

**Ways to Thrive:**  
On your couch.  
In a local coffee shop.  
At the office.

Our flexible work approach is designed to meet the needs of our employees, recognizing that to be our best, we need to support our people in being their best.

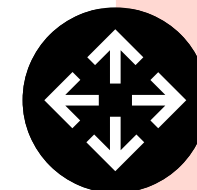
More than a checklist of dos and don'ts, Thrive Everywhere is about embedding a talent-first mindset across the business, where delivering results while embodying our values matters more than when, where, and how you work.

# Thrive Everywhere

Our approach to flexible work. It's our biggest flex.

Our guiding principles lay the foundation for flexible work at NetApp. They are a stepping stone in our journey and acknowledge that being your best requires a healthy work life balance. We use these principles to guide our decisions for flexible work arrangements so NetAppers anywhere can Thrive Everywhere.

## Flexibility is foundational



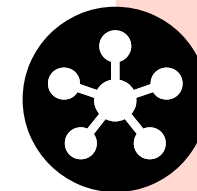
First and foremost, flexible work is here to stay. Company-mandated in-office hours or work locations aren't really our style. Although workplace flexibility takes many forms, it's between you, your team, and your manager to decide what you do, how you do it, and where you work from in order to deliver the best business outcomes as well as the best personal outcome.

## United in purpose; diversified in approach



We recognize that there are unique needs to consider when determining what arrangements work best for each individual and their team. That's why you, your team members, and your manager will determine how to make things work within your team and across business units. We trust you to make good decisions.

## We are wired to connect



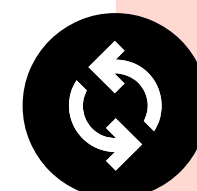
As flexible work evolves, we must intentionally work together to remain connected, building belonging every day. While most relationship building will happen remotely, we are committed to gathering in person a couple times per year to strengthen deep and authentic connections among our teams. Having an intentional purpose for these in-person meetings will be critical, even if that purpose is solely to get to know one another better (not to mention have a blast while doing it).

## Everyone should be able to Thrive



Your ability to add value, grow your career, and care for your wellbeing should not depend on how often you are in an office. Producing quality end results while embodying our values is how we measure success. We will always care more about how we conduct our business than when and where.

## Change is required



If we are to Thrive Everywhere, we must change. We all have an important role to play and something to contribute. A strength to give. A perspective to share. An idea to develop. Don't wait for the perfect time and perfect way, prioritize progress over perfection.

## Your voice matters

Many of us have probably said at one time or another that we would like flexibility in where we work, how we work, and when we work. At NetApp, you have flexibility to craft those choices with your manager, your team, and your family. It's about trust and believing in you and what you can deliver.

**Join the transformation with us so we can Thrive Everywhere.**

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