PURESTORAGE®

ESG REPORT
2024

Introduction

Sustainable Platform and Services

Environmental

Social

Governance

Data Annex

Introduction

A Letter from Our Chairman and CEO

The mission of Pure Storage® is to store, manage, and protect the world's data. Over the past year, we have made enormous strides in setting the innovation and sustainability standards for the data storage industry, and most importantly, helping customers protect their data and business operations from risk.

Our mission has never been more important. Over the next two years, data centers are expected to double their power demands with the surge in artificial intelligence, to consume four percent of all electricity produced worldwide. In the United States, data centers are expected to use six percent of all US electricity[1]. Power generation is the largest single source of CO_2 emissions, a primary driver of climate change.

Pure Storage has a momentous opportunity to lead the technology industry in meaningfully reducing global data center power requirements. Pure Storage products consume up to 10 times less power than energy-hungry hard disk storage and up to five times less than solid state drives (SSDs). Our mission is, and has been from day one, closely aligned with our focus on environmental sustainability.

Pure Storage has worked to redefine the industry with an unmatched data storage platform that helps organizations reduce the complexity, increase the reliability, mitigate the risks, and reduce the costs of their data infrastructure. With hard disk drives turning 70 this year, our direct flash approach to data storage is driving disks to extinction, especially as it remains a major driver of carbon emissions in the data center.

From our founding, Pure Storage has established a culture driven by our values of persistence, creativity, teamwork, ownership, and customer first—all built on honesty, integrity, and respect. This culture permeates throughout our 5,600 employees spanning over 30 countries. Our employees overwhelmingly stated in our internal survey that they are proud to work for Pure Storage (8.9/10), and that they recommend Pure Storage as a place to work (8.6/10).

We launched the Pure Leadership Academy, offering comprehensive learning to ensure we provide value and growth opportunities within the company. Our global Employee Resource Groups (ERGs) are expanding and remain crucial in nurturing inclusion and community. They provide development opportunities, boasting more than 1,900 members worldwide. Seventy percent of our accepted offers complied with our diversity guideline, with a third of the candidates interviewed being women or from under-represented groups. The Board of Directors and executive management persist in acknowledging the significance of robust governance to ensure we foster a responsible, ethical, and inclusive business environment and workplace. We also continue to mature our ESG governance model to positively impact our product development, operations, supply chain, and stakeholder partnerships.

In FY24, we launched a pilot of an environmentally focused impact accounting model to quantify the costs of activities like greenhouse gas emissions, material use, water, waste, and land use throughout our value chain, assigning monetary values for a clear financial perspective on our environmental footprint and an annual comprehensive corporate performance assessment. Moving forward, we will expand our effort in impact accounting to accurately account for the resource costs in manufacturing and using Pure Storage products, integrating these costs into both product pricing and company financial reports. As the only US-based technology company piloting this method, Pure Storage leads in promoting environmental stewardship with a highly scalable model. This initiative not only aids our customers in making informed environmental decisions about data storage; it also highlights competitive performance and eschews superficial environmental credentials and selective reporting.

I'm thrilled to see Pure Storage at the forefront of sustainability within our industry, driven by our unwavering focus and dedication to consistently advance our initiatives. I'm eager to further these shared objectives alongside our employees, customers, partners, and stakeholders, striving for excellence in everything we undertake.

Thank you.

Charles Giancarlo

CHARLES GIANCARLO
CHAIRMAN & CEO, PURE STORAGE

About This Report

The Pure Storage annual ESG Report provides a comprehensive update on our environmental, social, and governance (ESG) programs, initiatives, and metrics, as well as highlights of our plans for the coming year.

Three years into our ESG reporting journey, we remain committed to driving greater impact, evaluating our progress, and informing our stakeholders of our achievements and ambitions to support the long-term sustainability of our business. In FY24, we evaluated and refreshed our ESG priorities to confirm that our strategy, investments, and disclosures continue to align with the areas of greatest impact, and to identify leadership opportunities and potential gaps, to meet stakeholder expectations for greater transparency.

Our reporting references a number of leading international disclosure standards and frameworks. These frameworks and standards guide our disclosures, demonstrating our dedication to offering stakeholders a comprehensive, transparent, and thorough overview of our sustainability ambitions, performance, and progress. To develop this report, we engaged in a comprehensive process involving a series of interviews and reviews with leaders and subject matter experts from across our business functions. Our ESG report is reviewed and approved by our three ESG Executive Sponsors: our Chief Financial Officer, Chief Administrative and Legal Officer, and Chief Technology Officer; as well as our Chairman and CEO.
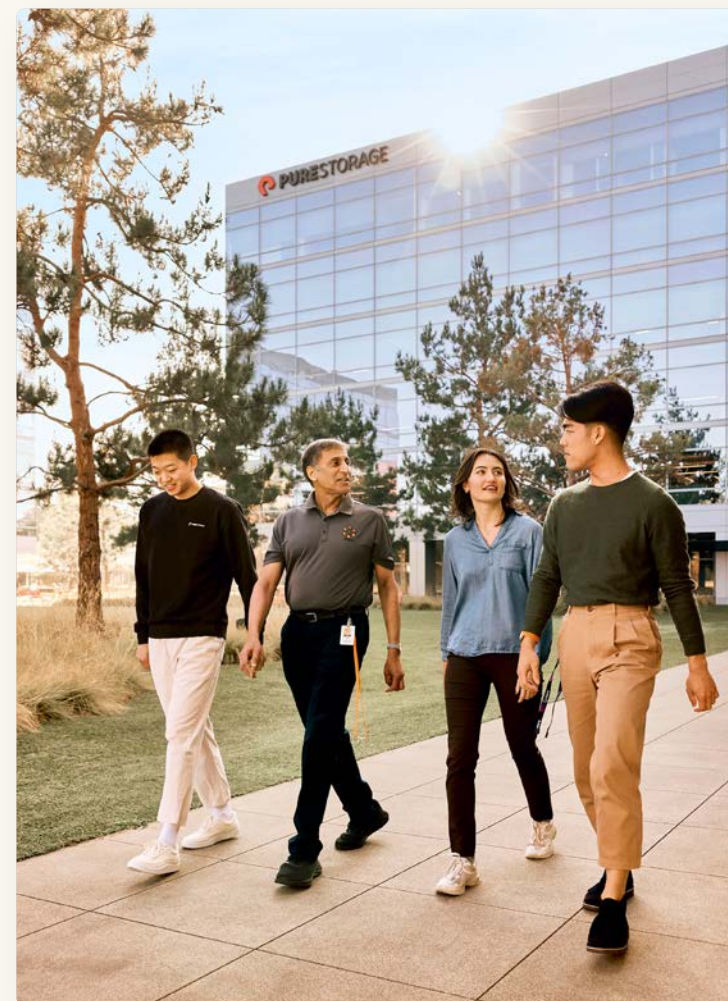
Frameworks and Standards

Pure Storage continues to monitor the ESG-regulatory environment to ensure continued alignment with current and future reporting requirements. Our reporting references a number of leading disclosure standards and frameworks. New this year is our reporting against the Task Force on Climate Related Financial Disclosures (TCFD). Our voluntary ESG reporting also continues to reference the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) Hardware Industry Standards and Software & IT Services Standards, and the UN Sustainable Development Goals (UN SDGs). Guided by these frameworks and standards, we aim for consistency, comparability, and decision-usefulness in our ESG program disclosures, ensuring stakeholders receive a clear and comprehensive understanding of our sustainability performance and progress. These frameworks can be found in the **Data Annex** at the back of this report.

Scope

The Pure Storage fiscal year 2024 ESG Report was published in July 2024. Unless otherwise noted, the data reflected in this report covers our global operations for fiscal year 2024, representing February 6, 2023 through February 4, 2024. Lastly, this report contains figures that have been rounded or approximated. Certain reclassifications of data from previous public disclosures may be made to conform to the current period presentation.

Verification

We are pleased to report that we have closed the disclosure gap on our greenhouse gas (GHG) emissions by including both FY23 and FY24 emissions inventories in the **Data Annex** of our report. Our FY23 GHG emissions, and purchased generated renewable energy (RE), were **verified by Apex**, a third party, in accordance with ISO 14064-3. We are underway in completing the same verification for our FY24 GHG emissions.

Contact

For more information about our ESG programs or this report, please contact our ESG program office at **ESG@purestorage.com**.

Use of Forward-looking Statements

This report contains forward-looking statements regarding our ESG strategy, our sustainability goals and benefits, customer priorities around sustainability, data center energy consumption, potential growth opportunities, our ability to capture storage workloads for AI environments and hyperscalers, and plans and objectives of management.

Forward-looking statements include all statements that are not historical facts and can be identified by terms such as "anticipates," "believes," "could," "seeks," "estimates," "targets," "expects," "intends," "may," "plans," "potential," "predicts," "prospects," "projects," "should," "will," "would," or similar expressions, as well as the negatives of those terms, although not all forward-looking statements contain these identifying words. The forward-looking statements in this report are based on information currently available to us, and represent our beliefs and assumptions only as of the date of this report. Except as required by law, we assume no obligation to update these forward looking statements publicly, or to update the reasons actual results could differ materially from those anticipated in the forward-looking statements, even if new information becomes available in the future.

Forward-looking statements involve known and unknown risks, uncertainties, assumptions, and other factors that may cause our actual results, performance, or achievements to differ materially from those expected or implied by the forward-looking statements. Factors that may cause actual results to differ materially from those in any forward-looking statements include, without limitation, changes in global economic conditions; unexpected delays, difficulties, and expenses in executing against our ESG goals as set forth in this report; and changes in the environmental or other regulatory landscape. Further information on factors that could cause or contribute to such differences include, but are not limited to, those discussed in the section titled "Risk Factors" in our most recent Annual Report on Form 10-K and our most recent Quarterly Report on Form 10-Q filed with the Securities and Exchange Commission (SEC) and in our other SEC filings, which are available on our website at **investor.purestorage.com** and on the SEC's website at **www.sec.gov**. We cannot guarantee achievement of these plans, intentions, or expectations disclosed in our forward-looking statements, and undue reliance should not be placed on our forward-looking statements.

About Pure Storage

Pure Storage is a global leader in data storage and management with a mission to redefine the storage experience by simplifying how people consume and interact with data, all while focusing on positively impacting customers, partners, employees, communities, and the environment.

Pure Storage offers a single, consolidated, consistent, and highly orchestrated platform that delivers more than 10 times the reliability while requiring as little as one fifth the power, space, cooling and labor of competitive solutions.

From the beginning, Pure Storage has established a culture driven by its core values of **Persistence, Creativity, Teamwork, Ownership, and Customer First**—all built on honesty, integrity, and respect. This culture is embodied by its workforce of 5,600+ employees across 30+ countries.

Recognitions and Awards

- **Fortune:** Best Workplaces in Technology 2023
- **Fortune:** Best Workplaces for Women 2023
- **Fortune:** Best Workplaces for Millennials 2023
- **Great Places to Work:** Best Workplaces for Parents 2023
- **Human Rights Campaign:** Corporate Equality Index 2023
- **Newsweek:** Global Most Loved Workplaces 2023
- **Silicon Valley Business Journal:** Best Places to Work in the Bay Area 2023: Largest Companies

For a full list, see our **Awards** webpage.

FY24 ESG Highlights

Technology

- The Evergreen® family of products enables customers to reduce their storage-related energy, space, and administrative requirements by up to 85%
- Evergreen//One™ allows customers to avoid overbuying, overprovisioning, and uncertainty through innovative Service Level Agreement (SLA) options that guarantee outcomes and promote hardware circularity
- Pure Storage provides customers with product carbon footprint reports, energy efficiency data via Pure1® and ISO compliant life cycle product assessments
- Independent industry research found that Pure Storage products generate at least 3x less e-waste than competitor solutions[1]

Environmental

- Achieved third-party verification of our FY23 GHG emissions; FY24 verification is underway
- Purchased renewable energy to cover 100% of Pure Storage headquarters
- Aligned with the Task Force on Climate-related Financial Disclosure (TCFD)
- Updated our supplier scorecard to include ESG, representing 10% of the score, to drive engagement and action with key strategic suppliers

Social

- Received an 8.1/10 Overall Employee Engagement Index score[2]
- Received a job candidate Net Promoter Score (NPS) of 89
- Increased Talent Development Index from 78% to 82% Y/Y
- Increased Inclusive Leadership Index for VP+ by 47% Y/Y
- Achieved diverse supplier spend of 6%
- $2.2M in charitable donations by the Pure Good Foundation and Pure Storage to nonprofits globally

Governance

- Piloted impact accounting in partnership with the Value Balancing Alliance
- Reduced ESG risk rating to 16.4 (Low Risk) on Sustainalytics
- Expanded ethics and compliance expectations for employees, partners, and suppliers in our strengthened Code of Conduct and other policy documents
- Applied security processes to company operations as a whole
- Launched Data Privacy Council

⬈ To learn more, see our FY24 Annual Report

1 | Source: Industry study by Verdantix 2 | Scores represent the employee average, based on a 0 to 10 scale.

8

Pure Storage at a Glance

FY24 Annual Revenue

$2.83B

3% Y/Y Growth

Our People

5,600+

Employees

Customers

12,500+

Global Customers

Satisfaction

82NPS[1]

Highest in the Industry

Leadership

10X

Gartner® Magic Quadrant™
Primary Storage[2]

Our Operations

30+

Countries

Fortune 500 Customers

~60%

Of Fortune 500 Companies

Q4 FY24 Subscription ARR[3]

$1.37B[3]

25% YoY Growth

1 │ Per Audited NPS customer score as of December 2023.
2 │ Source: https://www.purestorage.com/resources/gartner-magic-quadrant.html.
3 │ Subscription ARR is a key business metric that refers to total annualized contract value of all active subscription agreements on the last day of the quarter, plus on-demand revenue for the quarter multiplied by four.

ESG Strategy, Goals, and Priorities

We believe a robust ESG strategy is foundational to creating long term-value for our business and stakeholders. It is integrated into our core business strategy and culture, and each and every one of our global employees has a role to play.

Our strategy is informed by external reporting frameworks, including GRI, SASB, and new for this year's report, the Task Force on Climate-related Financial Disclosure. Our ESG strategy is also informed by the feedback we receive from employees, customers, investors, and other stakeholders.

Pure Storage is also committed to supporting the UN SDGs and their aspiration to create a "blueprint to achieve a better and more sustainable future for all." We continue to align to four of the 17 UN SDGs that offer the greatest opportunity for impact given

the relevance to Pure Storage key business activities and ESG priority issues. We have aligned our ESG initiatives to SDGs 5, 8, 9, and 12—the goals that we have the most power to influence through our business strategy, platform, and services. Watch this **video** on our focus on industry innovation and sustainable infrastructure, and refer to the **Data Annex** of our report, to learn more about how we support the UN SDGs.

Our ESG Strategy, Commitments, and Goals

Our ESG strategy helps us to build and deliver an industry leading, sustainable portfolio of products and services, to attract, retain, and engage top talent, and to strengthen customer, investor, and community trust. We continue to mature our commitments, initiatives, and disclosures to drive positive impact by:

1   **Delivering sustainable technology and operations** that reduces energy demand and carbon emissions in support of the transition to a net-zero future for our customers, employees, and supply chain.

2   **Advancing equitable outcomes for our people and communities** by enabling them to expand their skills, achieve professional growth, and support their communities.

3   **Building and maintaining trust** with our employees, customers, partners, investors, and communities, through data security and privacy, sound governance, and leading with ethics and transparency.

Pure Storage is committed to becoming net zero by 2040, covering our Scope 1 and market-based Scope 2 emissions.

Pure Storage is committed to setting science-based targets, through the Science Based Target Initiative (SBTi), covering our Scope 1 and 2, as well as Scope 3 emissions. We plan to submit our goals for approval to the SBTi in July of 2024.

Pure Storage is committed to reducing Scope 3—use of sold product emissions per effective petabyte, by 66% by 2030, against a FY20 baseline.[1] Use of sold product emissions represents the largest portion of our carbon footprint at 59% of scope 3 and 57% of scope 1, 2, 3 emissions in FY24. As of FY24, we have reduced use of sold product emissions per effective petabyte by 52%.

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1 | Effective petabytes (PB) is defined as the total amount of data (in PB) that can be stored when data reduction features like data compression and/or data deduplication are taken into account. See our Trajectory' in the Future Forward section (below) which illustrates the DirectFlash capacity increases that will underpin the targeted 66% reduction in emissions per effective Petabyte (PB) by 2030.

Our ESG Priorities

In 2021, we conducted our first ESG prioritization process that identified five priority ESG topics for our business. Facilitated by a third-party sustainable business consultancy, the assessment gathered and synthesized feedback from our top leaders and various key stakeholder groups, including investors, customers, and partners.

Because the world and our business continues to evolve, we refreshed our ESG priorities in 2023. Working with a third-party sustainability consultancy, and using a GRI-informed understanding of materiality, we identified and assessed sustainability topics throughout our value chain through a review of industry trends, desktop research, and peer benchmarking. The relative importance of each topic was then assessed according to its relevance to our business and its alignment with our ESG strategic objectives. This resulted in the addition of two new Tier 1 topics, product sustainability, and corporate governance.

This updated topic list was then reviewed and verified by members of our leadership team and informed updates to our ESG strategy framework. This helped ensure that our strategy, investments, and disclosures continue to align with the areas of greatest impact and helped identify leadership opportunities and potential gaps to meet stakeholder expectations for greater transparency. We have called out our Tier 1, 2, and 3 ESG priorities in this report. We intend to conduct a comprehensive double-materiality assessment in 2024 to ensure we continue to address our biggest impacts and deliver sustainability benefits to our customers, investors, and employees.

ESG Priorities

Tier 1

- Corporate Governance
- Data Security and Privacy
- Diversity, Equity, and Inclusion
- Emissions and Energy
- Product Sustainability

Tier 2

- Ethics and Compliance
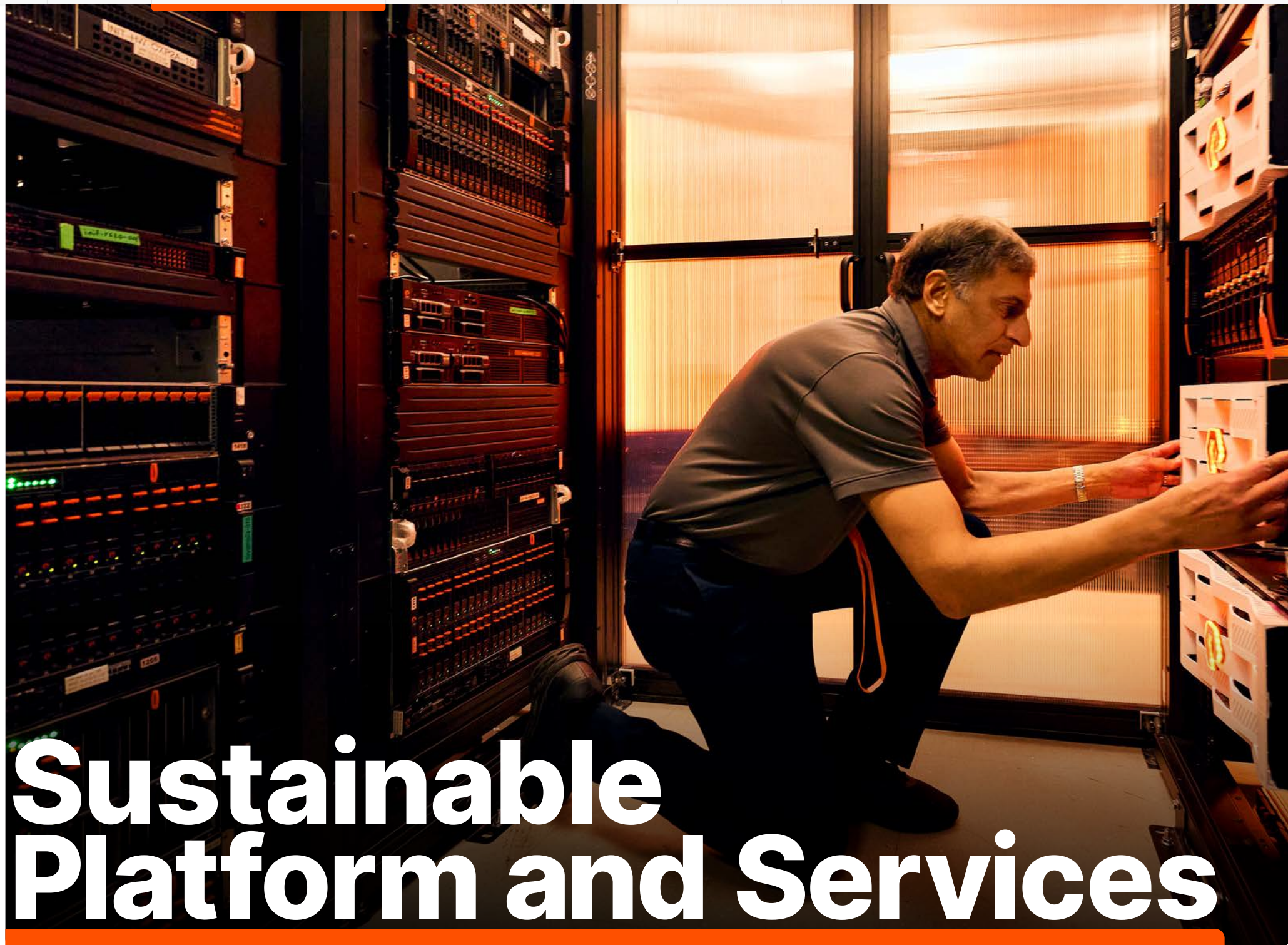- Health, Safety, and Well-being
- Responsible Sourcing
- Talent Acquisition, Retention, and Development

Tier 3

- Community Engagement
- Waste
- Water

Sustainable Platform and Services

Our Commitment to Sustainable Data Storage

Pure Storage is committed to designing and delivering a platform that helps maximize customers' energy and space efficiency while reducing e-waste and operational costs. Embedding circularity into our products' lifecycle and service offerings reduces the environmental footprint and helps our customers achieve their sustainability goals while providing industry-leading performance, reliability, and service life.

Our commitments have never been more critical than they are today. The exponential growth of data and AI is predicted to push global data center energy consumption to four percent of all energy produced over the next few years. In the United States, data centers are expected to use nearly six percent of all US electricity by the end of the decade. The production of electricity using fossil fuels is the largest source of CO_2 emissions and fresh water impact globally.

Pure Storage has a unique opportunity to lead the IT industry in making a significant energy consumption reduction across of data centers globally. Our products require up to ten times less energy than mechanical spinning disk storage (HDD) and up to five times less than solid state drives (SSDs).

> With storage consuming approximately one quarter of all data center energy, the five to ten times reduction Pure Storage provides can translate into a 20% overall reduction in total data center energy use.

Pure Storage has worked to redefine the industry with an unmatched data storage platform that helps organizations reduce the complexity, increase the reliability, mitigate the risks, and reduce the costs of their data infrastructure. With hard disk drives turning 70 this year, our all-flash approach to data storage is driving disks to extinction, especially as it remains a major driver of carbon emissions in the data center. Our mission is closely aligned to our focus on environmental sustainability.

> "Our innovative architecture not only delivers unparalleled reliability but redefines sustainability benchmarks. Our platform massively reduces energy consumption, emissions and e-waste driving reduced operational costs for customers. With each solution, we're not just reimagining storage; we're redefining responsible technology for a better world."

ROB LEE
CHIEF TECHNOLOGY OFFICER, PURE STORAGE

At a Glance

Sustainable Data Storage Platform and Services

Data Storage Platform

Our platform leverages our unique Evergreen architecture to deliver a consistent, sustainable, and unified, multi-protocol data storage platform.

Responsible Disposal

Committed to responsible disposal of displaced technology through partnerships with global electronics recycling services around the globe.

Environmental Transparency

Pure Storage provides environmental transparency through product carbon footprint reports, the Pure1 Sustainability Dashboard, and the ISO compliant Life Cycle product assessment.

THE PURE STORAGE EVERGREEN® ARCHITECTURE

85%-95%

The Pure Storage platform is extremely energy efficient, simple to manage, reliable, and performant—enabling sustainable outcomes for our customers. The Evergreen family of products consists of industry-leading data storage products, protocols, APIs, and services that underpin the Pure Storage sustainable data storage platform and enables customers to reduce their storage-related energy, space, and administrative requirements by up to 85%, compared to competitive solid state disk (SSD) solutions and up to 95% compared to hard disk drive (HDD) solutions.

10X

Our single, consolidated, consistent, and highly orchestrated data storage platform delivers more than 10 times the component-level reliability while requiring as little as one fifth the power, space, cooling, and labor of competitive solid state disk solutions, leading to reduced environmental, social, and operational cost outcomes for our customers.

STORAGE CONSUMPTION OPTIONS

Evergreen//One™

The Pure Storage storage-as-a-subscription eliminates the need to overbuy and overprovision hardware, drives hardware circularity, reduces e-waste, and eliminates uncertainty through innovative SLAs.

Evergreen//Flex™

The Pure Storage pay-as-you-grow storage offering enables the purchase of just the right amount of hardware to satisfy immediate requirements while retaining the flexibility to non-disruptively grow in the future.

Evergreen//Forever™

The Pure Storage traditional product ownership model delivers energy and rack space certainty for all customers through the "Guaranteed Power and Rack Space" program for Evergreen//Forever customers.

The Pure Storage Platform

Pure Storage helps organizations achieve sustainable outcomes and mitigate risk by eliminating the uncertainty and need for long-term storage planning.

The Pure Storage data storage platform and our storage-as-a service offerings deliver sustainable outcomes by leveraging our co-engineered hardware and common operating system to achieve high efficiency, density, and performance with fewer, denser media and less hardware. This results in reduced rack space and power consumption, leading to three key sustainable outcomes— less energy, less real estate, and less e-waste—for our customers. Unlike outdated storage solutions, our platform and services simplifies infrastructure, offers unparalleled reliability, provides the agility to adapt to changing business environments, and delivers cost savings that drive business success.

Storage-as-a Service

CONTAINER DATA MANAGEMENT | MANAGED DATA SERVICES | SELF-SERVICE PROVISIONING
STORAGE ON-DEMAND | BUSINESS GUARANTEES (SLAs)

Effortless Management at Any Scale
GLOBAL POLICY MANAGEMENT | SELF-MANAGING | AUTONOMOUS MODELING

Simple Unified Infrastructure
SINGLE OS | MULTI-PROTOCOL | HIGH EFFICIENCY | UNIVERSAL WORKLOAD SUPPORT | UNMATCHED SCALABILITY

Evergreen® Architecture
CONTINUAL NON-DISRUPTIVE IMPROVEMENT | SEAMLESS DATA EXPERIENCE | ZERO-PLANNED DOWNTIME GUARANTEE

On-Premises   Hosted   Public Cloud

Sustainable Data Storage Platform and Services

The Pure Storage commitment to sustainability directly contributes to a healthier planet by reducing the environmental footprint of data storage. Our native, multi-protocol storage platform spans the entire range of price and performance and operates with a single operating environment, a single management platform, and many common storage components.

Evergreen®

The unique Pure Storage **Evergreen architecture** means that our products do not become obsolete. Instead, products are constantly upgrading and improving both software and hardware without disruption. This allows our customers to continuously benefit from the latest hardware and software technology, eliminating unnecessary product replacements and associated e-waste.

Our unified data storage platform is engineered to store more data in less space for greater energy efficiency while delivering performance, reliability, and simplicity across all operating environments. Compared to other all-flash and mechanical disk based options, our platform offers significant savings on energy, space, e-waste, and administrative costs. It delivers the industry's highest storage densities and most efficient power consumption per unit of data stored.

By utilizing our storage solutions, customers can reduce power generation-related emissions by up to 85%. This dramatic decrease not only means less energy consumption; it also means lower water and natural resource impacts, with our arrays requiring 80-85% less water to operate and far less data center space to install than competing products.[1] Pure Storage **Evergreen//One** brings the benefits of the Evergreen architecture to customers who want to purchase their storage as-a-service in their data center or in the cloud.

Pure Storage Sustainable Differentiation

The All-flash Data Center

Technology Advantage

Effortless Management at Any Scale
Global Policy Management │ Self-managing │ Autonomous Modeling

Simple Unified Infrastructure
Single OS │ Multi-protocol │ High Efficiency
Universal Workload Support │ Unmatched Scalability

Evergreen® Architecture
Continual non-disruptive improvement │
Seamless Data Experience │ Zero-planned downtime guarantee

Sustainable Outcomes

Less Energy
Lower CO_2e Emissions

Less Real Estate
Lower Biodiversity & H2O Impact

Less E-waste
Lower Environmental Load

Business Value

Up to 5X Less Energy

Up to 5X Less Rack Space

At Least 90% Less E-waste Generated

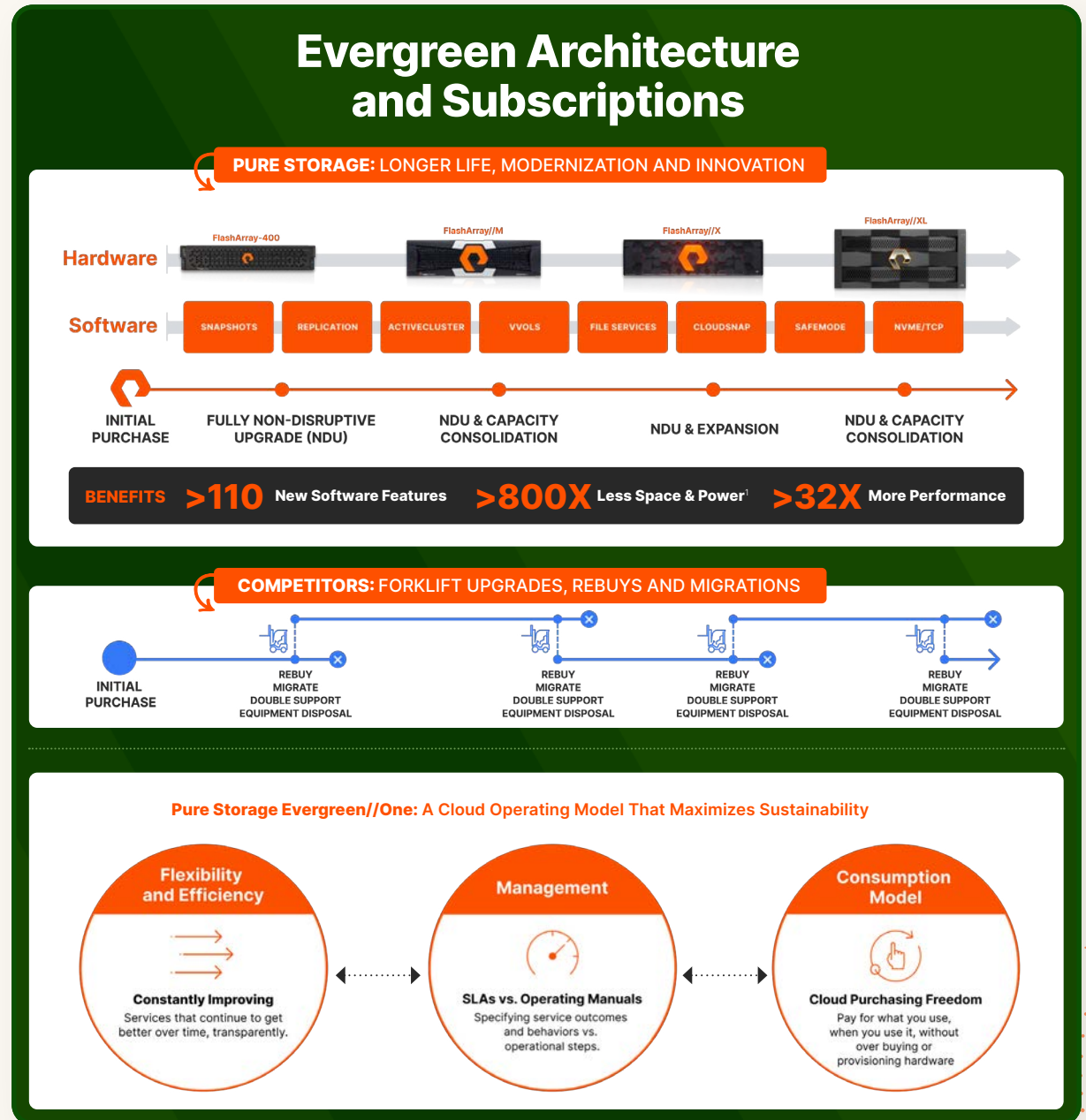## Evergreen//One has additional sustainability advantages:

- **Circularity and e-waste reduction:** Evergreen//One drives subscription hardware re-use and service life extension.
- **SLA-based terms:** Including the industry's first energy efficiency SLA, to make energy consumption more predictable and pursuit of emissions goals more achievable.
- **Reduced acquisition and operating costs and lower emissions and e-waste:** Eliminating overbuying and overprovisioning of storage by configuring and deploying the right amount of hardware to support SLA requirements.

For customers who prefer a traditional storage consumption model and the flexibility of an on-demand growth option, Pure Storage offers **Evergreen//Flex** subscriptions. Evergreen//Flex provides customers with an economical, flexible, and simple way to consume storage through an ongoing subscription leveraging Evergreen architecture to deliver a sustainable, always modern, non-disruptive, own and pay as you grow storage purchase model.

Our Evergreen architecture combines with an ongoing subscription to form Pure Storage **Evergreen//Forever**, providing traditional purchase customers a simple, economical, and sustainable way to keep their storage modern without repurchase or end-of-life worries.

All three Pure Storage subscription models provide guaranteed efficiency for power and rack space through either the Paid Power and Rack program (Evergreen//One and Evergreen//Flex) or the Guaranteed Power and Rack Space program (Evergreen//Forever).

Evergreen Architecture and Subscriptions

PURE STORAGE: LONGER LIFE, MODERNIZATION AND INNOVATION

Hardware: FlashArray-400, FlashArray//M, FlashArray//X, FlashArray//XL

Software: SNAPSHOTS | REPLICATION | ACTIVECLUSTER | VVOLS | FILE SERVICES | CLOUDSNAP | SAFEMODE | NVME/TCP

INITIAL PURCHASE — FULLY NON-DISRUPTIVE UPGRADE (NDU) — NDU & CAPACITY CONSOLIDATION — NDU & EXPANSION — NDU & CAPACITY CONSOLIDATION

BENEFITS **>110** New Software Features **>800X** Less Space & Power[1] **>32X** More Performance

COMPETITORS: FORKLIFT UPGRADES, REBUYS AND MIGRATIONS

INITIAL PURCHASE — REBUY MIGRATE DOUBLE SUPPORT EQUIPMENT DISPOSAL — REBUY MIGRATE DOUBLE SUPPORT EQUIPMENT DISPOSAL — REBUY MIGRATE DOUBLE SUPPORT EQUIPMENT DISPOSAL — REBUY MIGRATE DOUBLE SUPPORT EQUIPMENT DISPOSAL

Pure Storage Evergreen//One: A Cloud Operating Model That Maximizes Sustainability

Flexibility and Efficiency — **Constantly Improving** Services that continue to get better over time, transparently.

Management — **SLAs vs. Operating Manuals** Specifying service outcomes and behaviors vs. operational steps.

Consumption Model — **Cloud Purchasing Freedom** Pay for what you use, when you use it, without over buying or provisioning hardware.

Product Impact

As a result of our Purity operating system and DirectFlash Technology, our products require significantly less energy and space. In fact, our products consume as little as 1/5th of the energy and data center floor space as competitive solutions. This means carbon emissions from product use are reduced by up to 85%. With storage consuming an average of 20-25% of all data center energy, these reductions translate into overall data center energy and emissions reductions of up to 20%.

Consuming less electricity has other implications for land and water impact. Reducing water-intensive electricity consumption, as well as requiring less data center cooling (which can impact water), results in five times less water impact compared to using competitive solutions. The combination of our sustainable platform design and our unique storage as-a-service subscription model (Evergreen//One) provides a solution that evolves as needs and technology change, with a more sustainable product lifecycle.
See **Product End of Life and E-Waste** section.

> Central to our mission is delivering exceptional value to our customers while minimizing environmental impact across our data storage platform by optimizing power and space efficiency and significantly reducing e-waste. By embedding these practices into our data storage solutions, we not only enhance business value but also advance our commitment to sustainability and environmental stewardship.

KEVAN KRYSLER
CHIEF FINANCIAL OFFICER, PURE STORAGE
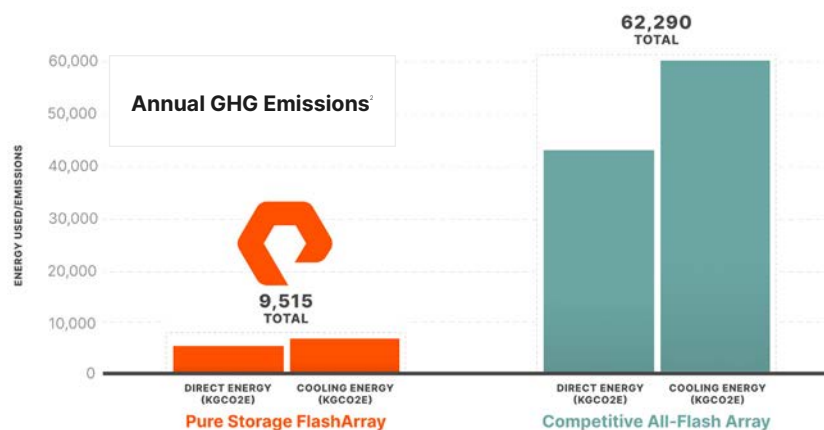
Product Energy & Emissions Savings

85%
Carbon emissions from product use are reduced by up to 85%.

20%
Reductions translate into overall data center energy and emissions reductions of up to 20%.

Our storage platform space reduction leads to far less rack space consumption, reducing or delaying the need to build new data centers. For Pure Storage products sold in FY24, the aggregate amount of space consumption avoided is the equivalent to that of 2.7 average US data centers.[1] This means less space dedicated to data storage in existing data centers and avoiding or delaying additional land use to build future data centers.

Annual GHG Emissions[2]

ENERGY USED/EMISSIONS

62,290 TOTAL

9,515 TOTAL

DIRECT ENERGY (KGCO2E)   COOLING ENERGY (KGCO2E)
Pure Storage FlashArray

DIRECT ENERGY (KGCO2E)   COOLING ENERGY (KGCO2E)
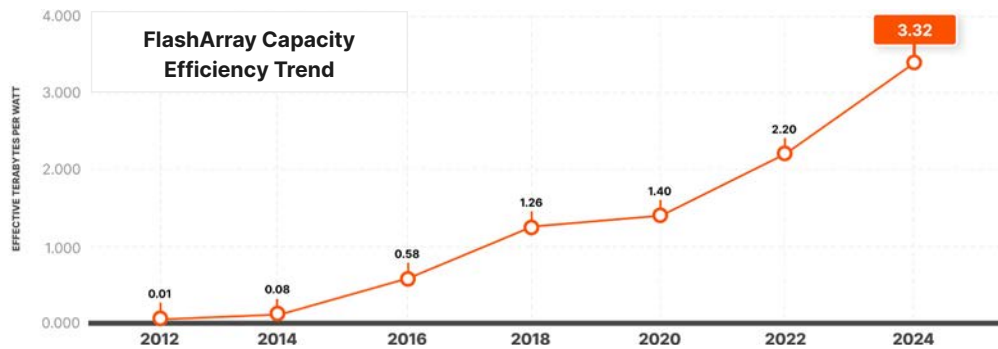**Competitive All-Flash Array**

Data Storage Platform Momentum

Pure Storage has been committed to building efficiencies into our storage platform and unique business models since our founding. The Pure Storage Platform Efficiency Trend graph shows our sustained platform efficiency evolution to achieve over 800 times improvement in data stored (terabytes) per unit of energy (watts) consumed compared to our earliest product models.[1] Over the same period of time, we reduced the amount of rack space required to store data by over 900 times.[2] Enhanced energy and space efficiency for data storage drives positive environmental outcomes, such as a reduced rate of raw material consumption, decreased blue water usage (due to less electricity and cooling needed), and reduced land consumption by alleviating the need for expanding or building new data centers.

FlashArray™ Capacity Efficiency Trend

800X

Our sustained platform efficiency evolution to achieve an over 800 times improvement in data stored (terabytes) per unit of energy (Watts) consumed compared to our earliest product models.

FlashArray Capacity Efficiency Trend

EFFECTIVE TERABYTES PER WATT

2012	2014	2016	2018	2020	2022	2024
0.01	0.08	0.58	1.26	1.40	2.20	3.32

Continued Data Storage Platform Evolution

Pure Storage has continued on its storage efficiency trajectory, launching several new products and completing energy label certification on every product throughout FY23 and FY24.

The Pure//E™ family of All-flash Storage (FlashBlade//E™ and FlashArray//E™):
The Pure//E family offers customers additional, all-flash options as alternatives to power-hungry, hard disk storage array offerings, eliminating the need for spinning disk drives in data centers.

This new addition to our data storage platform:

- Consumes as little as 1/5th the space and energy consumption of competing solutions and requires a little as 1/20th the space and energy compared to the legacy spinning disk solutions the Pure//E Family replaces.
- Reduces total cost of ownership (TCO) by at least 40% over six years, at the same acquisition cost as spinning disk storage.
- Delivers up to nine terabytes of usable storage capacity per watt of energy during operation.[3]

The introduction of our latest generation of our FlashArray//X™ and FlashArray//C™ products:

- Increases overall performance by up to 40% while maintaining similar per-model power consumption compared to the last generation.
- Delivers highly differentiated energy and space efficiency relative to competing all-flash solutions through improved capacity and performance capabilities across the FlashArray family of products.

1 | Based on effective capacity per Watt comparison of FlashArray products shipped in 2012 vs. FlashArray//E with 20 x 75 TB DFM. 2 | Based on comparison of effective capacity in Terabytes per rack unit of FlashArray products shipped in 2012 to FlashArray//E with 20 x 75 TB DFM. 3 | Assumes Pure's expected data reduction average of 5:1.

19

Sustainable Data Storage by Design

Pure Storage is a pioneer of the all-flash data center. Compared to other storage providers, we offer a unified platform that is smaller, denser, and more reliable than competing products. One of the main reasons that our storage platform is so energy efficient is because of Pure Storage DirectFlash® technology.
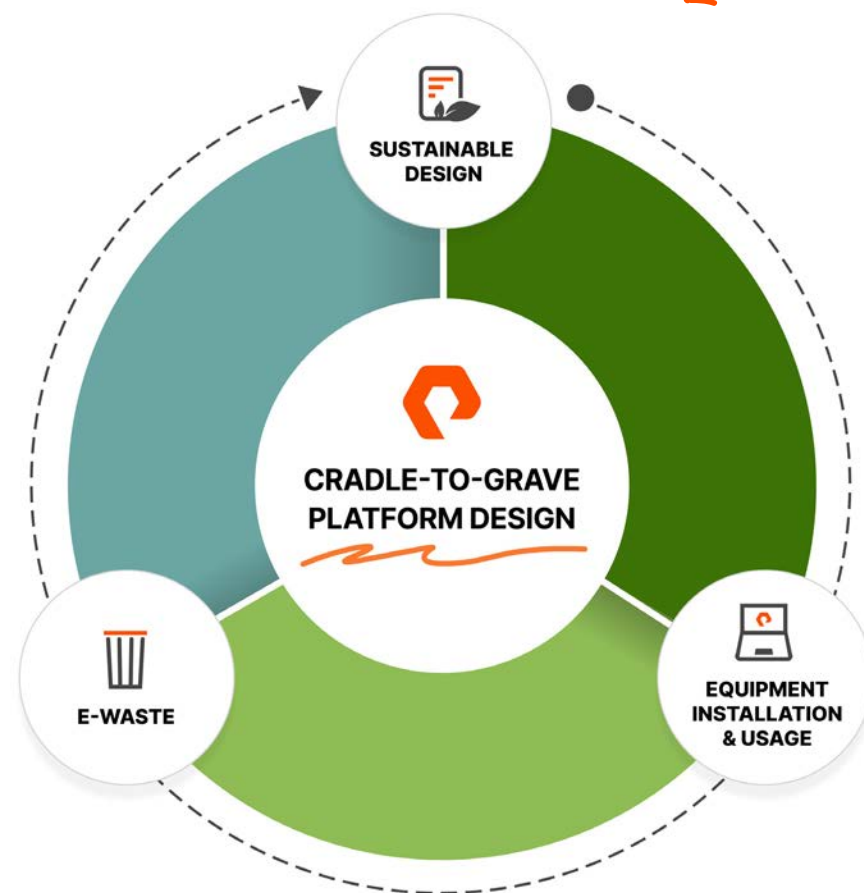
Our proprietary **Purity software** and **DirectFlash**® technology integrate to overcome the inefficiencies found in solid state drive (SSDs) solutions used by most competitors, enabling significantly greater storage capacities, enhanced performance, and more reliable solutions. Our products incorporate Pure Storage designed DirectFlash modules that facilitate a doubling of capacity and the delivery of exceptionally dense drives (i.e. 75 TB shipped in FY24 for the //E family of products, with plans in FY25 to reach 150 TB) without sacrificing performance or reliability. Our unique Purity software and DirectFlash technology enable direct communication with flash memory, overcoming the metadata management constraints of SSDs. Unlike SSDs that rely heavily on Direct Random-Access Memory (DRAM) for managing internal flash media, DirectFlash uses about 1,000 times less DRAM while maintaining high performance. This efficiency minimizes power consumption and reduces the need for additional drives and hardware, even as SSD capacity scales. This significant reduction in additional devices, DRAM, and hardware means our products consume far less power and rack space compared to other solutions, providing industry-leading storage efficiency and sustainability for our customers.

Our Purity software features always-on data reduction, achieving up to three times more efficiency than other flash solutions without compromising performance, thanks to over 100 patents in data reduction technology. This synergy of hardware and software not only boosts drive reliability and performance; it also extends service life significantly.

Pure Storage Platform Design

Our approach to storage platform design takes a **cradle-to-grave perspective, covering sustainable design, deployment, usage, and e-waste.**

Cradle-to-grave platform design diagram showing SUSTAINABLE DESIGN, EQUIPMENT INSTALLATION & USAGE, and E-WASTE surrounding CRADLE-TO-GRAVE PLATFORM DESIGN.

Product Sustainability Comparison

Pure Storage conducted an ISO 14044-conformant life cycle analysis of FlashArray//X and applied the same modeling to its storage platform. Below are the energy and emissions savings that our products deliver, compared to competitive flash-based products.[1]

FlashArray//E™

UP TO 86%

FlashArray//E™ uses up to 86% less energy than competitive solutions.

8-15X

FlashArray//E has 8-15 times greater storage density.

90%

FlashArray//E produces at least 90% less e-waste over its 10-year life cycle.

1/20TH

FlashArray//E uses as little as 1/20th the energy and space as the legacy spinning disk solutions it replaces.

FlashBlade//E™

UP TO 86%

FlashBlade//E™ uses up to 86% less energy than competitive solutions.

8-15X

FlashBlade//E has 8-15 times greater storage density.

UP TO 80%

FlashBlade//E uses up to 80% less energy than competing unified fast file and object (UFFO) flash solutions.

↗ View Our EnergyStar.gov Certification, Covering 100% of Pure Storage Products

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1 | Listed Pure Storage products were compared to similarly configured and performing competitive products. FlashArray//E was compared to competitive hybrid flash and mechanical disk, FlashBlade//E was compared to competitive unified fast file and hybrid and mechanical disk solutions.

Product Carbon Footprint FY24
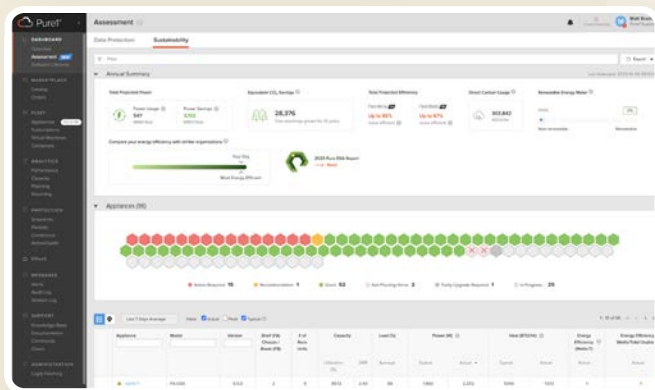
Pure1® Sustainability Assessment Dashboard

Product Impact Transparency

Our dedication to building trust through data transparency drives us to equip customers with essential information to make informed sustainability decisions about the use of our data storage platform.

In FY24, we published consolidated product carbon footprint reports that provide the full GHG emissions impact of our products from manufacturing, shipping, product use, and end of life disposal. The data within these reports are backed by the findings of our life cycle assessment (LCA) of FlashArray//X70, with a cradle-to-grave approach including manufacturing, transportation, assembly and testing, packaging, product use, and eventual disposal. See the **Resources** section of our ESG website for more information.

Our **Pure1** AI-powered storage management environment is continuously optimized to help customers monitor and maximize their energy efficiency. We have continued to enhance our Sustainability Assessment which gives customers full transparency and near real-time analysis into their storage energy consumption and savings. For customers that have storage distributed across multiple sites, the data center view will provide a better understanding of where the largest energy costs are, providing the telemetry data needed to gain insights and discover optimizations on sustainability metrics for each array.

Further, we've added peer information sharing to help customers set goals on how to realistically plan for improvement in their power efficiency efforts. The Pure1 Sustainability Assessment Tab provides visibility into a customer's relative power efficiency profile compared to peers.

⬈ Revolutionizing Responsibly: Elevate Your ESG Game with Pure1

Product Circularity

Evergreen®

Pure Storage sustainable Evergreen storage architecture and the structure of Evergreen//One subscriptions, enable organizations to reduce the energy consumption, rack space, and waste associated with underutilized and/or overprovisioned equipment.

By offering the flexibility to make adjustments as capacity and/or performance needs evolve, Evergreen//One provides customers with the most efficient hardware configuration to meet their objectives and enables non-disruptive platform upgrades as consumption changes over time. This flexibility, along with Pure Storage hardware modularity drives circularity and flexibility and reduces e-waste by extending product life. Upgraded and/or returned hardware can be reused, reconfigured, or redeployed to meet SLA obligations throughout the Evergreen//One subscriber base. As Evergreen//One subscriptions grow over time so too will the circularity and e-waste benefits grow.
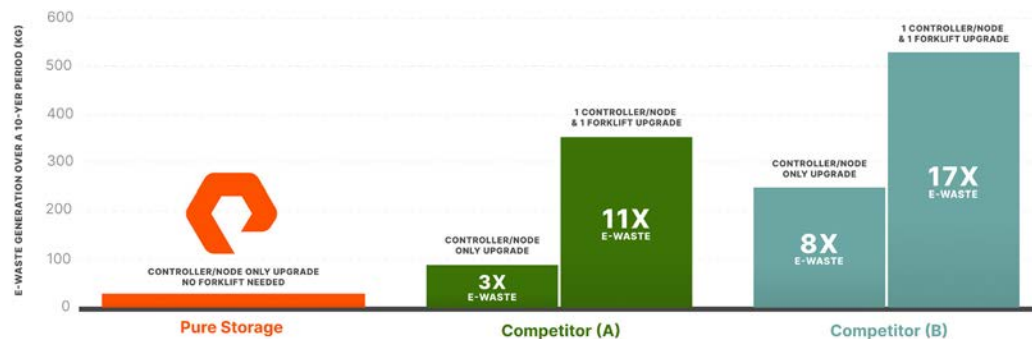
Product End of Life and E-waste

Our platform is designed to avoid becoming obsolete and can be upgraded modularly and non-disruptively, indefinitely.

DirectFlash storage modules demonstrate three times the reliability of average solid state disks and six times that of traditional mechanical hard disk drives. This superior reliability leads to fewer component failures and prolongs the lifespan of our products, contributing to a significant reduction in e-waste.

A recent storage industry study by Verdantix determined that Pure Storage products generate at least three times less e-waste than competitor solutions. In addition, our data storage platform is designed to have a service life of 10 or more years through non-disruptive upgrades that can be performed indefinitely. Our product longevity, circularity, and lower e-waste was also supported by the **Verdantix** research.

E-waste Generated over 10-year Period

E-WASTE GENERATION OVER A 10-YEAR PERIOD (KG)

600 / 500 / 400 / 300 / 200 / 100 / 0

Pure Storage — CONTROLLER/NODE ONLY UPGRADE NO FORKLIFT NEEDED

Competitor (A) — CONTROLLER/NODE ONLY UPGRADE **3X E-WASTE**; 1 CONTROLLER/NODE & 1 FORKLIFT UPGRADE **11X E-WASTE**

Competitor (B) — CONTROLLER/NODE ONLY UPGRADE **8X E-WASTE**; 1 CONTROLLER/NODE & 1 FORKLIFT UPGRADE **17X E-WASTE**

VERDANTIX ASSESSED INDUSTRY E-WASTE OUTCOMES AND FOUND

97%
Pure Storage generated at least 97% less e-waste.

UP TO **90%**
Consumed up to 90% less data center rack space.

3-8X
Generated 3-8 times less e-waste than competitors, over a 10-year period.

Customer Success

We're proud to support our customers on their sustainability journeys, reducing their environmental footprint while helping them grow their businesses.

NTT DATA

The $30 billion technology services business is at the forefront of the world's sustainable digital transformation, offering a comprehensive suite of consulting, advanced infrastructure, and application services.

As more organizations realize the integral role of sustainability in their overall strategy, **NTT DATA** is doing its part to reduce its carbon emissions. The company reduced its storage footprint significantly while **cutting energy costs in its data centers by 50% reducing emissions** at the same time.

" **Technology is a key enabler for connecting people, communities, and the planet in the most innovative and environmentally responsible ways. By reducing our data center footprint, energy consumption, and e-waste with more sustainable storage, we're optimizing our data centers in every possible way.**"

SCOTT MCISAAC
SVP Managed Cloud, NTT Data Inc.

⬈ Read the Blog

ANDRA

The French National Radioactive Waste Management Agency (Andra) is responsible for identifying, implementing, and ensuring the safe management of French radioactive waste disposal to minimize risks for present and future generations.

Sustainability was paramount in Andra's choice of a new storage infrastructure. The organization wanted to debunk any misconceptions people may have about the environmental impact of nuclear waste management. Pure Storage solutions played a significant part in helping A**ndra achieve a 20% decrease in global energy consumption** across its entire data center.

" **We opted for Pure Storage because we needed to challenge our legacy storage infrastructure and replace it with a more modern, secure and sustainable solution.**"

OLIVIER TARDY
Head of Infrastructure and Operations Digital and Information Systems Department, Andra

⬈ See the Full Case Study

toss bank

Toss Bank is the third internet-only bank founded in South Korea and the fastest-growing bank with over eight million customers in just two years.

Toss Bank turned to Pure Storage to significantly improve storage performance, scalability, and availability in the data center. With Pure Storage FlashArray, Toss Bank **achieved a 6:1 data reduction** through always-on inline deduplication, compression, and pattern removal. This **reduced storage needs by up to 83%**, maximizing cost efficiency and storage usage.
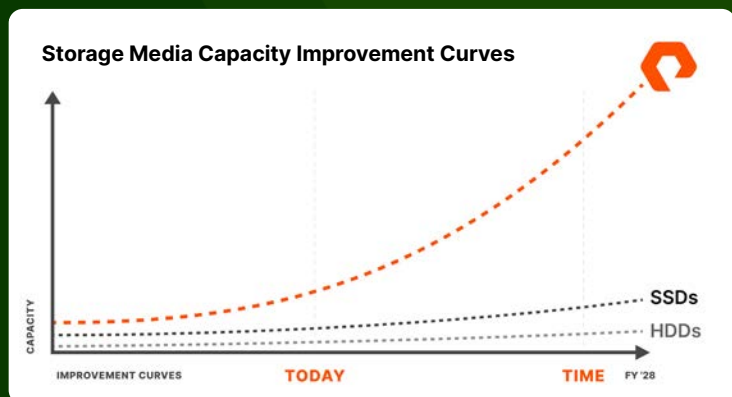
" **The powerful data reduction makes it 2.5 times more cost-effective than competing products in terms of effective capacity.**"

DONGHYUN PARK
Systems Engineer, Infrastructure Team, Toss Bank

⬈ See the Full Case Study

Future Forward

Storage Media Capacity Improvement Curves

Our Trajectory

The storage density of our products has improved steadily over time and has outpaced the rate of SSD and HDD drive capacity improvements. Looking ahead, we expect to increase our sustainability differentiation advantages against solid state disk and hard disk drive technologies through the continued evolution of DirectFlash modules (DFMs), platform optimization, and software innovation. Future data storage platform innovations will continue to drive increased global data center sustainability and help reduce environmental impacts through the elimination of inefficient and unreliable spinning disk solutions.

Our Plans for FY25

Continue Density Improvements

- We expect to deliver a **150 TB capacity DFM** in FY25 moving our media capacity further from SDD and moving HDD further into obsolescence.

- We expect to **increase our chassis density** to accommodate additional DFMs, pushing our industry leading storage capacity efficiency to over 10 TB of usable capacity per watt.

- The FlashArray and FlashBlade Pure//E Family of products will **leverage the newly introduced higher capacity DFMs** further densifying our product offerings.

Exceed Power Supply Efficiency Requirements in the US

- To surpass power supply efficiency in the US, we are implementing a global strategy to ship our products with Titanium-rated power supplies in adherence with European power supply regulations. Titanium-rated supplies (96.2% efficient) are expected to exceed US data center and IT requirements for FY25.

Increase Focus on Hyperscalers

- Increased energy use is a major issue and cost for both hyperscalers and enterprise data centers and data storage plays a significant role in power and space consumption in data centers. **Pure's Purity and DirectFlash reduces the power, space and cooling requirements for hyperscale data storage by a factor of ten.** Additionally, Pure reduces the need for sophisticated caching and other technologies that hyperscalers use to make up for the relatively low performance of hard drives.

Update and Expand LCAs coverage

- We expect to complete **multiple product LCAs** to update, refine, and expand our product portfolio coverage.

Environmental

At a Glance

Climate Risks and Opportunities

- Aligned with the **Task Force on Climate-related Financial Disclosure** (TCFD).

- Completed **CDP Climate Surve**y with public disclosure.

- Achieved **third-party verification** of our FY23 GHG emissions for Scope 1, 2, and 3 with FY24 verification underway.

Energy and Emissions

- 35% renewable electricity.

- Leased **77% of our office space** (by square footage) in **certified green buildings.**

- **52.7% reduction in Scope 3, Category 11 Use of Sold Product GHG emissions intensity** (MT per effective PB shipped) Y/Y, keeping in line with our goal for 66% reduction of this category from FY20 to FY30.

- Developed a **sustainable procurement policy** and launched internal training for key supply chain executives and buyers.

- Introduced an **ESG section to our supplier scorecard,** representing 10% of the overall score, to drive engagement and performance with key strategic suppliers, representing 42.5% of suppliers by total spend.

Waste and Water

- Established **working groups for both waste and water** with representation from the ESG, Finance, Facilities, Data Center, and Supply Chain teams, to enhance data collection and reporting.

- Contracted with a new waste services vendor, that **guarantees diverting 100% of our data center waste** (by weight) from landfill.

- Worked with and **audited our manufacturers to improve their environmental performance,** piloting waste reduction initiatives and strengthened data collection programs.

The need for environmental sustainability has never been greater, and Pure Storage is committed to playing its part in mitigating the impacts of climate change and safeguarding the planet. Through the delivery of sustainable products and services and the integration of environmentally conscious practices, we strive to make a meaningful and positive impact on the environment.

> Addressing climate change is a business imperative. We are dedicated to integrating environmentally responsible practices in energy, water, and waste across our operations and supply chain. By doing so, we drive positive environmental impact and create value for our employees, customers, and society.

KATHY MULVANY
GLOBAL HEAD OF ESG, PURE STORAGE

Climate Risks and Opportunities

In FY24, we took steps to enhance our disclosures on climate-related risks and opportunities. This work helped to inform our ESG strategy and meet growing stakeholder expectations.

We completed the comprehensive, publicly disclosed, CDP Climate Questionnaire, achieving a score of B- (Management Level). Building on the progress highlighted in this report, such as obtaining third-party verification of our GHG emissions, aligning to the **Task Force on Climate-related Financial Disclosure (TCFD)** and enhancing supplier engagement, we are confident in our ability to continually strengthen our Climate Program and enhance our disclosures.

We aligned to the TCFD as disclosed in the Data Annex. This is in response to growing demands from customers, investors, and other stakeholders, including regulators for whom TCFD is considered a foundational framework. Aligning with the recommendations of TCFD helps us understand the impact of climate on our business, providing the opportunity to make informed decisions to further mature our ESG program and share our progress on managing climate-related risks and opportunities.
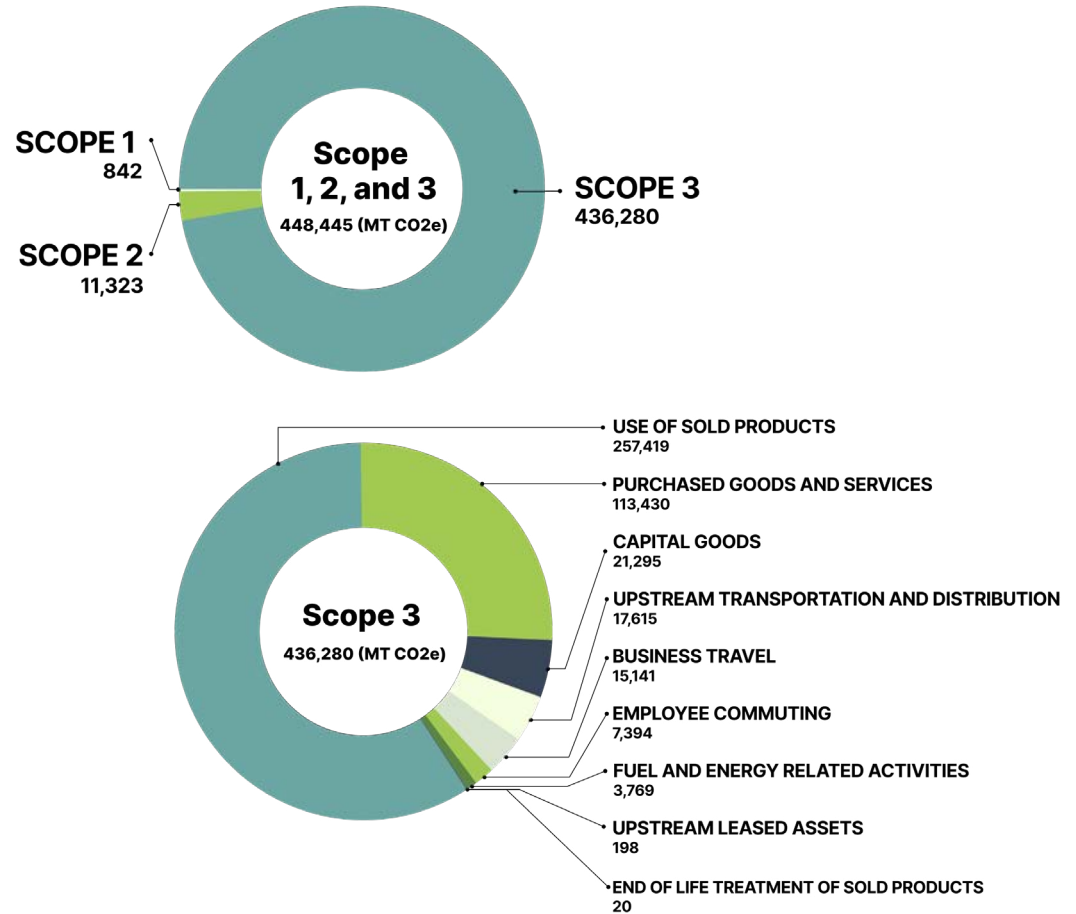
Energy and Emissions

In FY24, Pure Storage took steps to enhance our environmental disclosures and continue to build stakeholder trust.

We completed our Scope 1, 2, and 3 GHG emissions inventory for both fiscal 2023 and 2024, to sync our GHG emissions reporting with the most recent fiscal year. As noted earlier in this report, we have reduced use of sold product emissions per effective petabyte by more than 52% against a goal of 66% by fiscal 2030 and a baseline of 2020.

We engaged Apex to perform **limited assurance** over our FY23 GHG emissions data, to build stakeholder trust in our disclosures. Third-party verification of our FY24 emissions is underway and will be completed in Q3FY25. We also enhanced our use of renewable electricity to attain full coverage for our Santa Clara headquarters, as referenced below.

Our FY24 Carbon Footprint by Scope and Business Activity

Scope 1, 2, and 3
448,445 (MT CO2e)

SCOPE 1
842

SCOPE 2
11,323

SCOPE 3
436,280

Scope 3
436,280 (MT CO2e)

USE OF SOLD PRODUCTS
257,419

PURCHASED GOODS AND SERVICES
113,430

CAPITAL GOODS
21,295

UPSTREAM TRANSPORTATION AND DISTRIBUTION
17,615

BUSINESS TRAVEL
15,141

EMPLOYEE COMMUTING
7,394

FUEL AND ENERGY RELATED ACTIVITIES
3,769

UPSTREAM LEASED ASSETS
198

END OF LIFE TREATMENT OF SOLD PRODUCTS
20

Our Offices

In FY24, Pure Storage fully transitioned to our new headquarters in Santa Clara, California. This site underscores our commitment to energy efficiency and sustainable building practices with rooftop solar panels, LEED Gold certification, and WELL Building certification earned in 2022. To further advance our sustainability efforts through acquisition of renewable energy for our operations, we have taken proactive steps to initiate a renewable electricity purchase to cover our HQ campus usage via renewable energy certificates (RECs). Overall, in FY24 we procured 35% of electricity as renewable, for a total of 21,000 MWh.

Globally, Pure Storage prioritizes sustainability in facility selection. As of FY24, 77% of our 21 office locations, measured by square footage, hold LEED or equivalent certification. Noteworthy sites that showcase our dedication to green building standards include:

- **Santa Clara**: LEED New Construction Gold
- **Chicago**: LEED Operations and Maintenance Platinum
- **Singapore:** LEED New Construction Platinum

Data Centers

Pure Storage chooses co-located data center facilities, based in part on renewable energy mix considerations, seeking to site them in regions with the greatest grid availability of such resources. We are also increasingly seeking and evaluating information on data center providers' ESG initiatives, extending beyond renewable energy efforts, to guide our procurement decisions.
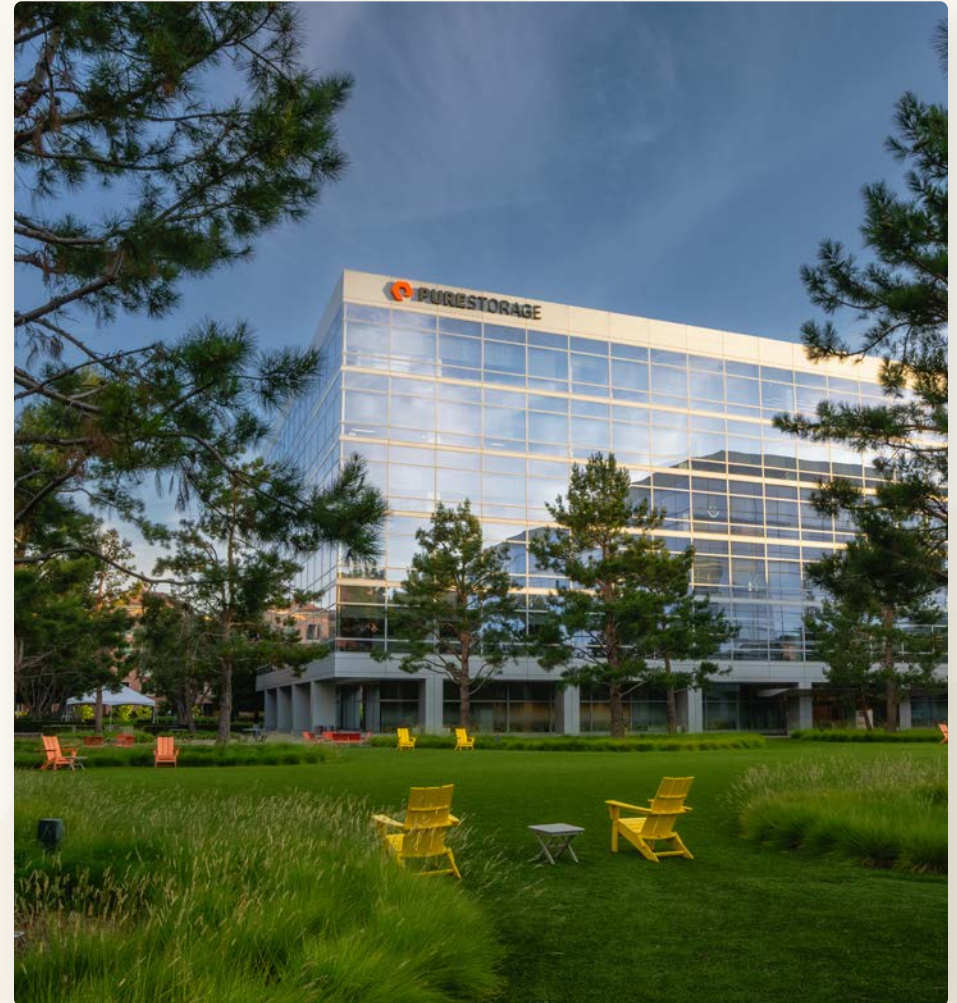
Value Chain

Our Chief Supply Chain Officer continues to oversee our supply chain management efforts, including ESG, reporting to the CEO. The Supply Chain Sustainability Program team remains committed to sharing updates on key initiatives with Pure Storage executives, emphasizing sustainable supply chain management. Our supplier purchasing practices are annually reviewed to ensure alignment with ESG requirements.

In FY24, we developed and rolled out our **Sustainable Procurement policy** which outlines our expectations for suppliers to influence and encourage the adoption of sustainable practices across our supply chain, ensuring our suppliers meet or exceed our sustainability criteria. Our Supply Chain and Procurement executives received training on the new policy. Though early in our program development, more than 70% of our direct supply chain spend is covered by our sustainable procurement policy, demonstrating our significant progress in embedding sustainability across our strategic supplier engagements. In addition, more than 80% of relevant Pure Storage procurement and operations staff received training on ESG, sustainability, and our sustainable procurement mission.

To enhance engagement with our key strategic suppliers on ESG, we added an ESG component to our **Supplier Scorecard**. The ESG supplier scorecard comprises 10% of total supplier scoring and will support our efforts to encourage our suppliers to enhance ESG disclosures, as well as improve performance on GHG emissions reduction, waste reduction, labor and human rights, etc. The Global Head of ESG and the ESG Controller participated in quarterly business reviews in Q4 to discuss ESG and will continue to meet with our key strategic suppliers on a quarterly basis in FY25 to review progress on the ESG Scorecard. To learn more about how we are addressing social issues in our supply chain, refer to the **Responsible Sourcing** section of this report.

Moving beyond our direct operational impacts in terms of Scope 1 and Scope-2 GHG emissions and energy use, we have also taken many **steps to reduce our Scope 3 value chain emissions,** including efforts to reduce our emissions related to employee commuting, purchased goods and services, and use of sold products. For Scope 3 Category 7 (Commuting), we continued to deliver on our commitment to provide sustainable commuting options, with our new Santa Clara headquarters offering amenities, such as 50 EV charging stations and a shuttle service to nearby transportation hubs. For Scope 3 Category 4 (Upstream Transportation), we worked on a mode shift analysis to transfer a portion of inter-site shipping from air to sea to substantially reduce GHG emissions. Please see **Product Section** to read more about our efforts to reduce Scope 3 Category 11 (Use of Sold Product) emissions.

Among our suppliers, all Pure Storage contract manufacturers (CMs) are required to have business continuity plans (BCPs) in place. We review these internally on a quarterly basis and with our CMs annually. Our CMs' BCPs include management of climate-related physical risks. If unforeseen circumstances impact one of our facilities, we can quickly shift production to another part of our manufacturing supply chain.

> "At Pure Storage, we recognize the profound impact that responsible sourcing and manufacturing has on our planet, communities, and the sustainability of our products. Pure Storage is committed to not just meeting but exceeding the evolving expectations of our stakeholders for a more sustainable and responsible global supply chain."

BRAD TALLMAN
CHIEF SUPPLY CHAIN OFFICER, PURE STORAGE

Waste Reduction

Recognizing waste reduction across our offices, data centers and supply chain as a critical opportunity to lessen our environmental impact, we are focused on reusing, reselling, recycling, and donating our products and e-waste.

To further these efforts, Pure Storage established a Waste Working Group in FY24. This group meets monthly and is dedicated to advancing our management, tracking, and disclosure of operational waste including facilities, IT, and data center/lab waste. Participation from cross functional stakeholders ensures that progress is regularly shared with the ESG Core Committee and our ESG Executive Sponsors.

We are committed to maturing our ESG program in order to collect more precise data on our operational waste metrics and waste reduction methods for Pure Storage operations at co-leased or multi-tenant facilities. In FY24, we engaged a third-party auditor to conduct a waste audit at our Santa Clara headquarters. **That audit reported an 82% waste diversion rate and highlighted opportunities for improved employee awareness and signage.** Going forward, we will conduct quarterly audits with the **aim to achieve a 90%+ diversion rate.** Additionally, during the build out of our new Santa Clara office, we minimized operational waste by reusing existing office furnishings from our Mountain View offices. Furniture that wasn't moved to the new Santa Clara office was donated, further embracing circularity. And nearly 3,000 pieces of existing furniture at the Santa Clara HQ was resold, diverting almost 500,000 lbs from landfill. We also donated more than 100 computer monitors to schools, reinforcing our commitment to reducing waste and supporting our local communities.

In a significant stride toward enhancing our environmental stewardship, **all our data centers have partnered with a new vendor that guarantees a complete diversion of e-waste from landfills,** marking an improvement from the previous 97% to a commendable 100% diversion. The new vendor partners with R2v3/Rios certified disposal experts and maintains a strict zero-landfill policy, which beyond e-waste, includes the recycling of metal scraps, cables, hardware chassis, and components, allowing us to recycle over 1.5 tons of materials. Notably, our new partnership has ushered in a new era of transparency and accountability, providing us with detailed metrics on the weight and total number of items recycled, resold, or reused. Enhanced reporting from our vendors now offers increased visibility into the lifecycle and final disposition of all items we handle, ensuring our operations align more closely with our commitment to environmental sustainability.

Expanding on our circularity commitment across our supply chain, we've focused on upstream material and waste management improvements. In FY24, we worked closely with suppliers to refine waste data collection, targeting zero-landfill waste and enhancing product lifecycle sustainability through repair and repurposing. We also introduced reusable packaging (cardboard and foam) and pallets for inter-site transportation logistics, cutting our production's environmental impact.

Water Management

To address the world's increasing water stress, it is crucial for us to enhance our understanding of water data and its management.

We're focused on developing effective strategies for water usage and implementing collaborative efforts across our global operations and supply chain. In FY24, Pure Storage established a Water Working Group with the objective of improving our tracking and disclosure of water across our global operations to ensure responsible water management.

Similar to waste, we face a number of challenges in collecting precise, operational water metrics due to the nature of our leased facilities (often co-located in multi-tenant buildings without submeters or data broken down by tenant). As such, we embarked on improving data collection and methodologies to establish a baseline against which we could measure progress. In FY24, our water withdrawal across our direct lease offices, representing 96% of our global footprint, was approximately 29,000 cubic meters.

Our co-located data center in Utah, utilizes a closed-loop cooling system which leads to zero water consumption. As heat in the data center is transferred to the water in the closed-loop system, it passes through ambient air chillers to cool the water leading to zero water loss through evaporation. This efficient cooling method also reduces energy consumption by using ambient air versus refrigerant or evaporative cooling.

From a supply chain perspective, in FY24, we initiated a targeted water survey at our contract manufacturer facilities to assess water withdrawal, sourcing, and management practices, aiming to identify opportunities for conservation and sustainable water use. It is a critical step towards identifying key areas for water efficiency improvements and sustainability practices.
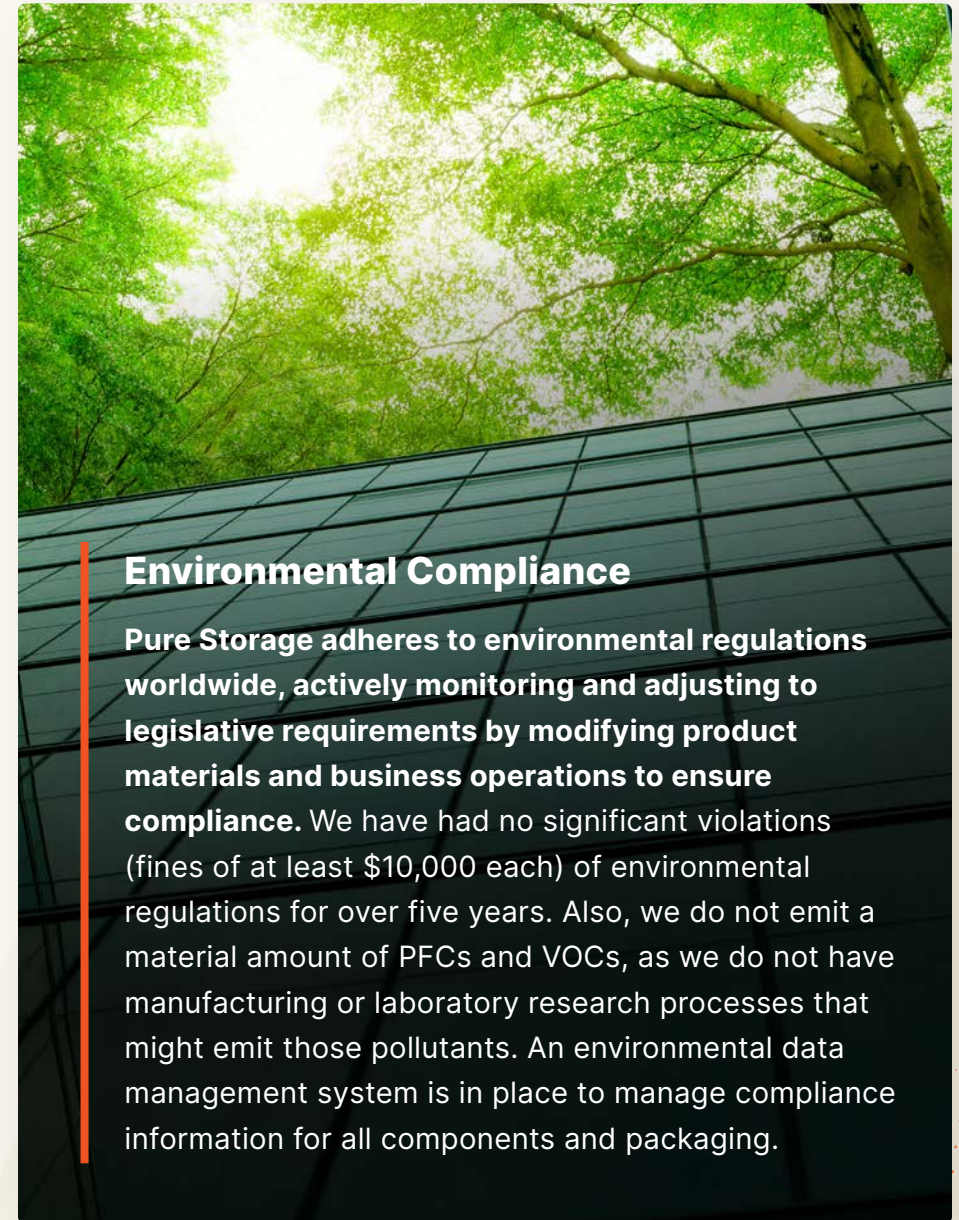
Environmental Compliance

Pure Storage adheres to environmental regulations worldwide, actively monitoring and adjusting to legislative requirements by modifying product materials and business operations to ensure compliance. We have had no significant violations (fines of at least $10,000 each) of environmental regulations for over five years. Also, we do not emit a material amount of PFCs and VOCs, as we do not have manufacturing or laboratory research processes that might emit those pollutants. An environmental data management system is in place to manage compliance information for all components and packaging.

Future Forward

Our Plans for FY25

- Join the **CDP Supply Chain Program** to further expand environmental actions and transparency across our supply chain related to reducing GHG emissions, conserving water, and protecting forests.

- Develop and submit our **science-based targets (SBTs)** for Scope 1, 2 and 3 to the Science Based Targets Initiative (SBTi) for validation.

- Develop and publish our **environmental sustainability policy.**

- Conduct **climate scenario analysis** covering at least two temperature warming scenarios to inform our climate transition plan.

- Implement the recommendations from our **mode-shift analysis**, transitioning certain mechanical parts from air to sea transportation on international routes to reduce emissions.

- **Train 15-20% of data center staff** as Certified Data Center Sustainability Professionals (CDCSPs).

Social

Our Culture Is Fundamental to Who We Are

We are dedicated to fostering a supportive and inclusive environment where every individual can thrive.

We are empowered to make a difference both within our company and in the world at large. Our commitment extends beyond the office walls—prioritizing the well-being and safety of our global team and actively working to drive positive change for our customers and communities worldwide. This is made possible through our robust employee programs and impactful community partnerships, all fueled by our diverse and dedicated workforce of more than 5,600 people spanning over 30 countries.

Our culture, driven by values of **persistence, creativity, teamwork, ownership, and customer first** is built on honesty, integrity, and respect. To support our growth, we increased our talent base by 8% in the past year. We are continually enhancing our hiring practices and locations to attract skilled individuals and maintain a global, diverse outlook. Our strategy focuses on empowering employees to achieve business success and personal growth.

> " In our commitment to sustainability, we've woven a tapestry of values—persistence, creativity, teamwork, ownership, and customer-first mentality—into the very fabric of our organization. We are proud of the culture we've cultivated, one where every individual is empowered to thrive within a supportive and inclusive workforce. "

NIKI ARMSTRONG
CHIEF ADMINISTRATIVE AND LEGAL OFFICER, PURE STORAGE

The Pulse of Pure Storage

Knowing where to invest requires listening to our employees to understand their evolving needs and perspectives.

Our confidential employee feedback system, the Pulse of Pure (PoP) survey, allows us to collect information throughout the year on employee experience or concerns. We take employee confidentiality seriously, and feedback is aggregated and anonymized to protect employees' identity. Our employee engagement scores have been consistently high and are above the industry average which can translate into positive customer experiences. The FY24 PoP Survey had more than 4,600 employee responses, which was 86% of our active employees.

PULSE OF PURE SURVEY RESULTS[1]

8.6/10
Recommend as a Place to Work

8.9/10
Proud to Work for Pure Storage

8.5/10
Valued as a Person at Pure Storage

9.0/10
Treated With Respect and Dignity at Work

8.1/10
Overall Employee Engagement Index

At a Glance

Talent Acquisition, Retention, and Development

- **Achieved a job candidate Net Promoter Score (NPS) of 89,** highlighting our ongoing dedication to providing applicants with an unparalleled experience.

- **Filled 14.4% of roles internally,** recruiting from within.

- **Increased the Talent Development Index** in the Pulse of Pure employee survey **from 78% to 82%.**

- **Launched the Pure Storage Leadership Academy** for comprehensive learning.

- Provided **performance feedback to 97% of employees** during the Annual Performance Cycle.

Diversity, Equity, and Inclusion

- **Achieved 47% Y/Y increase** in Inclusive Leadership Index for VP+.

- **Launched Catalyst Sponsorship Program,** geared to develop women and under-represented groups (URGs) to ready them for senior level leadership roles.

- Conducted bi-annual **pay equity analyses.**

- **Launched a self-ID campaign** to close the gap on diversity disclosure.

- **Expanded DEI representation disclosure** including new hires by gender, new hires by URG, and global age by level.

Employee Wellness

- **Updated global family leave policy—**giving birth parents a minimum of 16 weeks of paid leave and non-birth parents a minimum of 10 weeks.

- **Piloted a mental health first aider training in EMEA,** emphasizing our understanding of mental wellness as a critical component of overall health.

Responsible Sourcing

- **Expanded our Supplier Code of Conduct,** including but not limited to emphasizing RBA Code of Conduct language related to anti-discrimination and harassment.

- **Continued our engagement with all key strategic suppliers,** ensuring they are members of the RBA.

- **Leveraged RBA VAP results to monitor labor and human rights** compliance among our Tier 1 production sites; 100% scored Platinum with no corrective actions.

- **Inspected a key strategic supplier site's working conditions** for potential improvement opportunities through our pilot audit program by Pure Storage Internal Audit.

- **Achieved a diverse supplier spend of 6%.**

Health and Safety

- **Completed 95% of our Health and Safety self-audit plan** initiated in FY23 and created a Health and Safety action plan for every country assessed, covering a total of 92% of our global staff.

- **Expanded the Floor Warden program,** in which employee volunteers are trained on emergency safety plans and first aid, **now covering 61% of our workforce,** across 15 global office locations.

Community Engagement

- **Launched employee matching** gifts program.

- **$2.2M+ in grants awarded by Pure Good Foundation and Pure Storage** to global nonprofits.

- **$350,000+ in employee donations** to global nonprofits.

- **700+ nonprofit organizations** supported globally.

Talent Acquisition

In FY24, we prioritized optimizing talent acquisition to bolster our industry leadership. Our efforts focused on refining strategies, programs, and processes to scale effectively. By tapping into diverse talent pools and prioritizing candidate engagement throughout the recruitment journey, we aim to attract top-tier professionals.

At Pure Storage, we offer leading-edge work, an inviting company culture, competitive compensation, and tailored benefits that attract individuals seeking groundbreaking challenges within a vibrant and flourishing workplace.

Our commitment to talent acquisition excellence is evident in our strategic initiatives. We prioritized internal mobility and referrals, with new and updated policies, harmonized processes, and integrated new technology platforms to enhance operational efficiency and data integrity. Moreover, we've revamped our employer brand, featured in a new employee value proposition highlighting Pure Storage innovation, growth, and team.

Innovative Strategies

Pure Storage employs innovative strategies to enhance talent acquisition, focusing on empowering managers with accountability for hiring quality and developing structured interviewing for targeted talent pools. For example, by hosting tech talks at our offices that allow direct engagement with leadership and sponsoring community events, Pure Storage aims to draw top talent by showcasing a dynamic and inclusive work environment.

Employee Value Proposition

PURE INNOVATION
Lead with Radical Thinking

PURE GROWTH
Boldly Grow with Us

PURE TEAM
Join the Smartest Team in the Industry

Talent Development

Our workplace empowers our employees to excel by focusing on challenging assignments, ongoing education, and leadership development.

In FY24, we focused on maturing foundational talent solutions globally, particularly through our Leadership Academy. This included launching and continuing programs targeting various employee levels to enhance leadership, inclusivity, and technical skills. With an NPS of 50 and a participation rate at 73%, employee response to the Academy has been positive and continues to grow. Combined with other efforts, the Pure Storage Talent Development Index in the PoP Survey increased from 78% to 82% Y/Y, indicating rising employee satisfaction with talent development.

Our performance management methodology is multi-dimensional, encompassing employee self-assessment, manager assessment, feedback from others, and performance calibration from peer leaders. We assess **the what** (objectives and results) and **the how** (values/leadership standards). This "always on" process facilitates discussion on performance feedback, career aspirations, and development opportunities. We provide training and resources to support our people leaders in guiding employee growth. In FY24, we introduced quarterly check-ins for our Global Sales Organization, achieving a 94% participation rate in the first year. Additionally, 97% of our employees completed annual self-evaluations and received performance assessments within the annual performance review cycle, with full access to their annual review documents.

TALENT DEVELOPMENT BY THE NUMBERS

73%
Participation rate, NPS of 50, and employee response to the Leadership Academy has been positive

94%
Participation rate in the first year on quarterly check-ins for our Global Sales Organization

82%
Talent Development Index in the PoP Survey increased from 78% Y/Y

97%
Of our employees completed annual self-evaluations

Learning and Development

In FY24, we deepened our investment in the Pure Storage Leadership Academy, a comprehensive suite of programs designed to enhance leadership skills and promote career advancement across our workforce. It includes foundational programs for all staff and managers, tailored pathways suited to various job roles, and advanced offerings for high-achieving employees preparing for more significant challenges. Notable initiatives include "Shape the Future," a five to six month partnership with INSEAD for VPs, and "Mobilize Change," targeting director-level staff and above. Furthermore, in partnership with BetterUp, the Academy extended personalized coaching to over 300 employees, offered development opportunities across all levels and progressively enriched its educational framework.

Our Leadership Standards

To further advance our leadership bench as our business expands, we have embedded our Pure Leadership Standards into our talent practices and processes for all VP+ leaders. These behaviors are essential for effective leadership within our culture. They are integrated into our leaders' annual review process and serve as the cornerstones of the Pure Leadership Academy.

Pure Storage understands that our managers play an essential role in building culture and supporting a positive, personalized employee experience. Through tailored training and resources, we empower our managers to align employees with strategy, provide recognition, and advance our workplace culture.

The People Manager Essentials program is designed to equip all Pure Storage people managers with the skills and capabilities needed to hire, develop, and lead high-performing teams. In FY24, 65% of all people managers completed this voluntary training.

The 4 Ds: Leadership Behaviors

1	**Drives Transformation:** Inspires others around a long-term vision. Works across internal and external boundaries. Makes change happen for the betterment of Pure Storage.
2	**Delivers Business Growth:** Takes ownership of outcomes as a leader and follower. Encourages innovation and disciplined risk-taking. Drives operational excellence to scale.
3	**Develops Self and Others:** Elevates performance by including, stretching and mentoring talent. Acts on own learning needs. Models the Pure Storage values.
4	**Delights Customers:** Thinks outside-in to develop value-add solutions. Acts ahead of market developments. Delivers value to customers.

Internal Mobility

Recognizing the value of internal job mobility for employee engagement and development, our global mobility policy facilitates lateral and upward movement. Through our internal job portal and talent cards, employees can explore and apply for open positions, as well as detailing their skills and career goals, to aid our talent acquisition team in actively considering qualified internal candidates for suitable positions. In FY24, 14.4% of open positions were filled by internal candidates.

Succession Planning and Executive Talent Review

Our executive team meets throughout the year to review our succession pipeline and track progress on successor development plans. The outcomes of these discussions and action plans are communicated annually to e-Staff and our Compensation and Talent Committee. In addition to internal succession planning, we also proactively scan external prospects, with a special emphasis on top diverse talent, to advance equitable representation among our senior most roles. This rigorous approach to succession planning, along with external sourcing of talent, ensures that Pure Storage is leading for today and actively preparing for tomorrow.

Career Week

In December 2023, Pure Storage hosted its second annual Career Week, with a mix of office-based and virtual events and development sessions encouraging employees to focus on their career interests and growth. Thirteen offices participated globally, offering insights from executive staff and industry experts, career planning workshops, and practical tips for career advancement. The specific themes were: Embrace Learning Agility & Growth Mindset, Envision Aspirations & Goals, Stretch & Build Experiences, Connect for Success, and Ready, Set, Grow.

Diversity, Equity, and Inclusion

Diversity, equity and inclusion (DEI) are foundational to Pure Storage culture and business success, driving innovation through diverse perspectives.

Under the leadership of our Vice President of Talent Management, our DEI Center of Excellence focuses on our three pillars of enhancing **diverse representation, equitable practices, and fostering an inclusive environment** across the company. This commitment spans the entire employee lifecycle, from recruitment to career progression, emphasizing our ongoing dedication to DEI.

> At Pure Storage we are in the process of reshaping our workplace and industry with diversity, equity, inclusion, and sustainability at the core. Our goal of uncomplicating belonging allows us to transform differences into innovation and business success.

JASON A. RILEY
VP, TALENT MANAGEMENT AND CHIEF DIVERSITY OFFICER, PURE STORAGE

Diverse Representation

We have made strides in gender and ethnic diversity, as evidenced by an increase in overall, under-represented group representation. We are proud that engagement scores in our FY24 employee survey showed the highest levels of engagement among Blacks/African Americans and Hispanic/ Latino populations, both of which had engagement scores of 8.4. This engagement reflects our continuous effort to build a diverse team and maintain an environment where every member feels valued and motivated.

Board and Executive Management Diversity

Our Board of Directors and leadership team reflect our commitment to diversity, with 40% of our board being women or from diverse backgrounds, including members who identify as Asian and LGBTQIA+. At the VP level, 19.2% are self-identified women, and 5.6% are self-identified URGs in the US.

40%
Of our Board is composed of women or members of diverse communities

19.2%
Of employees at the VP+ level are self-identified women in the US

5.6%
Of employees at the VP+ level are self-identified URGs in the US

FY24 Workforce Representation[1]

EMPLOYEES BY REGION

5,601 EMPLOYEES
- 24% EMEA
- 63% AMERICAS
- 13% APJ

GLOBAL GENDER

Global Gender
- 2.0% NOT SPECIFIED
- 23.9% FEMALE
- 74.1% MALE

RACE AND ETHNICITY IN THE US

Race and Ethnicity in the US
- 51.90% WHITE
- 29.2% ASIAN
- 6.7% HISPANIC OR LATINO
- 6.0% NOT SPECIFIED
- 3.0% TWO OR MORE RACES
- 2.2% BLACK OR AFRICAN AMERICAN
- 0.6% NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- 0.3% AMERICAN INDIAN OR ALASKA NATIVE
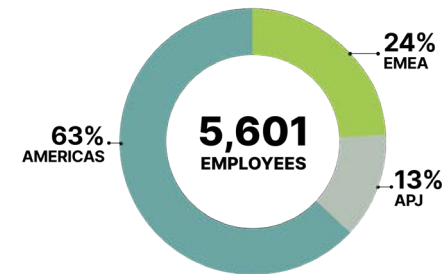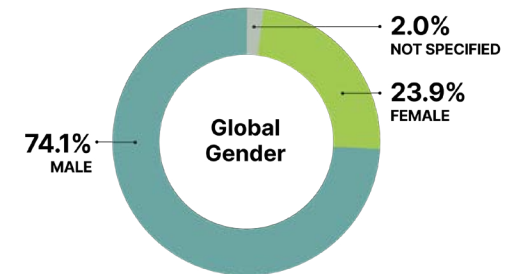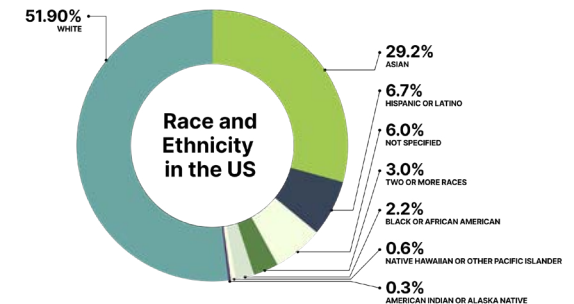
Sourcing Diverse Candidates

We prioritize diversity in our recruitment process by ensuring a diverse candidate pool and interview panels to attract diverse talent and manage bias effectively. Through robust training and resources, we empower hiring managers to conduct fair candidate evaluations. In FY24, 70% of our accepted offers adhered to our diversity rule, with one-third of interviewed candidates being women or from URGs. Additionally, we engage with groups, like Afro-Tech, Lesbians Who Tech & Allies, and Rewriting the Code for diverse talent sourcing.

70%
Of our accepted offers adhered to our diversity rule

33%
Of interviewed candidates were women or from URGs

Inclusive Leadership Index

In FY24, Pure Storage continued to strengthen its commitment to DEI by enhancing and expanding its DEI initiatives. Building on the foundation of the Pure Storage Inclusive Leadership Index (ILI), introduced in FY23, we focused on maturing this tool, which remains central to guiding and measuring our senior leaders in driving DEI within their teams. The ILI, with its seven key criteria, is integral to our strategy for fostering a diverse and inclusive workplace, emphasizing the importance of leadership commitment to our DEI progress. Every leader, VP and above, has access to their own score, as well as the consolidated results of their internal peers. Quarterly, the average ILI scores are reported to the Board's Compensation and Talent Committee, with the company-wide ILI average increasing by 47% versus FY23 and exceeding our FY24 target by 22 points.

1 Diversity of Their Direct Reporting Line Team

2 Employee Engagement among Diverse Team Members

3 Acquisition of Diverse Talent within the Leader's Organization

4 Retention of Diverse Talent

5 Promotion Rates of Diverse Talent within the Leader's Organization

6 Visible Sponsorship of Employee Resource Group Initiatives

7 Completion of Learning and Development around DEI Imperatives

Equitable Practices

In an effort to drive greater equity, we added more inclusive language across our policies and procedures, including the Pure Storage Code of Conduct, Supplier Diversity, Corporate Social Responsibility and non-discrimination policies, and Talent Acquisition inclusive recruitment best practices. We also launched a new LGBTQIA+ Benefits Guide with Transgender Care guidance and personas in partnership with our Pure Storage benefits team.

Thanks to our FY24 **Self ID campaign** for US employees, the undisclosed ethnicity population has decreased from 9.5% in FY23 to 6.02% in FY24. This, along with our commitment to recruiting and driving equity within the talent acquisition process, has led to a 1.4% increase in overall URG representation, from 11.4% to 12.8%.

In FY24, **we launched Catalyst, a global sponsorship program aimed at enhancing gender and URG representation at top levels** by accelerating talent development. Catalyst is a highly competitive, one year, in-house, direct sponsorship program which paired sixteen (16) top talent with executive leaders to advocate for, connect, and guide participants to accelerate their careers at Pure Storage. Over the course of the program, participants work with their sponsor and manager to align and execute on individual development and gain critical exposure through leadership sessions with key executives.

Pay Transparency

In FY24, Pure Storage further enhanced its commitment to pay transparency on a global scale, surpassing the baseline requirements set forth in the US. Our efforts are centered around fostering a deep understanding and clarity regarding our compensation and job structuring principles across the entire organization. Building on FY23's initiatives, which included comprehensive training on our total rewards philosophy and job leveling strategies, we continue to uphold fairness, equity, and competitiveness in compensation. Engaging an external vendor twice a year, we measure, achieve, and sustain pay equity. Displaying pay bands in all US job listings continues to be a part of our ongoing dedication to pay transparency. We remain vigilant in tracking evolving pay transparency regulations globally, ensuring our practices reflect the highest standards of equity and openness.

Promotions

To ensure equitable promotion practices, we continue to monitor the career progression ratio of females and URGs versus the overall workforce on a quarterly basis. In FY24, the female promotion rate (13.2%) outpaced the male promotion rate (8.8%) by 4.4%. The FY24 URG promotion rate (12%) was 0.7% higher than non-URG employees (11.3%).

As we continue to report our progress annually to the Compensation and Talent Committee of our Board, we remain committed to the principles of diversity, equity, and inclusion.

Inclusive Workplace

Pure Storage believes that an inclusive workplace enables creativity and business success through diverse perspectives.

In FY24, the DEI Center of Excellence (COE), in partnership with our Learning and Development teams, launched Inclusion Starts with You—a comprehensive diversity, equity, and inclusion training for all employees. For VP+ leaders, we launched an Inclusive Leadership for All workshop, focused on building leadership driven inclusion best practices to increase team and organizational agility through DEI. The well received courses had an 80% and 94% completion rate respectively.

Pure Equality—ERGs

At Pure Storage, our global Employee Resource Groups (ERGs) continue to grow, and play a pivotal role in fostering inclusion and community with more than 1,900 members across our ERGs.

Each ERG benefits from executive sponsorship, DEI COE support, and funding. In FY24, at the request of our employees, we replaced the Coalition ERG with three new ERGs including: AsiaPacificIslanders@Pure, Black@Pure, and Latinx@Pure.

Pure Equality encompasses eight ERGs bringing together community members and allies:

- **Able@PureStorage:** Focuses on the visibility and support of differently-abled employees.

- **AsianPacificIslander@PureStorage (new in FY24):** Brings together and supports colleagues globally connected to the Asian Pacific Islander community.

- **Black@PureStorage (new in FY24):** Brings together and supports colleagues globally connected to the black community.

- **Latin@PureStorage (new in FY24):** Brings together and supports colleagues globally connected to the LatinX community.

- **Pride@PureStorage:** Offers a supportive community for LGBTQIA+ employees, promoting a safe and inclusive workplace.

- **Rise@PureStorage:** Empowers those new to their careers or the tech industry.

- **Veterans@PureStorage:** Supports veterans through community building, hiring initiatives, and volunteering.

- **Women@PureStorage:** Advocates for women's workplace challenges and facilitates growth and collaboration.
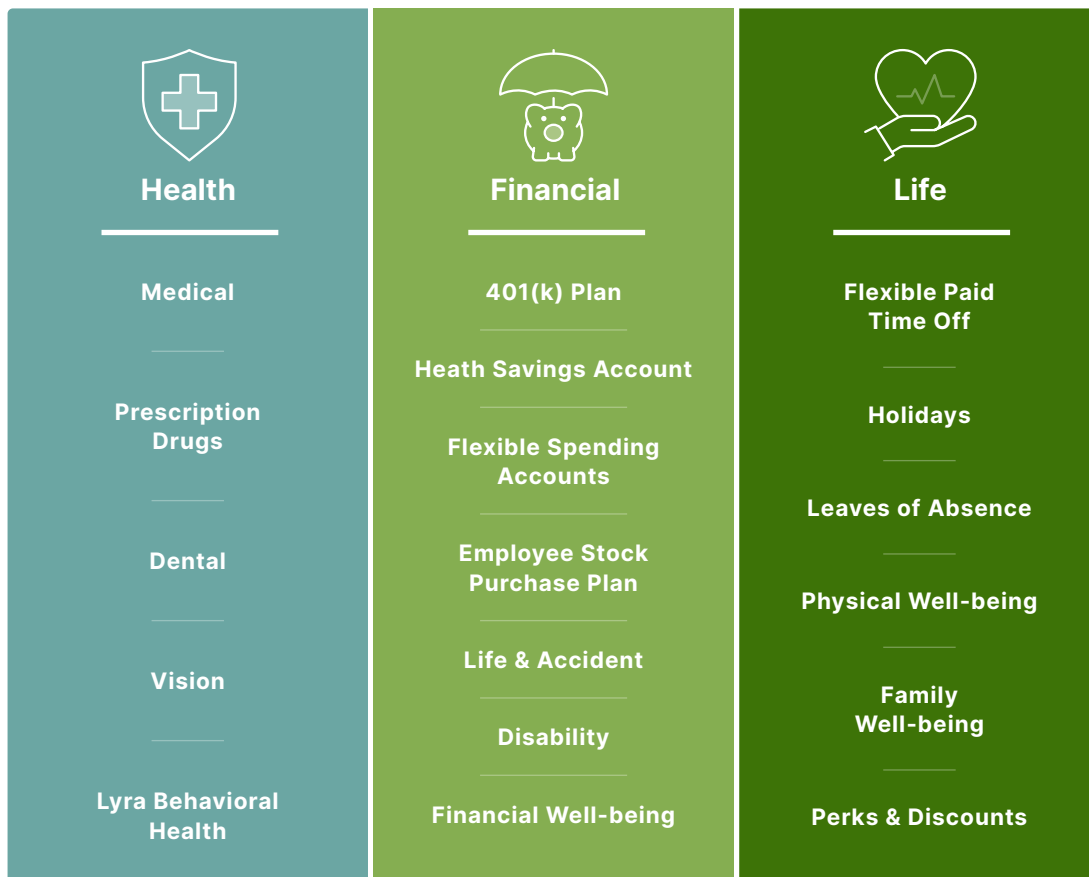
Employee Wellness

We continuously strive to support our employees' health and wellness with programs, resources, and accessible benefits, ensuring every member of the Pure Storage team is empowered to bring their best self to work.

This commitment is reflected in our comprehensive benefits offerings, which cover a wide range of needs, from health and financial well-being to life's many milestones, for Pure Storage employees and their families in the US and globally.

Our actions in FY24 were directly aligned with feedback from our employees and the evolving landscape of benefits and wellness. We continued to provide comprehensive medical, dental and vision coverage, life and disability insurance, alongside customizable wellness programs, including mental health coaching, nutrition, and exercise programs accessible through our online video library and the Purely You series. We encouraged a culture of self-care with our flexible time-off policy and provided resources for financial planning, family-forming assistance, parental and adoption leave, and support through various stages of healthcare needs. Additional wellness benefits include financial planning resources that provide guidance on paying off student loan debt and helping employees prepare for retirement.

US Employee Benefits

Health	Financial	Life
Medical	401(k) Plan	Flexible Paid Time Off
Prescription Drugs	Heath Savings Account	Holidays
Dental	Flexible Spending Accounts	Leaves of Absence
Vision	Employee Stock Purchase Plan	Physical Well-being
Lyra Behavioral Health	Life & Accident	Family Well-being
	Disability	Perks & Discounts
	Financial Well-being	

POP SURVEY

8.1/10
Employee Health and Well-being Index

In FY24, we further solidified our commitment to employee wellness and total rewards by introducing and updating policies to better support diverse life situations. Our family leave policy was updated and implemented globally—giving birth parents a minimum of 16 weeks of paid leave and non-birth parents (including adoptive parents) a minimum of 10 weeks, an increase from the previous six weeks. This ensures that all employees benefit from supportive leave options for family bonding and caregiving.

Additionally, comprehensive family formation benefits have been integrated into our global benefits package since July 2022, offering resources, guidance, and financial assistance for various family formation methods, including egg preservation, IVF/IUI, surrogacy, and adoption, addressing the diverse needs of our workforce. We also continue to offer travel medical benefits for US employees for certain medical treatments, ensuring comprehensive healthcare support under our US medical plans.

To further support our employees' parenting journeys, we partner with Cleo to provide tailored guidance from pregnancy through to raising children up to age 13, making this support globally accessible to all employees. We also provide mother's rooms in our Santa Clara (CA), Lehi (UT), Chicago (IL), New York (NY), Irving (TX), Bellevue (WA), Prague (CZ), and Staines (UK) offices.

Mental Health First Aider Initiative

In FY24, we piloted mental health first aider training in EMEA. Recognizing the importance of promoting and protecting our team members' mental Well-being, Pure Storage aims to combat stigmas surrounding mental health, empowering employees with the necessary tools to recognize and stop preventable health issues and encouraging employees to access support for a faster recovery.

As of March 2024, 26 employees across six European countries stand as Pure Storage MHFAiders. Trained to spot the signs of emotional distress, our MHFAiders act as a point of contact that can provide non-judgmental support to those in need, while also directing them to appropriate help if required.

" Pure's support of the Mental Health First Aider program demonstrates its commitment to providing a safe and supportive workplace for all employees. Equipping employees to recognise those that may be experiencing poor mental health and providing them with support and early intervention contributes to creating a positive and inclusive workplace where employees can thrive.*"*

EMMA BYFORD,
LEGAL OPERATIONS SPECIALIST AND MHFAIDERS CHAMPION

Health and Safety

Pure Storage prioritizes the health and safety of our employees, as well as our business partners, emphasizing a safe and healthy work life. Our global Environmental, Health, and Safety (EHS) initiative is steered by the Global Safety and Security Department, with collaborative support from Legal, HR, and Facilities teams. The overarching EHS Policy of Pure Storage spans across our global operations, offering protections and benefits to employees, contingent workers, customers, and partners alike.

In FY24, we focused on enhancing and documenting our EHS program, ensuring compliance with local legislation and reinforcing our health and safety organization. The latter included maintaining site-based quarterly Safety committee meetings, training safety representatives in South Korea and Singapore and expanding the Floor Warden program, now covering 61% of the Pure Storage workforce, spread across 15 locations.

We achieved a significant milestone in FY24 by completing 95% of our health and safety (HS) self-audit plan initiated in FY23 by the Global Safety and Security Department. We verified compliance against local legislations using the scope outlined by our Enhesa Global Register and Scorecard.

The outcome of our HS self-audit plan is a documented action plan for every Country assessed, with a total of 19 Pure Storage locations assessed across 11 countries, representing 92% of operations/staff. The improvements made addressed the highest priorities that had potential impact on our operations in order to mitigate Pure Storage employees' HS risk and to guarantee customers' regulatory requirements. The main focus was on mandatory training, establishing safety organization representation at each site and risk assessment. All corrective actions from the FY24 internal audits, with an average of 3 actions per location, related to Training, Safety Organization and Risk Assessment, for a total of 57 actions have been successfully addressed.

We successfully completed a third-party audit over our safety and compliance efforts in Singapore which resulted in our first safety certification, the prestigious BizSafe Level 3, a certification modeled off of ISO 45001.

Employees, contingent workers, customers, and partners are encouraged to use our SpeakUp hotline (1-800-461-9330) or online platform at **purestorage.com/speakup** to anonymously report any EHS concerns, ensuring that everyone has a voice in our safety culture.

FY24 HEALTH AND SAFETY ACHIEVEMENTS			
95% Completion of our health and safety (HS) self-audit plan initiated in FY23.	**19** Pure Storage locations assessed across 11 countries.	**92%** Of operations/staff provided with a documented HS action plan.	**57** Actions related to training, safety organization, and risk assessment have been successfully addressed.

Responsible Sourcing

Ethical Supply Chain

Pure Storage expects its vendors' and suppliers' conduct to adhere to the highest ethical principles, as described in our **Supplier Code of Conduct**. We hold our manufacturing partners, components suppliers, and key logistics partners accountable for meeting our expectations.

Our Supplier Expectations

1 Ensuring working conditions are safe

2 Treating workers with dignity and respect, including respecting diversity and all local wage and labor laws

3 Committing to a workplace free of discrimination, harassment, and retaliation

4 Prohibiting the use of child and forced labor

**5** Operating in an environmentally responsible manner, seeking to improve impacts to the environment

In FY24, to expand our focus on responsible sourcing, we launched a third-party sustainable procurement maturity assessment, implemented a Sustainable Procurement Policy, and updated our Supplier Code of Conduct to align with the RBA Code of Conduct 8.0. These updates cited additional language on discrimination, harassment, retaliation, and the mitigation of natural resource use, among other improvements. One hundred percent of our key strategic suppliers have acknowledged the new Supplier COC or equivalent, while internally, over 70% of buyers and 100% of Supply Chain and Procurement Executives have completed training on Sustainability and Sustainable Procurement.

Supplier Screening and Assessment

We have integrated a robust supplier screening process as part of our onboarding protocol. This includes comprehensive due diligence and risk assessments across multiple domains, such as ethical business practices, diversity, data privacy, and information security.

Pure Storage actively participates in the Responsible Business Alliance (RBA), leveraging cross-industry collaboration to align suppliers with clear, consistent, and attainable standards. Our involvement with the RBA Validated Assessment Program (VAP) ensures independent onsite verification of compliance across labor rights and other RBA Code of Conduct attributes through third-party audits.
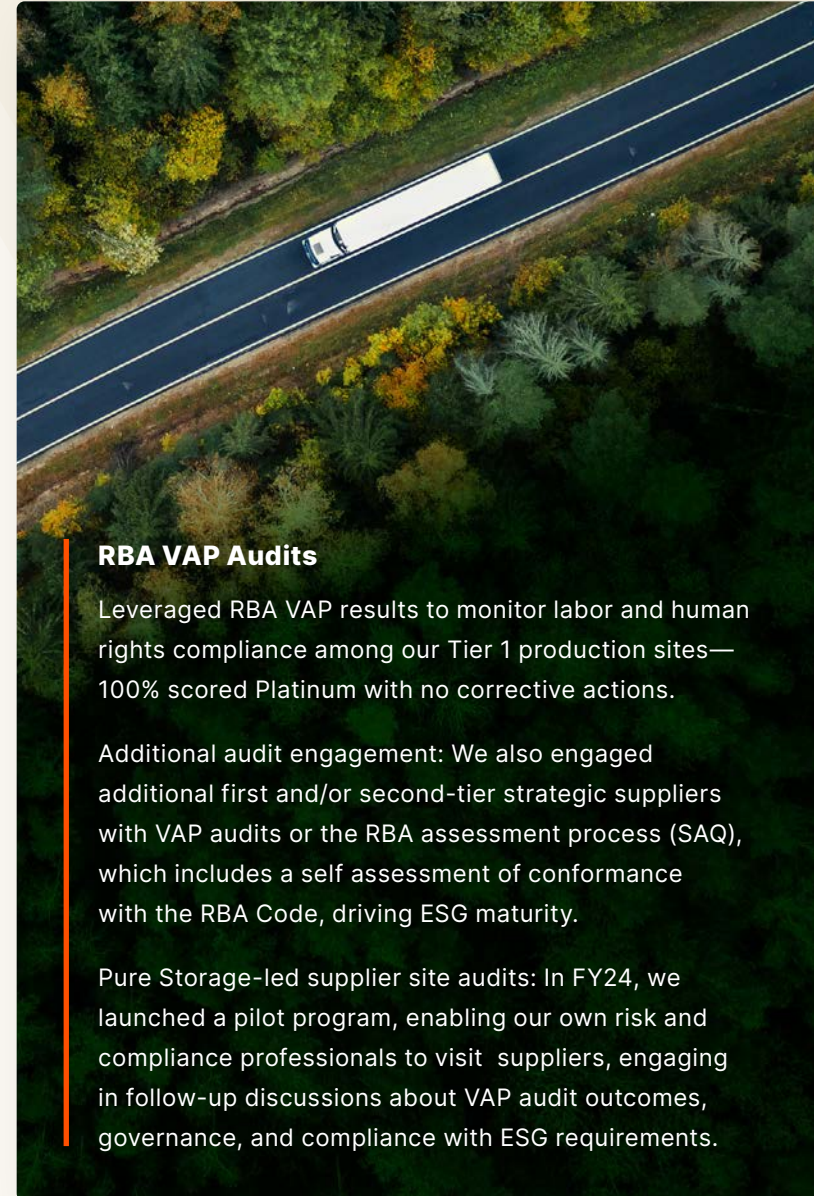
RBA VAP Audits

Leveraged RBA VAP results to monitor labor and human rights compliance among our Tier 1 production sites—100% scored Platinum with no corrective actions.

Additional audit engagement: We also engaged additional first and/or second-tier strategic suppliers with VAP audits or the RBA assessment process (SAQ), which includes a self assessment of conformance with the RBA Code, driving ESG maturity.

Pure Storage-led supplier site audits: In FY24, we launched a pilot program, enabling our own risk and compliance professionals to visit suppliers, engaging in follow-up discussions about VAP audit outcomes, governance, and compliance with ESG requirements.

Supplier Diversity

Our commitment to diversity is reflected in our Supplier Diversity Program, which is supported by executive stakeholders and aimed at increasing the inclusion of diverse suppliers in all sourcing-driven RFPs. In FY24, our diverse supplier spend was 6%. Our efforts were augmented with the introduction of a supplier ESG Scorecard, enhancing our capability to assess and drive improvements in supplier diversity by inquiring about their workforce diversity and diverse supplier spend.

Modern Slavery and Responsible Minerals Sourcing

Modern Slavery program framework incorporates our policies, supplier screening process, training, monitoring, and auditing. Our policies that cascade our commitment to human rights across our supply chain include our **Statement Against Slavery and Human Trafficking**, Code of Conduct, and Supplier Code of Conduct. Furthermore, we ensure our key strategic suppliers align with the RBA requirements around human rights and forced labor, and perform continuous monitoring as described in Supplier Screening and Assessment above.

Pure Storage is dedicated to ethical business practices globally, respecting human rights, and adhering to laws and regulations. We follow the Responsible Minerals Initiative (RMI) for sourcing conflict minerals (tantalum, tungsten, tin, and gold or "3TG") without contributing to conflict.

We conduct due diligence in our supply chain to ensure sourcing from conflict-free sources and request RMI reporting templates from suppliers. This aligns with the RMI's Responsible Minerals Assurance Process (RMAP), which uses third-party assessments to verify smelters' and refiners' compliance with RMAP standards.

⬈ **VIew Our Conflict Minerals Policy**

⬈ **View Our Annual Conflict Minerals Report**

Community Engagement

The Pure Good Foundation continues to pursue its mission to empower our employees and nonprofit partners to enact positive change across the globe, embodying our guiding principle: "Go Do Good." This year, we've continued our focus and refined our operational efficiency to lay the foundation for broader engagement strategies, to help increase the impact we have in our communities.

We developed two new policies to further strengthen our operations:

1 **Peer solicitation policy:** Specifies that employees can only make giving and volunteering requests of peers within their direct business unit, or with others they have a close personal relationship.

2 **Grant-making policy:** Stipulates that all grants shall be made to nonprofit organizations subject to section 501(c)(3) of the U.S. Internal Revenue Code or foreign equivalent.

Pure Philanthropy

Central to our ethos of teamwork and a culture steeped in altruism, we have expanded our Employee Volunteer Program, enhancing ways employees can connect with and support causes they are passionate about. The Employee Volunteer Program is structured into three key components: (a) the Global Interest Grant program, designed to foster teamwork through collective volunteer activities within the workplace; (b) the Community Volunteer program, aimed at enhancing the philanthropic efforts of individuals through financial contributions; and (c) the Board Member program, which backs the nonprofits where our employees invest their time and efforts. In FY24, we also introduced the employee donation match program, matching donations up to $1,500 USD per employee per year.

FY24 Charitable Contributions

$1.37M+
Donated by Pure Good Foundation
to nonprofits globally

$856K+
Donated by Pure Storage
to nonprofits globally

$350K+
Donated by employees
to nonprofits globally

4,500
Hours volunteered with
a value of $150,000+

700+
Nonprofit organizations
supported across the globe

PURE GOOD FOUNDATION

In FY24, the Pure Good Foundation donated more than $1.37M USD to nonprofit organizations worldwide:

- Our two main focus areas for grantmaking are environmental sustainability and workforce development. In addition, our employees contributed more than $350,000 in donations to nonprofits and volunteered more than 4,500 hours, translating to over $174,000 in value.

- **At our annual Sales Kickoff event,** employees assembled 400+ hygiene kits and water filters with non-profit partner, Water to Wine, for refugees of the Syria and Turkey earthquakes.

- **During our Pure Performance Club in Mexico,** employees helped with a major renovation of José María Pino Suárez Middle School in Higuera Blanca. Pure Good Foundation donated $150,000 and Pure Storage donated another $125,000 to cover the cost of building a wall around the school, two new classrooms, a dorm for the teachers, and a small kitchen. Pure Storage executives and employees built bunk beds for the teachers, constructed bookcases for the library and desks for the computer lab, set up the new computer lab, painted, and more.

- **In September, Pure Storage employees from around the globe joined forces in Venice, Italy, embarking on an intense, five-day charity road cycling journey.** The riders traveled approximately 390 miles to Rome and raised $90K for nonprofit UNICEF.

Environmental Sustainability

At Pure Storage, we're conscious of our environmental footprint and committed to leveraging our resources for the planet's benefit. Pure Good Foundation's Environmental Sustainability Initiative focuses on promoting environmental awareness, stewardship, and carbon reduction for a more sustainable future.

In Prague, Pure Storage employees have volunteered with nonprofit Sazime Stromy (a Czech NGO) since 2021. Their mission is to connect local municipalities and private companies to improve urban and rural areas by creating and maintaining green spaces in squares, roads, and bike paths. Employees have supported the planting of 850 trees since the partnership began.

Workforce Development

Acknowledging the technological barriers facing many individuals, Pure Good Foundation's Workforce Development Initiative provides grants to nonprofits and support for Pure Storage employees to mentor, guide, and contribute to the employment prospects for individuals globally.

At Pure//Accelerate®, the Pure Storage annual customer conference, Pure Good Foundation partnered with Rewriting The Code and STEMettes to host speed mentoring for 10 women/URG students, ages 18 to 25. Rewriting The Code's mission is to disrupt gender and racial inequity in the tech industry by equipping and empowering college and early career women in tech, while STEMettes works to engage, inform, and connect the next generation of women and non-binary people into science, technology, engineering, arts, and math (STEAM).

Future Forward

Our Plans for FY25

- **Certify interviewers for sales** account manager and systems engineering positions to limit bias during the interview process and enhance the overall quality of hires.

- **Improve Inclusive Leadership Index** score by 10% and launch DEI Council.

- Establish at least one **public DEI target.**

- Report on race and ethnicity in the US. for **tech and non-tech** employees.[1]

- Establish a **Parental Journey Program** that supports female employees post-parental leave and assists all employees in significant life transitions, offering policy enhancements, benefits guides, and resources to underscore our dedication to the Pure Storage family's well-being.

- **Increase floor warden program coverage** (as percent of Pure Storage workforce covered) by 25% Y/Y.

- **Launch global health and safety training program,** designed to cover all Pure Storage employees and going beyond EHS awareness training.

- **Launch ESG Training for suppliers,** reflecting the recently created Sustainable Procurement Policy.

- Engage an external consultancy to conduct a **maturity assessment of our sustainable procurement practices.**

- Engage a third-party subject matter expert to guide implementation of additional leading practices for **modern slavery and forced labor** programs and regulations.

- **Launch our Volunteer Time Off Policy** for employees, allowing up to five days (40 hours) of volunteer time off per year.

Governance

At a Glance

Corporate Governance

- **Achieved ESG risk rating of 16.4** "Low Risk" on Sustainalytics.

- **Piloted Impact Accounting** in partnership with the Value Balancing Alliance.

Ethics and Compliance

- **Expanded ethics and compliance expectations** for employees, partners, and suppliers in our strengthened Code of Conduct and other policy documents.

- **Provided ongoing mandatory and supplemental ethics training** and employee education.

- **Conducted risk assessment, training, monitoring, and auditing** activities with third parties.

Data Privacy

- **Launched** Data Privacy Council.

- Continued to provide **mandatory annual privacy training** to all employees.

Product and Data Security

- **Continued to integrate product security** into our product development process.

- **Applied security processes** to company operations as a whole.

- **Re-certified to ISO/IEC: 27001:2013 for Portworx®,** covering 100% of our InfoSec Management System.

Good governance is foundational to the long-term business success of Pure Storage. We're dedicated to developing strong governance systems, policies and leadership structures that uphold our commitment to ethical conduct, transparency, accountability and security. Governance at Pure Storage encompasses promoting diversity, equity and inclusion (DEI), managing risks, and embedding environmental, social and governance (ESG) practices into our corporate culture, business operations, and leadership.

> At the core of our ESG strategy lies governance—a steadfast commitment to corporate integrity, ethical conduct, and data security. By upholding the highest standards of corporate governance, ethics, compliance, and data security and privacy, we not only protect the interests of our stakeholders but also pave the way for a future built on trust, transparency, and responsible leadership.

TODD WHEELER
GENERAL COUNSEL, PURE STORAGE

Corporate Governance

The Pure Storage Board of Directors and executive management continue to recognize the importance of sound governance. Our standards, policies, and processes contribute to a responsible, ethical, and inclusive business and workplace.

Our Board of Directors is currently composed of 10 directors, including Chairman and CEO Charles Giancarlo. The Board oversees the management of the company's business and serves as a prudent fiduciary for our shareholders. During FY24, our Board maintained three standing committees. The committees meet at least quarterly to receive and discuss updates on topics within each committee's purview. Each committee's scope includes oversight over specific ESG topics. Effective board oversight builds and maintains stakeholder trust while driving our business growth, and strengthening our ESG commitments, policies, and programs.

Our Corporate Governance Guidelines direct our Board's activities and provide the structure within which our directors and management can effectively pursue our business objectives. The Board also receives an update on our ESG strategy and initiatives at least once a year, including the global impact of Pure Good Foundation's work.

⬈ **More about Our Governance Policies and Practices**

Board of Directors

FY24 MET: 5X | MEMBERS: 10

Audit and Risk Committee
FY24 MET: 8X | MEMBERS: 3

Oversees Pure Storage corporate accounting and financial reporting processes, monitors for enterprise risks, and provides oversight of our environmental sustainability efforts, and ethics and compliance program.

Compensation and Talent Committee
FY24 MET: 7X | MEMBERS: 4

Reviews and determines compensation to be paid to Pure Storage executive officers and directors and provides oversight of Pure Storage human capital management and diversity, equity, and inclusion (DEI), including talent acquisition, development, and retention efforts.

Nominating and Corporate Governance Committee
FY24 MET: 4X | MEMBERS: 3

Recommends corporate governance practices, periodically reviews and assesses our Corporate Governance Guidelines, and identifies and recommends candidates to serve as directors at Pure Storage.

⬈ **More on our Board of Directors: 2024 Proxy Statement**

ESG Governance Model

Pure Storage continues to mature its ESG governance model as it advances on its ESG journey. Clear oversight and strong governance ensures we have the structure in place to effectively manage risks and opportunities, and drive long-term value creation and business resilience. It is the structure through which we drive accountability across the company to set and achieve our ESG goals and objectives. We continue to mature our strategy as stakeholder expectations evolve and new ESG risks and opportunities emerge.

At Pure Storage, ESG is an integral part of our work, embedded across all roles, functions, and regions. Our ESG strategy and goals impact our product development, operations, supply chain and stakeholder partnerships. These efforts are led by the Pure Storage Global Head of ESG, who is responsible for spearheading the maturation of our ESG strategy, program, and disclosures. This role reports directly to our Chief Administrative and Legal Officer (CALO), who reports directly to the CEO.

Our Global Head of ESG works closely with our ESG Controller to ensure both regulation readiness and the auditability of our ESG data disclosures. We continue to utilize an enterprise-grade system to centralize and automate our ESG data collection and validation, to simplify reporting and disclosures, and ensure data rigor and accountability. The ESG Controller also oversees the process of incorporating sustainability strategies and targets into strategic planning, budgeting, and forecasting processes to create alignment throughout the organization and turn ambitions into action.

ESG Governance Structure

Board Committees	**Nominating & Corporate Governance:** Recommends corporate governance practices. **Audit & Risk:** Oversight of environmental reporting and sustainability initiatives. **Compensation & Talent:** Oversight of Pure's Human Capital Management and Diversity, Equity, and Inclusion (DEI).
EGS Executive Sponsors	**Meets Quarterly for Strategy & Direction:** Accountable for embedding ESG strategy and goals cross-functionally.
Executive Management	**Executive leaders accountable** for strategy, setting annual ESG goals as well as implementing and monitoring progress to goals.
ESG Working Committees	**Cross functional senior leaders responsible** for setting, measuring, and achieving ESG goals.

Global Regulations

In 2024, we continued to monitor the evolving global ESG regulatory environment. We work cross functionally to ensure we have strategies and roadmaps in place to prepare us for compliance and disclosure rulings. We have established a Regulatory Working Group led by our ESG Controller and Global Head of ESG, and supported by senior cross functional business leaders representing Legal, Technical Accounting, Audit, Product Sustainability, Supply Chain, and International Controllership roles.

Regulations with the greatest potential impact on Pure Storage include the US SEC Climate rule, the EU's Corporate Sustainability Reporting Directive (CSRD), International Financial Reporting Standards (IFRS) S1 and S2 issued through the International Sustainability Standards Board (ISSB), Jurisdictional specific requirements within Europe and Asia Pacific, emerging state level bills in NY, IL and California's Senate Bills 253, 261, and AB-1305 addressing greenhouse gas emissions and climate risk disclosure.

Our ESG Core Committee meets monthly and is composed of VP and director level employees from across our business, including ESG, Finance, Office of the CTO, DEI, Human Resources, the Pure Good Foundation, Legal, Ethics, Compliance and Privacy, Global Facilities Operations, Data Center Infrastructure Engineering, Supply Chain Operations, and Marketing. They are responsible for supporting our Global Head of ESG in creating the Pure Storage' ESG strategy, establishing and monitoring progress on quantifiable goals, prioritizing initiatives, and aligning to the relevant frameworks for ESG reporting and disclosure. They integrate evolving customer, investor, and employee perspectives on ESG into our strategy and planning roadmaps.

Each leader is responsible for engaging their respective executives for visibility and issue spotting as needed as well as assessing, managing, and maturing the integration of ESG priorities throughout business operations. This team also contributed to the content, data, and analysis within this report.

Topic-specific Working Groups have also been established to help drive additional focus, when needed. Examples of this in FY24 include our Regulations, Waste, and Water Working Group. Our Waste and Water Working Group is tasked with increasing reportability and transparency of our environmental impact across our value chain. This information is used for internal decision making and reporting to our investors, customers and eventually regulators.

Functional executive owners for each of our 12 priority ESG topics are responsible for reviewing progress related to these topics and the work of the ESG Committee. This work is overseen by our three ESG executive sponsors—CALO, CTO, and CFO—who meet at least quarterly with the Global Head of ESG, the ESG Controller, and our Product Sustainability Technical Lead to review progress, provide guidance and approve new initiatives and investments. Our ESG executive sponsors are responsible for elevating ESG-related topics to the Board as needed. In addition, the Global Head of ESG reports to the Board at least once a year, and the CALO provides an ESG update to executive management twice a year as part of our corporate operational reviews.
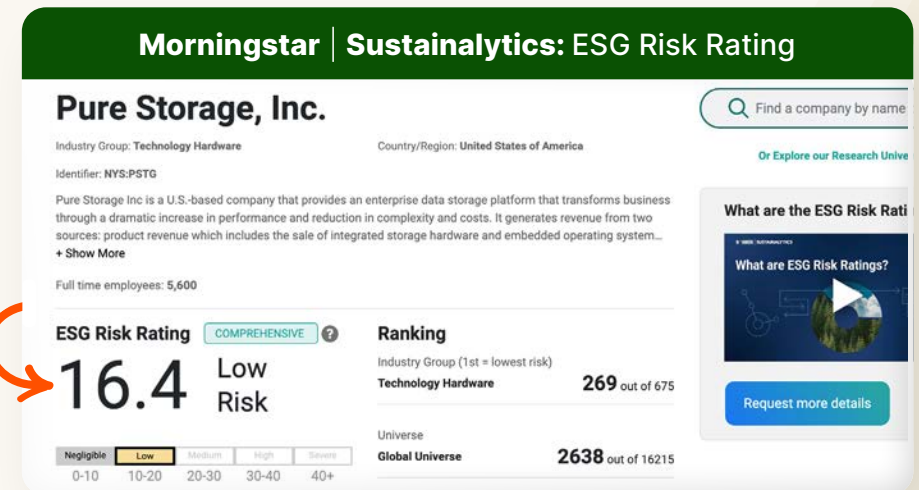
Lastly, from early 2023 through early 2024, we reached out to shareholders representing approximately 54% of PSTG shares outstanding and spoke with approximately 20% of them to gather feedback on a variety of topics, including ESG. We incorporated this feedback, as well as feedback from ESG ratings and customer and partner engagements, as we continue to mature our performance and disclosures. In fiscal 2024, our commitment to enhancing our ESG policies, actions and transparency, resulted in improving our ESG ratings and rankings including CDP, EcoVadis, S&P Global Corporate Sustainability Assessment, and Sustainalytics.

Impact Accounting

In FY24, we piloted our first environmental impact accounting model with guidance from the Value Balancing Alliance (VBA), quantifying the environmental externalities of the full value chain of our business including our operations, manufacturing, and products. Our model accounts for the social costs driven by greenhouse gas emissions, use of materials for our products, water consumption, waste generation, and land use, across our full value chain during FY22.

Integrating these costs into both product sales and corporate financial reporting allows companies to report profits alongside resource usage such as energy, water, precious materials, and even land, providing a true total cost of production and a true audited view of the environmental footprint to ensure fairness and comparability.

Importantly, impact accounting is a scalable and efficient practice for businesses that aligns with increasing consumer demand for sustainable practices, pairing profitability with sustainability.

We envision a future where impact will be a corporate performance measure similar to how a company's risk and return is metricized today. We believe impact cost accounting is simply the next evolution in financial reporting. By applying financial rigor to reporting environmental impacts across the value chain, we can provide the necessary transparency to drive sustainable investment decisions. This approach will also encourage innovation to reduce environmental impacts and promote a competitive, sustainable business landscape that rewards the most sustainable companies.

We developed our model in accordance with the Value Balancing Alliance's standards and are part of the 4th pilot of VBA's Impact Accounting Framework which builds on legacy work of the VBA and the Harvard Business School's Impact Weighted Accounting Initiative. As part of the 4th pilot of VBA's Impact Accounting methodology, we provide practitioner feedback to the future updates of the methodology.

Pure Storage Value Chain

UPSTREAM
Cradle-to-gate

Includes suppliers of products and services used in entity's own operation, including immediate suppliers and indirect suppliers further upstream.

OWN OPERATION
Gate-to-gate

Covers all activities over which the entity has direct control. Same scope as general purpose financial reporting.

DOWNSTREAM
Gate-to-grave

Includes distribution and processing of sold products, used phase by consumers and end-users, and end-of-life treatment.

Process of Assessing Impact Accounts

Engage with relevant stakeholders and experts

1
Understand the sustainability context of the entity's activities and business relationships

2
Identify Impacts

3
Measure and value the impacts identified

4
Apply an impact materiality perspective to determine which impacts to include in the entity's impact accounts

Include impacts from Topic and Industry-specific Methodology and sustainability-related disclosures

Impact accounts inform the entity's material assessment process

Impact Accounts

> " In the transition to a low-carbon economy, impact is the next generation of corporate performance management. By monetizing our environmental impacts, both positive and negative, we can drive holistic strategic and financial decision-making based on risk, return, and impact. "

ELIZABETH RUBEN
ESG CONTROLLER & FINANCE STRATEGY/OPERATIONS, PURE STORAGE

Ethics and Compliance

Pure Storage consistently elevates its ethical standards, embedding integrity across every facet of its operations. From leadership to partnerships, our ethos is to ensure transparent and responsible conduct. Our guiding principles, enshrined in our Code of Conduct and augmented policies, underscore our resolve to uphold honesty, integrity, and respect universally.

Our Chief Administrative and Legal Officer (CALO) spearheads our ethics and compliance endeavors. A specialized team, reporting to the CALO, liaises across departments, reinforcing our ethical framework. This structure ensures robust governance, with our CALO updating the Board and Audit Committee quarterly on our ethical compass and compliance landscape.

Ethical Culture

In FY24, our Compliance Pulse survey underscored a vibrant culture, reflecting widespread affirmation of our ethical values leadership directives. This feedback is a testament to our proactive stance on fostering integrity and compliance throughout the company.

FY24 COMPLIANCE PULSE SURVEY

95%
Of our employees agreed or strongly agreed that "Pure Storage acts on a clear set of core ethical values."

96%
Of our employees agreed or strongly agreed that "executive management sets clear expectations about the need to comply with the Code of Conduct."

Revitalized Code of Conduct

FY24 marked a pivotal year as we revamped our **Code of Conduct**. Tailored to address emerging risks and evolving expectations, the updated code, accessible in 10 languages, outlines our unwavering commitment to ethical business practices. It serves as a beacon for not only our employees but also our extended network of partners and suppliers, advocating for integrity, honesty, and respect.

The Code of Conduct covers a variety of critical topics related to ethical business, including but not limited to:

1 Conflicts of interest

2 Bribery and corruption

3 Antitrust and competition

4 Workplace conduct

5 Respecting human rights

6 Diversity, equity, and inclusion, as well as prohibition of discrimination, harassment, and bullying

7 Insider trading

8 Protecting Pure Storage confidential materials and intellectual property

9 Environmental stewardship

10 Speak Up—confidential reporting of concerns and prohibition of retaliation

Mandatory Compliance Training

Since 2019, 100% of active, full-time Pure Storage employees acknowledge receipt of and agree to abide by our key policies. In FY24, this unwavering commitment continued, with every employee reaffirming their commitment to our ethical standards.

Our ongoing focus on ethical behavior and business practices includes mandatory training for all new employees on our Code of Conduct and regular training for existing employees on key issues such as anti-discrimination and harassment (required between every one to two years for all employees, based on local regulations, and managers with legal and compliance training), privacy, and anti-corruption.

100%	**100%**	**0**
Of employees trained on business ethics at onboarding	**Of employees certified our six key policies annually**	**Confirmed cases of corruption**

Pure Compliance Club

FY24 marked the third annual Pure Compliance Club event, emphasizing our commitment to fostering an environment of sound ethical decision-making. The event is open to all employees and features guest speakers across a breadth of relevant topics. For the first time, we also required participation by our global sales team in certain critical compliance training sessions, on topics like anti-corruption, common regulatory risks, and practical business risk areas. Participation in the training for Pure Compliance Club nearly tripled year over year. More than 97% of attendees surveyed agreed or strongly agreed that the sessions were useful and engaging.

Speak Up Policy

We champion a culture where all voices are heard and valued. Our Speak Up policy ensures that concerns regarding potential breaches of conduct or law are addressed with the seriousness they deserve. Through multiple reporting avenues, including an anonymous hotline (1-800-461-9330), we ensure confidentiality and protection against retaliation. Every concern raised through our platform is thoroughly reviewed and investigated by our Legal, Human Resources and/or Internal Audit team, and where necessary, by an independent third party. Our non-retaliation policy, with zero tolerance for retaliation against good faith reporters, is incorporated in our Code of Conduct and reinforced through our internal Speak Up legal page, newsletters and training sessions.

Human Rights

Our commitment to respecting human rights is unwavering. Guided by the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Responsible Business Alliance (RBA) Code of Conduct, we are resolute in our stance against human rights abuses within our ecosystem. We also respect employees' freedom of association, right to collectively bargain, and freedom from discrimination among other rights.

Third-party Compliance

Our channel partners and suppliers are integral to our operations. We mandate adherence to our Partner and Supplier Codes of Conduct, ensuring alignment with the RBA's ethical standards. These codes, available in 10 languages, are reinforced through risk-based onboarding screening, risk assessments, continuous monitoring, audits, certifications, and training.

Similarly, channel audits were further matured with enhanced risk assessment analytics, increased program scale, and anti-corruption program guidance in our partner code of conduct training.

Refer to the **Responsible Sourcing** section for supplier compliance, risk assessments, monitoring, and audits.

We also maintain a quality management system to ensure 100% of our exclusive partner and service provider network complies with our high quality standards. Through strict requirements, technical workshops, policies, standards, formal training programs, monitoring, as well as annual performance and growth evaluations, we work closely with these distributor and reseller partners to ensure our value-added services and 24/7 support to customers exceeds expectations.

Relevant Policies

⬈ **Code of Conduct**

⬈ **Statement against Slavery and Human Trafficking**

⬈ **Policy on Conflict Minerals**

⬈ **Supplier Code of Conduct**

⬈ **Partner Code of Conduct**

Product and Data Security

At Pure Storage, we uphold the critical importance of designing our product portfolio with robust security measures and maintaining data security throughout the product life cycle. Our product security framework, directed by our VP and CTO of Security and Networking and supervised by our Executive Security Council, is fundamental to our DevSecOps methodology. Our Chief Information Security Officer (CISO) organization provides governance and security operations functions, weaving a security-first mindset throughout our organization and emphasizing security's paramount importance.

Product Security

The Pure Storage Security and Networking Team continues to execute the DevSecOps program that launched in FY21 based on a six-point plan framework that includes the following:

1	Threat modeling
2	Continuous scanning
3	Configuration hardening
4	Learning and training
5	Infrastructure hardening
6	Secure deployment and operation

The six points of the framework help developers adopt a security-first mindset from the inception of an idea to its delivery. The framework is aligned with the NIST standards and we create our own implementation guidelines across the development organization. The program has been successfully implemented by the engineering and product development organizations in all business units at Pure Storage which has resulted year over year in an improved security posture for our product lines.

In FY24, Pure Storage continued to fulfill its commitments to stakeholders concerning security:

- We are dedicated to safeguarding the information entrusted to us.
- We enforce physical, administrative, and technical safeguards to shield information from unauthorized access, use, or disclosure.

We manage, process, and store data in compliance with pertinent data protection laws and regulations, employing secure transmission methods and protocols for sensitive information over public networks, including database encryption (at the lowest level) for sensitive customer data.

FY24 also saw the introduction of **generative AI for security processes,** including custom bots for threat modeling. Bots like this can be designed for each use case, e.g. for engineers to be guided through a threat modeling session (reducing time from weeks to hours for the exercise). AI-assisted, security focused code review can also use bots, to constantly scan the code. We are investing in R&D to pilot this solution. These efforts support our FY24 strategy to facilitate adoption of generative AI for threat modeling and code review, integration of Enterprise ChatGPT for efficiency, and extension of security methodologies to new lines of business (e.g., Hyperscale). We have also started publishing a series of training blogs on topics, such as "**How to Implement Threat Modeling in Your DevSecOps Process**".

Data Security

To achieve our data protection goals, we've instituted rigorous governance and review processes. The executive team, supported by leaders from various departments, including Product Management, Engineering, Technical Operations, Security, IT, and HR, spearheads these efforts. Their work is rigorously monitored by the Executive Security Council, led by our CISO.

This year, we concentrated our efforts on enhancing our security governance through the establishment of clearer executive-level risk ownership and more transparent reporting and communication to the Board. We've also expanded our cybersecurity framework by reviewing and updating all our policies, incorporating new standards aimed at fortifying our data security management.

The standards cover the following key areas:

1 Strengthening SaaS security posture

2 Infrastructure vulnerability management security

3 Transport layer security

4 Strengthening our Security Governance program

Key initiatives in FY24 included the deployment of SaaS security controls, the advancement of our vulnerability management capabilities, and the improvement of our incident detection and response operations. We also held 10 tabletop exercises to test our incident response and business continuity/contingency plans across the business, and a crisis management tabletop exercise with Executive staff. An evaluation conducted by an independent third party against the NIST framework affirmed the efficacy of our strategic approach, underscoring our alignment with industry-recognized standards.

We ensured that **100% of employees completed mandatory security training,** covering internal policies, escalation actions to take in case of viewing suspicious employee activities (e.g. reporting to the SpeakUp hotline), and other items, emphasizing our commitment to fostering a culture of security awareness. Additionally, we maintained critical certifications, such as the **ISO 27001 re-certification** through an external auditor and the SOC 2 Type 2 attestation report, demonstrating our ongoing dedication to implementing robust security measures.

The Pure Storage Security Office continues to engage with independent third parties to evaluate the maturity of our cybersecurity program, ensuring alignment with NIST standards for cybersecurity risk management, security operations, and incident response capabilities.

- Cybersecurity risk management program aligned with NIST 800-37
- Security operations aligned with NIST Cybersecurity Framework
- Incident response capabilities and procedures aligned with NIST 800-61

We remain focused on enhancing our cybersecurity measures, reflecting our unwavering commitment to developing secure products and safeguarding data throughout its use cycle.

Enterprise Resiliency

The Pure Storage Enterprise Resiliency program represents a strategic framework designed to fortify our ability to anticipate, adapt to, and rebound from disruptions. Our program encompasses proactive risk management practices, such as operational, financial, cybersecurity, and reputational. This program emphasizes continuous improvement through regular assessments, exercises, and learning from past incidents.

The Pure Storage Enterprise Resilience program includes:

- **Crisis Management:** Policies and strategic crisis response plans aimed at mitigating harm to our workforce, quality of service, profitability, reputation, and operational integrity amid the challenges posed by climate change.

- **Disaster Recovery:** Technical disaster recovery plans designed to restore critical infrastructure, systems, and technologies following a disruption. These plans include validation testing procedures, ensuring Pure Storage recovery, readiness, and effectiveness.

- **Operational Resilience:** Transforming from traditional reactionary business continuity to proactive and adaptive operational resilience. This is our broader approach to integrating risk management, adaptability, and agility into everyday operations to enhance overall resilience.

Adhering to ISO/IEC 27001:2013 and ISO 22301:2019 standards, Pure Storage conducts simulation exercises like tabletops or scenario-based drills to test, validate, and apply lessons learned. These standards also serve as criteria for evaluating the adequacy of our plans and controls. In addition, Pure Storage carries insurance for cyber and business interruption.

Data Privacy

Pure Storage remains dedicated to the responsible management of personal data entrusted to us by our customers, business partners, and employees. In FY24, our privacy function continued to evolve under the guidance of our CALO, with a focus on enhancing our privacy program through strategic initiatives and robust governance which included obtaining our certification under the EU-US Data Privacy Framework (DPF).

Notably, we launched the Privacy Council and developed a privacy by design policy framework (with encryption at the lowest level), ensuring comprehensive coverage across 100% of our global operations. The Privacy Council, made up of representatives from HR, Finance/Audit, Legal, CX, Sales, Marketing, Communications, Digital Transformation/IT, and Integrated Operations, helps disseminate information more effectively and provides a feedback mechanism where stakeholders can share their privacy related questions and concerns. Our Privacy Policy applies to our entire operations, has a designated department (Compliance) responsible for privacy issues, and includes disciplinary actions in case of a breach.

We also performed a program maturity assessment to prioritize program focus areas, and obtained EU-US data privacy framework (DPF) certification. These steps signify our ongoing commitment to strengthen our internal policies and processes and refine our external **Privacy Notice**, building on the foundation established in FY23.

Continuing the tradition established in 2021, we executed a mandatory annual privacy training for all employees in FY24. This training is part of our broader strategy to cultivate a culture of personal responsibility and adherence to foundational privacy principles among our workforce.

100%

Of our global operations ensure comprehensive coverage with a privacy by design policy framework (with encryption at the lowest level)

Future Forward

Our Plans for FY25

- Members of the Board of Directors to complete **Climate and Biodiversity education.**

- Complete and **publish findings from the Pure Storage Impact Accounting pilot** in partnership with the Value Balancing Alliance (VBA), accounting for our environmental impact across the entire value chain.

- Conduct **Double Materiality Assessment** to align with CSRD regulatory requirements.

- Continue to strengthen governance and compliance with the development of **Responsible Use of AI Principles,** a **Human Rights Statement,** and a **Political Contributions policy.**

- **Launch a network segmentation project** to mitigate business risk and reduce engineering overhead by minimizing the existing attack surface, limiting the impact severity and eliminating requirements to patch engineering lab environments via application migration and strengthened policy enforcement.

- **Obtain ISO 27001 certification,** an international standard to manage information security, to cover all of Pure Storage products.

- **Update internal Data Protection and Privacy Policy** to outline both individual and business entity (e.g. Marketing, HR, IT, etc.) responsibilities, with specific call out for Privacy by Design requirements.

- Conduct an **audit of the Privacy program** in Q1 FY25.

- Undertake a **formal privacy risk assessment.**

Data Annex

Greenhouse Gas Emissions

Our greenhouse gas (GHG) emissions data for FY22 through FY24 is listed below. Calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Emissions are presented in metric tonnes of CO_2e. See GRI 2-4 for a restatement of the data below.

GREENHOUSE GAS EMISSIONS BY SCOPE (MT CO2E) [1]	FY22	FY23	FY24
Scope 1	537	409	842
Scope 2 (Location-based)	10,792	13,229	16,772
Scope 2 (Market-based)	Not Calculated	7,485	11,323
Scope 3: Purchased Goods and Services	54,756	109,669	113,430
Scope 3: Capital Goods	21,410	18,089	21,295
Scope 3: Fuel- & Energy-Related Activities	2,185	3,080	3,769
Scope 3: Upstream Transportation & Distribution	2,352	14,700	17,615
Scope 3: Business Travel[2]	2,055	9,901	15,141
Scope 3: Employee Commuting[3]	1,838	3,835	7,394
Scope 3: Upstream Leased Assets	137	424	198
Scope 3: Use of Sold Products	217,679	219,247	257,419
Scope 3: End of Life Treatment of Sold Products	133	16	20
TOTAL Emissions[4]	**313,874**	**386,855**	**448,445**
GREENHOUSE GAS EMISSIONS SCOPE 1 AND 2 BY REGION (MT CO2E)	**FY22**	**FY23**	**FY24**
AMER (Location-based)	10,560	12,481	15,868
AMER (Market-based)	Not Calculated	6,449	9,895
APJ (Location-based)	185	507	629
APJ (Market-based)	Not Calculated	525	643
EMEA (Location-based)	584	649	1,117
EMEA (Market-based)	Not Calculated	920	1,628
ELECTRICITY DEMAND (IN MWH)	**FY22**	**FY23**	**FY24**
Electricity consumption by region (MWh) - AMER	37,070	48,657	57,173
Electricity consumption by region (MWh) - APJ	289	741	991
Electricity consumption by region (MWh) - EMEA	3,853	1,591	2,571
Total electricity use (in MWh) - Electricity	**41,212**	**50,989**	**60,735**
ENERGY DEMAND (IN MWH)	**FY22**	**FY23**	**FY24**
Electricity use (in MWh)	41,212	50,989	60,735
Energy use (in MWh) - Other fuels5[5]	2,549	1,787	3,627
Total Energy (MWh)	**43,761**	**52,775**	**64,362**

GREENHOUSE GAS EMISSIONS: CONTINUED

GREENHOUSE GAS EMISSIONS INTENSITY BY FYE REVENUE (MT CO2E / $ MILLIONS)	FY22	FY23	FY24
Scope 1	0.25	0.15	0.39
Scope 2 (Location-based)	4.95	4.80	7.69
Scope 2 (Market-based)	Not Calculated	2.72	4.00
Scope 3: Purchased Goods and Services	25.11	39.83	40.07
Scope 3: Capital Goods	9.82	6.57	7.52
Scope 3: Fuel- & Energy-Related Activities	1.00	1.12	1.33
Scope 3: Upstream Transportation & Distribution	1.08	5.34	6.22
Scope 3, Category 6: Business Travel[2]	0.94	3.60	5.35
Scope 3: Employee Commuting[3]	0.84	1.39	2.61
Scope 3: Upstream Leased Assets	0.06	0.15	0.07
Scope 3: Use of Sold Products	99.81	79.63	90.94
Scope 3: End of Life Treatment of Sold Products	0.06	0.01	0.01
Total Emissions[4]	**143.92**	**140.50**	**158.43**
GREENHOUSE GAS EMISSIONS INTENSITY BY FULL TIME EMPLOYEE (MT CO2E / EMPLOYEE)	FY22	FY23	FY24
Scope 1	0.13	0.08	0.15
Scope 2 (Location-based)	2.54	2.55	2.99
Scope 2 (Market-based)	Not Calculated	1.44	2.02
Scope 3: Purchased Goods and Services	12.90	21.16	20.25
Scope 3: Capital Goods	5.04	3.49	3.80
Scope 3: Fuel- & Energy-Related Activities	0.51	0.59	0.67
Scope 3: Upstream Transportation & Distribution	0.55	2.84	3.14
Scope 3, Category 6: Business Travel[2]	0.48	1.91	2.70
Scope 3: Employee Commuting[3]	0.43	0.74	1.32
Scope 3: Upstream Leased Assets	0.03	0.08	0.04
Scope 3: Use of Sold Products	51.27	42.31	45.96
Scope 3: End of Life Treatment of Sold Products	0.03	0.00	0.00
Total Emissions[4]	**73.92**	**74.65**	**80.07**
GREENHOUSE GAS EMISSIONS INTENSITY PER EFFECTIVE PB SHIPPED (MT CO2E / PBE)[6]	FY22	FY23	FY24
Scope 3 Use of Sold Products mt CO2e per effective petabyte shipped	48.89	**34.26**	**31.19**
ENERGY DEMAND INTENSITY BY FYE REVENUE	FY22	FY23	FY24
Energy Demand Intensity per $ million in revenue (MWh / $ million revenue)	**20.07**	**19.17**	**22.74**

1 | Staring with the ESG Report 2024, we have begun to report GHG emissions data for only the current fiscal year and the two previous fiscal years to align with our financial reporting. Starting in FY23, Pure Storage has moved to a more accurate and complete Scope 3 upstream indirect spend calculation methodology. We plan to apply this new methodology going forward. 2 | Business travel includes all flights, accommodations, ground transportation, and all travel-related business. 3 | Category 7: Employee Commuting (includes working from home in FY23, and FY24). 4 | FY22 Total Emissions assume S1 and S2 location-based and market-based values are the same due to insufficient market-based data in FY22). Total Emissions = Scope 1 (market-based) + Scope 2 (market-based) + Scope 3 (market-based). 5 | Other fuels refers to natural gas from offices. 6 | Effective capacity of storage includes the impact of deduplication and/or compression technology on data stored within the array.

Human Capital

Our human capital data for FY22 through FY24 is listed below. In an effort to increase reporting transparency year over year, we have added new hires by global gender and U.S. ethnicity, as well as overall turnover rate and global age by level. Data points for FY22 through FY24 are rounded to the nearest tenth decimal. Totals may not add up to 100% due to rounding.

EMPLOYEES	FY22	FY23	FY24
Total Number of Employees	4,246	5,182	5,601
New Hires	1,140	1,669	1,063
Female New Hires	27.4%	26.1%	24.5%
URG New Hires	15.6%	14.8%	16.5%
Turnover Rate	18.9%	15.7%	11.7%
Voluntary Turnover Rate	15.5%	12.0%	5.6%
GLOBAL AGE[1]	FY22	FY23	FY24
<30 years old	11.0%	12.8%	12.2%
30-50 years old	59.7%	58.6%	59.5%
50+ years old	29.0%	28.3%	28.4%
FY24 GLOBAL AGE BY LEVEL	DIRECTOR	MANAGER	IC
<30 years old	0.0%	1.2%	14.5%
30-50 years old	51.8%	65.3%	60.3%
50+ years old	48.2%	33.5%	25.2%
GLOBAL GENDER	FY22	FY23	FY24
% Female	23.2%	23.7%	23.9%
% Male	75.5%	74.3%	74.1%
% Not Specified	1.3%	2.0%	2.0%
GLOBAL GENDER BY LEVEL[2]	FY22	FY23	FY24
% Female- Individual Contributor	23.2%	23.2%	23.3%
% Female- Manager	25.0%	26.9%	25.4%
% Female- Leadership (Director)	24.2%	31.3%	30.2%
% Female- Leadership (VP+)	14.6%	16.3%	19.2%
GENDER BY REGION[2]	FY22	FY23	FY24
Americas % Female	25.3%	26.1%	26.8%
APJ % Female	17.0%	20.8%	21.9%
EMEA % Female	18.5%	18.2%	17.3%

HUMAN CAPITAL: CONTINUED

RACE AND ETHNICITY IN THE U.S.	FY22	FY23	FY24
URG Total	10.3%	11.4%	12.8%
American Indian or Alaska Native	0.3%	0.24%	0.3%
Black or African American	2.2%	2.3%	2.2%
Hispanic or Latino	5.0%	5.6%	6.7%
Native Hawaiian or Other Pacific Islander	0.6%	0.6%	0.6%
Two or More Races	2.4%	2.7%	3.0%
Asian	27.5%	28.2%	29.2%
White	50.7%	50.9%	51.9%
Not Specified	11.5%	9.5%	6.0%
RACE AND ETHNICITY IN THE U.S.- INDIVIDUAL CONTRIBUTOR	FY22	FY23	FY24
URG Total	10.3%	11.7%	12.8%
American Indian or Alaska Native	0.3%	0.2%	0.4%
Black or African American	2.2%	2.2%	2.3%
Hispanic or Latino	5.0%	5.9%	6.7%
Native Hawaiian or Other Pacific Islander	0.6%	0.6%	0.6%
Two or More Races	2.3%	2.7%	2.9%
Asian	28.2%	29.0%	29.9
White	50.5%	50.7%	51.6%
Not Specified	11.0%	8.7%	5.6%
RACE AND ETHNICITY IN THE U.S.- MANAGER	FY22	FY23	FY24
URG Total	12.2%	11.9%	15.2%
American Indian or Alaska Native	0.4%	0.3%	0.3%
Black or African American	2.2%	3.2%	3.2%
Hispanic or Latino	5.0%	4.2%	6.3%
Native Hawaiian or Other Pacific Islander	1.4%	1.0%	1.3%
Two or More Races	3.2%	3.2%	4.1%
Asian	26.9%	27.1%	28.9%
White	48.4%	49.4%	49.5%
Not Specified	12.5%	11.6%	6.3%

HUMAN CAPITAL: CONTINUED

RACE AND ETHNICITY IN THE U.S.- LEADERSHIP (DIRECTOR)	FY22	FY23	FY24
URG Total	8.2%	9.1%	12.6%
American Indian or Alaska Native	0.0%	0.0%	0.0%
Black or African American	1.8%	1.5%	1.4%
Hispanic or Latino	4.1%	5.1%	8.4%
Native Hawaiian or Other Pacific Islander	0.0%	0.4%	0.3%
Two or More Races	2.3%	2.2%	2.4%
Asian	21.0%	22.5%	22.7%
White	53.0%	53.1%	54.5%
Not Specified	17.8%	15.3%	10.1%

RACE AND ETHNICITY IN THE U.S.- LEADERSHIP (VP+)	FY22	FY23	FY24
URG Total	8.9%	10.1%	5.6%
American Indian or Alaska Native	1.3%	1.1%	0.0%
Black or African American	1.3%	3.4%	1.1%
Hispanic or Latino	5.1%	4.5%	3.4%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
Two or More Races	1.3%	1.1%	1.1%
Asian	25.3%	28.1%	29.2%
White	58.2%	53.9%	61.8%
Not Specified	7.6%	7.9%	3.4%

1 │ Global Age based on disclosed age information. Non-Disclosed Global Age accounts for less than .4% of the global employee population.

2 │ Female Global Gender by Level and Region based on disclosed gender information. Non-disclosed gender accounts for 2% of the global employee population.

Global Reporting Initiative (GRI)

Pure Storage discloses in reference to the Global Reporting Initiative (GRI). Unless otherwise stated, data reported reflects fiscal year 2024 (February 6, 2023 through February 4, 2024). We will continue to evaluate additional metrics for disclosure in future reports.

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 2 GENERAL DISCLOSURES		
GRI 2-1	Organizational Details	Pure Storage, Inc. is a Delaware corporation whose shares are publicly traded on the New York Stock Exchange under the symbol "PSTG". Our global headquarters are in Santa Clara, California, with offices in 30+ countries. Pure Storage locations.
GRI 2-2	Entities Included in the Organization's Sustainability Reporting	Pure Storage, Inc. and subsidiaries. No differences in reported lists.
GRI 2-3	Reporting Period, Frequency, and Contact Point	About This Report
GRI 2-4	Restatements of Information	There are two areas of restatement: 1) Data Annex: Human Capital table edits: Voluntary Turnover Rate % adjusted for FY22, to reflect greater usage of One Model software system and removing contractors from calculations (which brings down VTR); Global Gender by Level % female for IC/Mgr/Dir adjusted for FY22-23, reflecting capturing of "Non-Specified Gender" employees; Race and Ethnicity in US tables adjusted to have row titles reflect US EEO-1 nomenclature. 2) Data Annex: Greenhouse Gas Emissions table edits: FY22 Scope 2 and electricity demand values are restated to reflect a correction of a Data Center electricity use factor. This resulted in a significant increase in those data centers' kWh estimated use and thus our Scope 2 GHG emissions.
GRI 2-5	External Assurance	Obtained third party limited assurance for our FY23 GHG emissions inventory from an independent third-party provider. Limited assurance for FY24 GHG emissions is underway.
GRI 2-6	Activities, Value Chain, and Other Business Relationships	2024 Form 10-K
GRI 2-7	Employees	Human Capital Pure Storage leverages a contingent workforce for specific time bound work. However, they do not represent a significant portion of the company's activities. Pure Storage does not have a significant seasonal variation in employees.
GRI 2-8	Workers Who Are Not Employees	1592 (22%) contingent workers.
GRI 2-9	Governance Structure and Composition	2024 Proxy Statement Corporate Governance Guidelines Audit and Risk Committee Charter Compensation and Talent Committee Charter Nominating and Corporate Governance Committee Charter
GRI 2-10	Nomination and selection of the highest governance body	2024 Proxy Statement Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter
GRI 2-11	Chair of the Highest Governance Body	Charles Giancarlo is the Chairman of the Board and Chief Executive Officer. For additional information, please see our 2024 Proxy Statement.

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	The Board oversees processes to identify and manage risks related to the economy, environment, and people through its oversight of the company's annual enterprise risk assessment and shareholder engagement. The enterprise risk assessment is based on risk information from both internal and external sources and is presented to the Audit and Risk Committee of the Board by the VP of Internal Audit. The assessment helps identify enterprise level risks and considers global economic conditions, ESG, human capital management, and other topics. ESG is a stand-alone risk consideration, and permeates several other risk topics such as cyber, privacy, talent, and climate change. In FY24, we adopted a new contract manufacturer risk assessment program where ESG related risks are evaluated at the contract manufacturers engaged by Pure Storage. The Board and management are committed to maintaining an ongoing, active dialogue with shareholders and seeking their input on the company's evolving ESG initiatives, corporate governance practices, and compensation program. The Board reviews and discusses the enterprise risk assessment and shareholder engagement with management at least once a year for identification of appropriate follow-up action items.
GRI 2-13	Delegation of Responsibility for Managing Impacts	Our Chief Administrative and Legal Officer, Chief Financial Officer, and Chief Technology Officer are the ESG executive sponsors, and the ESG function is managed by the Global Head of ESG who reports to the CALO. 2024 Proxy Statement
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	About This Report ESG Strategy, Goals and Priorities
GRI 2-15	Conflicts of Interest	The Pure Storage Conflict of Interest Rules and Guidelines are captured in our Code of Conduct and supplemental guidance documents on our employee intranet. If an employee or job applicant has an outside activity or other conflict (such as a family relationship), they must first discuss with their HR Business Partner (or hiring coordinator for job applicants) and also discuss the outside activity with their manager. If they have support from their HR Business Partner and Manager they should submit an application to the Legal Compliance team. Legal Compliance will review and assess the form and determine whether the employee can engage in the outside activity or if there are other safeguards that need to be put in place regarding any potential conflict. If the Legal Compliance team becomes aware of any undisclosed conflict of interest, it will conduct a prompt and thorough investigation and may ultimately take disciplinary action against the employee.
GRI 2-16	Communication of critical concerns	The Audit and Risk Committee of the Board of Directors receives a quarterly report on status and new projects of the Legal Compliance team. As part of this update, we share a high level summary of all new concerns and internal matters we are currently reviewing or investigating. We note in this summary how many reports we received via our hotline and the issue coding for new matters received. In addition to this regular reporting, when a potentially material or serious matter arises, the Chief Administrative and Legal Officer communicates those matters to other executives and to the Chairman of the Audit and Risk Committee as soon as practical and then provides regular updates thereafter.
GRI 2-17	Collective Knowledge of the Highest Governance Body	All Board members are provided access to formal director education programs, including ESG topics. One or more members of the Board of Directors will complete Climate and Biodiversity education in 2024.
GRI 2-18	Evaluation of the Performance of the Highest Governance Body	2024 Proxy Statement
GRI 2-19	Remuneration Policies	2024 Proxy Statement
GRI 2-20	Process to Determine Remuneration	2024 Proxy Statement
GRI 2-21	Annual Total Compensation Ratio	2024 Proxy Statement
GRI 2-22	Statement on Sustainable Development Strategy	A Letter From Our Chairman and CEO
GRI 2-23	Policy Commitments	Pure Storage has a public facing Code of Conduct, Supplier Code of Conduct, and Partner Code of Conduct. Our Statements on Human Trafficking, Conflict Minerals, and Corporate Social Responsibility are also available on our public website. These documents communicate our core values and expectations for our employees and partners we do business with. They include complying with anti-corruption laws, avoiding conflicts of interest, respectful conduct, fair dealing, and transparency. Each of our Code of Conduct documents contains multiple avenues for good faith reporting, and clearly states the Pure Storage anti-retaliation policy. Our codes capture our commitment to human rights, and in particular our Supplier Code of Conduct highlights our commitment as a signatory organization to the Responsible Business Alliance (RBA) Code of Conduct and our expectations that all Pure Storage suppliers likewise follow the RBA Code of Conduct, particularly as it relates to fair labor practices, respectful conduct, and anti-slavery and child labor rules. These policies are drafted by our subject matter experts in coordination with our ethics and compliance team. They are reviewed and approved by our Chief Administrative and Legal Officer and by business leaders in relevant units. The Code of Conduct is reviewed and approved annually by the Board of Directors. Our Code of Conduct must be reviewed and acknowledged annually by all active Pure Storage employees. Compliance with our Partner Code of Conduct is a requirement of remaining in good standing in the Pure Storage Partner Program. Compliance with our Supplier Code of Conduct is expected of all Pure Storage suppliers and that commitment is captured in our standard paper for vendor agreements.
GRI 2-24	Embedding policy commitments	All active employees, including senior leaders, are required annually to acknowledge receipt and agree to be bound by six of Pure Storage's key policies, including the Code of Conduct, Anti-Bribery Policy, Zero Tolerance for Workplace Harassment Policy, Export Statement, Insider Trading Policy, and Information Security Policy. For the last five years, Pure Storage has had 100% of active employees complete this process.

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	Speak Up Policy
GRI 2-27	Compliance with Laws and Regulations	Not applicable. In FY2024, the company did not have any material instances of non-compliance with laws.
GRI 2-28	Membership Associations	• Accounting for Sustainability • A4S Controllers Forum • BSR (Business for Social Responsibility) • CDP Supply Chain Program • CEO Action for Diversity and Inclusion • ESG Reporting in Finance Networking • FIRST • Information Technology—Information Sharing Analysis Center (IT-ISAC) • International Association of Privacy Professionals • Responsible Business Alliance (RBA) • The Conference Board (DEI)
GRI 2-30	Collective Bargaining Agreements	Employees in France, Poland, Belgium, Italy and Brazil, representing approximately 3% of Pure Storage's global workforce, are covered by some form of collective bargaining agreement.

GRI 3 MATERIAL TOPICS		
GRI 3-1	Process to Determine Material Topics	ESG Strategy, Goals and Priorities
GRI 3-2	List of Material Topics	ESG Strategy, Goals and Priorities
GRI 3-3	Management of Material Topics	ESG Strategy, Goals and Priorities

GRI 201 ECONOMIC PERFORMANCE		
GRI 201-1	Direct Economic Value Generated and Distributed	2024 Form 10-K
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Task Force on Climate-related Financial Disclosure
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Employee Wellness

GRI 203 INDIRECT ECONOMIC IMPACT		
GRI 203-2	Significant Indirect Economic Impacts	Community Engagement

GRI 205 ANTI-CORRUPTION		
GRI 205-1	Operations Assessed for Risks Related to Corruption	Legal Compliance conducts an annual Global Compliance Risk Assessment, identifying the top 10 compliance risks (such as corruption, fraud, etc.) facing the company and then evaluating our internal controls using the Department of Justice's Guidance on Corporate Compliance Programs. 100% of our operational sites are covered under our corruption risk assessment.
GRI 205-2	Communication and Training about Anti-corruption Policies and Procedures	New hires are required to take a Code of Conduct training, which explains the Pure Storage anti-bribery policies, within 60 days of hire. Upon hiring, Pure Storage employees also watch a bespoke training video on sales compliance, which includes anti-bribery training. Every year, all active employees must complete an acknowledgment of the Pure Storage key policies, including the Code of Conduct and the Anti-bribery Policy.
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	No confirmed incidents of bribery in the last year.

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

GRI 206: ANTI-COMPETITIVE BEHAVIOR		
GRI 206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	No material actions.

GRI 302 ENERGY		
GRI 302-1	Energy Consumption within the Organization	Greenhouse Gas Emissions
GRI 302-3	Energy Intensity	Greenhouse Gas Emissions
GRI 302-4	Reduction of Energy Consumption	Greenhouse Gas Emissions Energy and Emissions
GRI 302-5	Reductions in Energy Requirements of Products and Services	ESG Strategy, Goals and Priorities Sustainable Data Storage Platform and Services Product Impact

GRI 303 WATER AND EFFLUENTS		
GRI 303-3	Water withdrawal	29,000 m3 for our Direct Lease offices.

GRI 305 EMISSIONS		
GRI 305-1	Direct (Scope 1) GHG Emissions	Greenhouse Gas Emissions
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	Greenhouse Gas Emissions
GRI 305-3	Other Indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
GRI 305-4	GHG Emissions Intensity	Greenhouse Gas Emissions
GRI 305-5	Reduction of GHG Emissions	702 MT of CO2e for Scope 2 Greenhouse Gas Emissions
GRI 305-6	Emissions of Ozone-depleting Substances (ODS)	Pure Storage does not currently track ozone-depleting substances.
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Pure Storage does not currently track nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.

GRI 401 EMPLOYMENT		
GRI 401-1	New Employee Hires and Employee Turnover	Human Capital
GRI 401-2	Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	Employee Wellness
GRI 401-3	Parental Leave	All 5,601 employees were entitled to parental leave (1,338 women, 4,149 men, and 114 gender not specified). Of those, 194 employees took parental leave (67 women and 127 men). All returned to work after parental leave ended, however some left the company shortly after parental leave ended (6 women and 12 men).

GRI 403 OCCUPATIONAL HEALTH AND SAFETY		
GRI 403-1	Occupational Health and Safety Management System	Health and Safety
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Health and Safety
GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Health and Safety

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

GRI 403-5	Worker Training on Occupational Health and Safety	Health and Safety
GRI 403-6	Promotion of Worker Health	Employee Wellness
		Health and Safety
		Examples of how worker health is promoted include, 1) Health and Safety News Letter Initiative, 2) Visitor Information Briefing upon lobby registration, and 3) Ergonomic Activities on Site as part of the Ergonomic Program.
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	100% of employees (5,601) are covered by an occupational health and safety management system.
		Health and Safety
GRI 403-9	Work-related Injuries	EMEA : 4
		USA: 0
		APAC: Not Available
GRI 403-10	Work-related Ill Health	EMEA : 0
		USA: 0
		APAC: Not Available

GRI 404: TRAINING AND EDUCATION

GRI 404-1	Average Hours of Training per Year per Employee	35 hours of training per year per employee.
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Talent Development
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	97.3%
		Talent Development

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

GRI 405-1	Diversity of Governance Bodies and Employees	Human Capital
		Diversity, Equity and Inclusion

GRI 413: LOCAL COMMUNITIES

GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Community Engagement
		Diversity, Equity and Inclusion
		Speak Up Policy
		Health and Safety

GRI 415: PUBLIC POLICY

GRI 415-1	Political Contributions	Pure Storage does not have a Political Action Committee (PAC). In FY24, Pure Storage made no direct corporate political contributions in the U.S. to any candidate, political party, or ballot initiative or campaign, political action committee or 527 organization.

Sustainability Accounting Standards Board (SASB)

Pure Storage is committed to transparently disclosing material sustainability information for our investors and other stakeholders. The tables below reference SASB's Hardware Sustainability Accounting Standard, Version 2023-06, and SASB's Software & IT Services Sustainability Accounting Standard, Version 2023-06, which are most relevant to our operations. Unless otherwise stated, the responses reflect fiscal year 2024 (February 6, 2023 through February 4, 2024). We will continue to evaluate additional metrics for disclosure in future reports.

Hardware Sustainability Accounting Standard

Sustainability Disclosure Topics and Accounting Metrics

TOPIC / CODE	ACCOUNTING METRIC	FY24 RESPONSE
PRODUCT SECURITY		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products.	Product and Data Security
EMPLOYEE DIVERSITY & INCLUSION		
TC-HW-33 0a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	Human Capital Diversity, Equity and Inclusion
PRODUCT LIFE CYCLE MANAGEMENT		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances.	100% of Pure Storage products contain IEC 62474 declarable substances.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT.	0%. EPEAT standards do not apply to Pure Storage products. We produce EU RoHS and REACH compliance documents that identify IEC 62474 substances relevant to those regulations that are present in these products. We also assess and manage the presence (or lack thereof) of substances in Pure Storage products to numerous battery and packaging material regulations, the US EPA's Toxic Substances Control Act (section 6) and the EU Persistent Organic Pollutants (POPs) regulation (based on the Stockholm Convention). Banned and restricted substances from those regulations are not contained in Pure Storage products.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria.	100%. See our EnergyStar.gov Vendor Certifications page showing 100% product coverage.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled.	Product Circularity Product End of Life and E-waste.
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.	a) 100% b) not applicable
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.	1) 0% non-conformance 2) not applicable
MATERIALS SOURCING		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials.	Responsible Sourcing

Software and IT Services Sustainability Accounting Standard

Sustainability Disclosure Topics and Accounting Metrics

TOPIC / CODE	ACCOUNTING METRIC	FY24 RESPONSE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable.	Greenhouse Gas Emissions 35% renewable electricity.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress.	(1) 29000 m3 withdrawn for Direct Lease facilities. (2) for consumed water and all data based on Water Stress, we are further developing our methodologies and may choose to report on this in coming years.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs.	Energy and Emissions
DATA PRIVACY & FREEDOM OF EXPRESSION		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy.	Pure Storage Privacy Notice
TC-SI-220a.2	Number of users whose information is used for secondary purposes.	Not applicable to this report. Pure Storage operates in a B2B environment and therefore not focused on secondary utilization.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy.	None, $0.00
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure.	Not applicable to this report. Pure Storage operates in a B2B environment, and law enforcement requests are more likely to be requested from our customers directly.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.	Not applicable as we are not a content provider.
DATA SECURITY		
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	Product and Data Security
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore.	13.5% of employees globally are Foreign Nationals; 0.2% of US employees are located offshore.
TC-SI-330a.2	Employee engagement as a percentage.	Results from the Pure Storage FY24 Pulse of Pure (POP) survey: 8.1 engagement (on scale of 0-10 low to high). The POP survey participation rate was 86% (4,629 of 5,359 eligible employees).
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	Human Capital Diversity, Equity and Inclusion
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations.	None, $0.00
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations.	Product and Data Security

Task Force on Climate-related Financial Disclosures

We disclose information on the management of our climate risks and opportunities through our annual CDP Climate Change questionnaire and ESG Report. The Task Force on Climate-related Financial Disclosures (TCFD) Index is a new addition to our annual ESG Report. This TCFD disclosure, focused on Pure Storageclimate governance, strategy, risk management, and metrics and targets, includes new information since the completion of our last CDP questionnaire submitted in July 2023, and relates to the program through the end of FY24.

GOVERNANCE	
A. Describe the board's oversight of climate-related risks and opportunities.	At the board level, the Pure Storage Audit & Risk Committee has oversight of climate-related risks and opportunities as part of environmental sustainability efforts, as well as oversight responsibility for enterprise risks and ethics and compliance programs. This three member committee meets at least quarterly and has responsibility to review and discuss with management Pure Storage programs, policies, and risks related to climate-related efforts, environmental reporting, sustainability initiatives, and the steps Pure Storage has taken to monitor or mitigate environmental impacts. The Audit & Risk Committee oversees corporate accounting and financial reporting processes, monitors enterprise risks, and provides guidance on environmental sustainability efforts, ethics, and compliance programs. Additionally, the committee oversees priority ESG disclosures and published targets, ensuring that Pure Storage remains committed to its sustainability objectives. Looking ahead, Pure Storage is taking proactive steps to enhance its board's competency in addressing climate-related issues by incorporating board-level training initiatives. The company aims to have at least one board member with competence in climate-related matters including accredited training to ensure comprehensive oversight and informed decision-making regarding climate-related risks and opportunities.
B. Describe management's role in assessing and managing climate-related risks and opportunities.	Management at Pure Storage plays a crucial role in assessing and managing climate-related risks and opportunities across various functions within the organization. Responsibility for climate-related matters is allocated to key management-level positions and committees, ensuring comprehensive oversight and integration into strategic decision-making processes. The Chief Technology Officer (CTO), Chief Administrative and Legal Officer (CALO), and Chief Financial Officer (CFO) are the executive sponsors of ESG at Pure Storage. Jointly, they are responsible for integrating climate-related issues into the strategy, setting corporate related climate targets, and monitoring progress against corporate related climate targets, as well as reviewing and approving climate disclosures in the annual ESG Report. In addition, each has role-specific responsibilities in addressing climate-related issues. The CTO oversees major expenditures related to low-carbon products or services. The CALO is responsible for assessing and managing climate-related risks and opportunities, developing a climate transition plan, and reporting to the board annually on these matters. The CFO is responsible for understanding the financial implications of climate change, ensuring regulation ready financial reporting and disclosure of important climate-related risks and opportunities, and overseeing the capital allocation decision-making process in mitigating climate-related risks and realizing business opportunities.

Additionally, the CTO, CALO, and CFO, provide guidance and approval for ESG initiatives and elevate relevant topics to the board as needed. Furthermore, senior directors and technical leads within the organization contribute to monitoring progress, implementing initiatives, and engaging stakeholders on climate-related issues, aligning with the Pure Storage commitment to sustainability across all levels of management. |
| STRATEGY | |
| A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | **Climate Risks:**

Using a three pillar assessment process (described in further detail in Risk Management A), Pure Storage assessed the following climate risks. We consider risk impacts across short (0-1 years), medium (1-3 years), and long-term (3-5 years) time horizons.

- **Physical:** Pure Storage has a longstanding practice of assessing both acute and chronic climate-related risks that could potentially impact our direct operations, supply chain, and IT infrastructure and systems through its Enterprise Resiliency Program. Assessments include Site Impact, Business Impact, and Security Risk/Impact Assessments. While acknowledging that climate change may heighten the frequency and intensity of natural disasters in the near term, our current assessment does not indicate any significant adverse financial or strategic impacts on the business. We have implemented operational controls, such as business continuity and disaster recovery plans, to manage these risks to an acceptable extent. During 2024, we are intensifying efforts to thoroughly evaluate the enduring implications of physical (acute and chronic) climate change risks on our operations and broader value chain through a climate scenario analysis exercise.
- **Transitional:** Transitional climate risks, including evolving customer needs, emerging industry standards and regulations, technological advancements, investor preferences, and the competitive talent landscape, are under scrutiny. Presently, none of these factors are identified as posing significant adverse financial or strategic impacts on the business in the short term. Pure Storage actively monitors these risks and has established strategies to mitigate residual risks through product design that can transform transitional climate-related risks into opportunities.

Climate Opportunities:

Pure Storage is a global leader in energy efficient data storage and management, committed to revolutionizing the storage experience by simplifying data consumption and interaction. We have seized the opportunity to capture market demand through deployment of our highly dense and energy efficient technology that decreases global data center energy consumption while also reducing e-waste by at least 95%. Our consolidated data storage platform delivers over 10 times the reliability while consuming less than half the power, space, cooling, and labor compared to competing solutions. We envision leveraging our highly sustainable data storage platform to drive the transition towards more eco-friendly, all-flash data centers while absorbing the market share of our competitors that do not follow suit. |

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD): CONTINUED

B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate-related issues significantly influence Pure Storage business, strategy, and financial planning across various facets. This is especially true of our product design. Pure Storage invests substantially in R&D related to our highly sustainable data storage platform performance, particularly in DirectFlash® technology and Purity software, which aims to enhance energy efficiency and reduce the requisite space of customer data centers. This commitment to innovation aligns with the overarching strategy of Pure Storage to deliver smaller and more energy-efficient solutions, driving value creation while mitigating environmental impact in operations, as well as downstream in the product use phase.

Funding for ESG projects, related to responding to risks and opportunities, is included in our financial Annual Operating Plan (AOP) and forecasting processes. This also includes funding related to R&D efforts, as well as the costs associated with its dedicated cross-functional ESG team, which drives the advancement of climate and energy reduction strategies across our operations, supply chains, and product design.

Pure Storage also faces direct costs stemming from climate-related events. In one instance, Pure Storage electricity costs at California data center locations surged following wildfires, prompting adjustments in financial planning to accommodate such fluctuations and mitigate potential financial impacts in the future. In another instance, flooding in Texas paused shipments for a few days, demonstrating both the potential and immediacy of climate related impacts on our supply chain. |
| C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | Pure Storage prioritizes resiliency planning, addressing disruptions in its supply chain through annual reviews of contract manufacturers' business continuity plans (BCPs) and site risk assessments. These plans include managing acute physical risks like severe weather events. In case of unforeseen disruptions, production can swiftly shift to alternative sites within the manufacturing supply chain, ensuring a flexible and responsive supply chain.

In addition to these management strategies, Pure Storage implements various initiatives to enhance the resilience of our strategy, mitigate climate risks, and enhance opportunities across our operations. These initiatives include leasing office space in certified green buildings, diverting data center waste from landfills, collaborating with manufacturers to improve environmental performance, ensuring ethical supply chain management, and supporting sustainable commuting choices for its workforce.

Pure Storage is transitioning towards renewable energy sources for its data centers and integrating renewable energy considerations into procurement decisions starting in FY24. In our real estate selection process, Pure Storage prioritizes buildings with LEED or equivalent certifications. As of the end of FY24, 77% of our 21 office locations, measured by square footage, hold LEED or equivalent certification. Additionally, we have successfully transitioned our Santa Clara headquarter offices to 100% renewable energy. Through these integrated efforts, Pure Storage demonstrates its commitment to pursuing a robust climate strategy that both manages climate-related risks while also leveraging opportunities for sustainable growth.

The decision of Pure Storage to set SBT aligned GHG reduction targets in 2024 for approval by the Science Based Targets Initiative (SBTi) further underscores its strategic shift towards sustainability and climate resiliency. This initiative will inform a comprehensive climate transition plan, guiding the organization's trajectory towards a low-carbon economy and shaping its future business strategy.

Pure Storage aligns risk assessments and continuity planning with ISO 22301 standards, conducting exercises to simulate crisis events. Climate risks, including regulation, technology, legal, market, reputation, acute, and chronic physical risks, are assessed to inform strategic decision-making and maintain resilience. While Pure Storage has not yet conducted climate-related scenario analysis, we plan to conduct a physical risk scenario analysis in 2024. This analysis will further inform strategic decision-making and financial planning, ensuring alignment with emerging climate-related trends and potential impacts on operations and investments. |

RISK MANAGEMENT

A. Describe the organization's processes for identifying and assessing climate-related risks.	To identify climate related risks and opportunities, Pure Storage employs a three-pillar assessment process which consists of the following:

1. **Product Strategy Teams:** The Product Strategy teams craft product roadmaps aimed at enhancing data storage density and capacity. This, in turn, significantly diminishes power usage per petabyte and the footprint of data center racks, thereby curtailing emissions and addressing climate concerns for Pure Storage customers. Additionally, our product development strategy prioritizes ongoing improvements to our Evergreen® offerings, fostering further sustainable efficiencies, such as prolonging solution lifespans and curbing e-waste. Through meticulous planning and design, this team enables us to adeptly anticipate regulatory and reputational challenges, as well as seize market opportunities in the near and medium future.

2. **Business Resilience and Enterprise Risk Assessment:** The Business Resilience and Enterprise Risk Assessment processes typically evaluate risks over a 12-month timeframe. The evaluation involves conducting business impact assessments (BIA) on critical business processes and site risk assessments (SRA) concerning physical locations, such as corporate offices, contract manufacturing facilities, and data centers. Both BIAs and SRAs are integral components of the Pure Storage Enterprise Resiliency Program, which oversees business continuity assessment and planning throughout the organization. Moreover, Pure Storage mandates that its contract manufacturers maintain business continuity plans (BCPs), subject to quarterly internal reviews by Pure Storage and annual reviews with the contract manufacturers. These assessments place significant emphasis on assessing physical climate risks that could potentially jeopardize our operational sites.

3. **Annual Climate Risk and Opportunity Assessment:** Most recently, Pure Storage established an annual corporate-wide climate risk and opportunity assessment process. This is a multidisciplinary risk assessment process bringing together the first two pillars mentioned above, as well as other senior cross-functional leaders. The scope of the process includes consideration of physical (acute and chronic) and transitional risks, including changing customer requirements, emerging industry standards and regulations, technological innovations, investor priorities, and the broader competitive marketplace for talent. The annual reassessment will update climate risk and opportunity ratings. Considerations include changes in external and internal climate risk and opportunity drivers, and the effectiveness of current mitigation measures/strategies. The criteria used to perform the assessment and determine any substantive risks and opportunities are consistent with corporate and functional risk assessment standards across the company. The assessment is led by the Pure Storage Global Head of ESG and engages risk and opportunity owners across the business. The assessment results inform the Pure Storage Enterprise Risk Register, which includes climate change as both an emerging enterprise risk and opportunity. This pillar is ultimately where long-term climate related risks and opportunities are identified, assessed, and anticipated. |

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD): CONTINUED

B. Describe the organization's processes for managing climate-related risks.	Pure Storage integrates the management of climate-related risks into its enterprise risk assessment and business continuity planning processes. Through site risk assessments for primary sites, Pure Storage evaluates physical risks from hazards such as hurricanes, floods, and extreme weather. Identifying staff and critical processes enables us to transfer operations to alternative sites if disruptions occur, ensuring business continuity and minimizing impact. Resiliency planning extends to the supply chain, where all contract manufacturers are required to maintain BCPs that are reviewed quarterly internally and annually with the contractor. These reviews encompass the following, but are not limited to: • **Content Review:** We thoroughly examine the contents of each contractor's BCP. This includes assessing whether it aligns with best practices, covers critical scenarios, and provides clear guidance for continuity during disruptions. • **Maintenance and Testing:** We ensure that BCPs are actively maintained and regularly tested. This involves verifying that the plans remain up-to-date, relevant, and effective in addressing potential risks. • **Joint Testing:** In addition to individual contractor reviews, we collaborate with contractors and other relevant stakeholders to conduct joint testing. This process validates the effectiveness of BCPs and identifies any areas for improvement. The consistency of our BCP review and diligence process allows Pure Storage to gain critical supplier insights that may inform if and when to shift production to other parts of the manufacturing supply chain in case of unforeseen circumstances or facility impacts due to physical climate impacts In addition to physical risks at operational sites, Pure Storage addresses regulatory and compliance risks associated with environmental regulations in the countries where it operates. Compliance with applicable environmental laws is monitored closely, with proactive adjustments made to components, materials, and business processes as necessary to ensure alignment with regional regulations. Pure Storage utilizes an environmental data management system to collect, store, manage, analyze, and report chemical and compliance details for every component, material, and subassembly in its products and packaging. Pure Storage aligns with industry-wide initiatives such as the Responsible Minerals Initiative for conflict minerals due diligence, reflecting its commitment to responsible sourcing practices and ethical procurement.
C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Pure Storage conducts an annual reassessment to update climate risk and opportunity ratings, considering changes in external and internal climate drivers and the effectiveness of current mitigation strategies. Led by the Pure Storage Global Head of ESG, this assessment engages risk and opportunity owners across the business, ensuring comprehensive coverage and alignment with corporate and functional risk assessment standards. Management also plays a pivotal role in assessing and managing climate risks across functions. Key executives like the CTO, CALO, and CFO oversee low-carbon product expenditures, develop transition plans, assess financial implications, and ensure transparent reporting. Senior directors and technical leads contribute to progress monitoring and stakeholder engagement, aligning with the Pure Storage sustainability commitment. To further integrate transitional climate risk resiliency into our overall risk management, we have assessed energy and GHG reductions across our products by conducting a life cycle assessment (LCA) on our FlashArray//X70 product. The LCA compared the production and use phase impacts of FlashArray//X70 with four reference products identified as functionally equivalent devices in the storage market. The results of the LCA provide valuable insights into the environmental impacts of Pure Storage products, encompassing manufacturing, transportation, assembly, testing, packaging, product use, and disposal phases. These analyses reveal that the largest near-term opportunity for GHG emissions reduction lies in decreasing energy consumption during product use. The Pure Storage focus on innovation in storage densities and efficiency in hardware and software design emerges as the most effective strategy for sustainable product-use outcomes, which effectively mitigates the effect of transitional climate risks on its products and business. In the calendar year 2024, we expect to complete multiple product LCAs to update, refine, and expand our product portfolio coverage. These product LCAs will also serve to inform GHG intensity metrics and targets related to our corporate emissions.

METRICS & TARGETS

A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Pure Storage discloses the following climate-related metrics to track and monitor emissions and energy use: • Scope 1, 2, and 3 GHG absolute and intensity emissions (tCO2e, tCO2e/petabyte) • Scope 1 and 2 GHG emissions by region (tCO2e) • GHG emissions intensity by revenue (mt CO2e/$ millions) • GHG emissions intensity by full time employee (mt CO2e/employee) • GHG emissions intensity per effective capacity shipped (mt Co2e/PBe) • Electricity demand (MWh) • Energy demand (MWh) • Energy demand intensity by revenue (MWh/$million revenue) • Percent of renewable electricity In 2024, we expect to complete multiple product LCAs to update, refine, and expand our product portfolio coverage. Pure Storage also tracks metrics related to the energy efficiency of its FlashArray™ product. The rate of efficiency improvements associated with this product further illustrates why we believe we can achieve a science-based intensity target for our product's use-phase (Category 11), which accounts for 59% of our total Scope 3 emissions. In FY24, we created Product Carbon Footprint reports for our FlashArray Family and FlashBlade® family of products.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD): CONTINUED

B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Greenhouse Gas Emissions Energy and Emissions Pure Storage has committed to reducing our operational footprint by accelerating our transition to LEED certified buildings and renewable energy sources. We recognize that the majority of our corporate emissions are embedded in the upstream and downstream processes of our suppliers and customers, which fall under Scope 3. Although Scope 3 emissions are not under our direct control, Pure Storage recognizes the importance of mitigating Scope 3 related climate risks. As a result, we have prioritized suppliers with sustainable and resilient BCPs and designed products that significantly reduce the emissions of our customers. To reduce our Scope 3 Use of Sold Product emissions intensity, our FlashArray and FlashBlade family of products will continue to leverage higher capacity DirectFlash Modules (DFMs), further densifying our product offerings and reducing our emissions intensity per petabyte. To further reduce Scope 3 emissions, Pure Storage will endeavor to create a supplier engagement program that seeks to advise and assist our suppliers in enacting near term SBTi-aligned targets. Examples of our supplier engagement include, 1) the addition of an ESG component of our Supplier Scorecard, representing 10% of the overall score, 2) joining the CDP Supply Chain Program in 2024, and 3) plans for setting a Scope 3 supplier engagement SBT target in 2024.
C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Pure Storage has established a Scope 3 use of sold products (Category 11) intensity reduction target, aiming for a 66.6% reduction in the emissions per effective petabyte by 2030. This target covers 100% of use of sold products emissions and is based on a 2020 baseline (65.4 tCO2e/petabyte), with the target set in 2021. Since we set that goal, we have reduced emissions per effective petabyte by more than 52% against a 66% goal. We believe this target informs our management's decision making related to market competitiveness. Additionally, Pure Storage is working to set SBT aligned GHG reduction targets in 2024 for approval by the Science Based Targets Initiative (SBTi). These targets will be foundational to managing climate-related risks and opportunities going forward.

United Nations Sustainable Development Goals (UN SDGs)

The Sustainable Development Goals were developed in 2015 as a "blueprint to achieve a better and more sustainable future for all" by 2030. The Pure Storage ESG strategy and initiatives align most closely to four of the 17 UN SDGs and six related targets. Actions we have taken in support of these UN SDGs include porgrams, policies and charitable contributions. As we mature our ESG program and drive greater impact across our ESG material topics, we may expand the number of UN SDG goals and targets that we align to in the future.

SDG GOAL	RELEVANT TARGETS	PURE STORAGE ACTIONS	LINKS TO MORE INFORMATION
Goal 5: Gender Equality	**Target 5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	Gender diversity of our Board of Directors Advancing women in leadership Women@PureStorage employee resource group Employee growth and development programs Equitable sponsorship and promotion Inclusive Leadership Index metric and goal Pure Code of Conduct, covering anti-discrimination and harassment Supplier Code of Conduct, covering anti-discrimination and harassment	Board and Executive Management Diversity Board and Executive Management Diversity Equitable Practices Human Capital - Gender by Level Pure Equality - ERGs Talent Development Equitable Practices Inclusive Leadership Index Revamped Code of Conduct Revamped Supplier Code of Conduct
	Target 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	Review of pay equity holistically twice a year Speak Up program for reporting concerns Commitment to human rights	Pay Transparency Speak Up Policy Revamped Code of Conduct Ethical Supply Chain Human Rights
Goal 8: Decent Work and Economic Growth	**Target 8.3** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	Conflict Minerals Policy, and supplier diversity Grant making to non-profits and employee volunteerism/mentorship to support workforce development.	Modern Slavery and Responsible Minerals Sourcing Ethical Supply Chain Supplier Diversity Pure Philanthropy Workforce development
	Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	Review of pay equity holistically twice a year Employee benefits Equitable sponsorship and promotion Speak Up program for reporting concerns Established Able@PureStorage, Pure Storage's newest employee resource group Pure Storage Code of Conduct Environmental health and safety Commitment to human rights	Pay Transparency Employee Wellness Equitable Practices Speak Up Policy Pure Equality - ERGs Revamped Code of Conduct Health and Safety Revamped Supplier Code of Conduct Revamped Supplier Code of Conduct Human Rights

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS): CONTINUED

SDG GOAL	RELEVANT TARGETS	PURE STORAGE ACTIONS	LINKS TO MORE INFORMATION
Goal 9: Industry, Innovation and Infrastructure	**Target 9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	Designing and building products that are far more sustainable and energy-efficient than any other available storage technology.	Sustainable Platform and Services Comparative Life Cycle Assessment of Pure Storage FlashArray//X70 Product Impact Product Circularity, and Product End of Life and E-Waste Sustainable Data Storage Platform and Services
Goal 12: Responsible Consumption and Production	**Target 12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	Designing and building products that are far more sustainable than any other available storage technology.	Product Circularity, and Product End of Life and E-Waste Product Impact Pure Storage Blogs: ESG Archives Build a More Sustainable Data Center for the Future A Data Center Win-win: Get Power and Rack Space Paid, Save the Planet Get Promoted by Running Greener Data Storage Data Storage Innovation: Power, Water, and Space Sustainable Data Storage Platform and Services

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