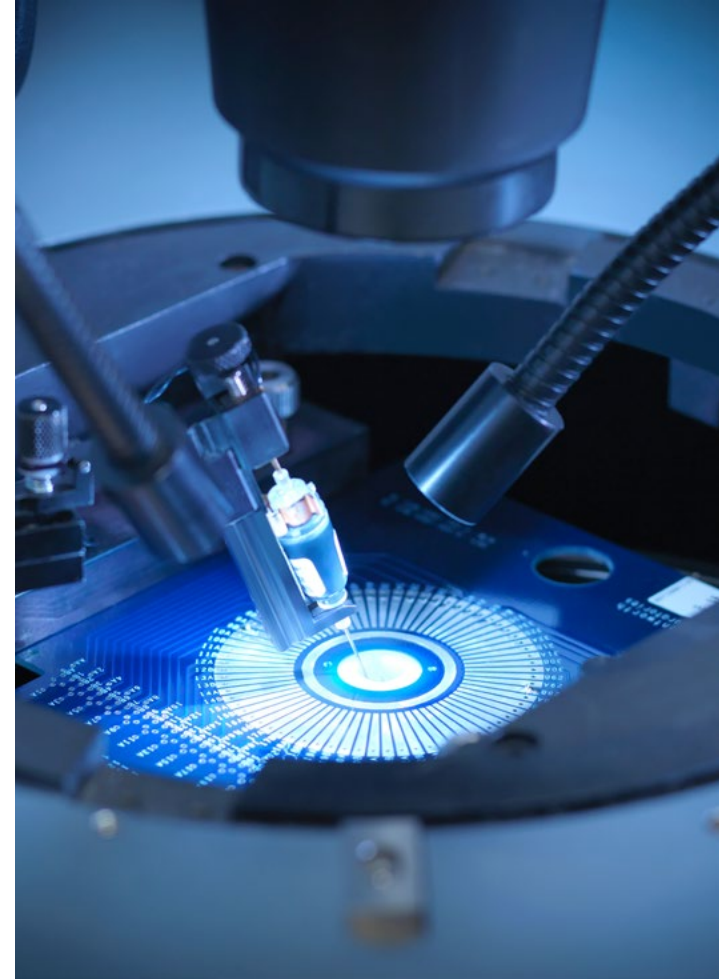
Governance

As an active member of the Responsible Business Alliance (RBA), NetApp has adopted the principles of the **RBA Code of Conduct**. As such, we comply with international labor and human rights standards.

Strengthening Our Supply Chain
Our **Supplier Code of Conduct** is aligned with the RBA Code of Conduct and implements its key sections, including workers' rights and noncompliance reporting. We encourage and, in some cases, require our first-tier suppliers to adhere to the RBA Code of Conduct.

Adherence to the RBA Code of Conduct includes implementing a management system, self-assessments, and audits, by completion of the RBA Self-Assessment Questionnaire (SAQ). The SAQ questions include an assessment of the supplier's policies and practices, which, in conjunction with NetApp's Partner Risk Assessment and Due Diligence (PRADD) screening process, alerts NetApp to the potential risk of human trafficking.

The RBA process provides the option to engage auditors to verify our supply chain's conformance to the RBA Code of Conduct. These outside inspections follow the RBA Validated Audit Process (VAP), including an assessment of the supplier's risks and controls related to human trafficking. If nonconformance is identified, we work closely with our suppliers to develop corrective action plans and resolve any audit concerns.

We continue to improve processes to identify, evaluate, and potentially engage diverse suppliers.

Governance

Supplier Diversity

NetApp promotes corporate spending with diverse suppliers. These include but are not limited to businesses owned by veterans, women, minorities, disabled, and other disadvantaged or small businesses. We continue to improve processes to identify, evaluate, and potentially engage diverse suppliers.

Conflict Minerals

NetApp files a public disclosure (**Form SD**) with the Securities and Exchange Commission (SEC) that outlines our assessment of our suppliers' use of **conflict minerals**.

What's Next

In the fiscal year ending 2022, we aim to:

– **Screen a minimum of 90% of strategic suppliers** through a rigorous due diligence process to reduce the risk of doing business with third parties who are likely to violate the law

– **Implement mandatory training on Modern Slavery in the Supply Chain** for Global Procurement Services (GPS) employees directly engaged with sourcing and selecting suppliers
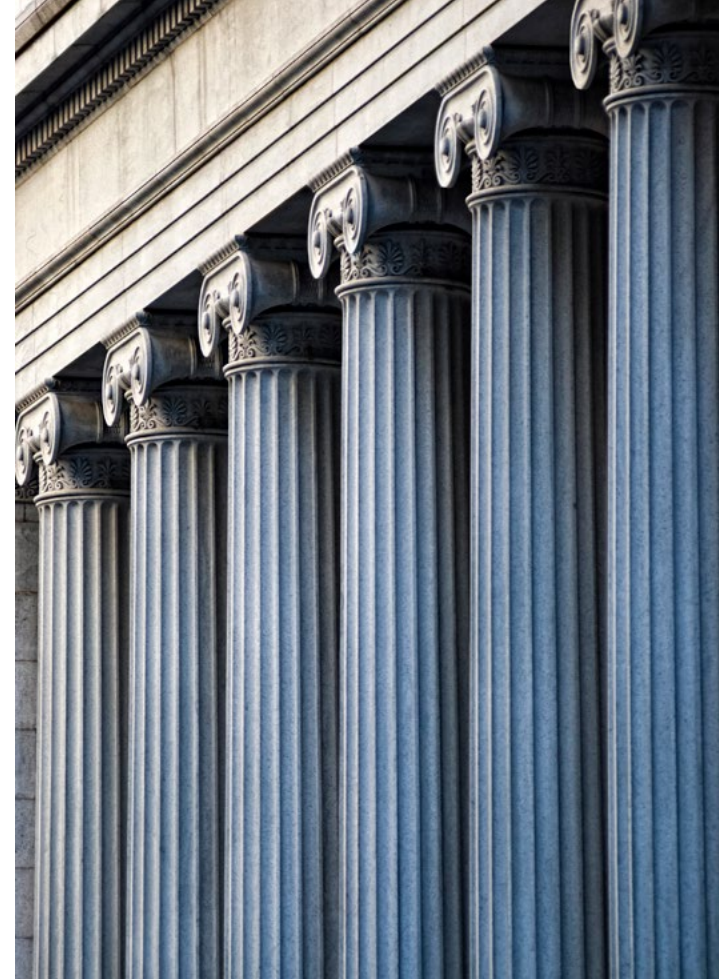
Appendix

2021 GRI Content Index

GRI 102: General Disclosures 2016*

Disclosure	Description	Cross-Reference, Omissions, and Explanations
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	NetApp, Inc.
102-2	Activities, brands, products, and services	**About NetApp**, p. 4 **2021 10-K, pp. 5-9**
102-3	Location of headquarters	San Jose, California, USA
102-4	Location of operations	**2021 10-K, p. 10** We have operations in North America, Europe, Asia and Australia.
102-5	Ownership and legal form	**2021 10-K, p. 5**
102-6	Markets served	**2021 10-K, pp. 9-10**
102-7	Scale of the organization	**2021 10-K, p. 13**
102-8	Information on employees and other workers	**Performance Data**, p. 55 **2021 10-K, p. 13**
102-9	Supply chain	**2021 10-K, p. 10**
102-10	Significant changes to the organization and its supply chain	There have been no significant changes in locations of operations, or changes in share capital structure or capital formation.
102-11	Precautionary Principle or approach	**Environmental**, Sustainable Operations, pp. 28-29
102-12	External initiatives	Other than the Responsible Business Alliance (RBA) Code of Conduct, NetApp does not currently subscribe to, or endorse, any externally developed sustainability charters or principles.
102-13	Membership of associations	**Industry Associations**: Information Technology Industry Council (ITI) Computing Technology Industry Association (CompTIA) Professional Services Council (PSC) Silicon Valley Leadership Group (SVLG) Federal Budget IQ Albright Stoneridge Group Digital Europe TechNet US China Business Council

NetApp's 2021 ESG Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

2021 GRI Content Index

GRI 102: General Disclosures 2016*

Disclosure	Description	Cross-Reference, Omissions, and Explanations
STRATEGY		
102-14	Statement from senior decision-maker	**CEO Message**, pp. 2-3
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	**About NetApp**, p. 5
102-17	Mechanisms for advice and concerns about ethics	**Our Code of Conduct**
GOVERNANCE		
102-18	Governance structure	**Corporate Governance**
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	**About NetApp**, p. 6
102-42	Identifying and selecting stakeholders	**About NetApp**, p. 6
102-43	Approach to stakeholder engagement	**About NetApp**, p. 6
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	**2021 10-K, p. 5**
102-50	Reporting period	This report provides information for the fiscal year ended April 30, 2021.
102-51	Date of most recent report	May 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	NetApp, Inc. 3060 Olsen Drive San Jose, California 95128 Attention: Legal Department
102-54	Claims of reporting in accordance with the GRI Standards	This report references the GRI Standards.
102-55	GRI content index	**GRI Content Index**, pp. 46-49
102-56	External assurance	We have not received external assurance for this report.

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2021 GRI Content Index

GRI 200-400: Topic-Specific Disclosures 2016*

Topic		Description	FY21 Cross-Reference, Omissions, and Explanations
ECONOMIC			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	**Performance Data**, p. 52 **2021 10-K, p. 29**
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	**Social**, NetApp and Social Impact, pp. 22-25
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	**Governance**, Ethics p. 36 **Our Code of Conduct**
ENVIRONMENTAL			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	**Performance Data**, p. 54
	302-4	Reduction of energy consumption	**Environmental**, Sustainable Operations, pp. 31-32
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	**Performance Data**, p. 54 **Environmental**, Sustainable Operations, pp. 32-33
SOCIAL			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Social**, Talent Attraction and Management, pp. 12-13 **NetApp Benefits**
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	**Social**, Talent Attraction and Management, pp. 13-14
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	**Performance Data**, p. 55 **NetApp EEO-1 Diversity Report for 2020** **Social**, Global Diversity, Inclusion, and Belonging, pp. 16-21
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	**Social**, Global Diversity, Inclusion, and Belonging, pp. 16-18

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2021 GRI Content Index

GRI 200–400: Topic-Specific Disclosures 2016*

Topic		Description	FY21 Cross-Reference, Omissions, and Explanations
SOCIAL			
GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	**Governance**, Ethics, p. 36 **Our Code of Conduct**
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	**Governance**, Supply Chain Management, pp. 42-43 **Supplier Code of Conduct**
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	**Social**, NetApp and Social Impact, pp. 22-25
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	**Governance**, Data Privacy and Security, pp. 40-41

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2021 SASB Index

SASB Sector Standards 2018*

SASB Code	Accounting or Activity Metric	FY21 Cross-Reference, Omissions, and Explanations
PRODUCT SECURITY		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	NetApp follows secure development principles throughout our product development lifecycle. We expand and improve on our secure-development programs on a continuing basis. As a part of our standard procedures, we implement secure design principles, developer training, and extensive testing programs. Details regarding NetApp's product security can be found at https://Security.NetApp.com.
EMPLOYEE DIVERSITY & INCLUSION		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	**Performance Data**, p. 55
PRODUCT LIFECYCLE MANAGEMENT		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	100 percent of NetApp's products contain IEC 62474 declarable substances.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	NetApp does not offer products meeting the requirements for EPEAT registration or equivalent.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Approximately 32 percent of NetApp's total FY21 revenue came from products sold meeting the requirements for ENERGY STAR® certification.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	**Performance Data**, p. 54
SUPPLY CHAIN MANAGEMENT		
TC-HW-430a.1	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	NetApp did not conduct any RBA VAP audits in FY21 because none of NetApp's major suppliers that are RBA members and who completed the Self Assessment Questionnaire ("SAQ") scored as "high risk" on the SAQ.
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	NetApp did not conduct any RBA VAP audits in FY21 because none of NetApp's major suppliers that are RBA members and who completed the Self Assessment Questionnaire ("SAQ") scored as "high risk" on the SAQ.

*NetApp's 2021 ESG Report applies the 2018 version of the Hardware Sustainability Accounting Standard;

"2018" refers to the Standards issue date, not the date of information presented in this report.

2021 SASB Index

SASB Sector Standards 2018*

SASB Code	Accounting or Activity Metric	FY21 Cross-Reference, Omissions, and Explanations
MATERIALS SOURCING		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	NetApp does not directly source critical materials, although our component parts may contain critical materials. NetApp files a Specialized Disclosure form for Conflict Minerals to the Securities and Exchange Commission (SEC) on an annual basis. This filing identifies the smelters responsible for processing any tin, tantalum, tungsten, and gold in the components that NetApp buys.

SASB Code	Accounting or Activity Metric	FY20 Cross-Reference, Omissions, and Explanations
TC-HW-000.A	Number of units produced by product category	**Performance Data**, p. 53
TC-HW-000.B	Area of manufacturing facilities	Because NetApp outsources manufacturing to third parties, this metric is not applicable.
TC-HW-000.C	Percentage of production from owned facilities	Because NetApp outsources manufacturing to third parties, this metric is not applicable.

*NetApp's 2021 ESG Report applies the 2018 version of the Hardware Sustainability Accounting Standard;

"2018" refers to the Standards issue date, not the date of information presented in this report.

2021 Performance Data

Economic Performance

	FY21	FY20	FY19	FY18	FY17
FINANCIAL PERFORMANCE (MILLIONS, USD)					
Revenue					
Net revenue	**$5,744**	**$5,412**	**$6,146**	**$5,919**	**$5,491**
Product	$2,991	$2,995	$3,755	$3,525	$3,060
Software support	$1,281	$1,034	$946	$904	$905
Hardware support and other services	$1,472	$1,383	$1,445	$1,492	$1,526
Profit					
Gross profit	**$3,815**	**$3,623**	**$3,945**	**$3,709**	**$3,364**
Cost of revenues					
Total cost of revenues	**$1,929**	**$1,789**	**$2,201**	**$2,210**	**$2,127**
Cost of product	$1,432	$1,368	$1,752	$1,738	$1,612
Cost of software support	$95	$48	$35	$25	$28
Cost of hardware support and other services	$402	$373	$414	$447	$487
Operating expenses					
Total operating expenses	**$2,784**	**$2,678**	**$2,724**	**$2,551**	**$2,743**
Sales and marketing	$1,744	$1,585	$1,657	$1,706	$1,651
Research and development	$881	$847	$827	$783	$779
General and administrative	$257	$263	$278	$280	$271
Restructuring charges	$42	$21	$35	-	$52
Acquisition-related expense	$16	-	-	-	-
Gain on sale or derecognition of assets	$(156)	$(38)	$(73)	$(218)	$(10)
Income					
Net income	**$730**	**$819**	**$1,169**	**$116**	**$481**
COMMUNITY INVESTMENT (MILLIONS, USD)					
Total donations	**$3.0**	**$2.0**	**$1.7**	**$1.2**	**$1.6**

2021 Performance Data

Product Portfolio Performance

	FY21	FY20	FY19
PRODUCT QUANTITY BOOKED			
Cloud Data Services			
AltaVault	1	4	36
Cloud Infrastructure			
NetApp Hybrid Cloud Infrastructure (HCI)	4,463	7,154	6,041
NFLEX	-	-	10
SolidFire All Flash Array (AFA)	963	3,837	6,745
STORAGEGRID	7,996	6,190	4,082
Storage Systems and Software			
All Flash FAS (AFF)	22,944	20,344	16,378
E-Series Hybrid	21,674	22,238	34,867
EF-Series	1,315	1,279	1,420
FAS Hybrid	27,726	29,245	35,468

2021 Performance Data

Environmental Performance

	FY21	FY20	FY19	FY18	FY17
ENERGY (KWH)					
Total energy consumption	**193,647,549**	**201,562,327**	**211,650,090**	**217,194,798**	**228,223,885**
Total owned site energy consumption	167,051,858	173,611,475	187,959,768	191,117,687	198,377,011
Bangalore	16,757,820	17,417,042	25,679,239	22,085,211	8,930,177
Wichita	18,430,019	19,003,037	18,450,415	19,603,819	21,995,752
Sunnyvale	25,917,138	29,025,677	36,338,788	41,266,715	50,297,030
Research Triangle Park (RTP)	105,946,881	108,165,719	107,491,326	108,161,942	117,154,052

	2020	2019	2018	2017	2016
GREENHOUSE GAS EMISSIONS (METRIC TONS CO$_2$E)					
Total absolute emissions	**124,285.0**	**157,924.8**	**167,500.0**	**166,208.0**	**164,736.0**
Scope 1	2,358.9	4,676.5	5,354.0	5,748.0	7,613.0
Scope 2	61,145.8	91,524.9	96,532.0	97,065.0	115,182.0
Scope 3	60,780.3	61,723.3	65,614.0	63,395.0	41,941.0
GHG emissions intensity (metric tonnes CO$_2$e / total revenue)	0.000011	0.000018	0.000016	0.000017	0.000023
WATER USE (MEGALITERS)					
Total water withdrawal	**194**	**244**	**256**	**254**	**220**
Total water consumption	30	44	66	87	111
Total water discharge	177	200	190	166	109

	FY21	FY20	FY19	FY18	FY17
ELECTRONIC WASTE (E-WASTE) (LBS)					
Total e-waste processed	**969,522**	**1,003,069**	**1,573,026**	**1,767,571**	**1,854,639**
Total e-waste recovered	**964,927**	**997,539**	**1,558,998**	**1,762,492**	**1,837,203**
Recycling	732,516	964,608	1,480,339	1,611,358	1,767,661
Resale	51,765	32,931	78,659	151,134	69,542
Total e-waste sent to landfill	4,595	5,530	14,028	5,079	17,436
Landfill diversion rate for e-waste	0%	0%	1%	0%	1%

2021 Performance Data

Workforce Performance

	FY21	FY20	FY19	FY18	FY17
GENDER COMPOSITION OF GLOBAL WORKFORCE AND BOARD OF DIRECTORS					
Total global workforce	**11,218**	**10,967**	**10,540**	**10,304**	**10,103**
Male	8,489	8,421	8,175	8,040	7,911
Female	2,728	2,545	2,365	2,264	2,192
Unknown	1	1	-	-	-
Board of Directors	**9**	**7**	**7**	**8**	**8**
Male	6	5	5	6	7
Female	3	2	2	2	1

	American Indian or Alaska Native		Black		White		Hispanic or Latino		Asian		Two or more races		Native Hawaiian/ Pacific Islander	
ETHNIC COMPOSITION OF U.S. WORKFORCE														
	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
U.S. Workforce														
Total	0%	0%	4%	4%	65%	65%	5%	5%	25%	24%	1%	2%	0%	0%
Male	0%	0%	4%	3%	67%	68%	5%	5%	22%	22%	2%	2%	0%	0%
Female	0%	0%	6%	5%	56%	55%	6%	6%	31%	32%	1%	2%	0%	0%

For additional information about the composition of NetApp's workforce, please see the **NetApp EEO-1 Diversity Report for 2020**.

2021 TCFD Index

Task Force on Climate-Related Financial Disclosures

Recommended Disclosures	Answer, Cross-Reference, Omissions, and Explanations
GOVERNANCE	
Describe the board's oversight of climate-related risks and opportunities.	NetApp has a board-level Audit Committee that provides oversight to the Enterprise Risk Management (ERM) program, which includes a risk sub-category that focuses on climate.
Describe management's role in assessing and managing climate-related risks and opportunities.	NetApp maintains a robust Enterprise Risk Management (ERM) Program and Policy. NetApp's ERM Program has two governing bodies – the Audit Committee and the Executive Risk Committee (ERC). The Executive Risk Committee is the coordinating body that oversees NetApp's response to risks that could impact NetApp's ability to achieve its overarching strategic goals, as well as its underlying business objectives. The Executive Risk Committee consists of selected members from each of the five risk pillars (strategic, operational, financial, compliance, human capital — Vice President / Executive Vice President level, cross-functional membership), Executive Management, and ERM Risk Manager. Individual Risk Owners share their function's top risks with the ERC every quarter. If the risk is significant, the board is informed at the Annual Audit Committee Meeting or even sooner, if necessary. The ERC is responsible for accountability and oversight of our ERM process in: (1) Identifying climate-related risks; (2) Ownership for identification of climate-related risks; (3) Approval of risk mitigation strategies and resource allocations to manage risks as appropriate; (4) Ensuring stakeholders are adequately informed about the long-term, risk-adjusted business strategy; and (5) Escalation of significant risks and risk events to the board. NetApp's Risk Manager holds a central role in coordinating ongoing global ERM program activities. The life cycle of our enterprise risk program includes steps to identify, assess, decide, act, respond, recover, and monitor individual risks related to climate. NetApp has a governance structure in place to address climate change. If a significant climate-related risk is identified, the Executive Risk Committee would inform the board. The Risk Committee and Risk Manager would provide detailed information to the board about the risk/incident and the timeline for response and next steps.

2021 TCFD Index

Task Force on Climate-Related Financial Disclosures

Recommended Disclosures	Answer, Cross-Reference, Omissions, and Explanations
STRATEGY	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**2021 10-K, pp. 11-12** NetApp does have a process for identifying, assessing, and responding to climate-related risks and opportunities. The short-, medium-, and long-term time horizons are defined as 0 to 2 years, 2 to 5 years, and 5 to ten years. To determine risks and opportunities about climate change, we define substantive financial or strategic impact as impacts that could interrupt the supply chain to cause significant downtime. NetApp has identified the following risks: - current regulations such as WEEE and REACH, - emerging regulation, - technology innovations, - market risk, including supply chain oversight of our vendors' initiatives to reduce our carbon footprint, and - acute and chronic physical risks. NetApp has identified the following opportunities: - developing more energy-efficient lab and data center facilities, and - procurement of renewable energy for facilities' power source.
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	NetApp's inability to deliver products to its customers would directly impact its ability to collect revenue and procure new orders. Extreme weather events caused by climate change (storms, droughts) could affect our supply chain. However, NetApp has not identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on our business. NetApp's policies and objectives help mitigate any *substantive* financial or strategic impact resulting from climate change. We believe that risks exist, but they are not substantive to us at this time.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Specific climate change-related scenario analysis are being considered to inform our business strategy in the future. We anticipate using qualitative and/or quantitative climate-related scenario analysis in the next two years to inform our organization's strategy. We have an existing Enterprise Risk Management (EMS) system which includes a risk sub-category that focuses on climate. Our robust Business Continuity Plan ensures we have geographic resilience in our supply chain, operations, and human capital (Americas, APAC, EMEA). Our EMS provides us the framework for setting, monitoring, and continuously improving our environmental goals and objectives, helping to mitigate potential risk.

2021 TCFD Index
Task Force on Climate-Related Financial Disclosures

Recommended Disclosures	Answer, Cross-Reference, Omissions, and Explanations
RISK MANAGEMENT	
Describe the organization's processes for identifying and assessing climate-related risks.	NetApp has implemented a robust Business Continuity Plan with its key vendors to ensure a resilient supply chain. NetApp's Business Continuity Plan conducts Criticality Surveys for Critical Resources & Processes. Our Business Continuity Plan helps NetApp to be proactive and avoid any substantive financial or strategic impacts on our business. If a potential climate related risk is identified by a risk owner(s), the likelihood and frequency of the risk is assessed using a rating scale. This rating scale assigns a score to this risk which then determines the necessary actions and the pace at which these actions need to be executed.
Describe the organization's processes for managing climate-related risks.	NetApp believes in being proactive rather than reactive, and is able to foresee climate related risks and to mitigate these risks by placing necessary procedures and processes in place. Extreme weather events caused by climate change (storms, droughts) could affect our supply chain. However, our suppliers have been diversified to a point where the impact is mitigated. Our key suppliers and contract manufacturers are located in all three geographies (Americas, EMEA and APAC). If one location were impacted due to any man-made or natural disaster, the other two locations could pick up the workload and help meet our customers' requirements. Our Business Continuity Plan prepares NetApp for any unforeseen incidents and reduces potential financial and strategic impacts. We do not consider climate risks at this point to have the potential to have a substantive financial or strategic impact on our business.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	As enterprise data centers continue to migrate to the cloud, NetApp is uniquely positioned in this market transformation. The benefit of the migration to the cloud is that data centers in locations that have significant risk to climate change can transition to data centers in locations with less risk of climate change. NetApp is uniquely positioned with our Data Fabric product strategy to increase market share significantly and increases our opportunity as customers use the cloud as part of their climate change risk mitigation. NetApp's portfolio of Data Fabric products is not directly marketed as low carbon products. However, the efficiency gains of higher utilization and improved optimization of IT infrastructure and data management systems are in effect going to contribute to customers GHG reduction. Additionally, NetApp's All Flash Fabric-attached storage (AFF) is our data storage system that utilizes solid-state flash drives in place of traditional spinning disk drives. The NetApp AFF configuration reduces the size of IT data storage equipment and avoids GHG emissions by reducing the energy the IT equipment uses to perform the same task if using a different solution. Our investment in research and development is demonstrated through our commitment to maintaining ENERGY STAR® certifications for our Data Center Storage products. Additionally, our long-term strategy (5+ years) is focused on ensuring our labs and data centers use energy efficiently. Future facilities are designed to green building standards (LEED), and our products are as or more energy-efficient than others storage products.

2021 TCFD Index

Task Force on Climate-Related Financial Disclosures

Recommended Disclosures	Answer, Cross-Reference, Omissions, and Explanations
METRICS AND TARGETS	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	**Performance Data**, p. 54 NetApp measures Scope 1, 2, and 3 emissions in metric tons CO_2e. Our Scope 2 emissions are solely electricity purchased. We use data provided by each utility where we purchase electricity directly from the supplier. To calculate our Scope 3 emissions, we collected energy and emissions data from our two largest Contract Manufacturing partners. NetApp does not manufacture the products it sells, so emissions from our contract manufacturing partners are relevant Scope 3 sources.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	**Performance Data**, p. 54 NetApp discloses Scope 1, 2, and 3 emissions, as well as information regarding reduction targets and plans.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	NetApp has an intensity target for emissions and plans to set a science-based target in the fiscal year. As part of our corporate strategy to reduce energy we set out to reduce electricity consumption in North America by 20% within five years compared to the base year of 2016. The electricity consumed by our North American operations constitutes approximately 70% of Scope 2 emissions. We have reduced Scope 2 emissions in this category by 16,427 tCO_2e, meeting over 100% of the goal within 4 years. The largest impact to the reduction is the relocation and consolidation of our lab and data center equipment to more efficient facilities with lower energy costs.

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