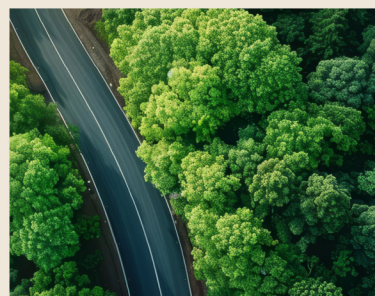
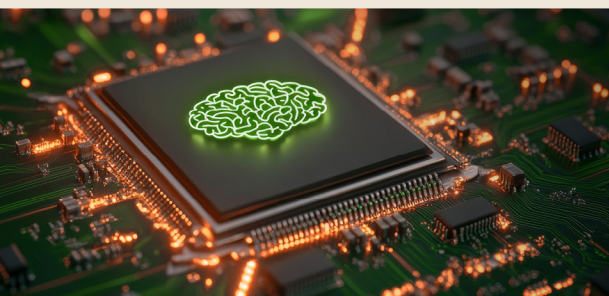




IMPACT REPORT

2025



A Letter from Our Chairman and CEO	4
About This Report	5
Use of Forward-looking Statements	6
About Pure Storage	7
Pure Storage at a Glance	8
Sustainability Strategy, Priorities, and Targets	9

Building Storage Systems That Do More—with Less	12
All-flash System Advancements	14
Evergreen Architecture: Advancing Sustainable Storage at Every Scale	15
Evergreen//One: The Industry's Most Sustainable Storage as-a-Service	17
Product Circularity and Lifecycle Stewardship	18
Platform Momentum and AI-driven Innovation	20
Enabling Lower Energy and Emissions Impact for Customers	21
Future Forward: Our Plans for FY26	23

Business Resilience through Climate Action	25
Climate Change Adaptation: Enhancing Climate Resilience	26
Emissions and Energy: Aligning with a Low Carbon Future	27
Waste and Circularity: Advancing Circular Practices for a Sustainable Future	30
Water: Stewarding Resources, Supporting Resilience	31
Materials and Substances of Concern: Ensuring Compliance through Trusted Partnerships	32
Future Forward: Our Plans for FY26	33

Driving Performance through People, Partners, and Purpose	35
Talent Attraction, Retention, and Development: Powering Innovation, Fueling Leadership	37
Community and Belonging: Fostering a Strong and Inclusive Team	40
Health and Safety: Protecting Every Person, Every Place	42
Responsible Sourcing: Supplier Sustainability, Ethics, and Accountability	43
Social Impact: Amplifying Good—Together	45
Future Forward: Our Plans for FY26	48

Acting with Integrity and Accountability	50
Corporate Governance: Accountability That Builds Trust	51
Impact Accounting: Measuring Value beyond the Bottom Line	54
Ethics and Compliance: Integrity in Action	57
Data Security and Privacy: Protecting Information, Powering Resilience	60
Future Forward: Our Plans for FY26	64

Our Stakeholders	66
Greenhouse Gas Emissions	67
Human Capital	70
Global Reporting Initiative (GRI)	74
Sustainability Accounting Standards Board	79
Task Force on Climate-related Financial Disclosures	81
United Nations Sustainable Development Goals	85



Introduction



A Letter from Our Chairman and CEO

In the early days at Pure Storage, we had to do more with less. We never lost that mindset. It guides how we build products, run our operations, and serve customers in an increasingly data-driven world.

Our mission since our founding is to store, manage, and protect the world's data, and to enable customers to manage their data with simplicity and security. Our solutions offer an alternative to the bulk and inefficiency of legacy mechanical data storage systems. We have delivered this advanced technology to not only outperform hard disk drive (HDD) solutions, but also to deliver services at a small fraction of their power, space, and cooling requirements.

We have doubled our product's storage density by boosting DirectFlash® module (DFM) capacity from 75TB to 150TB, without expanding its physical footprint or materially increasing power consumption. Each module now delivers five times the storage of leading HDDs while carrying a 10-year service-level guarantee. Typical HDD solutions require multiple replacements over the same period due to shorter lifespans, but a single 150TB DFM can replace up to 15 HDDs, cutting both power use and e-waste. In enterprise and hyperscale data centers alike, this innovation drives significant environmental benefits and measurable operational efficiencies.

During the year we launched Pure Fusion™ 2.0, a major leap forward in software-defined storage. Pure Fusion unifies and automates storage into a single [Enterprise Data Cloud](#), breaking down silos and simplifying how businesses manage their own data. The result: less waste, fewer operating systems, greater security, and faster, smarter infrastructure decisions. Applications can now tap into total shared data storage capacity and performance, whether their data resides on premises or in the cloud. This isn't just an evolution; it's a revolution in IT infrastructure.

We also deepened our understanding of product-level environmental impact through an updated, ISO-compliant Life Cycle Assessment (LCA) and provided further evidence of the Pure Storage best-in-class, greenhouse gas (GHG), cradle-to-grave emissions per TB-yr. Consistent measurement and benchmarking going forward will allow us to continue to improve our performance in these areas.

As data center energy demand rises worldwide, spurred by the explosive growth of artificial intelligence (AI), so does our global responsibility. High technology has for many decades lived by the credo: Bigger, Faster,

Cheaper. To this we see a new engineering design challenge: Bigger, Faster, Cheaper, More Efficient.

We also continue to mature our sustainability measurement frameworks, including our second Impact Accounting model. Our goal is to assign data-informed monetary values to environmental outcomes. This gives us a clearer view of our footprint and helps us and our customers make more sustainable, cost-effective IT decisions that enhance competitiveness.

In 2025, our science based targets were validated by the Science Based Targets initiative (SBTi). We expanded our use of renewable electricity to cover our global offices in Santa Clara, Prague, Bangalore, Bellevue (Washington), and Lehi (Utah).

Customer focus, persistence, creativity, teamwork, and ownership remain the backbone of our success. Our team of approximately 6,000 across 30+ countries continues to drive product excellence and social impact. This year, 44% of employees participated in Pure Good giving and volunteering programs, a 330% increase year over year.

On the Pulse of Pure survey, our employees scored Pure Storage 8.8 for being proud to work for Pure Storage. A committed, high-performing culture is a true competitive advantage.

We also improved our sustainability ratings on CDP, S&P Global CSA, and EcoVadis, a testament to our continued commitment to operational excellence and accountability.

We are turning ambition into action, building smarter and more sustainable data storage and management systems for our customers and setting a new standard for data center efficiency in a world of rising data and energy demands.

Our focus remains clear: operate with discipline, innovate for efficiency, and lead with ethics and transparency. This is how we will deliver meaningful results for our customers, our shareholders, and the world we all share.

Thank you for your continued trust.

Charles Giancarlo
Chairman & CEO, Pure Storage

About This Report

The Pure Storage annual Impact Report provides a comprehensive view of how our business creates meaningful impact across our technology, environmental, social, and governance programs—highlighting key initiatives, metrics, and plans for the coming year.

Four years into our sustainability reporting journey, we continue to deepen our focus on driving long-term positive impact. Building on our commitment to operate a responsible, resilient, and sustainable business, we are evolving our strategy, improving our performance, and enhancing our disclosures to meet the needs of our stakeholders.

In FY25, we conducted a preliminary double materiality assessment (DMA) to identify and prioritize Pure Storage material sustainability impacts, risks, and opportunities. Our Impact Report focuses on the material topics identified through our DMA. For more information, please refer to the [Our Priorities](#) section of this report.

This report was developed through a comprehensive process, informed by input from business leaders, subject matter experts, customers, investors, and sustainability ratings and rankings. Final review and approval was provided by our three sustainability executive sponsors—our Chief Administrative and Legal Officer, Chief Financial Officer, and Chief Technology Officer.

Frameworks and Standards

Pure Storage actively monitors the evolving sustainability/ESG-regulatory landscape to stay informed and responsive to current and emerging reporting requirements. Our reporting references a number of leading disclosure standards and frameworks. This year, our updated voluntary Taskforce on Climate related Financial Disclosure (TCFD) disclosure was informed by our 2024 CDP Climate questionnaire submission and our Climate Scenario Analysis for Physical Risks. We also continue to reference the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) for the Hardware Industry Standards and Software & IT Services Standards, and the UN Sustainable Development Goals (UN SDGs), as part of our voluntary disclosures. These frameworks and standards inform the structure and content of our disclosures, helping us enhance consistency, comparability, and decision-usefulness in our sustainability program disclosures. These frameworks can be found in the [Data Annex](#).

Scope

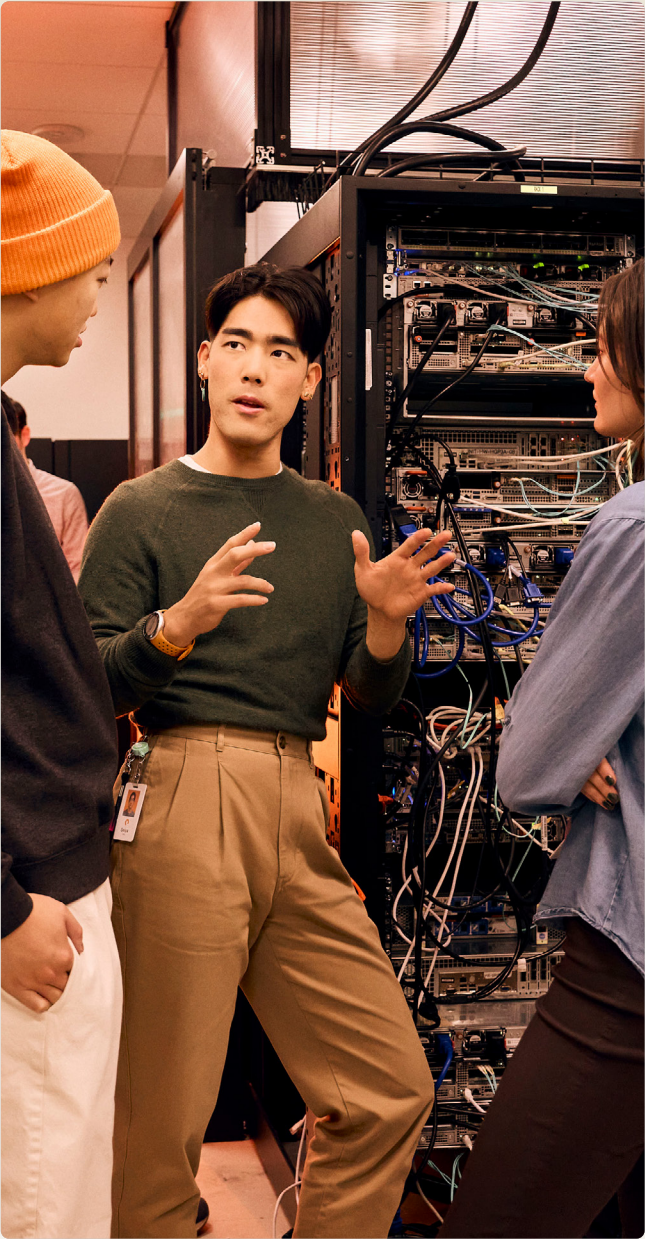
The Pure Storage fiscal year 2025 Impact Report was published in September 2025. Unless otherwise noted, the data reflected in this report covers our global operations for fiscal year 2025, representing February 5, 2024 through February 2, 2025. This report contains figures that have been rounded or approximated. Certain reclassifications of data from previous public disclosures may be made to conform to the current period presentation.

Verification

Our FY25 GHG emissions and purchased generated renewable energy (RE) were [verified by Apex](#), a third-party, in accordance with ISO 14064-3.

Contact

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





Use of Forward-looking Statements

This report contains forward-looking statements regarding our sustainability strategy, goals and benefits, customer priorities around sustainability, data center energy consumption, data privacy and security, 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 environmental and sustainability 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 delivers the industry's most advanced data storage platform to store, manage, and protect the world's data at any scale.

With Pure Storage, organizations have ultimate simplicity and flexibility, saving time, money, and energy. From AI to archive, Pure Storage delivers a cloud experience with one unified storage-as-a-service platform, across on-premises, cloud, and hosted environments. Our platform is built on our Evergreen® architecture that evolves with your business—always getting newer and better with zero planned downtime—guaranteed. Our customers are actively increasing their capacity and processing power while significantly reducing their carbon and energy footprint.

Three central principles guide us as we innovate to meet the ever-changing needs of our customers. We believe storage should be simple, sustainable, and transformational. Nothing is harder than making IT simple. We believe that data storage should be unified, always-on, and bulletproof.

Recognition and Awards

- Forbes Most Trusted Companies in America 2025
 - Fortune Best Workplaces for Millennials™ 2024
 - Fortune Best Workplaces in Technology™ 2024
 - Fortune Best Workplaces in the Bay Area™ 2024
- Certified Great Place to Work®
 - Best Practice Institute Most Loved Workplaces® for LGBTQ+ 2024
 - Business Intelligence Group 2024 Sustainability Awards

🔗 For a full list, see our Awards webpage

Storage services of tomorrow, such as governance, cyber resilience, and data set management with built-in compliance, must maximize capacity and performance while minimizing power and space requirements. We do just that, delivering more than 10 times the reliability while requiring as little as one tenth the power, space, cooling, and labor of competitive solutions. We're dragging legacy storage into the future, so our customers can innovate, regardless of what lies ahead.

All of this is made possible by 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 nearly 6,000 employees, across more than 30 countries.

FY25 Sustainability Highlights

Technology

- Launched Pure Fusion™ version 2.0. This transformative software enables businesses to transition from siloed datastores to a unified enterprise data cloud on the Pure Storage platform.
- Completed a 3rd-party reviewed ISO 14040/14044 compliant LCA for FlashArray™ and FlashBlade®. The LCA findings provided further evidence of Pure Storage industry-leading GHG emissions per TB-year.
- Doubled our industry leading product storage density with no significant increase in power consumption when we shipped our 150TB DFM.
- Redesigned our FlashArray chassis to increase its storage density by 40% while maintaining the same 3U form factor.

Environmental

- Set near-term, science-based GHG emission reduction targets, validated by the SBTi.
- Achieved a score of B on CDP's Climate Survey, up from B- Y/Y.
- Purchased renewable electricity to cover 100% of the energy used at the Pure Storage Santa Clara headquarters, as well as our offices in Prague (Czech Republic), Bangalore (India), Bellevue (WA), and Lehi (UT).
- Conducted physical climate risk scenario analysis for our four largest office locations and 20 of our largest supplier sites.
- Joined the CDP Supply Chain Program to promote climate awareness and disclosure among suppliers representing 70% of our spend.
- Formalized our commitment to environmental responsibility through the development of an Environmental Sustainability policy.

Social

- Achieved Pulse of Pure employee rating of 8.8/10 on Proud to Work for Pure Storage—Top 10% of Tech industry¹.
- Maintained Employee Growth Index of 8.2 Y/Y, top 25% of Tech industry².
- \$2.4M+ in charitable donations by the Pure Good Foundation and Pure Storage to more than 1,200 nonprofits globally.
- Achieved 44% employee participation in Pure Good giving and volunteering.
- Screened 100% of Pure Storage direct suppliers for risk factors.

Governance

- Achieved a score of 71 (Silver) on EcoVadis, +9pts Y/Y.
- Conducted a preliminary Double Materiality Assessment to identify Pure Storage sustainability-related impacts, risks, and opportunities.
- Completed second Impact Accounting model in partnership with the Value Balancing Alliance (Q1 FY26).
- Strengthened anti-corruption posture with an ISO 37001-based internal maturity assessment.
- Obtained our inaugural SOC2 Type II report for Portworx® cloud offerings.
- Completed an Internal Global Privacy Protection Audit.

Pure Storage at a Glance



FY25 Annual Revenue
\$3.17B
12% YoY Growth



Our People
~6,000
Employees



Customers
13,000+
Global Customers



Satisfaction
81 NPS³
above 80 for over 9 years



Leadership
11X
Gartner® Magic Quadrant™ Primary
Storage Platform Leader⁴



Our Operations
30+
Countries



Fortune 500 Customers
~60%
of Fortune 500 Companies



QQ FY24 Subscription ARR⁵
\$1.66B
21% YoY Growth

Sustainability Strategy, Priorities, and Targets

We believe a robust sustainability 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.

We actively engage with key stakeholders, including employees, customers, investors, and other stakeholders, to shape our priorities and ensure we remain responsive to and aligned with their evolving expectations.

We correspond our efforts with leading sustainability reporting frameworks, including GRI, SASB, and TCFD. These frameworks inform how we measure and disclose our progress and help ensure transparency and accountability in our reporting.



In support of the UN SDGs, we continue to align our sustainability efforts with four of the 17 goals—where we believe we can have the most meaningful impact. These goals are directly aligned with our business activities and sustainability priorities, and we are committed to advancing them through our business strategy, platform, and services. Refer to the [Data Annex](#) to learn more about how we support the UN SDGs.

Our Strategy

In support of our sustainability strategy, we continue to mature our commitments, enhance our policies and initiatives, and advance our disclosures to drive positive impact by:

- 1

Delivering sustainable technology and operations that reduce energy demand and carbon emissions in support of the transition to a net-zero future for our customers, employees, and supply chain.
- 2

Advancing positive outcomes for our people and communities by attracting a wide range of talent and fostering opportunities for all employees to expand their skills, achieve professional growth, and give back to the communities they care about.
- 3

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

Our Priorities

In FY25, Pure Storage partnered with a third party to conduct a preliminary Double Materiality Assessment (DMA). The objective of the assessment was to identify and prioritize the sustainability impacts, risks, and opportunities that matter the most to Pure Storage business success, as well as to the society at large and the environment.

A comprehensive list of sustainability issues was created to inform the DMA process. It was developed through reviewing company internal and external resources, industry associations and collaborative initiatives, global reporting frameworks, regulation and reporting standards, stakeholder priorities, the company’s enterprise risk register, and third-party expertise working with clients across the IT sector.

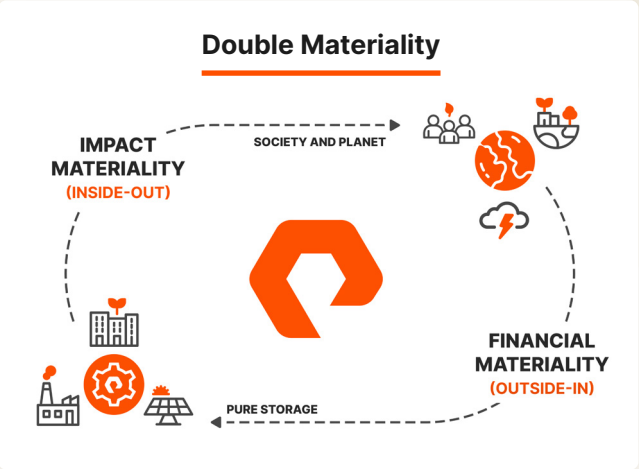
The Assessment Considered:

- 1

Impact Materiality (inside-out)
- 2

Financial Materiality (outside-in)





Impact Materiality (inside-out)

Considers actual or potential positive or negative impacts on people or the environment over the short-, medium-, or long-term. These impacts may arise from Pure Storage operations and/or upstream and downstream value chain, including through products, services, and business relationships. Impacts were evaluated based on severity (including scale, scope, and for negative impacts, irremediability), and likelihood.

Financial Materiality (outside-in)

Considers how sustainability-related risks and opportunities may affect the Pure Storage financial position over the short-, medium-, or long-term. Risks and opportunities were evaluated in alignment with the Pure Storage Enterprise Risk Assessment (ERA) process, based on their severity and likelihood of potential positive or negative impacts on the Pure Storage financial, strategic, brand and reputational, operational, or regulatory performance.

Our Priorities by Tier			
1	2	3	4
Climate Change Adaptation	Ethics and Compliance	Community and Belonging	Health and Safety
Data Security and Privacy	Responsible Sourcing	Materials and Substances of Concern	Social Impact
Emissions and Energy	Waste and Circularity	Water	
Sustainable Platform and Services			
Talent Attraction, Retention, and Development			

Double Materiality Approach

The DMA was informed by stakeholder engagement conducted through internal research, stakeholder interviews, a workshop, and individual review sessions. Internal input was gathered from subject matter experts, across the business representing Finance, Human Resources, Legal, Supply Chain, Office of the CTO, Global Facilities, Data Center Infrastructure, Sales, Sustainability, and Social Impact. External engagement involved interviews with select representatives from affected stakeholder groups, including customers, suppliers, investors, worker representatives, and NGOs.

The assessment resulted in a set of priority topics organized into tiers, based on the significance of their impacts and financial relevance. Each topic was assigned a tier according to the highest-scoring impact, risk,

or opportunity. When multiple topics are placed within the same tier, they are listed alphabetically.

Topics with scores exceeding a defined threshold were deemed material. Tiers 1 and 2 represent the material topics identified through the assessment and serve as the foundation for the Pure Storage sustainability strategy. Tiers 3 and 4 include topics that did not meet the materiality threshold but remain relevant as part of the broader sustainability program and commitments of Pure Storage.

We plan to build on this preliminary assessment and continue evolving our materiality approach by considering developments in global frameworks, best practices, and regulatory expectations.

Our Targets

In FY25, we delivered on our commitment to set near-term, science-based GHG reduction targets through the Science Based Targets Initiative (SBTi), across our Scope 1, 2, and 3 GHG emissions. SBTi validated our targets in January 2025 and classified our Scope 1 and 2 climate ambition as in line with a 1.5 degrees Celsius trajectory.

Pure Storage Near-term Science Based Targets

42%

Reduce absolute scope 1 and 2 GHG emissions 42% by FY30 from a FY23 base year.

51.6%

Reduce scope 3 GHG emissions from use of sold products 51.6% per petabyte by FY30.

45%

45% of suppliers by spend, covering purchased goods and services, will have science-based targets by FY29.

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



Sustainable Platform and Services

Material Sustainability Topics Covered



Sustainable Platform
and Services



The future of innovation depends on how efficiently we manage data. At Pure Storage, we’re engineering solutions that dramatically reduce data center footprint, power, and waste—proving that high performance and sustainability are not at odds, but inseparable goals.”

Rob Lee
Chief Technology Officer,
Pure Storage



Building Storage Systems That Do More— with Less

Adopting an Enterprise Data Cloud (EDC) lets organizations operate more responsibly and efficiently, minimizing operational costs and environmental impact while accelerating technological progress. Pure Storage provides the platform that powers the EDC.

By consolidating fragmented infrastructure into a single, policy-driven data fabric, an EDC simultaneously cuts energy wasted energy, shrinks physical footprints, and unlocks the efficiency gains needed to power next-generation AI and applications without expanding energy budgets. Beyond operational savings, the EDC approach also tackles embedded emissions impact. Modular, non-disruptive upgrades extend hardware life. Intelligent workload placement raises utilization. And a circular design philosophy reduces e-waste. Together, these attributes translate infrastructure efficiency into tangible environmental progress, turning every terabyte managed into fewer kilowatt-hours consumed and fewer materials discarded.

Our flash-based platform uses up to 10X less power than hard disk systems and up to 5X less than competitive all-flash arrays, enabling customers to trim total data center energy consumption by as much as 20%. The result is lower Scope 2 emissions today and the need for less electrical capacity for tomorrow’s workloads. With data centers already trending toward 4% of global electricity demand and as high as 6% in the United States by 2030⁶, the benefits from the Pure Storage All-flash storage platform and EDC could not be clearer.

An EDC replaces fragmented infrastructure with unified data control—enabling smarter decisions, faster innovation, and a foundation built for AI.

At a Glance

- **Launched Pure Fusion version 2.0.** This transformative software enables businesses to transition from siloed datastores to a unified EDC on the Pure Storage platform.
- **Updated and expanded our product Life Cycle Assessment (LCA)** to improve our overall understanding of product impact.
- **Doubled our industry leading product storage density** with no significant increase in power consumption when we shipped 150TB DFM.
- **Redesigned our FlashArray chassis to increase its storage density by 40%** while maintaining the same 3U form factor.
- **Began work on a new line of remanufactured FlashArray products.** These products will use refurbished controllers which can reduce the embodied emissions of each remanufactured product by approximately 18%.

Pure Storage Makes EDC Possible by Providing the Only Storage Platform with Three Key Elements



Superior Storage Density

More Capacity, Less Hardware,
Lower Power Consumption

Storage density measures how much data can be stored using a certain amount of equipment or physical space. Higher storage density means less physical rack space, fewer materials used for hardware, and lower power demand for every terabyte managed. Compared to competitive solutions that typically store less than 1 TB of data per watt, our densest systems store over 10 TB of data per watt of power consumed.



Evergreen Architecture

Longevity by Design

Evergreen upgrades allow customers to continuously modernize hardware in place, without disruption or full system replacements. Arrays stay productive for 10+ years which eliminates two to three full hardware replacements and the associated data migrations required by competitive solutions. As a result, embodied emissions, e-waste, and the administrative burden of the conventional hardware refresh cycle are greatly reduced.



Pure Fusion

Unified Control for Better Efficiency

Pure Fusion federates all arrays—on-premises, co-located, or in cloud—into a single data fabric. That means workloads are optimally placed based on real-time policy and utilization data, eliminating underused capacity and supporting AI-scale growth without increasing power or floor space.



Why Sustainable Products and Services Is a Material Sustainability Topic for Pure Storage

Sustainable products and services are material from both an opportunity and impact standpoint. Pure Storage product design allows for higher density data storage and increased durability and reliability, compared to that of the competitors. This may result in opportunities to attract more customers due to the reduced space and energy needed, energy cost savings, and reduced emissions and e-waste. In terms of impacts, Pure Storage product design has a positive impact on communities and the environment, as a result of lower emissions, water use, materials use, and waste generated, including e-waste.



All-flash System Advancements

As global data consumption surges, and sustainability becomes a higher priority, organizations increasingly rely on storage solutions that deliver greater capacity without increasing environmental impact. In fiscal year 2025, Pure Storage continued to innovate in flash storage technologies, enhancing product density and power efficiency. These advancements enable our customers to achieve unprecedented data storage efficiency, reducing their energy consumption and lowering their GHG emissions. Several key innovations improved storage density in our products, and together with the development of FlashBlade//EXA™, extended our sustainability advantage:



Delivered Industry Leading Storage Media Capacity

We shipped 150TB DFMs, doubling our product density with no significant increase in power consumption. This advancement lets customers store twice as much data per unit of power, without sacrificing performance, features, or ease of use.



Redesigned FlashArray Chassis

We redesigned our FlashArray chassis to increase its storage density by 40% while maintaining the same 3U form factor. This chassis design improvement enables eight additional DFMs in the chassis by relocating non-volatile memory, pushing our industry leading storage capacity efficiency to over 10TB of usable capacity per watt.



Increased FlashArray and FlashBlade Storage Capacity Efficiency

We optimized our Purity operating environment to more efficiently use raw storage capacity. As a result, customers gained 5% more usable capacity on FlashArray and 6% more usable capacity on FlashBlade through a non-disruptive software upgrade.



Developed FlashBlade//EXA

During fiscal 2025, we extended FlashBlade to support the world's largest AI environments for our most demanding customers. We announced this product in March 2025 as FlashBlade//EXA.

Evergreen Architecture: Advancing Sustainable Storage at Every Scale

Pure Storage is fundamentally reshaping the environmental impact of data infrastructure through intentional design, continuous innovation, and a long-term commitment to sustainability. Our Evergreen architecture serves as the foundation of this strategy—offering a storage platform that is efficient by design, modular by nature, and built for enduring value.

Technology Advantage

The Pure Storage unified storage platform is engineered for efficiency, performance, and longevity. It operates under a single operating environment with a shared management layer and common components across all performance and capacity tiers. This simplifies operations, reduces system sprawl, and lowers the resource intensity of data storage.

Our Evergreen architecture enables customers to continuously upgrade hardware and software without disruption. By avoiding forklift upgrades and eliminating the need to frequently replace entire systems, Evergreen extends product lifecycles and dramatically reduces e-waste and downtime. Our leadership in the adoption of quad-level cell (QLC) flash and close integration with NAND suppliers ensures high-density, low-power solutions even for the most capacity-intensive workloads.

Sustainable Outcomes

Our products are designed to store more data in less space while consuming significantly less energy and water than traditional storage systems. Compared to legacy disk-based and many all-flash alternatives, Pure Storage arrays offer:

- **Up to 85% reduction in energy use** from product operation
- **Up to 85% less water required** for cooling and generation of electricity
- **Up to 5X greater storage density**, resulting in fewer systems and less physical infrastructure
- **Up to 3X longer product lifespans** through modular upgrades, reducing refresh cycles, emissions, e-waste, and raw material use over time
- **Industry-leading, cradle-to-grave emissions**



The Evergreen Effect

From mainstream enterprises to the largest cloud-scale facilities, **Evergreen modular, non-disruptive upgrades** safeguard customer investments while minimizing environmental impact—eliminating forklift refreshes and keeping hardware in productive service for a decade or more.

Setting New Standards for Planet-friendly VFX

Cumulus Visual Effects (VFX) is one of Australia's premier boutique VFX providers. As the company continues to grow, it needs an enterprise-level, data storage environment to meet the demands of the company's global VFX studio clients. To provide a future-proof, enterprise-level storage environment that could minimize the company's data center footprint, Cumulus VFX turned to Pure Storage and Agile Data Services to support an integrated data storage platform based on FlashBlade. Cumulus VFX now operates its entire production environment on a single FlashBlade, including current projects for Disney. Even while expanding its data center, Pure Storage enabled Cumulus VFX to minimize carbon emissions, with higher rack density and improved performance.

“What Pure Storage provides in four or six units would take competitors 96 units... I think there's an obligation for us decision makers to put the most efficient, lowest impact solutions in place. Pure Storage not only ticked all the performance and technical requirements, but it had the best energy footprint. The decision was a no-brainer. Pure is leaps ahead of the competition.”

Nicky Ladas
Chief Technologist,
Cumulus VFX



[Read the Customer Story](#)



Business Value

The large scale enterprise market's rapid pivot to QLC flash for multi-petabyte footprints underscores the significant business value of flash. The efficiency and sustainability of Pure Storage solutions are more than environmental benefits; they create measurable strategic value for the world's largest enterprise and cloud-scale data-center operators.



Efficiency That Compounds at Scale

- 150TB DFMs double the capacity of 75TB DFM with no material increase in power consumption, pushing usable storage density above **10TB data stored per watt of power consumed**.
- Compared with legacy mechanical disk systems, the Pure Storage platform uses up to **10X less power and up to 5X less than competing all-flash arrays**, enabling consequential reduction and/or redistribution of data center energy use.



Supply Chain Advantage

Pure Storage is leading industry adoption of QLC through deep collaborations with **Kioxia, Micron, and SK hynix**. The Pure Storage initiative ensures a steady cadence of **low-power QLC NAND** that meets stringent sustainability goals for the highest-density deployments.



Quantified Environmental Impact

Evergreen architecture and next-generation hardware collectively deliver up to **85% lower operational energy and water use, 5X higher storage density, and product lifecycles up to 3X longer than traditional alternatives**—cutting emissions and e-waste even as capacity grows.

Evergreen//One: The Industry’s Most Sustainable Storage as-a-Service

Our approach to sustainability focuses on practical, systemic efficiency—reducing the environmental footprint of IT infrastructure by improving how resources are planned, consumed, and reused.

SLAs Optimize Utilization, Power, and Space

Evergreen//One™ reflects this approach by shifting storage from a hardware ownership model to a service defined by measurable outcomes. Instead of making long-term bets on specific technologies, customers commit to SLAs for performance, capacity, and availability. This shift removes the need for upfront hardware selection, overprovisioning, and complex long-range planning—all common contributors to resource waste.

This model leads to higher overall utilization of compute, power, and space. Hardware is refreshed or reused only when it can no longer meet SLA targets efficiently, helping extend product lifespans and reduce e-waste. Fewer systems are powered on per unit of delivered performance, directly lowering energy use and carbon emissions across the lifecycle.

SLAs, including 99.9999% availability and non-disruptive upgrades, replace informal expectations with enforceable guarantees. Evergreen//One enables organizations to reduce both operational risk and environmental impact, not by adding new technologies, but by changing the way infrastructure is consumed.

By taking responsibility for technology choices and lifecycle stewardship, Pure Storage helps customers:

- Avoid technology lock-in and premature refreshes
- Reduce idle or underutilized capacity
- Scale infrastructure based on actual usage rather than forecasts

Evergreen//One Sustainable Outcomes: Conserving Energy, Cutting Carbon

Compared to competitive offerings, Evergreen//One delivers substantial reductions in energy use, physical space, and cradle-to-grave GHG emissions.

Up to 80% Reduction in Power Consumption

Evergreen//One uses only the hardware required to meet SLAs, so fewer systems are deployed to deliver performance requirements. Combined with the Pure Storage energy-efficient architecture, customers realize up to 80% lower power consumption and emissions compared to competitive storage subscription offerings.

Up to 80% Reduction in Physical Space

By reducing physical hardware requirements, Evergreen//One frees rack space and eases the rate of data center floor space consumption. Superior storage density and hardware architecture efficiency, along with advanced data reduction, results in up to 80% less physical space usage compared to competitive storage subscription offerings.

Lower Embodied Emissions Driven by Higher Hardware Utilization

Pure Storage expertise in configuring our technology and with product lifecycle stewardship, means higher hardware utilization rates within a reduced hardware footprint. Less hardware used over time means fewer materials consumed, resulting in lower embodied emissions compared to competitive offerings. Hardware is refreshed and reused only when SLAs can't be met efficiently, extending product lifespans and minimizing e-waste.

Efficiency through Operational Simplicity

AI-driven automation and the Pure1® management platform cut task time for capacity and performance management by up to 30%. Organizations achieve 10:1 storage admin efficiency, and non-disruptive upgrades require zero new budget, keeping environments optimized without added material or resource spend.

Using 80% Less Power—a Win for THG and the Planet

THG Ingenuity, formerly known as The Hut Group, is a British e-commerce company specializing in beauty, nutrition, and cloud services. As THG Ingenuity expanded rapidly across global markets, its storage infrastructure struggled to keep pace with demand. A critical system failure underscored the urgent need for a scalable, reliable platform to ensure seamless ecommerce operations, data management, and

innovation in AI-driven services. THG Ingenuity with the Pure Storage platform has ensured uninterrupted operations, slashed power consumption in its data centers by 80%, and significantly reduced exposure to fraud risks. These advancements provide unmatched scalability, enhanced cyber resilience, and the flexibility to support ambitious growth and sustainability objectives.

“Sustainability isn’t just a corporate buzzword for THG Ingenuity; it’s personal. We want to leave the world a better place than we found it, for our children and for generations to come.”

Schalk Van Der Merwe
CTO, THG Ingenuity

THG

Read the Customer Story

Product Circularity and Lifecycle Stewardship

At Pure Storage, we believe that transparency is the foundation of progress. In FY25, we strengthened our commitment to helping customers understand and reduce the environmental impact of their technology decisions.

From detailed, product-level data to user-friendly dashboards and AI tools, we’re building a sustainability ecosystem that enables informed choices, accurate reporting, and continuous improvement.

- Refer to Waste and Circularity in the [Environmental section](#) of this report for more information.

[Read Verdantix Research for More Information](#)

Architecting with Intention

Pure Storage Evergreen architecture, a patented technology, enables the reuse of existing DFMs with the future generations of storage controllers, providing an indefinite, nondisruptive upgrade path for all products. In addition, FlashArray controllers and FlashBlade blades are designed to be nondisruptively upgraded and reused over their entire life cycle. This dramatically reduces e-waste, the need for lengthy data migration periods and new ancillary hardware, and the associated additional emissions produced by running multiple systems side by side during a migration.

Improved Lifecycle Stewardship

Evergreen//One incorporates circular economy principles by maintaining Pure Storage ownership of hardware assets, ensuring responsible lifecycle stewardship, refurbishment, and upgrade pathways. Customers benefit from a flexible, subscription-based model with no stranded assets and no exit penalties, supporting their own sustainability and risk management commitments.

Our Evergreen//One storage subscription provides customers with an SLA-driven, energy-efficient storage platform that provides just the right amount of hardware to meet customer needs through the combination of new and refurbished products. As hardware subscriptions end the underlying hardware can be redeployed to meet subscription obligations elsewhere. This provides a circular redeployment path for all upgraded FlashArray controllers and for all Evergreen//One Subscription products throughout their 10-year expected service life.

Packing a Performance Punch on the Way to Lower Emissions

When leading fintech and payments company Fiserv needed a modern storage solution to support its growing data environment, mission-critical workloads, containerization, and sustainability initiatives, it chose Pure Storage. Fiserv reduced its on-premises block storage rack space footprint by 75% within one year—minimizing its impact on the environment as part of a commitment to sustainability across its business. With Pure Storage, Fiserv has lowered power, cooling, and associated costs by 73%, compared to its previous storage vendor. These savings will be reinvested into the business to innovate for future needs. Fiserv can upgrade controllers without replacing entire arrays, helping to minimize e-waste.

“The unparalleled performance and reliability of the Pure Storage platform was convincing, and how it supported our sustainability initiatives really won over our team.”

Steve Allgeier
Vice President,
Distributed Infrastructure Group, Fiserv



[Read the Blog](#)

Focus on Business Outcomes, Not Storage Management

- Guaranteed, industry-leading SLAs.
- Future-proof infrastructure—built for today, ready for tomorrow.
- Simplified operations. One platform. Zero complexity.
- True consumption economics: Pay only for what you use.

Recycled Materials

We are also expanding the use of recycled materials in our products, evaluating and selecting recycled materials that have equivalent characteristics to virgin materials. This process includes comparison of physical properties, such as temperature and heat distortion, assessment of quality variability, and evaluation of aging deterioration.

We use recycled, flame-resistant materials for the bezels of our next-generation storage models while adhering to strict safety standards. A bezel is the front faceplate or panel of a storage device, such as servers and storage arrays. These bezels serve to protect the internal components and provide a clean, professional appearance for the storage unit.



End of Life

Pure Storage takes a proactive, integrated approach to product end-of-life, reflecting the same principles of modularity, efficiency, and circularity that define our Evergreen architecture.

When systems reach the end of their service term, returned hardware is evaluated for repair, refurbishment, or responsible recycling. Thanks to cross-generational compatibility and modular design, many components—such as controllers and DFMs—can be refurbished and redeployed within the Pure Storage product ecosystem. This reduces waste, extends product lifespan, and minimizes the use of new materials.

For components that cannot be refurbished or remanufactured, Pure Storage partners with certified e-waste vendors who follow rigorous standards for data security, environmental compliance, and material recovery—ensuring consistent, high-integrity outcomes across the globe, while meeting applicable regional regulations. For example, our European e-waste partner's recycling facilities have been optimized to the point that less than 0.2%, on average, goes to landfill per year.

By embedding end-of-life practices into our data storage platform and services, we help customers decrease their environmental impact through reduced power and space consumption with 3X less e-waste while maintaining performance, resilience, and long-term value.

Remanufactured Products

We began work on a new line of remanufactured FlashArray products in FY25. These products will use refurbished controllers which can reduce the manufacturing portion of GHG impact by approximately 18%, while also providing a circular refurbishment and redeployment path for all upgraded FlashArray controllers. Our first remanufactured product, FlashArray//RC20™, is a capacity-optimized, entry-level enterprise storage array, built using a combination of renewed and brand-new components. Made possible by Evergreen, FlashArray//RC20 showcases our engineering discipline, customer-first design, and circular refurbishment and remanufacturing model.



A significant and growing share of overall business, with Evergreen//One and now the //R product line, is powered by remanufactured controllers. It's a proof point that Pure Storage-engineered refurbishment can meet enterprise SLAs at scale. We've built circularity into our architecture from day one. Now we're proving it works—not just in theory, but in the field."

Arnab Basu
Vice President,
Remanufactured Business, Pure Storage

[Read the Blog](#)



Platform Momentum and AI-driven Innovation

Pure Storage has prioritized space and power efficiency across our storage platform and business models since our inception.

As data-intensive AI applications increasingly shape the future, the Pure Storage commitment to sustainability and efficiency uniquely positions organizations to redistribute power resources toward critical AI workloads. Our EDC approach unifies and optimizes storage infrastructure, enabling organizations to leverage AI-driven innovation without compromising environmental performance.

In FY25, we made significant strides in three areas that exemplify our vision for sustainable AI:

- 1

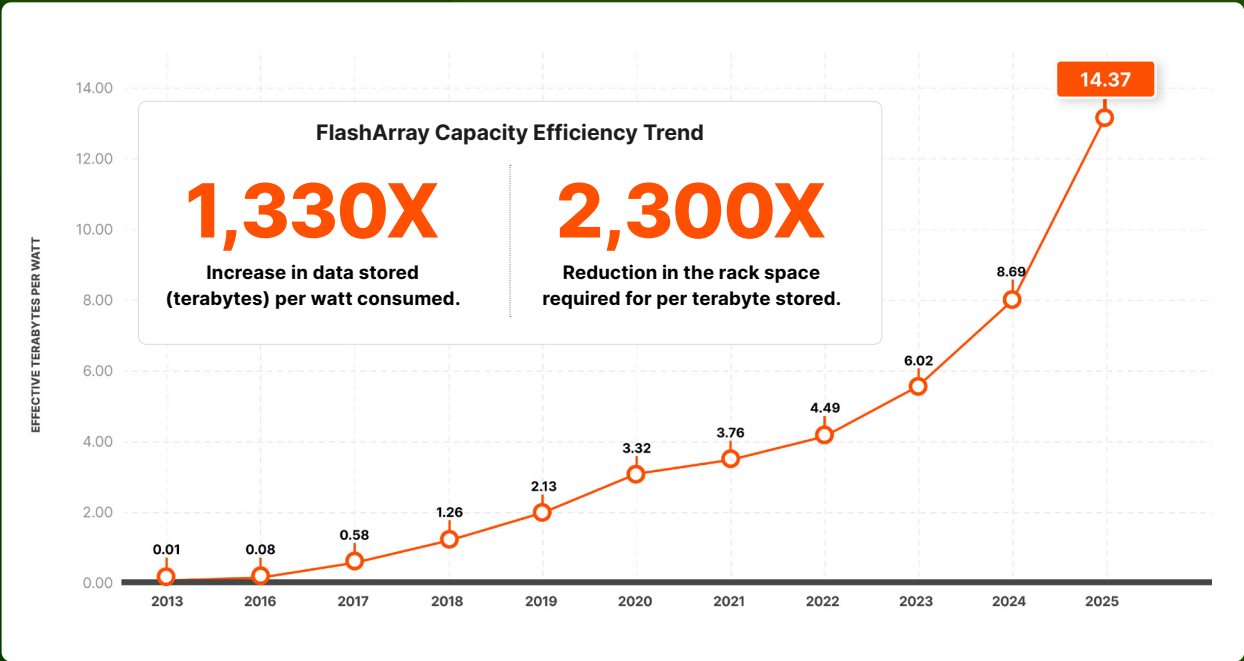
Sustainable GPU and AI Training Infrastructure: Our FlashBlade platform, including the newly introduced FlashBlade//EXA, delivers scalable, energy-efficient storage solutions tailored specifically for demanding AI training environments. By optimizing storage performance and power efficiency, we support extensive AI deployments ranging from single-GPU setups to hyperscale clusters with 100,000 GPUs while delivering up to 90% higher performance per watt (GB/s per watt), 80% more effective capacity per watt (TBe per watt), and as little as 75% less rack space consumption than competing solutions across multiple configurations.
- 2

Transformative Enterprise Data Clouds for AI: Pure Fusion transforms enterprise storage infrastructures into unified data clouds, significantly enhancing efficiency, scalability, and sustainability. By simplifying data management and automating workflows, Pure Fusion helps enterprises redistribute operational resources, reduce environmental footprints, and optimize power usage, effectively preparing their infrastructure for intensive AI applications and seamless data flow from storage to inference and retrieval-augmented generation (RAG) applications.
- 3

Energy Efficiency and Sustainability: Our commitment to reducing data center energy intensity and enhancing sustainability remains a cornerstone of our business model. As AI introduces new power demands, we see increased interest from hyperscalers and enterprise customers to reduce their energy consumption. Using our DirectFlash technology, customers can reduce total data center energy and space utilization by up to 20%—freeing valuable power and space for AI and other critical workloads, driving down their carbon footprint, and contributing to their sustainability goals. The Pure//E™ family of products exemplifies this commitment by replacing traditional hard disk systems with our flash-based technology, customers achieve superior performance and dramatically reduce power, space, and cooling requirements. This shift is vital in environments where energy consumption faces increased scrutiny, and businesses seek ways to operate more efficiently.

Pure Storage Platform Efficiency Trend

As shown by the Pure Storage Platform Efficiency Trend graph (below), our continuous innovation and design improvements have resulted in **more than a 1,330X increase in data stored (terabytes) per watt consumed**, compared to our earliest products. **Concurrently, we've achieved over a 2,300X reduction in the rack space required per terabyte stored.** These advancements directly benefit the environment by reducing raw material usage, lowering water consumption through decreased power and cooling demands, and minimizing land usage by lessening the need to expand or build new data centers.



Enabling Lower Energy and Emissions Impact for Customers

At Pure Storage, we recognize that transparency is essential to driving meaningful sustainability outcomes.

In FY25, we advanced our efforts to help customers better understand and reduce the environmental impact of their technology decisions. Through enhanced, product-level data, user-friendly dashboards and AI-powered tools, we are building a sustainability ecosystem that supports informed decision-making, accurate reporting, and continuous improvement. The following initiatives reflect our progress in enhancing product impact transparency throughout the year.

Pure Fusion 2.0

A significant development this year was the introduction of Pure Fusion version 2.0, designed to help organizations achieve greater sustainability and operational efficiency. Pure Fusion 2.0 facilitates the consolidation of fragmented data stores into a unified enterprise data cloud, reducing energy consumption and optimizing IT resource usage by minimizing redundant data copies and eliminating underutilized workloads.

By automating data management tasks across both on-premises and cloud environments, Pure Fusion 2.0 enables more efficient resource allocation and improved governance, reducing manual intervention and enhancing

compliance and data security. This automation leads to measurable reductions in energy use, IT infrastructure requirements, and associated environmental impacts, aligning closely with sustainability reporting standards.

Pure Fusion 2.0 also supports better data management practices by enabling centralized, policy-driven data oversight rather than reliance on manual processes, significantly decreasing operational complexity and promoting efficient, environmentally responsible IT operations.

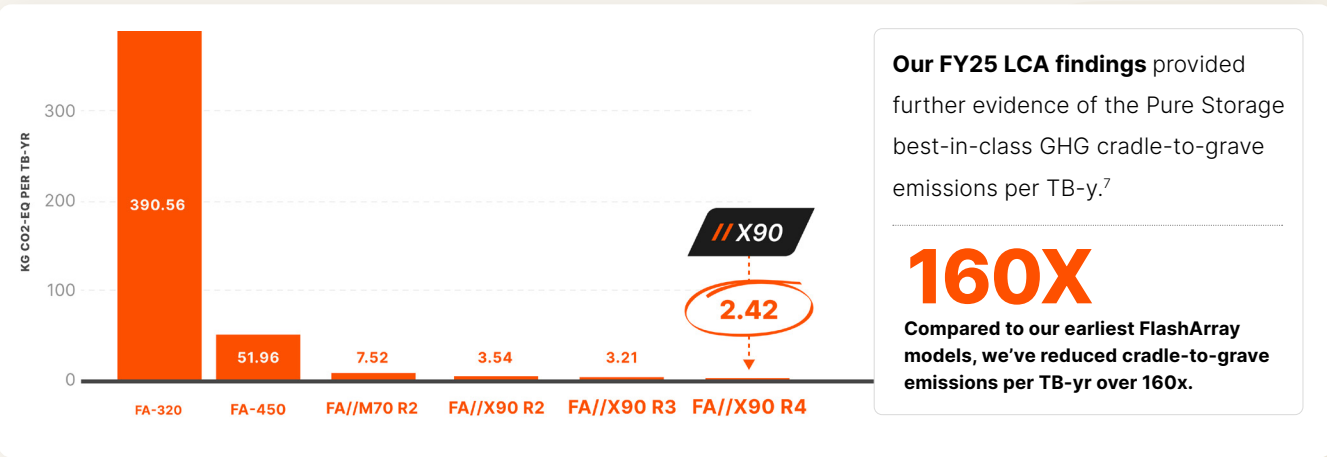
Updated and Expanded Life Cycle Assessment Coverage

We completed a 3rd-party reviewed ISO 14040/14044 compliant [Life Cycle Assessment](#) (LCA) for FlashArray and FlashBlade which updated, refined, and expanded our product portfolio coverage (to 100%) and provided an improved understanding of supply chain impacts from various product components and suppliers. These assessments extended beyond GHG emissions and included water use, material composition, and other environmental impacts across the full product life cycle, including acidification, eutrophication, ozone, photochemical ozone (smog), and dust/particulate matter.

Life cycle analyses serve as the foundation for several key sustainability initiatives—including the Pure1 Sustainability Dashboard, our Product Carbon Footprint reports, corporate GHG disclosures, and our Impact Accounting collaboration with the Value Balancing Alliance (VBA). They also provide critical insights that inform supply chain engagement and

product design decisions. Keeping our LCAs current ensures we understand the full impact of our portfolio and enables us to set timely, meaningful, and measurable targets to reduce those impacts over time.

As part of the LCA work, we also conducted a comparative analysis of DFM, SSD, and HDD technologies to quantify their individual life cycle impacts and to understand their impacts from solution scale through hyperscale. The comparative analysis also illuminated one of the main challenges facing the storage media industry today—the lack of publicly available up-to-date LCA data for HDD and SSD products. Without broader industry participation in producing life cycle analyses, it will be difficult for storage vendors to assess and adjust their supply chain impacts, and for downstream customers and stakeholders to understand the impact of purchasing various storage solutions.



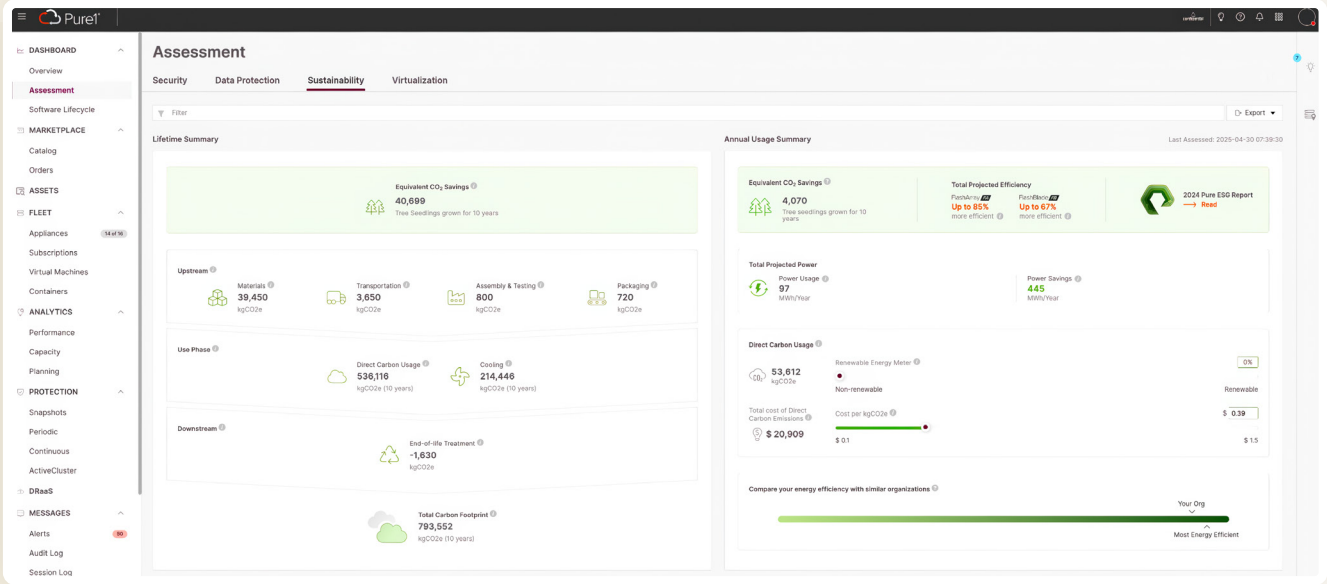
Pure1 Sustainability Dashboard Enhancements

Throughout FY25, we continued to evolve the Pure1 Sustainability Assessment Dashboard to provide deeper, more actionable insights for our customers. In addition to upstream and downstream GHG emissions data, the dashboard now highlights the environmental implications of using non-renewable energy sources. It includes comparative energy savings, social cost estimates, and product-level, GHG impact metrics—helping customers quantify and contextualize their footprint at a granular level.

To further enhance usability and accessibility, we also initiated development of an AI-powered Co-Pilot feature. This tool allows users to interact with the dashboard through natural language queries, offering intelligent responses across sustainability topics, as well as system performance, planning, and upgrade scenarios. These innovations reinforce our commitment to making sustainability data both transparent and actionable.

Pure1®

Pure1 Sustainability Assessment Dashboard



Product Carbon Footprint Reports

We’ve updated Product Carbon Footprint reports, based on the LCA work that was completed in FY25, to provide our customers with an up-to-date and accurate view into their Scope 3 GHG emissions. Each report provides a detailed breakdown of total lifetime manufacturing emissions (excluding the use phase) and includes estimated 10-year use phase power consumption in kilowatt-hours (kWh).

By pairing our data with country or even utility-specific electricity emissions factors, customers can calculate the full life cycle GHG impact of their purchases. This transparency supports more accurate environmental reporting and enables sustainability-informed decision-making for procurement and upgrade strategies. Sharing this level of detail underscores our commitment to helping customers meet their climate goals while driving industry-wide progress toward lower-impact IT infrastructure.

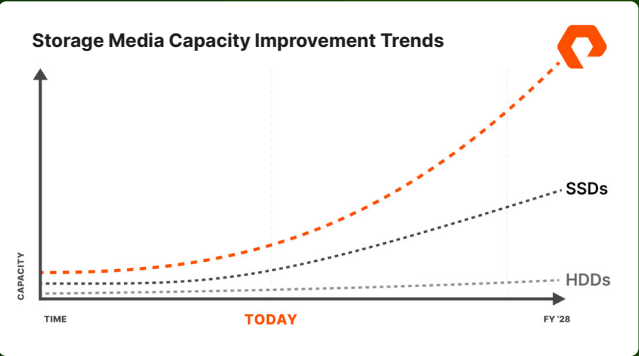
FY26 Product Carbon Footprint Report



Download the Reports:

- [FlashArray Family: Americas](#)
- [FlashArray Family: EMEA](#)
- [FlashBlade Family: Americas](#)
- [FlashBlade Family: EMEA](#)

Future Forward: Our Plans for FY26



Our Trajectory / Storage Media Capacity Improvements

The Path Ahead

The graph above shows the progress and trajectory of DFM capacity used in the Pure Storage platform compared to capacity improvements in SSD and HDD storage media used in competing solutions.

Purity Energy Optimization

Focus on optimizing our Purity operating environment with the goal of reducing operational power consumption for new and existing products. Customer data centers across the globe will benefit from reduced power nominal consumption. Optimization will help reduce customer Scope 2 operational emissions and in aggregate reduce the largest contributor to Pure Storage GHG emissions—Scope 3.11 Use of Sold Product Emissions.

Continue Density Improvements

The Pure Storage introduction of 150TB DFMs represents a critical advancement in storage efficiency. By doubling capacity without increasing power draw, customers can reduce the physical footprint and energy intensity of their storage infrastructure. This improvement directly supports impact goals related to data center decarbonization, with significantly lower emissions per terabyte and extended hardware lifecycles through non-disruptive upgrades.

FlashBlade//EXA Launch

The FlashBlade//EXA is the industry's most powerful data storage platform built to power AI factories delivering extreme throughput, low-latency metadata performance, and the ability to scale seamlessly. It enables enterprises to train, tune and infer larger models, process multimodal datasets, and efficiently manage high-performance environments. By removing the constraints of legacy file storage, enterprises are able to achieve more efficient optimization of complex file system operations. By reducing the number of systems needed and improving GPU utilization efficiency, FlashBlade//EXA minimizes overall energy consumption, space requirements, and associated carbon emissions.

FlashArray//XLR5 Launch

FlashArray//XLR5 delivers leading performance density, allowing organizations to achieve more IOPS and throughput per watt and per rack unit. With a focus on efficient use of power and physical space, XLR5 supports high-performance workloads with a reduced carbon and operational footprint. It reinforces the Pure Storage commitment to sustainable innovation through fewer devices, longer useful life, and built-in upgradeability.

FlashBlade//S R2 Launch

The FlashBlade//S R2 platform enhances environmental efficiency in unstructured data environments by supporting Zero Move Tiering and 150TB DFMs. These capabilities eliminate unnecessary data movement and optimize resource allocation across storage tiers. Combined with always-on QoS and secure multi-tenancy, FlashBlade//S R2 helps reduce energy usage, e-waste, and administrative overhead, contributing to more sustainable and resilient data center operations.

FlashArray//RC20 Launch

FlashArray//RC20 introduces circular design principles to the storage market, resulting in up to 18% lower manufacturing emissions by leveraging requalified components in a new, fully supported platform, built for longevity with Evergreen upgrade readiness, reducing waste from forklift upgrades and extending asset life cycles. RC20 makes enterprise-grade efficiency and reliability accessible to cost-conscious customers without compromising impact goals related to sustainable IT procurement and operational emissions.



Environmental

Material Sustainability Topics Covered



Climate Change
Adaptation



Emissions
and Energy



Waste and
Circularity



Environmental responsibility is integral to how we manage risk, build resilience, and deliver long-term value. As we advance our climate strategy, we’re focused on translating goals into action—reducing emissions, improving circularity, and strengthening accountability across our operations and supply chain, to meet stakeholder expectations and ensure long-term performance.”

Kathy Mulvany

Senior Director /
Global Head of Sustainability
Pure Storage



Business Resilience through Climate Action

At Pure Storage, we are committed to minimizing our environmental impact and addressing climate change through responsible business practices that embed sustainability across our products, operations, and supply chain.

In FY25, we took measurable steps to strengthen our environmental performance, setting near-term, science-based targets, conducting a climate scenario analysis, expanding renewable electricity procurement, and engaging key suppliers through CDP’s Supply Chain program. We also introduced a new Environmental Sustainability policy that provides a structured foundation for driving progress and will continue to evolve in line with our sustainability ambitions. The policy also sets expectations for third-party environmental performance, reinforcing accountability and alignment across our value chain.

Our efforts contributed to an improved score of B (Management Level) on the 2024 CDP Climate questionnaire, up from B- the previous year—placing us on par with many of our peers. For more information on our sustainability ratings, see the Governance section. This progress demonstrates our increasing climate maturity and reinforces our ability to meet customer, investor, and regulatory expectations with confidence.

At a Glance

Climate Change Adaptation

- Conducted climate scenario analysis for physical risks, covering our four largest operational sites and 20 of our largest supplier sites.
- Introduced our Environmental Sustainability policy.

Waste

- Improved data collection at our direct lease sites on office waste generation.
- Expanded reusable foodware program to reduce office waste, now covering 68% of direct leased square footage.
- Engaged contract manufacturers to assess packaging and waste impacts and began setting facility-specific waste reduction goals.

Emissions and Energy

- Set SBTi-validated, near-term, science-based GHG emission reduction targets.
- Achieved third-party verification of our FY25 GHG emissions and electricity data.
- Expanded the purchase of renewable electricity to cover 100% of Pure Storage Santa Clara headquarters, as well as its Prague, Bangalore, Bellevue, and Lehi offices, along with a portion of our Bluffdale, Utah co-located data center.
- Engaged key strategic suppliers, representing >50% of supplier spend, quarterly through the Sustainability Scorecard.
- Joined the CDP Supply Chain program to drive climate awareness and disclosure with suppliers representing 70% of spend.

Climate Change Adaptation: Enhancing Climate Resilience

The long-term resilience of Pure Storage depends on our ability to anticipate and adapt to the physical impacts of climate change—including extreme weather events, rising temperatures, and shifting environmental conditions.

Acute climate-related events, such as storms, may disrupt the supply chain by impacting production facilities, limiting workforce access, or affecting the availability of key components and raw materials. Understanding these risks is critical to maintaining operational continuity and protecting long-term enterprise value.

Climate Scenario Analysis

In FY25, Pure Storage conducted a quantitative Climate Scenario Analysis (CSA) to assess and understand our susceptibility to physical climate-related risks. The analysis evaluated eight potential climate hazards across four key operational sites—representing approximately 50% of our global employee population—and 20 key supplier locations. Risks were modeled for baseline (2024), 2030, and 2050 under three global warming scenarios: 1.5°C, 2–3°C and greater than 4°C, relative to pre-industrial levels (through 2100).

The assessment identified extreme heat as the most significant projected hazard across both operational and supplier sites under the highest warming scenario, followed closely by water stress. Under a >4°C scenario, the percentage of key supplier sites exposed to at least one elevated climate risk is projected to increase from 75% in 2030 to 95% by 2050, while by 2030, five key supplier sites are expected to face elevated exposure to at least two hazards—such as cyclones, flooding, and heat.

Findings from the CSA have been shared with key operational and supply chain stakeholders to inform potential resilience-building measures. These include facility-hardening efforts, such as upgrades to HVAC systems in wildfire-prone locations to improve smoke filtration and indoor air quality, and enhancing employee access in flood-prone areas with shuttles or temporary accommodations. This physical risk assessment will be supplemented by a transition risk CSA in FY26, which will help inform the Pure Storage Climate Transition Plan.



Business Continuity Planning

Business continuity planning is an essential component of the Pure Storage approach to supply chain resiliency. All contract manufacturers are required to maintain formal Business Continuity Plans (BCPs), including protocols for managing operational disruptions and physical risks related to climate change.

We conduct annual Business Impact Analyses (BIAs) and BCP reviews across critical supply chain business processes to ensure preparedness for emerging risks and evolving recovery requirements. As part of this process, we have also implemented joint, third-party BCP exercises

with key contract manufacturers and conducted onsite audits to evaluate the effectiveness of contingency plans, infrastructure safeguards, and regional risk mitigation strategies.

These actions are part of our broader effort to ensure business continuity, protect customer delivery commitments, and enhance the resilience of our global supply chain network in the face of increasing climate, geopolitical, and operational risks, such as those identified in our Climate Scenario Analysis. See Enterprise Resiliency for more information.

Environmental Sustainability Policy

In FY25, we introduced our Environmental Sustainability policy, describing measures for improved energy, waste and water management, encouraging internal engagement, and defining the scope and governance structure of our efforts.

[Read the Policy](#)

Emissions and Energy: Aligning with a Low Carbon Future

Companies across industries rely on carbon-intensive processes that contribute to GHG emissions, which cause disruptions to climate systems, public health, and ecological balance.

We recognize that, like many others, our operations have contributed to these emissions. At the same time, we see this challenge as an opportunity to improve both our operations and product offerings. We are investing in ways to reduce emissions across our operations and developing products that are designed to produce fewer emissions, helping customers make more sustainable choices. Together, these efforts reflect our commitment to reducing our environmental impact over time.



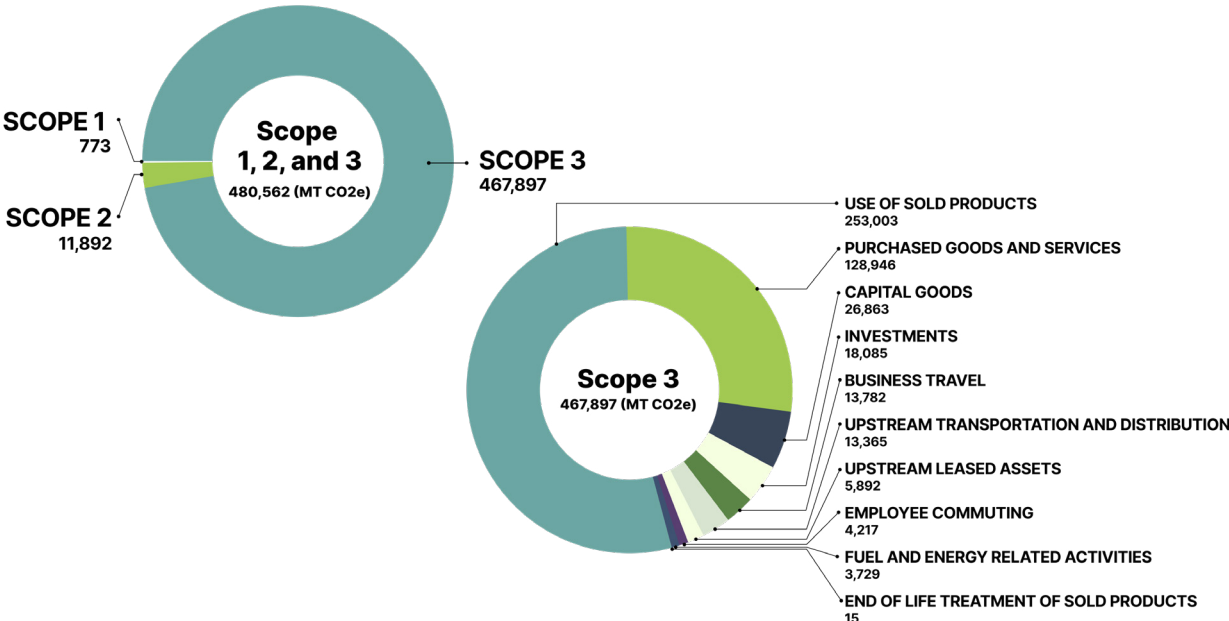
Energy Audit

In compliance with the UK Energy Savings Opportunity Scheme (ESOS), our Staines, UK office underwent a third-party energy audit in FY25. The audit identified several energy savings opportunities, including the installation of LED lighting and optimization of HVAC system set points. Implementation of these measures is underway and is expected to deliver estimated annual energy savings of approximately 20 MWh.

Maintaining a robust inventory of Scope 1, Scope 2, and Scope 3 GHG emissions serves as the foundation for our climate-related decision-making. This data is essential for measuring progress on key initiatives like renewable energy procurement and product energy efficiency. Given the critical importance of this data, we engaged an independent third-party to perform a limited assurance review of our emissions inventory and global renewable electricity and energy percentages. This external validation provides an added level of credibility and confidence in the accuracy and reliability of our reported GHG emissions.

Our FY25 GHG Inventory for Scopes 1, 2, and 3 shows that our overall emissions increased approximately 2% Y/Y, while our revenue increased 12% Y/Y, demonstrating the start of our decoupling emissions from revenue growth. Further, the GHG revenue-intensity improvement of 9% Y/Y shows the impact of our increasing product energy efficiency, renewables procurement, and other measures.

FY25 Carbon Footprint by Scope and Business Activity



Notable Changes Y/Y

- Scope 1**
Dropped 8% Y/Y, influenced by our increased substitution of secondary activity data (using area-based, often conservatively high intensity factors) with primary activity data, increasing accuracy and lowering emissions estimates.
- Scope 2**
Increased 2% Y/Y, Pure Storage tracking growth in facilities at key sites, and employees, but partially reduced by increased REC purchases as described under Renewable Electricity.

- Scope 3**
Increased approximately 2% Y/Y, primarily influenced by:
Category 1: Purchased Goods and Services
 - Increased 14% Y/Y**, due in large part to overall increased spending on goods and services aligning with our 12% Y/Y growth in overall business (revenue).**Category 2: Capital Goods**
 - Increased 26% Y/Y**, largely following the Capex increase of 34% Y/Y.**Category 15: Investments**
 - Reporting was initiated**, given its inclusion within our science based targets' overall footprint calculations.

Science Based Targets

In FY25, Pure Storage set and received validation from the Science Based Targets initiative (SBTi) for our near-term GHG emission reduction targets. SBTi classified Pure Storage scope 1 and 2 target ambition and determined that it is in line with a 1.5°C trajectory, currently the most ambitious designation available through the SBTi process, and consistent with the Paris Agreement.

Pure Storage Near-term Science-based Targets

42%

Reduce absolute scope 1 & 2 GHG emissions 42% by FY30 from a FY23 base year.

51.6%

Reduce scope 3 GHG emissions from use of sold products 51.6% per petabyte by FY30.

45%

45% of suppliers by spend, covering purchased goods and services, will have science-based targets by FY29.

To achieve our targets, our action plan includes:

- Reducing Scope 1 emissions by reducing natural gas and refrigerant use.
- Increasing renewable electricity procurement to 90% or more globally by FY30 to reduce Scope 2 emissions.
- Improving product energy efficiency and capacity to reduce Scope 3.11 emissions, helping to reduce the GHG intensity of our products when they are in use by customers.
- Engaging our value chain by encouraging both customers and suppliers to adopt renewable energy and set their own SBTi-validated targets—supporting reductions in our Scope 3.1 and 3.11 emissions, respectively. In particular, our Scope 3.1 supplier engagement target will be achieved through focused engagement and decarbonization efforts with key semiconductor and other high-emissions suppliers.

In the first six months of executing this action plan, we have progressed measures across the above focus areas. This includes scaling up annual renewable electricity procurement, continued product energy efficiency improvement, and increased supplier outreach through the CDP Supply Chain program and our Supplier Sustainability Scorecard process.

Renewable Electricity

To reduce our environmental impact and support achievement of our near-term Scope 1 and 2 GHG reduction target, Pure Storage is focused on increasing the use of renewable electricity across our global operations. In FY25, we maintained 100% renewable electricity coverage (primarily through Renewable Energy Certificate purchasing) at our Santa Clara HQ, and achieved 100% coverage at our Prague, Bangalore, Lehi, UT, and Bellevue, WA locations, as well as nearly 20% coverage of our Bluffdale, Utah co-located data center. This increased our global renewable electricity coverage to 37% and renewable energy coverage to 35%. To support continued progress, we are evaluating long-term renewable energy procurement options, including solutions that go beyond traditional REC purchasing, to increase the overall impact of our renewable electricity strategy.

~90%

of the square footage of our global office real estate portfolio is certified LEED or equivalent.

Engaging Employees through Earth Day and Education

On Monday, April 22, 2024, Pure Storage proudly hosted our inaugural Earth Day event across all direct lease sites. To celebrate and promote environmental awareness, we distributed tree saplings and wildflower seeds to employees, encouraging them to contribute to local biodiversity and green spaces. We also provided employee education on the importance of recycling and how to properly use our three-stream waste system—compost, recycling, and landfill. In addition, we organized a global e-waste pickup at all direct lease locations to encourage responsible electronic waste disposal.

In FY25, we also revamped our core Sustainability 101 employee training, adding in more information and recommended in-office and at-home measures for employees on climate impact, energy efficiency, waste reduction, recycling and reuse, and water efficiency topics.



Sustainable Supply Chain Management

Sustainability is a core pillar of our global supply chain strategy. Executive oversight is led by our Chief Supply Chain Officer, who reports directly to the CEO and is accountable for driving sustainable procurement. Our Supply Chain Sustainability Program team regularly briefs the Chief Supply Chain Officer and his leadership team, in collaboration with the Head of Global Sustainability, ESG Controller, and Head of Global Third Party Risk & Compliance, to assess progress and align on sustainability goals, investment planning, and regulatory readiness.



At Pure Storage, sustainable supply chain management is a strategic imperative—guided by cross-functional collaboration and executive accountability. We are embedding sustainability principles into how we evaluate, engage, and grow with our suppliers, including our manufacturing partners, to build a value chain that supports innovation, resilience, and shared responsibility for long-term impact.”

Brad Tallman
Chief Supply Chain Officer,
Pure Storage



Sustainable Procurement Policy

In 2024, we introduced our Sustainable Procurement Policy, which outlines our expectations for suppliers and encourages the adoption of sustainable practices. The policy was enhanced in early 2025 to align with leading international frameworks, including CDP, GRI, SBTi, and the UN SDGs (8, 12, 13). Updates included the introduction of measurable key performance indicators and formalized supplier performance expectations. As of FY25, approximately 70% of our suppliers are covered by the policy. Both supplier engagement and reporting quality have significantly improved since adoption. Training for supply chain and procurement leadership was updated in early 2025 to reflect these enhancements. Furthermore, as of March 2025, more than 90% of relevant Pure Storage procurement and operations staff received training on sustainability and our sustainable procurement mission.

Data Center Shipment Optimization

In FY25, our data center team undertook a project for supply chain optimization, leading to major GHG emissions reductions in shipping. Namely, we worked with a third-party vendor to send our purchased server equipment directly to their integration center, where packing materials are recycled and shipments are consolidated before being sent to our data centers. Overall, this reduces the number of trucks and deliveries required (in comparison with prior direct shipping from the server manufacturer), and resulting CO2e, by nearly half.

Supplier Sustainability Scorecard

To monitor progress on key supplier metrics, in FY24 we launched our Sustainability Scorecard for key strategic suppliers, which accounts for 10% of the total supplier evaluation. The scorecard promotes transparency and performance across critical areas of supply chain sustainability, including: Responsible Business Alliance (RBA) audit results, third-party assessments (EcoVadis or RBA SAQ), climate-related disclosures (CDP), emissions reduction targets, net-zero commitments, sustainability reporting practices, and resource management—including waste, water, and pollution controls.

In FY25, we completed a full cycle of Sustainability Scorecard assessments. Our Global Head of Sustainability and ESG Controller, together with the Supply Chain Procurement and Supply Chain Assurance teams, conducted quarterly reviews with participating suppliers to share feedback, build capability, and support continuous improvement. As a result, some of our key suppliers joined the RBA, submitted first-time CDP Climate Change disclosures, and completed EcoVadis assessments.

Learn more about our work with suppliers in our [Responsible Sourcing](#) section.

CDP Supply Chain Program

In FY25, we joined the CDP Supply Chain Program to drive climate-related awareness and disclosure across our supplier base, requesting disclosures from over 70 suppliers, representing 70% of supplier spend, with a more than 75% response rate.

ISO-compliant Manufacturing

In FY25, 100% of our tier 1 contract manufacturer final assembly sites were ISO 14001 (environmental management) and ISO 45001 (occupational health and safety) certified. Utilizing contract manufacturers who are certified reflects our commitment to maintaining high environmental and safety standards across our operations.

100%

of our tier 1 contract manufacturer final assembly sites were ISO 14001 and ISO 45001 certified.

>50%

Key strategic suppliers, representing more than 50% of supplier spend, completed the Sustainability Scorecard.



Waste and Circularity: Advancing Circular Practices for a Sustainable Future

Waste and circularity are intrinsically linked, with a circular approach—focused on resource efficiency, reuse, and waste reduction—playing a critical role in minimizing environmental impact.

At Pure Storage, managing waste and advancing circular practices supports our environmental performance, enhances operational efficiency, and aligns with evolving regulatory and stakeholder expectations.

Across our operations at directly leased facilities, we generated 723 metric tons of solid waste (including compost, recycling, and landfilled waste). Because we do not own our leased facilities, and therefore do not manage the associated waste hauling contracts, access to detailed waste generation data remains limited. This is an industry-wide challenge that often results in reliance on square footage-based estimates. Despite this constraint, we are increasingly using actual volumetric data derived from waste invoices, where available.

Pure Storage Facilities launched the Reusable Mug & Glass Program at our Santa Clara Headquarters, joining all EMEA sites in eliminating single-use cups and glasses. As part

of the initiative, employees received reusable hot and cold mugs made from corn-based plastic. Breakrooms were equipped with glassware for soda and water dispensers and ceramic mugs for coffee and espresso machines. The program now spans 80% of our directly leased square footage and helped to eliminate approximately 800,000 single-use cups in 2024. This program, combined with our 2023 initiative to remove single-use plastic bottles, aluminum cans, and glass bottles from all Santa Clara breakrooms, has resulted in an estimated 40% reduction of waste at participating sites.

Refer to [Product Circularity and Lifecycle Stewardship](#) section of this report for more information.

Advancing Circularity in the Supply Chain

We advanced our circularity strategy by collaborating with contract manufacturers to assess packaging and operational waste impacts. Through this collaboration, we initiated the development of facility-specific waste reduction goals, grounded in actual site-level data

and operational conditions. This effort marks a pivotal development in data collection, enabling a more nuanced understanding of waste generation and management practices across our supply chain.

Key Value Chain Waste Management Initiatives

A major contract manufacturing partner achieved UL 2799 Zero Waste to Landfill Platinum-level certification, a third-party validation of complete landfill diversion through reuse, recycling, composting, and energy recovery. This milestone sets a new benchmark for waste performance in our upstream manufacturing network.

We began quantifying the volume of reusable packaging used in inter-site logistics, providing critical insights into material reuse practices and the extent of operational waste avoidance. By systematically tracking these packaging flows between facilities, we are beginning to build a more comprehensive understanding of circular material movements within our operations. This foundational data will serve as a basis for future strategies to optimize packaging design, reduce reliance on single-use materials, and enhance overall resource efficiency.

We enhanced packaging attribute tracking in our bill of materials (BOMs), as part of an extended producer responsibility initiative, improving data quality and transparency and supporting reduction and substitution strategies.

We initiated engagement with our contract manufacturers to estimate e-waste volumes and waste diversion rates. To support consistent and meaningful measurement, we applied our standardized Impact Accounting Framework across all waste-related data, covering both hazardous and non-hazardous waste and analyzing treatment methods within the geographic disposal context. This cross-cutting approach enables us to begin quantifying the impacts of waste that is not recycled nor reused.

Water: Stewarding Resources, Supporting Resilience

Water-related challenges, such as increased drought frequency and shifting regional water availability, and impact on local ecosystems, human health, and community access, are bringing water use into sharper focus.

At Pure Storage, we recognize that responsible water management is essential to our broader environmental efforts. The significance of water as a resource varies by location; while some regions face persistent scarcity, others contend with water quality issues or infrastructure limitations.

Through our Impact Accounting work, we are enhancing our ability to contextualize water usage and withdrawal by factoring in geographic-specific externalities, such as human and environmental impacts from local water scarcity. For our offices, this helps us better understand the relative impacts of water use across our global footprint—even where estimated volumes are low. These insights support more informed, responsible water management across our operations over time.

In FY25, water withdrawal across our directly leased offices, representing 95% of our global footprint, totaled approximately 31,000 (30,724) cubic meters—a slight increase from 29,000 m3 in FY24. This change was driven by our continued office space expansion partially moderated by enhancements to our primarily floor

area-based estimates. Where possible, we now incorporate actual water usage data, which yields more accurate (and often lower) volumes compared to area-based estimates that typically rely on somewhat outdated intensity factors.

As part of our water management efforts, we installed faucet aerators in our UK offices. With this installation, 80% of our directly leased square footage is now equipped with low-flow sink fixtures—reducing overall consumption and supporting our broader environmental sustainability objectives.

We are also continuing to collect and model water-related impacts across our data centers to better understand the direct water consumption from cooling and the indirect water consumption from the electricity used across all data center sites.



Materials and Substances of Concern: Ensuring Compliance through Trusted Partnerships

Our business success and environmental responsibility are linked to managing Materials and Substances of Concern, to prevent negative impacts on human health and the environment during the lifecycle of the materials, through data collection, supplier oversight, and regulatory compliance.



Pure Storage utilizes a third-party, cloud-based software platform, integrated with our Product Lifecycle Management (PLM) and Enterprise Resource Planning (ERP) systems, to collect, manage, monitor, and report compliance data on product materials and substances. The tool tracks and flags substances that are limited or restricted by global regulations like RoHS, REACH, and TSCA. This enables compliance visibility across SKUs and BOMs, minimizing the risk of unintentional non-compliance and supporting safer material choices.

To manage product-level global environmental compliance, Pure Storage leverages a third-party, cloud-based corporate compliance platform. This platform continually monitors regulatory changes and enables us to translate complex legal language into product-level impact and take proactive action to maintain uninterrupted market access. Alerts are shared across engineering, sourcing, and compliance teams to enable rapid alignment and response.

Supplier alignment is a core component of our strategy. To be approved under our Preferred Supplier List (PSL) process, suppliers must meet strict environmental and substance-related criteria, including:

- Conformance to our Restricted Substances List
- Material declaration requirements
- Participation in compliance audits or data collection campaigns

These requirements support chemical transparency and help mitigate downstream compliance risk across our value chain.

As part of our broader compliance strategy, we embedded environmental compliance requirements in every stage of our product lifecycle management (PLM) process:

- Early-phase design reviews identify potential issues with new materials, suppliers, and/or components.
- Compliance checkpoints are built into New Product Introduction and change management.
- Multi-functional collaboration ensures compliance informs design, procurement, and end-of-life decisions.

Pure Storage continues to enhance its approach to materials and substances of concern by integrating regulatory intelligence, supplier controls, and design discipline. This issue remains a top sustainability priority due to its dual importance—protecting public and environmental health while reducing operational and legal risks to the company.

For over six years, Pure Storage has had no significant violations (fines of at least \$10,000 each) of environmental regulations. In addition, we do not emit a material amount of PFCs or VOCs; we lack manufacturing and laboratory research processes that might emit those pollutants.



Future Forward: Our Plans for FY26

Climate Change Adaptation

- Conduct Climate Scenario Analysis for transition risks.
- Develop Phase 1 of the Pure Storage Climate Transition Plan.

Water

- Initiate requests for supplier water disclosures through CDP Supply Chain Program, enhancing visibility into water use, risk exposure, and conservation practices across our supply chain.

Emissions and Energy

- Implement energy efficiency projects across our portfolio.
- Reduce energy consumption and operational costs with smarter systems and efficiency upgrades in our new buildings in Bangalore and Prague.
- Conduct a comprehensive Energy Audit for Pure Storage leased sites.
- Identify energy consumption patterns, inefficiencies, and high-usage equipment for all Pure Storage leased sites and prioritize areas for improvement based on ROI and operational impact.
- Upgrade to energy-efficient lighting systems and integrate smart lighting controls in Staines and Dublin, as well as our new buildings in Bangalore and Prague.
- Optimize HVAC systems (e.g. heating and cooling set points) at all leased sites and regularly inspect, clean, and maintain systems for peak efficiency, as well as upgrade to high-efficiency units with variable-speed drives and modern controls in Lehi and our new building in Bangalore.
- Implement energy-efficient water heating solutions at all leased sites.
- Increase the number of suppliers participating in the Pure Storage Supplier Sustainability Scorecard by 20%, expanding the integration of sustainability metrics into supplier performance management and decision-making.
- Expand CDP Supply Chain Program engagement to 200 suppliers (direct and indirect) to deepen awareness of climate-related risks and reporting practices. We are targeting a 20% year-over-year increase in the total number of suppliers who submit responses and are also beginning to request water and waste disclosures to support more comprehensive environmental reporting.
- Research logistics optimization using a third-party network design tool that can predict and model transportation carbon emissions.



Social

Material Sustainability Topics Covered



Talent Attraction,
Retention, and
Development



Responsible
Sourcing



At Pure Storage, we believe that culture is not a byproduct; it's a strategic priority. We measure the success of our people programs not only by participation, but by the growth of leaders at every level, the inclusivity of our environment, and the strength of our shared values. We've built a workplace where employees lead with authenticity, grow with support, and thrive in a culture rooted in trust, innovation, and belonging. That's how we drive lasting impact—from the inside out."

Niki Armstrong

Chief Administrative and
Legal Officer, Pure Storage



Driving Performance through People, Partners, and Purpose

At Pure Storage, we tackle the world's most daunting data storage and management challenges head on. Our employees know they have the opportunity to change the world. And that's why we thrive.

We are dedicated to fostering an environment where every individual feels valued and heard. From our comprehensive employee programs to our supply chain and nonprofit partnerships, we're actively engaged in driving positive change for our customers and communities worldwide. This is all made possible by our global team of nearly 6,000 dedicated individuals, across more than 30 countries—each one fueling innovation and impact at Pure Storage.



At a Glance

Talent Attraction, Retention, and Development

- Filled 12.9% of roles internally, reflecting our commitment to developing talent from within.
- Maintained the Employee Growth Index in the PoP employee survey at 8.2 / top 25% of the technology industry.
- Launched the Pure Performance Skills Development series for comprehensive learning for every employee, enabling managers and ICs to execute on the company's Performance Management Cycle—supporting a culture of continuous feedback and growth.
- Expanded legal/financial resources program to UK employees, which now covers more than 60% of our global employees, with continued plans to extend reach in FY26.

Community and Belonging

- "Inclusion Starts with You" e-learning course reached more than 2,500 employees with a 92% score, reflecting its relevance across the workforce.
- Employee Resource Group efforts were aligned with business goals, enhancing access to mentorship, leadership exposure, and career development resources.

Health and Safety

- Achieved 98% completion of our internal audits against our Enhesa legal register, following our Audit plan.
- Increased employee engagement by 124% Y/Y in our Floor Warden training program, enhancing emergency preparedness and first aid coverage across 84% of our global offices.

Responsible Sourcing

- Engaged 100% of key strategic suppliers with our Sustainability Scorecard, reinforcing alignment on environmental, labor, and business ethics priorities.
- Implemented enhanced due diligence for all direct suppliers related to sanctions, watchlists, human rights and forced labor, and other risk areas.
- Contracted an independent consultancy to perform a Sustainable Procurement/Ethical Sourcing Program assessment and roadmap.
- Leveraged RBA Validated Assessment Program (VAP) results to monitor RBA, labor, and human rights compliance among our key strategic suppliers (100% above silver with no corrective actions) and Tier 1 production sites (100% scored Platinum with no corrective actions).

Social Impact

- \$2.4M in charitable donations by the Pure Good Foundation (\$1.432M) and Pure Storage (\$958K), an 8% Y/Y increase.
- 44% employee participation in Pure Good giving and volunteering, a 330% Y/Y increase.
- \$583,000+ in employee donations to global nonprofits, a 57% Y/Y increase.
- 7,200+ hours of volunteer time tracked by employees, a 48% Y/Y increase.
- 1,200+ nonprofit organizations supported globally, a 71% Y/Y increase.

The Pulse of Pure

Listening to our employees is essential to knowing where and how to invest. Through our confidential Pulse of Pure (PoP) survey, we gather candid insights into employee sentiment, helping us identify opportunities to enhance the employee experience. We prioritize confidentiality. Responses are fully anonymized and aggregated to ensure individual privacy. Our employee engagement has been consistently solid—which translates into positive customer experiences. In FY25, we achieved a record 87% participation rate in the PoP survey, with 4,970 employees sharing their perspectives.

We believe an inclusive work environment fuels collaboration, sharpens better decision-making, and drives stronger business outcomes. Rooted in our core values, customer first, persistence, creativity, teamwork, and ownership, our culture is grounded in honesty, integrity, and respect. To support our growth, we expanded our talent base by six percent in the past year. We are continually evolving our hiring practices, training and development programs, and well-being offerings to attract and retain top talent. Our strategy is centered on empowering employees to thrive, both personally and professionally, while contributing to the long-term success of Pure Storage.

Survey Results

8.8/10

8.8/10 Proud to work for Pure Storage
Top 10% of tech

8.4/10

8.4/10 Inspired by our purpose and mission
Top 10% of tech

9.0/10

9.0/10 Treated with respect and dignity at work
Top 25% of tech

8.5/10

8.5/10 Recommend as a place to work
Top 25% of tech

8.1/10

8.1/10 Overall employee engagement score
Middle range of tech



Talent Attraction, Retention, and Development: Powering Innovation, Fueling Leadership

At Pure Storage, we know our people are critical to long-term success. To stay competitive in a dynamic marketplace, Pure Storage invests in both recruitment and upskilling.

That’s why we take a holistic approach to talent, attracting top candidates, retaining key talent, and creating a workplace where every employee feels safe, valued, and empowered to grow. Pure Storage offers more than just a job; we provide cutting-edge work, a vibrant culture, competitive compensation, and benefits designed to meet the diverse needs of our teams. It’s a workplace where people thrive while building the future data storage platform.

Talent Attraction

In FY25, we sharpened our focus on talent attraction as a key driver of Pure Storage industry leadership. Our efforts centered on scaling with purpose—refining strategies, programs, and processes to attract and retain exceptional talent in a competitive market.

From the first touchpoint to final offer, we prioritized candidate experience to ensure a thoughtful, engaging, and inclusive recruitment journey. Our goal is clear—to connect top-tier professionals with meaningful opportunities at a company known for innovation and impact.

In Q2 FY25, the Talent Acquisition team launched the Level 1 Foundations Interview Certification alongside the new Global Account Executive (AE) structured interview process. Designed for all AE interviewers, the certification promotes consistent, fair, and high-quality candidate evaluations.

89%

We’re proud to report a 89% certification completion rate among the targeted Global Sales organization—reflecting strong commitment to hiring excellence.

This year, we advanced operational excellence through consistent global policies, streamlined processes, and new technology platforms to boost efficiency and data integrity.

We continue to promote excellence by empowering hiring managers to take ownership of quality outcomes and implementing structured interview practices tailored to key

talent segments. We create opportunities for meaningful engagement by hosting tech talks in our offices and sponsoring community events, giving candidates direct access to our leadership and culture.

We are also exploring ongoing efforts to expand university recruiting partnerships and strengthen talent pipelines. We believe that sourcing candidates from industry conferences is a key strategy for expanding our talent pipeline, fostering innovation, and building strong external partnerships. These events help us engage with a broader range of professionals, strengthen our brand, and build meaningful connections across the industry. These efforts reflect our commitment to attracting top talent through a vibrant, inclusive and forward-thinking workplace, strengthening our talent bench and enhancing our ability to compete in a dynamic market.

Looking ahead, we’re continuing to invest in a scalable, data-driven recruitment engine that fuels the long-term growth and innovation of Pure Storage.



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 detail their skills and career goals, to aid our talent acquisition team in actively considering qualified internal candidates for suitable positions. In FY25, 12.9% of open positions were filled by internal candidates. In the future, we aim to increase internal mobility through enhanced data tracking and provide greater transparency around open positions.

12.9%

of open positions were filled by internal candidates.

Employee Wellness

Our ability to attract and retain top talent requires a strong employee experience which starts with meaningful support for well-being. At Pure Storage, our benefits program is designed to attract and retain top talent, placing employee health and well-being front and center.

Policies

- Global Family Leave Policy
- Flexible Paid Time Off Policy

Our holistic approach helps employees thrive both at work and in life. We offer comprehensive medical, dental, and vision coverage, life and disability insurance, and programs supporting overall well-being, including mental health coaching, nutrition, and exercise programs via our benefits portal and the Purely You educational series. We encourage a culture of self-care and taking care of our loved ones with our flexible time-off policy, as well as provide resources for financial planning, family-forming assistance, parental and adoption leave, and support through various stages of healthcare needs.

In FY25, we expanded our legal and financial resources program to our UK employees. This program now covers more than 60% of our global employees, and we will continue to explore global benefit expansions in FY26 and beyond.

Health	Financial	Life
Medical	401(k) Plan	Flexible Paid Time Off
Prescription Drugs	Health 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	

Well-Being Benefits Offered Globally Include:

Physical Well-being Benefits

Through Grokker, we offer resources and programs that help employees incorporate daily activity into their schedules, including a library of fitness, nutrition, and mindfulness videos supporting long-term physical health and well-being goals.

Mental Well-being Benefits

Licensed mental health professionals are available 24/7/365 to support employees and their families with work-life topics impacting overall well-being including stress, anxiety, depression, substance abuse, or other behavioral issues. Through Lyra, we offer 20 confidential therapy sessions per person per year at no cost for employees and eligible family members (spouses, domestic partners/significant others, and children). We also have meditation/wellness rooms in our Santa Clara (CA), Lehi (UT), Bangalore (India), Dublin (Ireland), and Prague (Czech Republic) offices.

Family Well-being Benefits

The well-being of a person, in their various roles in life, such as a parent, a family member, and a Pure Storage employee, is our top priority. Our benefit partners offer confidential support for employees and their loved ones throughout their family-building journey at no cost. We support time away or leave through our Global Family Leave and Time Off policies. Informational, financial, and dedicated guidance support is available through our family benefit partners (Carrot, Cleo, and Inflection). Through Cleo, we also provide support for employees at every stage, from family planning to parenting and caring for aging loved ones. Lastly, 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.



Talent Development

At Pure Storage, we view talent development as a strategic enabler of business performance, leadership strength, and long-term growth. Our approach is designed to be scalable, impactful, and aligned with our business strategy, ensuring that employees and leaders are equipped to perform, grow, and lead in a rapidly evolving environment. Our strategy integrates leadership development, individual coaching, and performance management into a cohesive system that drives accountability, engagement, and retention. In FY25, these efforts contributed to our 8.2 Growth Index rating on the PoP Survey, placing us in the top quartile of the tech industry for employee satisfaction with development opportunities.

Leadership Academy

The Pure Leadership Academy provides targeted learning experiences for employees at every stage of their leadership journey—from first-time leadership roles to executives. In FY25, the program reached a global participation rate of 79% with a Net Promoter Score (NPS) of 50 and an applicability score of 92%, reflecting strong engagement and impact.

To further build management capabilities, we expanded our People Manager Essentials program—equipping leaders with the tools to hire, develop, and retain high-performing teams. In FY25, 62% of targeted managers completed the program.

To support performance and growth across the organization, we delivered scalable, high-impact learning through our

Pure Performance Skill Development series. Focused on the four key talent management touchpoints—Goal Setting, Mid-year Check-ins, Career Development, and Annual Reviews—the series provided practical resources to managers and employees. In FY25, 70% of managers accessed the Manager Guide, and 1,500 employees used the Employee Guide. By embedding development into the flow of work, we are strengthening our culture of continuous improvement.

Our Individual Coaching program brings personalized, one-on-one coaching to employees across levels and regions.



Career Week

In October 2024, Pure Storage hosted its third annual Career Week, featuring a mix of career-focused workshops and on-demand learning and development sessions, encouraging employees to focus on their career interests and growth. The week included office-based and virtual events, including speed mentoring and networking, aimed at helping employees become their “A+” self. More than 1,800 employees participated in the 15 different events across the Americas (AMER), Europe, Middle East and Africa (EMEA), and Asia Pacific and Japan (APJ) regions.

In FY25, more than 300 employees received coaching with measurable outcomes:

10%

increase in top performance ratings among coached employees

13%

lower attrition rate (improving retention) among coached employees

These results highlight the tangible value of targeted, personalized development for both individual and business performance.

Performance Management

FY25 marked a significant milestone in our performance management evolution. We successfully scaled a full-year cycle anchored in continuous feedback, growth, and recognition.

96%

of employees set individual goals.

88%

participated in mid-year check-ins.

95%

completed year-end performance conversations.

This structured approach, integrating self-assessments, manager feedback, and calibration, reinforces alignment, accountability, and transparency. It also ensures performance is recognized and rewarded, while providing clear direction for development.

Community and Belonging: Fostering a Strong and Inclusive Team

At Pure Storage, we believe an inclusive and connected culture is essential to innovation, performance, and long-term success. We foster a workplace where all employees feel valued and supported, and where fair, consistent talent and pay practices drive opportunity and growth.

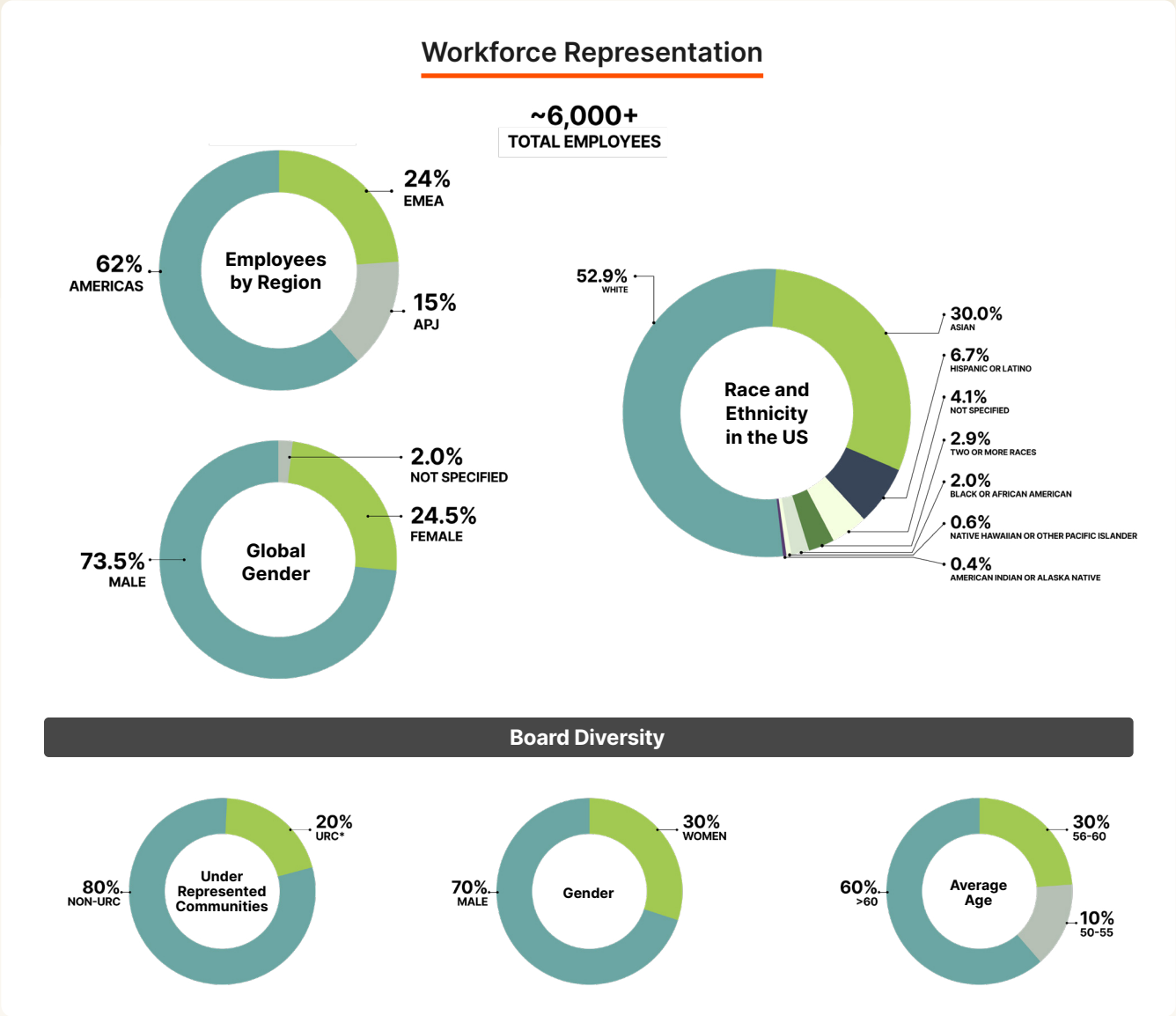
Our efforts—from talent development and executive sponsorship to employee resource groups (ERGs) and pay equity—are not standalone initiatives. Together, they drive retention, increase representation, and ensure that diverse talent can thrive and lead at every level.

Leadership Accountability and Transparency

We assess and recognize leadership behaviors that contribute to a workplace where all employees can do their best work. Our leaders review our Pulse of Pure survey results annually and take targeted action as needed to strengthen workplace engagement and collaboration. Workforce progress is shared regularly with our Board of Directors to maintain visibility and accountability.

Workforce Representation

We continue to track representation among historically underrepresented groups (URGs) in the tech industry, including Black, Hispanic, Native American, Native Hawaiian/Pacific Islander, and multiracial individuals.



*(Ethnic, Racial Or LGBTQ Diversity)

Employee Networks and Community

Our ERGs help foster connections, professional growth, and a sense of belonging, reinforcing our culture of inclusivity and teamwork. Supported by executive sponsors, Community Engagement Center of Excellence (COE) resources, and funding, each ERG offers professional development, allies, and connections across the business.

- **Able@PureStorage:** Focuses on the visibility and support of disabled employees.
 - **AsianPacificIslander@PureStorage:** Brings together and supports colleagues globally connected to the Asian Pacific Islander community.
 - **Black@PureStorage:** Brings together and supports colleagues globally connected to the black community.
 - **Latin@PureStorage:** Brings together and supports colleagues globally connected to the Latin 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.

Fair and Consistent Talent and Pay Practices

Pure Storage remains committed to building a workplace where all employees have opportunities to thrive and grow through data-informed strategies and leadership development. We apply structured, data-driven approaches to ensure fairness and objectivity in hiring, compensation, performance reviews, and promotions. Regular pay reviews and tracking of career progression help support transparent and consistent advancement opportunities.

In January 2025, we launched Catalyst, a one-year global sponsorship program aimed at enhancing gender and URG representation at top levels by accelerating talent development. This in-house program paired 16 top talent individuals with executive leaders who advocated for, connected, and coached participants. All 16 completed Individual Development Plans.

Our compensation programs are designed to reward performance and contributions while ensuring consistency across roles and levels.

Managers are equipped with objective guidelines to support clear, performance-based decisions. We also conduct semi-annual pay equity reviews with an independent, third-party firm to ensure that our pay practices remain competitive and aligned with role expectations and market benchmarks.

By providing clarity around how decisions are made and defining what success looks like, we foster trust, strengthen engagement, and reinforce our commitment to building an equitable, high-performing workplace.



At Pure Storage, we're redefining what an inclusive workplace looks like. Through our ERGs, including Able (our ERG dedicated to advocating for and supporting employees with disabilities), we're building a culture where everyone, especially our disabled and neurodivergent communities, feels seen, supported, and empowered. As Executive Sponsor of Able, I'm committed to championing this work because when people truly belong, innovation thrives!"

Paolo Juvara

Executive Sponsor,
Able / Chief Digital
Transformation Officer,
DTG, Pure Storage



In FY25, Able partnered with Auticon, to complete a Neuroinclusion Maturity Assessment. Our maturity score after the assessment was 2.66 out of a possible 4.00, a strong outcome for our first step into the world of neuroinclusion.

Celebrating Our ERGs



Health and Safety: Protecting Every Person, Every Place

Pure Storage prioritizes the health and safety of our employees, as well as our business partners, emphasizing a safe and healthy work life. Our Environmental Health and Safety (EHS) program not only protects human capital, and ensures compliance; it also contributes to business performance, resilience, and stakeholder trust.

A proactive EHS approach reduces incidents, strengthens employee well-being, and enhances productivity. It also protects business continuity by anticipating risks and preparing the organization to respond effectively to disruptions, minimizing downtime, and protecting people and assets. Our global EHS program is steered by the Global Safety and Security Department, with collaborative support from the Legal, HR, Facilities, Finance, Sustainability teams, and the Countries’ site leaders.

In FY25, we made several advancements that expanded the scope, maturity, and reach of our EHS program. These initiatives help drive operational consistency, support regulatory readiness, and reduce risk exposure across our global footprint.

EHS Policy

The Pure Storage Environmental Health and Safety (EHS) Policy applies across all global operations and extends protections to employees, contingent workers, customers, and partners alike. In FY25, we updated the policy to reflect a broader scope and stronger commitment. Key updates include:

- Extending coverage beyond employees to include individuals under Pure Storage supervision
- Aligning with international EHS standards and regulations
- Formalizing stakeholder consultation
- Establishing quantitative performance targets and committing to continuous improvement

EHS Audit Program

We continued conducting internal audits against our Enhesa legal register, achieving 98% completion of the audits at our global office locations in FY25. These audits strengthen legal compliance and provide early visibility into potential risk areas.

Employee Engagement and Preparedness

Employee engagement plays a critical role in advancing health and safety. Employee participation in our Floor Warden Program increased by 124% Y/Y, covering 84% of our global office locations—improving readiness for emergency scenarios through a safety plan and first aid training. EHS Global Awareness Training rolled out via our LMS in the final two months of FY25, achieving 40% completion. This foundation sets the stage for broader safety culture engagement in FY26.

Ergonomic Program

We improved our ergonomic program, implementing the first ergonomic guideline for our employees, published on the company intranet. We performed ergonomic onsite evaluations and online evaluations through our PBergo application on a global level. Thanks to a systematic approach and engagement of the involved parties, the ergonomic program saw increased participation and satisfaction. Employees who reported improvements after ergonomic evaluation increased from 53.33% in CY2023 to 58.70% in CY2024.

Incident Reporting

In FY25, a cross functional project was launched to create and implement an Incident/injury/observation platform to support systematic tracking. Once fully deployed, this system will enable consistent reporting, faster resolution, and better trend analysis across sites.

California Workplace Violence Prevention Plan

In response to CA SB 553, we launched mandatory, annual training on violence prevention that covered all our CA employees and included procedures for identifying and evaluating workplace violence hazards, preventing violence, and responding to incidents. In compliance with SB 553, Pure Storage will also maintain records of its WVPP, including training records and violent incident logs.

Corporate OHS Manual and Risk Assessment

In FY25, the EHS Team implemented the first Operational Health and Safety (OHS) Corporate Manual that documents the OHS System at Pure Storage. The OHS Manual is available to all our employees on the company intranet, and it includes the Corporate OHS Risk assessment, as a template of the most common hazards, risks, and mitigating measures.

98%

FTE coverage of our 22 global office locations for our EHS Audit Program.

71%

Employee participation in our Floor Warden Program increased by 53% Y/Y, covering 71% of our global workforce in 22 global office locations.

Responsible Sourcing: Supplier Sustainability, Ethics, and Accountability

At Pure Storage, responsible sourcing reflects our commitment to upholding human rights, respecting labor standards, and building a resilient and ethical supply chain.

We acknowledge that supply chain misconduct, such as unfair labor practices or non-compliance with human rights standards, can result in significant business risks, including reputational harm, regulatory penalties, or loss of customer trust. To mitigate these risks, we expect our vendors and suppliers to adhere to the highest ethical principles, as defined in our Supplier Code of Conduct and Sustainable Procurement Policy. These expectations apply to manufacturing partners, components suppliers, and key logistics partners.

Our Expectations of Suppliers:

- 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

100%

of key strategic suppliers certify compliance with our supplier code of conduct or equivalent

100%

of new suppliers certify compliance with our supplier code of conduct or equivalent.

Enhancing Our Supplier Training, Screening, and Assessment

In FY25, we deepened our commitment to responsible sourcing by advancing supplier training, due diligence, and risk monitoring processes. Following a third-party Ethical Sourcing and Sustainable Procurement assessment, we took targeted steps to improve the maturity of our policies, processes, and tools. As part of this effort, we launched updated internal and external training campaigns focused on key compliance and ethical sourcing topics.

- 80% of key strategic suppliers have completed training and recertification on our supplier code of conduct, with a focus on forced labor risk mitigation, anti-corruption, and our Supplier Code of Conduct expectations.
- More than 90% of targeted Pure Storage employees completed Sustainable Procurement training.
- More than 80% of targeted Pure Storage employees completed Forced Labor Detection and Risk Mitigation training.

We also implemented enhanced due diligence for 100% of our direct suppliers and key second tier suppliers—screening for sanctions, watchlists, human rights and forced labor, ownership, reputational, and other risk areas—in partnership with a Gartner® Magic Quadrant™ leading Supplier Risk SAAS provider.

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, our supplier code of conduct, diversity, data privacy, and information security.

To encourage ongoing accountability, we continue to utilize our Sustainability Scorecard as part of the broader supplier evaluation process. The sustainability component contributes 10% to each supplier's overall score and supports quarterly engagement with key strategic suppliers representing more than 50% of supplier spend. This engagement has helped encourage adoption of RBA standards and participation in platforms, such as EcoVadis, advancing supplier maturity and disclosure on labor, ethics, and environmental performance.



Your expertise, guidance, and knowledge sharing have had a significant positive impact on (our) ESG progress. Your insights and contributions have helped us navigate key challenges, ensuring that our project aligns with best practices and delivers meaningful benefits to both our organizations. We truly appreciate the time and effort you have dedicated to this collaboration."

Pure Storage Key Strategic Supplier





Responsible Business Alliance

Advancing Sustainability Globally

As an RBA member, we also participate in the Validated Assessment Program (VAP), which provides independent, onsite, third-party audits across labor rights and broader code compliance areas.

In addition to RBA VAP participation, we engaged several Tier 1 and Tier 2 strategic suppliers in the RBA Self Assessment Questionnaire (SAQ) process. We also continued our Pure Storage-led supplier site audits, which allow our risk and compliance professionals to engage directly with suppliers, discuss VAP audit outcomes, and ensure follow-through on corrective actions and compliance with sustainability requirements.

RBA VAP Audits

Leveraged RBA VAP results to monitor labor and human rights compliance:

100% of Tier 1 production sites scored Platinum with no corrective actions

100% of key strategic suppliers scored silver or above

Modern Slavery and Responsible Minerals Sourcing

The Pure Storage Modern Slavery Risk Mitigation Program is designed to proactively identify, assess, and address risks of modern slavery in our operations and supply chain. The program integrates screening, risk assessments, training, and audit activities across our supply chain and includes systematic human rights monitoring of 100% of direct supply chain spend. We partner with a supplier risk platform and independent consultancy to benchmark our approach and continuously improve. No (0) child or forced labor incidents were identified in our company-owned operations

in FY25, and we remain committed to further enhancing our visibility, monitoring, and risk mitigation as we continue to mature our program.

Pure Storage upholds the responsible sourcing standards outlined by the RBA and the Responsible Minerals Initiative (RMI) with respect to conflict minerals (tantalum, tungsten, tin, and gold or “3TG”). Consistent with our values, we aim to avoid contributing to conflict through our procurement practices. To support this, we take steps to determine

Pure Storage Supplier Engagement and Risk Management

100%

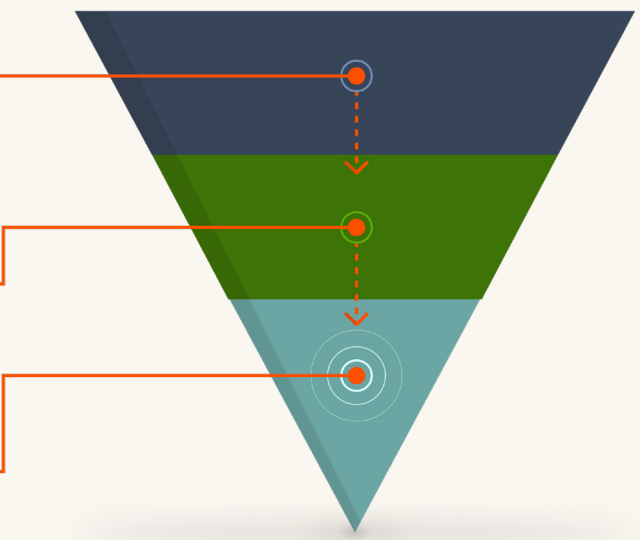
- Certify Supplier Code of Conduct or Equivalent
- Onboarding Screening and Assessment
- Risk Assessment and Due Diligence Activities
- All Suppliers—Direct and Indirect

100%

- Direct Suppliers (Including Key 2nd Tier Suppliers)
- Robust Monitoring and Due Diligence (Human Rights, Adverse Press, and Other Risk Areas)
- Training Campaigns

100%

- Key Strategic Suppliers
- Sustainability Scorecard
- RBA VAP Audit and SAQ
- Targeted Training



whether conflict minerals that may finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries are present in our supply chain.

Refer to our Policy and Report on Conflict Minerals for additional information, which includes policies, membership, relevant due diligence, and monitoring.

Together, these efforts form the foundation of a sourcing program that supports ethical conduct, legal compliance,

customer confidence, and operational continuity. As global expectations evolve, we will continue to refine our oversight and partnerships to ensure that our supply chain reflects Pure Storage values and commitments.

- Our Statement against Slavery and Human Trafficking
- Our Conflict Minerals Policy
- Our Annual Conflict Minerals Report

Social Impact: Amplifying Good—Together

Pure Storage and the Pure Good Foundation drive positive community impact by engaging employees and nonprofits, aligned with the company’s goals to recruit top talent, retain employees, and foster a purpose-driven company culture.

Pure Storage and the Pure Good Foundation make strategic grants, engage employees as donors, volunteers, and community champions, and amplify Pure Good programs in order to live out our commitment to “Go Do Good.”

Pure Storage and the Pure Good Foundation



FY25 Charitable Contributions

\$2.4M
in charitable donations by the Pure Good Foundation (\$1.432M) and Pure Storage (\$958K)

44%
employee participation in Pure Good giving and volunteering (330% Y/Y increase)

\$583,000+
in employee donations to global nonprofits (57% Y/Y increase)

7,200+
hours of volunteer time tracked by employees (48% Y/Y increase)

1,200+
nonprofit organizations supported globally (71% Y/Y increase)

“Pure Storage and the Pure Good Foundation empower employees, address community needs, and build partnerships to create meaningful change. I am proud to work for a company that deeply engages with and supports communities around the world.”

Joe Pinto
President,
Pure Good Foundation
Chief Customer Experience Officer,
Pure Storage



This year, the Pure Good Foundation focused on making it easier for Pure Storage employees to participate in social impact initiatives, significantly enhancing employee engagement and pride while deepening our positive impact on the community. We also embarked on a comprehensive review of existing Pure Good Foundation programs, policies, and practices, resulting in the streamlining of our employee volunteering programs, the launch of a new volunteer rewards program and various operational updates to ensure ongoing compliance to all relevant regulations.

Strategic Grantmaking

Pure Storage and Pure Good Foundation provide strategic grants with a focus on driving positive change in key focus areas, including environmental sustainability, workforce development, and critical human needs and disaster response. These grants help create transformational change and foster deeper engagement within our local and global communities while aligning with core business strategies related to workforce development and sustainability.

“

Our relationship with the Pure Good Foundation is truly special. They not only provide vital financial support that helps us achieve our mission, but they also enhance the skills and networks of our members through their heartfelt volunteer work and executive engagement. This deep, meaningful collaboration feels like a true partnership, where together we create lasting positive impacts for our community”

Sue Harnett
Founder and CEO,
Rewriting the Code

REWRITING
THE CODE

Workforce Development

We know an inclusive workplace enables creativity and business success. Pure Good Foundation provides grants that break down barriers and expand access to opportunity, helping strengthen pathways into technology careers, in alignment with the company's broader efforts to build a more diverse and inclusive workforce.

In FY25, the foundation expanded its collaboration with Rewriting the Code, the largest peer-to-peer network of women in tech, providing support, mentorship, and education that helps pave the way for sustainable careers, professional advancement, and equal opportunities. In addition to providing financial support for the organization's core programs and services, Pure Storage employees dedicated time and talent to support the professional development of RTC members.

In addition, Pure Good Foundation hosted nearly 30 Rewriting the Code members at Pure//Accelerate® 2025, the Pure Storage annual customer conference. RTC attendees had the opportunity to experience conference keynotes and breakouts, build relationships with Pure Storage talent acquisition leaders and engage in meaningful speed networking sessions with select conference attendees and Pure Storage executives, including both the company's CEO and co-founder.

Environmental Sustainability

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. While environmental-focused volunteering continued, the foundation's environmental sustainability grantmaking portfolio was on pause in FY25 as it underwent a strategic redesign.

Basic Human Needs and Disaster Response

We believe everyone should have access to nutritious food, clean water, and safe and stable housing. This year, we introduced a Disaster Response Matrix to guide fair and consistent responses to natural disasters that impact communities near our office locations and around the world.

Second Harvest Volunteers



Employee Giving and Volunteering

The Pure Good Foundation fosters a culture of teamwork and giving back by offering Pure Storage employees programs to amplify their community impact. These include matching gifts and volunteer rewards up to \$1,500 per employee per calendar year, Board service grants in honor of employees who give their time and talent on nonprofit boards, group volunteer grants for team-based volunteering, and new hire rewards to introduce new employees to our culture of generosity early in their Pure Storage tenure.

This year, the company also launched a pilot **Volunteer Time Off program** (40 hours per CY) for U.S. full-time employees to facilitate employee volunteerism during the work day. We plan to expand this impactful program to additional countries in the coming years.

44%

of all Pure Storage employees worldwide participated in Pure Good programming, a 330% increase from the previous year.

To increase its community impact, build employee pride and inspire employees to get involved in Pure Good programs, the foundation ran the first ever **Pure Good Giving Challenge**. Every regular, full-time employee around the world had the opportunity to direct \$50 USD

of foundation funding to one of five preselected nonprofit organizations: One Tree Planted, People in Need, Rewriting the Code, Sankalpa Rural Development Society, and the World Food Programme USA. Over \$125,000 was donated by Pure Good Foundation thanks to the 43% of employees worldwide that participated.

In addition to providing financial donations, with support from Pure Good Foundation, employees around the world gave their time to local causes. For example, at Pure Performers Club in May 2024, Pure Storage employees and their guests worked to revitalize Alaka'i O Kaua'i Public Charter School in Hawaii, building and painting picnic tables, renovating an existing art classroom and providing general landscaping to beautify the school. In Prague, employees continued their long-time engagement with Czech-based Sazime Stromy, planting trees to support environmental sustainability. In India, employee volunteers visited a local school to raise awareness about the importance of recycling, the need to reduce plastic usage, and to encourage better environmental practices. And in the UK, employees donated their time serving meals for those facing food insecurity. By engaging Pure Storage employees in acts of service, we strengthen relationships amongst employees while making a positive impact in the community.

The Pure Good Leadership Council

Empowering employee champions to activate Pure Good in their local community

The Pure Good Leadership Council (PGLC) plays a vital role in advancing Pure Good's mission to enhance social impact globally. Council members are advocates for community engagement and volunteerism at their respective locations, organizing and promoting regional activities, supporting strategic volunteering initiatives, and collaborating with nonprofit organizations aligned with Pure Good's priority areas. Through their efforts, the PGLC helps build a culture of giving and drives meaningful contributions to the local and global communities. Additionally, participating in the PGLC offers employees valuable professional development by helping them acquire new skills, foster connections across the organization, and strengthen their leadership abilities.

Policies

The Pure Good Foundation reviewed and updated existing policies, creating new ones where necessary to align with its evolving strategy. This process is part of the foundation's ongoing commitment to transparency and strong governance practices.

Notably, the foundation created its first comprehensive Employee Giving and Volunteering Policy, designed to extend the community impact of employee financial donations and volunteerism to qualified nonprofit organizations, while ensuring compliance with relevant regulations and Pure Good Foundation policies.



Being part of the Pure Good Leadership Council and volunteering with Pure Good Foundation allows me to stay connected to causes I care about, which has always been important to me. Receiving a Board Member Grant in 2024 for my work with Kintari Foundation was just another meaningful way the foundation supports causes that matter to me."

Mei Malkova
Pure Storage Employee,
Prague, Czech Republic





Future Forward: Our Plans for FY26

Talent Attraction, Retention, and Development

- Launch strategic talent attraction initiatives aligned with our vision for consistent processes, skills based hiring, and performance metrics.
- Expand benefit programs to support employees and their families for all of life's inflection points including raising teenagers, mid-life health challenges, going through divorce, and being a caregiver for older family members.
- Launch of a pilot in EMEA, granting employees access to the Aubilities Platform, which offers a range of resources, including videos, podcasts, and blogs on neurodiversity.
- Launch Parental Journey Program⁹ to support female employees pre- and post-parental leave and assist employees in significant life transitions, offering policy enhancements, benefits guides, and resources to underscore our dedication to the Pure Storage family's well-being.
- Leadership Academy will focus on empowering employees and leaders at every stage of their journey. We'll invest in scalable programs that support effective hiring, expand career development resources, and grow our coaching offerings to drive personalized growth.

Community and Belonging

- Complete a full compliance audit in line with Executive Orders and address any identified gaps by year end.
- Achieve ≥80% capacity for ERG Sponsors and Leads and increase ERG membership by 20% Y/Y.
- Streamline inclusion data reporting and ensure delivery of Sustainability, Inclusion, EEO-1, and AAP reports.
- Implement maternity and paternity leave return policy and reduce the number of colleagues exiting the business within 12 months after their leave.

Health and Safety

- 80% of employees complete EHS Global Awareness Training, in the countries where it is mandatory.
- Rollout the Workplace Violence Prevention Plan to all US sites.

Responsible Sourcing

- Update sustainable procurement policy to strengthen governance, scope, and targets.
- Conduct additional benchmarking of our Forced Labor program by third-party subject matter experts.

Social Impact

- Introduce Global Week of Service, engaging onsite and remote employees globally through volunteerism.
- Re-launch Pure Good Foundation's environmental sustainability grants portfolio.
- Deepen employee engagement by increasing employee volunteerism rates from 7% to 15%.





Governance

Material Sustainability Topics Covered



Ethics and Compliance



Data Security and Privacy

“

Governance is the backbone of our long-term strategy—shaping how we lead with integrity, ensure accountability, and safeguard the data entrusted to us. Through strong oversight, ethical practices, and robust privacy and security systems, we’re building the resilience and transparency our stakeholders expect in a rapidly evolving world.”

Todd Wheeler

General Counsel, Pure Storage



Acting with Integrity and Accountability

Robust governance is foundational to the long-term success of Pure Storage.

Our governance approach is grounded in ethical conduct, transparency, accountability, and data security. We are committed to maintaining strong leadership structures, policies, and effective oversight systems that support responsible decision-making

across our business. Governance at Pure Storage encompasses managing impacts, risks, and opportunities; promoting ethics and data security; and embedding sustainable practices into our corporate culture, business operations, and supply chain.

At a Glance

Corporate Governance

- Achieved Y/Y increases in sustainability ratings, including CDP Climate, EcoVadis, and S&P Global Corporate Sustainability Assessment.
- Conducted a preliminary Double Materiality Assessment to identify Pure Storage sustainability-related impacts, risks, and opportunities.
- Completed second Impact Accounting model in partnership with the Value Balancing Alliance (Q1 FY26).

Ethics and Compliance

- Strengthened anti-corruption posture with an ISO 37001-based internal maturity assessment.
- Conducted robust, third-party risk mitigation activities, including risk assessments, due diligence, training, monitoring, and auditing activities.
- Achieved record employee engagement (360% Y/Y increase) for our annual Compliance Week training and outreach.

Data Security and Privacy

- Inaugural SOC2 Type II report issued for Portworx cloud offerings.
- SOC2 Type II report issued for Pure1 cloud platform.
- Pure Storage NIST validation for FIPS 140-3 covering FlashArray.
- ISO/IEC: 27001:2013 recertification for Portworx, covering 100% of our InfoSec Management System.
- Completed an Internal Global Privacy Protection Audit highlighting opportunities to improve our incident response processes and create greater alignment with our cybersecurity teams.

Corporate Governance: Accountability That Builds Trust

At Pure Storage, strong corporate governance is foundational to building stakeholder trust, driving long-term business performance, and advancing our sustainability commitments.

Our governance structure defines responsibilities and reporting lines, providing a clear framework for ethical conduct, transparent decision-making, and effective oversight across all levels of the organization.

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. In FY25, the Board operated through four standing committees, each of which meets at least quarterly and is responsible for key areas of oversight, including specific sustainability topics.

In FY25, in an effort to deepen understanding of emerging climate and biodiversity risks, opportunities, and how to navigate the transition to a low carbon economy, one of our Board members completed a Climate and Biodiversity certificate program.

Our Corporate Governance Guidelines direct the activities of our Board and establish a framework that enables directors and management to effectively advance our business objectives.

[More about Our Governance Policies and Practices](#)

Board of Directors

FY25 MET: 5X | MEMBERS: 10

Audit Committee

FY25 MET: 8X | MEMBERS: 3

Oversees Pure Storage corporate accounting and financial reporting processes, internal control over financial reporting and audits of financial statements, legal and regulatory compliance, the ethics and compliance program, and Pure Storage sustainability program and reporting.

Compensation and Talent Committee

FY25 MET: 6X | MEMBERS: 3

Reviews and determines compensation to be paid to Pure Storage executive officers and directors and provides oversight of Pure Storage human capital management and community and belonging, including talent acquisition, development, and retention efforts.

Nominating and Corporate Governance Committee

FY25 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.

Risk Committee

FY25 MET: 4X | MEMBERS: 3

Oversees Pure Storage risks relating to company operations and Pure's information technology use and data security, as well as the Pure Storage internal controls and disclosure controls and procedures relating to cybersecurity incidents, as well as the guidelines, policies, and processes for monitoring and mitigating such risks.

[Our Board of Directors: 2025 Proxy Statement](#)

Sustainability Governance Structure	
Board Committees	Audit: Oversight of sustainability program and reporting. Compensation & Talent: Oversight of human capital management. Nominating & Corporate Governance: Recommends corporate governance practices. Risk: Oversight of risks relating to company operations and Pure Storage information technology use and data security.
Sustainability Executive Sponsors	Meet quarterly to review strategy, plans, and disclosures: Accountable for signing off on sustainability strategy and goals, and championing sustainability cross-functionally.
Executive Management	Executive leaders accountable for setting and implementing functional level strategy and goals, as well as monitoring relevant impacts, risks and opportunities.
Sustainability Committees & Working Groups	Cross functional leaders responsible for gathering stakeholder feedback, setting, measuring, and achieving sustainability goals; and escalating sustainability-related risks to Sustainability Executive Sponsors as needed.

Sustainability Governance Structure

As Pure Storage advances on its sustainability journey, we continue to evolve our governance model to ensure strong oversight, clear accountability, and effective management of sustainability-related impacts, risks, and opportunities. Our governance structure supports long-term value creation and business resilience by embedding sustainability into decision-making and strategic planning across the company.

At Pure Storage, sustainability is integrated across functions, influencing product development, operations, supply chain management, and stakeholder engagement. Our Global Head of Sustainability leads our sustainability

strategic planning and disclosures, creating organizational alignment and turning ambition into action. This role reports to our Chief Administrative and Legal Officer, who reports to the Chairman and CEO.

Our Global Head of Sustainability works closely with both our ESG Controller and our Product Sustainability Technical Lead to operationalize our strategy. The ESG Controller reports to the CFO, ensuring both regulation and audit readiness of our sustainability disclosures and incorporating sustainability strategies and targets into strategic planning, budgeting, and forecasting processes. Working with the Product Sustainability Technical Lead, who reports to the

CTO, ensures we continue to drive energy, space, and waste reductions across our product portfolio and provide accurate disclosures on our product's carbon footprint.

In FY25, we implemented a new, purpose-built sustainability reporting SaaS solution that simplifies data collection, automates survey workflows, and enhances reporting and disclosures, while ensuring data rigor and auditability.

Sustainability Committee

Our Sustainability Committee meets approximately monthly and is composed of vice president and director-level subject matter experts who represent key business functions, including Sustainability, Finance, Audit, Office of the Chief Technology Officer, Office of the Chief Visionary Officer, Human Resources, Legal (including Ethics, Compliance and Privacy, and Corporate and Securities), Global Communications, Global Facilities Operations, Data Center Infrastructure Engineering, Supply Chain Operations, and Marketing. This cross-functional group plays a central role in shaping the Pure Storage sustainability strategy, setting and monitoring progress against quantifiable goals, and ensuring alignment with evolving regulatory requirements and disclosure frameworks. They provide insight on evolving stakeholder expectations. Committee members serve as liaisons to their respective executives, elevate emerging issues, and drive integration of sustainability priorities within their respective functions.

Additional topic-specific committees and working groups are established as needed to help drive additional focus on key initiatives. In FY25, our Sustainability Regulatory Committee and Impact Accounting Working Group each brought together cross-functional leaders to ensure informed oversight, integrated decision-making, and information-sharing across departments and regions, embedding regulatory readiness and impact accounting approaches across the organization.

Functional Owners

Executives for each of our DMA sustainability topics are responsible for reviewing progress and the work of the Sustainability Core Committee.

Sustainability Executive Sponsors

The Pure Storage sustainability program is overseen by our three sustainability executive sponsors—CALO, CTO, and CFO—who meet at least quarterly with the Global Head of Sustainability, the ESG Controller, and the Product Sustainability Technical Lead to review strategy, progress against goals, and provide guidance and approval for new initiatives and investments. Our sustainability executive sponsors are responsible for elevating sustainability-related topics to the rest of E-staff, during twice yearly corporate operational reviews, as well as to the Board, as needed. In addition, the CALO provides a sustainability update to the Audit Committee on a quarterly basis, and the Global Head of Sustainability provides a report out to the full Board annually.

Global Regulations

In FY25, we continued to monitor and adapt to the evolving global sustainability regulatory environment. Our Regulatory Working Group remained central to this effort, led by our ESG Controller and Global Head of Sustainability, and supported by senior cross-functional leaders from Legal, Accounting, Audit, Product Sustainability, Supply Chain, and International Controllershship.

We conducted a comprehensive regulatory scan of our legal entities and initiated a gap assessment and roadmap for global sustainability regulations. As part of these efforts, we completed our inaugural reporting under the UK Climate-Related Financial Disclosure (CFD), including updates to the UK Streamlined Energy & Carbon Reporting (SECR), as well as compliance with California's new statute AB-1305. This proactive approach represents a significant step in meeting both current and emerging sustainability regulations.



Environmental Compliance

Pure Storage adheres to product environmental regulations worldwide, actively monitoring and adjusting to legislative requirements by assessing and, as needed, modifying product materials and business operations to ensure compliance. An environmental data management system is in place to manage compliance information for all components, materials, and packaging.

Looking ahead, we continue to monitor key global and regional regulatory developments that may shape our future reporting approach. These include the EU's Corporate Sustainability Reporting Directive (CSRD); International Financial Reporting Standards (IFRS) S1 and S2 issued through the International Sustainability Standards Board (ISSB), and other relevant US and international regulations.

Shareholder Engagement

Lastly, from early 2024 through early 2025, we reached out to shareholders representing approximately 67% of Pure Storage shares outstanding and spoke with holders of approximately 48% of Pure Storage shares to gather feedback on a variety of topics, including sustainability. We incorporated this feedback, as well as feedback from sustainability ratings and customer and partner engagements, as we continue to mature our performance and disclosures. In FY25, our commitment to enhancing our sustainability policies, actions, and transparency resulted in improving our sustainability ratings and rankings.



CDP Climate = B



EcoVadis = 71 / Silver



S&P Global ESG Score = 50

Impact Accounting: Measuring Value beyond the Bottom Line

In FY25, we enhanced how we measure and manage sustainability by advancing our use of impact accounting. This approach quantifies environmental and social impacts in financial terms, using rigorous, externally validated methods. It supports more informed and impact-aware decision-making, aligning with growing sustainability and regulatory expectations.

As the only U.S.-based member company collaborating with the Value Balancing Alliance (VBA), Pure Storage is helping pioneer transparent, data-informed reporting on environmental and social impact. Our goal is to enable more sustainable IT decisions while encouraging broader accountability across the tech industry—for Pure Storage and our customers.

What is impact accounting?

Impact accounting enables the measurement and valuation of corporate impacts on the environment, society, and economy. Its key feature is that results are presented in monetary terms, providing a single comparable unit of measure that can be understood by businesses.¹⁰

Advancing Our Methodology

Building on our foundational pilot from FY24, we launched a second model in FY25 to improve data quality and sharpen our understanding of the true social cost of our products and operations. A third-party review of our first pilot confirmed that the assessment demonstrated substantive rigor and completeness.

At Pure Storage, we are quantifying the social costs of GHG emissions, materials use, water consumption, waste, and land use throughout our value chain and at the product family level.

Our second model expanded our capabilities and produced key comparative insights to other storage media alternatives.

What’s truly exciting for Pure Storage is how we’re approaching impact accounting at the product level—enabling us to begin evaluating the “environmental cost of goods sold.” By translating a wide range of environmental impacts into a single, comparable metric, we’re opening up new ways to drive sustainable product innovation and performance.

Impact Accounting across the Value Chain

Another key milestone was mapping our environmental impacts across our value chain at the operational and product-level, serving as a framework to enable data collection, impact assessment, and the prioritization of sustainability efforts across functions. This supports not only decision-making, but enhances how we can govern and communicate environmental risks and opportunities across the company. We see impact accounting as a critical step towards aligning with emerging sustainability regulations, stakeholder expectations, and driving competitive value (see the next page for more information).

“

Pure Storage has emerged as a key partner of the Value Balancing Alliance in shaping the future of impact valuation—demonstrating strategic insight, deep technical engagement, and a clear commitment to turning sustainability ambition into tangible business value. It is our pleasure to work with such a visionary leader transforming how we measure corporate performance and value creation.”

Christian Heller

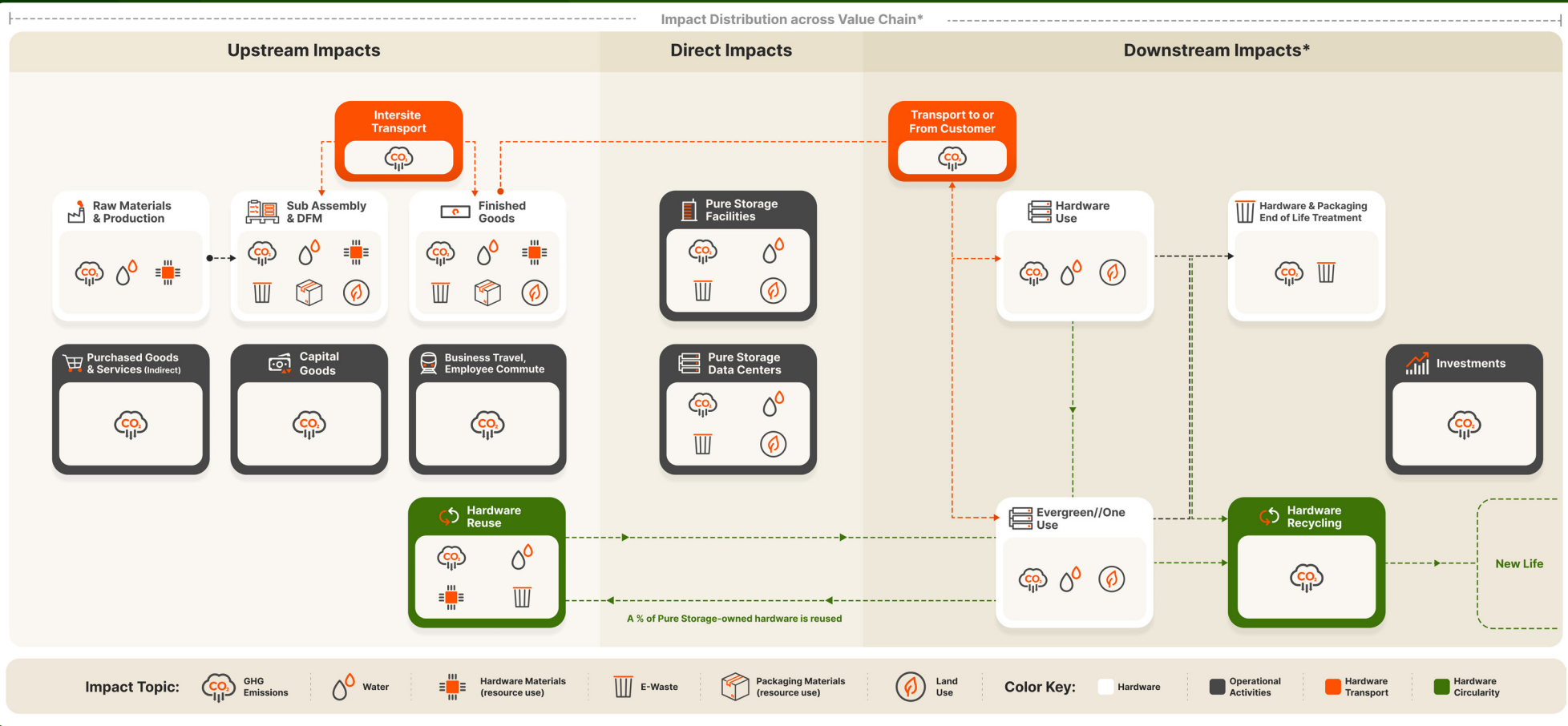
CEO, Value Balancing Alliance

value
balancing
alliance

Impact Accounting at Pure Storage—a Data-driven Approach

Mapping and Monetizing Environmental Data for Strategic Business Decision-making

This map highlights where Pure Storage tracks environmental impacts across our value chain for impact accounting—from materials, to the use and end-of-life of our hardware. The size of each value chain phase reflects its relative impact, with hardware use modeled over an expected 10-year lifetime. Our measurement approach is grounded in the Value Balancing Alliance methodology and tailored to the data storage industry.



Impact Accounting Environmental Topics

- GHG Emissions:** Our GHG assessments align with our published GHG Inventory and GHG Protocol, measuring emissions across our entire value chain.
- Water:** We measure water consumption from both business activities and indirect sources like electricity generation. When water consumption data is unavailable, we use conservative estimates based on water withdrawal.
- Hardware & Packaging Materials:** We account for the environmental impact of raw material extraction and processing for our hardware and packaging.
- E-Waste:** We focus on measuring the impacts of e-waste sent to landfill and incineration. We also track responsible recovery through recycling, but don't yet have value factors to measure the impact.
- Land Use:** This refers to the environmental impact of paved areas across our value chain, including manufacturing sites, our facilities, data centers, and the footprint of our products at customer data centers.

Mapping Our Hardware Circularity

- Our early impact accounting focuses on quantifying the environmental benefits of circularity within our **Evergreen//One** business model. Our approach is guided by the **9R framework**—a hierarchy of circular strategies that we aspire to—including repair, refurbish, remanufacture, and recycle—which are indicated by the green color coding on the map.
- Hardware Reuse:** This applies to Pure Storage owned hardware and currently represents a small percentage of total Evergreen//One hardware shipped.
- Hardware Recycling (New Life):** This process captures hardware that is responsibly recovered for a "new life," keeping it within the circular economy.
- Hardware & Packaging End-of-Life Treatment:** This refers to the landfilling or incineration of materials that cannot be recycled or reused. For unreturned hardware, we assume industry averages for the percentage that is recycled versus landfilled.

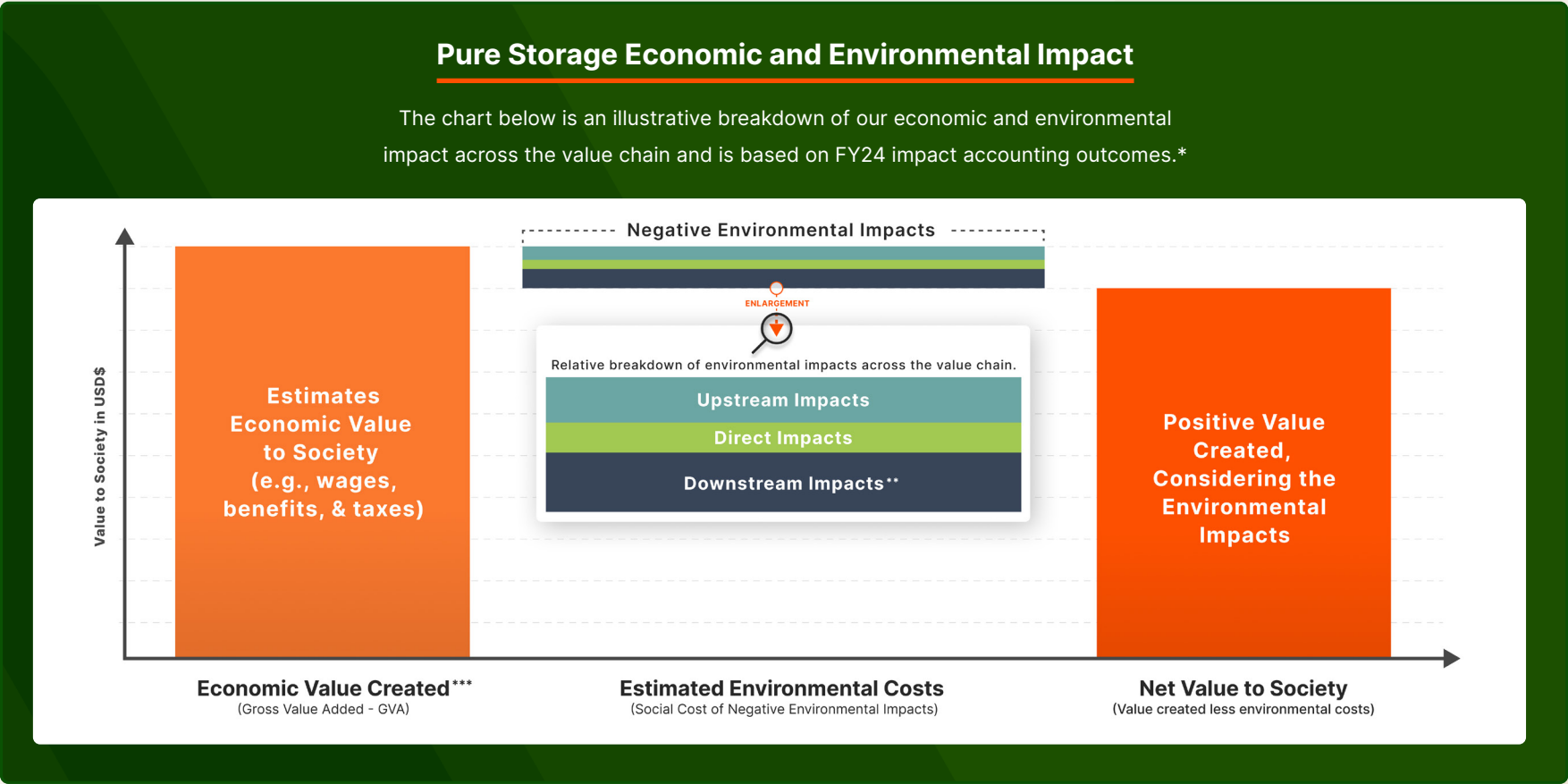
* The distribution of environmental impact across the value chain (upstream, direct, and downstream) is represented proportionally. Downstream use phase impacts are based on an estimated product lifetime of 10 years. The data represents a maturing effort to collect comprehensive environmental impact information and does not yet reflect 100% coverage across all areas. Impact valuation factors are derived from the [IFVI Global Value Factor Database](#).

A More Holistic View of Value Creation

As we advance our approach to sustainability performance, Pure Storage is working towards a more complete understanding of how our business creates value and impact. Using the VBA methodology, we estimate our gross value added (GVA), which reflects the economic value to society created through our activities, including wages, benefits, and taxes. We assess this alongside the environmental costs associated with our products, supply chain, and operations.

This dual lens allows us to evaluate our environmental intensity in relation to the economic value we contribute and estimate our net value to society.

Our FY24 analysis indicates that the economic value Pure Storage generates significantly outweighs the estimated social cost of our environmental externalities, resulting in a positive value to society.¹¹



*Due to timing of data availability, our impact accounting work is one year behind current reporting (FY24 in Impact Report 2025). Environmental scope: GHG emissions, water, materials, use, and land use. **Use phase impacts based on expected 10-year lifespan of Pure Storage products. ***[Gross Value Added \(GVA\)](#) is a measure of the contribution of Gross Domestic Product (GDP) by an individual producer, industry, or sector. GVA is often used to reference a company's contribution to GDP.

Ethics and Compliance: Integrity in Action

At Pure Storage, ethical conduct and integrity are fundamental to how we do business. We recognize that failing to uphold these values can impact our reputation, operations, and stakeholder trust. To maintain high standards, we reinforce these principles through clear policies, employee training, oversight mechanisms, and both preventative and responsive actions.

Our Chief Administrative and Legal Officer (CALO) leads our ethics and compliance endeavors, supported by a cross-functional team to reinforce our ethical framework. The CALO provides quarterly updates to the Board and Audit Committee on our ethics program and compliance landscape.

Ethical Culture

In FY25, our Compliance Pulse survey continued to reflect widespread affirmation of our ethical values and leadership directives. This feedback is a testament to our proactive stance on fostering integrity and compliance throughout the company.

93%

of employees agreed or strongly agreed that “At Pure Storage, executive management (“e-staff”) sets clear expectations about the need to comply with the Code of Conduct”.

96%

of employees agreed or strongly agreed that “My manager holds our team accountable for complying with the Code of Conduct.”

Code of Conduct and Other Policies

Our Code of Conduct is the cornerstone of our compliance framework, designed to address emerging risks and evolving stakeholder expectations. Available in 10 languages, it reflects our unwavering commitment to ethical business practices and sets clear standards for employees, partners, and suppliers. It promotes integrity, honesty, respect, and accountability across all aspects of our operations.

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

- 1

Conflicts of interest
- 2

Bribery and corruption
- 3

Antitrust and competition
- 4

Workplace conduct
- 5

Respecting human rights
- 6

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

Additional ethics-related policies include but are not limited to:

- Anti-bribery and Anti-corruption policy
- [Conflict Minerals policy](#)
- Export policy statement
- Global Data Protection and Privacy policy
- Insider Trading policy
- [Supplier code of conduct](#)
- [Partner code of conduct](#)
- Speak Up policy
- Zero Tolerance for Workplace Harassment policy
- [Principles for the Ethical Use of Artificial Intelligence](#)

Compliance Training

Since 2019, 100% of active, full-time Pure Storage employees acknowledge receipt of and agree to abide by our key policies. In FY25, this unwavering commitment continued, with every active employee reaffirming their commitment to our ethical standards.

All active employees, including senior leaders, are required annually to acknowledge receipt and agree to be bound by six Pure Storage key policies, including:

- Code of Conduct
- Anti-bribery and Anti-corruption policy
- Zero Tolerance for Workplace Harassment policy
- Export Statement
- Insider Trading policy
- Information Security policy

Our commitment to ethical behavior and business practices includes mandatory Code of Conduct training for all new employees, as well as regular training for existing employees on key issues, such as anti-discrimination, harassment, privacy, and anti-corruption. Depending on local regulations, training is required every one to two years for all employees, with additional legal and compliance training provided for managers.

Pure Compliance Club

FY25 marked our fourth annual Pure Compliance Club event, emphasizing our commitment to fostering an environment of sound ethical decision-making, as well as refreshers on practical implementation of our key policies, such as the Code of Conduct.

The event is open to all employees and features in-person outreach, training, digital training, and guest speakers across a breadth of relevant topics, with engagement increasing 360% Y/Y.

97%

of attendees surveyed answered “Yes” to “This session was worth my time.”

95%

of attendees surveyed answered “Yes” to “I learned something new in this session.”

Speak Up Grievance Mechanism

At Pure Storage, we foster a culture where every voice matters. Our Speak Up platform provides clear, confidential channels for reporting potential misconduct or legal violations, including an anonymous hotline (1-800-461-9330). All reports are taken seriously and are thoroughly reviewed by Legal, Human Resources, Internal Audit, or—when appropriate—an independent third-party.

We maintain a strict, non-retaliation policy, protecting individuals who raise concerns in good faith. This commitment is embedded in our Code of Conduct and reinforced through internal platforms, newsletters, and training programs.

Human Rights

Pure Storage is committed to respecting human rights across our operations and value chain, in line with the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the RBA Code of Conduct. We oppose all forms of human rights abuse and work proactively to identify and address actual or potential impacts related to labor practices, working conditions, and ethical treatment. We also respect employees’ rights to freedom of association, collective bargaining, and protection from discrimination among other fundamental rights.

Speak Up Hotline Cases		
2022	2023	2024
85 Total Cases	141 Total Cases	182 Total Cases
Zero (0) confirmed cases of corruption in FY23, 24, 25		

Anti-corruption and 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 and our business conduct requirements. These codes, available in 10 languages, are reinforced through risk-based onboarding screening, risk assessments, continuous monitoring, audits, certifications, and training.



Channel Partners

We have designed our channel compliance program in line with US Department of Justice / Securities and Exchange Commission Corporate Compliance Program and ISO 37001 requirements. One hundred percent of Pure Storage revenue is through channel partners, and all such partners are covered by screening due diligence and ongoing monitoring. We maintain a Channel Partner Risk Assessment, which utilizes key risk indicators to score anti-corruption risk across all of our channel partners. Risk mitigation activities include, but are not limited to, our contracts, policies, continuous monitoring and due diligence, a robust risk assessment, as well as direct engagement through audits and >200 anti-corruption training and partner code of conduct certifications in FY25.

Suppliers

Our supplier compliance efforts, including risk assessments, monitoring, and audits, are covered in detail in the Responsible Sourcing section of this report. To ensure high performance and service standards, we maintain a quality management system that applies to 100% of our exclusive partners and service providers. 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.

Public Policy Advocacy and Political Contributions

Pure Storage actively engages with policymakers to help shape the future of data center sustainability and digital competitiveness in both Europe and the United States. As regulatory bodies, particularly in the EU, develop new energy efficiency standards, we advocate for smarter, more impactful approaches, including the shift to terabytes-per-watt as the industry benchmark.

Beyond metrics, we're working with policymakers to support the responsible evolution of AI, cloud infrastructure, and sustainable data center strategies. These efforts are part of a long-term plan that leverages our position as the most energy-efficient and sustainable data storage and management platform globally. Our goal is to support policies that promote sustainability and competitiveness, while solidifying the Pure Storage position as a trusted advisor at the intersection of energy policy and digital innovation.

Pure Storage does not have a political action committee (PAC). In FY25, Pure Storage made no direct corporate political contributions in the US to any candidate, political party, ballot initiative or campaign, PAC, or 527 organization.

Read the Blog, ["California Must Demand Higher Energy Efficiency from Data Centers."](#)

Data Security and Privacy: Protecting Information, Powering Resilience

At Pure Storage, protecting our enterprise and customer data is paramount. We maintain a safe and secure environment built on secure design principles, with a particular focus on our cloud-based solutions, where ineffective data privacy and security measures could expose sensitive customer or employee data to significant risk.

In FY25, we continued to strengthen our global information security organization, led by our Chief Information Security Officer (CISO). Our GISO organization provides governance and security operations functions, weaving a security-first mindset throughout our organization and emphasizing its paramount importance.

Product Security

The Pure Storage Security and Networking Team continues to maintain velocity for the DevSecOps program, based on a framework established in FY21. Designed to align with the National Institute of Standards and Technology (NIST), the framework helps developers adopt a security-first mindset from inception to delivery. It also serves as the basis for our internally developed implementation guidelines for our development organization, structured around six core principles:

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



In today’s interconnected world, security and sustainability go hand in hand. We’re committed to building resilient systems that support our environmental goals, minimizing waste, reducing energy use, and ensuring responsible stewardship of digital and physical resources.”

Rick Orloff
Chief Information Security Officer, Pure Storage



In FY25, we continued to improve each aspect of the program. Notable enhancements include:

- Building our AI threat model capabilities which increased our guided coverage, reducing the time to complete threat models
- Up-leveling our developer oriented content with a new learning platform

At Pure Storage, we further embed product security into our development by continuously monitoring compliance with pertinent data protection regulations. For instance, we employ secure transmission methods and protocols for sensitive information over public networks, including database encryption (at the lowest level) for sensitive customer data.

Data Security

To achieve our data protection objectives, Pure Storage institutes rigorous governance and review processes. These efforts are led by the executive team and actively shaped by leaders from across Product Management, Engineering, Technical Operations, Security, IT, and HR. The Executive Security Council, led by our CISO, provides structured oversight and cross-functional alignment.

In FY25, our efforts were anchored in continuous improvement, with an emphasis on measuring the effectiveness of our approach to delivering clear, executive-level risk ownership and transparent reporting to the Board. Our Identity Access Management program was adjusted to support upcoming automation efforts. We centralized common platforms to monitor and report our vulnerability posture in the cloud and across our enterprise. Lastly, we expanded our compliance coverage to include new cybersecurity frameworks, such as the EU NIS2 requirements.

Several key initiatives in SaaS and cloud security monitoring were successfully completed in FY25. Reflecting our continued commitment to the confidentiality, integrity, and availability of our business operations and product offerings, we increased the number of Tabletop exercises¹² to 25, a 150% increase Y/Y. We also launched a network segmentation project to mitigate business risk and reduce engineering overhead by minimizing the existing

attack surface, limiting the impact severity, eliminating requirements to patch engineering lab environments via application migration, and strengthened policy enforcement. Additionally, we were pleased that the Portworx cloud offering achieved its inaugural SOC2 Type II report demonstrating consistent cybersecurity posture across all our cloud offerings.

Pure Storage continues to reinforce its product and data security posture and assurance. Additional certifications/attestations in FY25, included the following:

- Pure Storage NIST validation for FIPS 140-3 covering FlashArray, reaffirming the highest standards for data encryption
- SOC2 Type II report once again issued for Pure1 cloud platform
- ISO/IEC: 27001:2013 re-certification for Portworx, covering 100% of our Information Security Management System, completing our three-year certification cycle

We achieved full (100%) employee participation in FY25’s updated, mandatory security training. This training reinforces core security principles, including internal policies, escalation procedures for reporting suspicious activity, and other key practices that support a strong security culture.



Enterprise Resiliency

The Pure Storage Enterprise Resiliency program is built to safeguard the organization's ability to anticipate, withstand, and recover swiftly from disruptions. Centered on a proactive and evolving approach to risk management, the program integrates operational, financial, cybersecurity, and reputational risk domains. Regular risk and business impact assessments, and systematically incorporating lessons learned from previous incidents help drive ongoing refinement of practices and preparedness efforts.

As part of our sustainability strategy, our Enterprise Resiliency program helps ensure that our environmental and social commitments remain durable and resilient—especially in the face of growing external risks.

Where appropriate, key resiliency performance indicators are being mapped to Pure Storage sustainability impact metrics—enabling a more transparent view of how operational resilience contributes to sustainability outcomes. This integration supports evolving expectations

around impact accounting and sustainability assurance. Further strengthening the program, Pure Storage maintains comprehensive insurance coverage for cyber incidents and business interruption, ensuring financial protection even in the face of major disruptive events.

As Pure Storage advances its commitment to long-term sustainability, customer trust, and operational excellence, the Enterprise Resiliency program will play an increasingly critical role in ensuring the continuity and credibility of our sustainability commitments.

Enterprise Resiliency Is Anchored by Three Pillars

- 1

Business Continuity: Robust policies and carefully developed recovery and response strategies are in place to minimize the impact of disruptions on the workforce, maintain service excellence, protect profitability and reputation, and uphold operational integrity. This includes attention to sustainability-critical domains, such as the continuity of low-emissions operations, responsible supply chain practices, and sustainable service delivery models. Particular focus is given to addressing emerging challenges, including those presented by climate change. Climate resiliency efforts include evaluating region-specific risks, such as extreme weather events and resource constraints, to protect operations, supply chains, and customer outcomes.
- 2

Disaster Recovery: Detailed technical disaster recovery plans are designed to promptly restore critical infrastructure, systems, and technologies should an incident occur. As we expand the scope and rigor of these activities, we are enhancing the reliability of system recovery in the event of a disruption.
- 3

Operational Resilience: The Pure Storage commitment to industry best practices is reflected in its alignment with globally recognized standards, such as ISO/IEC 27001:2013 and ISO 22301:2019. Simulation exercises, including tabletop and scenario-based drills, are regularly conducted to test response capabilities and drive program improvement. These standards also help validate recovery controls and identify areas for investment and refinement.





Privacy

Pure Storage is committed to the responsible management of personal data entrusted to us by customers, business partners, and employees, as outlined in our [Privacy Notice](#). In FY25, the Privacy function has advanced under the leadership of the CALO, with a focus on operationalizing accountability, ensuring regulatory alignment, and fostering cross-functional engagement.

Updates to our internal global privacy policy now explicitly delineate roles and responsibilities for both employees and business entities. Pure Storage privacy policies now apply to 100% of global operations, with the Compliance team designated as the accountable authority for oversight. Policies include disciplinary measures for non-compliance, reinforcing accountability across the organization. All employees are required to complete annual privacy training and review the company's privacy policies.

100%

Pure Storage privacy policies now apply to 100% of global operations, with the Compliance team designated as the accountable authority for oversight.

The Global Pure Storage Privacy Council, which is comprised of management-level representatives from key business functions, including HR, Finance/Audit, Legal, Customer Experience, Sales, Marketing, Communications,

Digital Transformation/IT, Integrated Operations, and Safety and Security Operations, meets quarterly to promote awareness, disseminate relevant information, and provide a structured platform for addressing privacy-related issues across the enterprise.

In FY25, we enhanced our suite of privacy policies to reflect greater rigor around Privacy by Design practices, and to improve transparency related to personal data processing and data subject rights across our customers, partners, and employees. We also maintained our certification under the EU-U.S. Data Privacy Framework (DPF).

Compliance with our Privacy Policies is mandatory for all Pure Storage employees and reaffirmed annually through the Code of Conduct review.

In FY25, Internal Audit conducted a review of the Pure Storage Privacy Program, evaluating critical responsibilities and associated technical controls related to our legal and regulatory obligations. This assessment also looked to validate the proactive elements of our privacy program including how we protect the sensitive personal data we collect, process, and retain. The results of the audit highlighted opportunities to improve our incident response processes and create greater alignment with our cybersecurity teams. This resulted in

a thorough review of and updates to the Pure Storage Privacy Incident Management documentation and related processes. Further, we now have much stronger cross-functional engagement with the Global Information Security Organization (GISO), resulting in better communication, faster decision-making, cleaner reporting, and reduction in duplication of effort. This audit was in lieu of the Internal Risk Assessment referenced in last year's Future Forward section for Governance.

In addition, the Pure Storage ISO 27001 recertification in FY25 confirmed our implementation of a systematic framework for managing sensitive company, customer, and employee data. This certification includes core privacy controls and reflects our continued alignment with information security and privacy standards.



Future Forward: Our Plans for FY26

Corporate Governance

- Improve or maintain sustainability ratings for CDP Climate, EcoVadis, S&P Global CSA, etc.
- Complete sustainability regulatory gap assessment and roadmap to position us for proactive compliance with upcoming regulatory requirements.
- Start pre-assurance work to establish audit-ready statutory reporting for compliance years, ensuring transparency and readiness for future audits.
- Continue to enhance, standardize, and leverage impact accounting for internal sustainability decision-making, to drive better integration of environmental data into our business strategy and operations.

Ethics and Compliance

- Develop Human Rights Statement.¹³
- Develop Political Contributions Policy.¹⁴

Data Security and Privacy

- Uplevel Identity Governance and Administration (IGA) strategy.
- Update the Pure Storage ISO 27001 to 2022 standard.
- Align AI Governance program to ISO 42001 compliance.
- Update Common Criteria validation for FlashArray and FlashBlade.
- Enhance Customer Trust and Assurance experience, including the rollout of Security and Compliance Assurance Packet.
- Expand the reach of resiliency across the enterprise, integrating recovery readiness, climate risk adaptation, and operational stability into the core of how we build, deliver, and govern our data systems, digital infrastructure, and customer commitments.



Data Annex

Our Stakeholders

Pure Storage engages a broad set of stakeholders across our value chain. Those stakeholders and examples of how we engage are listed below.

HOW WE ENGAGE: EMPLOYEES	HOW WE ENGAGE: CUSTOMERS	HOW WE ENGAGE: SUPPLIERS
Annual Career Development Conversations	“Simplifying Storage” Newsletter	Pure Storage-issued RFPs and Onboarding Questionnaires
Annual Career Week	Annual Accelerate Conferences (global and regional roadshows)	Executive Business Reviews
Annual Employee Kickoff	Coffee Break: Conversations with Industry Experts	Quarterly Business Reviews and Sustainability Scorecard with Key Strategic Suppliers
Annual Global Leadership Summit (VP+)	Customer 1:1 Meetings and Calls	Supplier Training and Capacity Building
Annual Pulse of Pure Survey	Customer Service Inquiries	Key Supplier Audits and Surveys Through the Responsible Business Alliance
Annual Pure Compliance Week	Customer Surveys	Supplier Surveys Through the CDP Supply Chain Program
Annual Review Cycle	Engage Series: Technical Discussions and Celebrity Guests	
Annual Sales Kickoff	Expert-led Demos	HOW WE ENGAGE: INVESTORS
Annual Strategic Leadership Offsite (E-Staff / Extended E-Staff)	IT Professional Certifications	Annual Financial Analyst Day
Cultural Events	Pure Blog	Annual Shareholder Meeting
Digital Signage in Offices	Pure Community	Investor Conferences
Employee Resource Groups	Pure Good Giving and Volunteering Programs	Investor Relations Website
Employee Slack Channels	Pure Storage Website	Investor Roadshows
Global Hackathons	Pure//Accelerate On Demand	Quarterly Earnings Calls and Call Backs
HUB (Employee Intranet)	Tech Talk: Pure-led Technical Webinars	Shareholder Proposals
Manager 1:1's	Training and Education Programs	Year-round Shareholder Outreach
Milestone Moments Gift Program		
Monthly Puree Employee Communications Newsletter	HOW WE ENGAGE: PARTNERS	HOW WE ENGAGE: COMMUNITIES
Online Events	Monthly Partner Webinars	Collaborative Partnerships with Nonprofits
Patent Program	Monthly Pure Pulse Partner Newsletter	Disaster Response
Pure Good Giving and Volunteering Activities	Partner 1:1 Meetings & Calls	Employee Giving and Matching Donations
Quarterly Company All Hands	Pure Good Giving and Volunteering Programs	Employee Nonprofit Board membership
Quarterly Earnings All Hands	Pure Storage Partner Library	Employee Volunteering
Quarterly Functional All Hands	Pure Storage Partner Portal	Nonprofit Event Corporate Sponsorships
Recognition programs (Recognition@Pure Platform)	Regional Partner Advisory Councils	Philanthropic Grants
Social Events (e.g. Halloween, Holiday, etc)	Regional Technical Advisory Councils	Social Impact Product Pricing Program
Team Building Activities		Sustainability and Social Impact Conferences

Greenhouse Gas Emissions

Our GHG emissions data for FY23 through FY25 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 CO2e. See GRI 2-4 for any restatements of the data below. In FY25, we added the Scope 3: Investments category to align with our Science Based Targets accounting.

GREENHOUSE GAS EMISSIONS BY SCOPE (MT CO2E)	FY23	FY24	FY25
Scope 1	409	842	773
Scope 2 (Location-based)	13,229	16,772	18,757
Scope 2 (Market-based)	7,485	11,677	11,892
Scope 3: Purchased Goods and Services	109,669	113,430	128,946
Scope 3: Capital Goods	18,089	21,295	26,863
Scope 3: Fuel- & Energy-Related Activities	3,325	4,178	3,729
Scope 3: Upstream Transportation & Distribution	14,700	17,391	13,365
Scope 3: Business Travel ¹⁵	9,901	15,141	13,782
Scope 3: Employee Commuting ¹⁶	3,835	7,403	4,217
Scope 3: Upstream Leased Assets	9,843	4,934	5,892
Scope 3: Use of Sold Products	219,247	257,419	253,003
Scope 3: End of Life Treatment of Sold Products	16	20	15
Scope 3: Investments	11,913	18,132	18,085
TOTAL Emissions ¹⁷	408,432	471,862	480,562
Total Scope 3	400,538	459,343	467,897
GREENHOUSE GAS EMISSIONS SCOPE 1 AND 2 BY REGION (MT CO2E)	FY23	FY24	FY25
AMER (Location-based)	12,481	15,868	17,502
AMER (Market-based)	6,449	10,248	11,623
APJ (Location-based)	507	629	856
APJ (Market-based)	525	643	504
EMEA (Location-based)	649	1,117	1,172
EMEA (Market-based)	920	1,628	537



GREENHOUSE GAS EMISSIONS: CONTINUED

ELECTRICITY DEMAND (IN MWH)	FY23	FY24	FY25
Electricity consumption by region (MWh) - AMER	48,657	57,173	66,129
Electricity consumption by region (MWh) - APJ	741	991	1,252
Electricity consumption by region (MWh) - EMEA	1,591	2,451 ¹⁸	2,772
Total electricity use (in MWh) - Electricity	50,989	60,615 ¹⁸	70,153
ENERGY DEMAND (IN MWH)	FY23	FY24	FY25
Electricity use (in MWh)	50,989	60,615 ¹⁸	70,153
Energy use (in MWh) - Other fuels ¹⁹	1,787	3,747 ¹⁸	3,702
Total Energy (MWh)	52,776	64,362	73,856

GREENHOUSE GAS EMISSIONS INTENSITY BY FYE REVENUE (MT CO2E / \$ MILLIONS)	FY23	FY24	FY25
Scope 1	0.15	0.30	0.24
Scope 2 (Location-based)	4.80	5.93	5.92
Scope 2 (Market-based)	2.72	4.13	3.75
Scope 3: Purchased Goods and Services	39.83	40.07	40.68
Scope 3: Capital Goods	6.57	7.52	8.47
Scope 3: Fuel- & Energy-Related Activities	1.21	1.48	1.18
Scope 3: Upstream Transportation & Distribution	5.34	6.14	4.22
Scope 3, Category 6: Business Travel ¹⁴	3.60	5.35	4.35
Scope 3: Employee Commuting ¹⁵	1.39	2.62	1.33
Scope 3: Upstream Leased Assets	3.57	1.74	1.86
Scope 3: Use of Sold Products	79.63	90.94	79.81
Scope 3: End of Life Treatment of Sold Products	0.01	0.01	0.00
Total Emissions ¹⁶	148.34	166.70	151.60



GREENHOUSE GAS EMISSIONS: CONTINUED

GREENHOUSE GAS EMISSIONS INTENSITY BY FULL TIME EMPLOYEE (MT CO2E / EMPLOYEE)	FY23	FY24	FY25
Scope 1	0.08	0.15	0.13
Scope 2 (Location-based)	2.55	2.99	3.17
Scope 2 (Market-based)	1.44	2.08	2.01
Scope 3: Purchased Goods and Services	21.16	20.25	21.77
Scope 3: Capital Goods	3.49	3.80	4.54
Scope 3: Fuel- & Energy-Related Activities	0.64	0.75	0.63
Scope 3: Upstream Transportation & Distribution	2.84	3.10	2.26
Scope 3, Category 6: Business Travel ¹⁴	1.91	2.70	2.33
Scope 3: Employee Commuting ¹⁵	0.74	1.32	0.71
Scope 3: Upstream Leased Assets	1.90	0.88	0.99
Scope 3: Use of Sold Products	42.31	45.96	42.72
Scope 3: End of Life Treatment of Sold Products	0.00	0.00	0.00
Total Emissions ¹⁶	78.82	84.25	81.15
GREENHOUSE GAS EMISSIONS INTENSITY PER EFFECTIVE PB SHIPPED (MT CO2E / PBE) ²⁰	FY23	FY24	FY25
Scope 3 Use of Sold Products mt CO2e per effective petabyte shipped	34.26	31.19	26.57
ENERGY DEMAND INTENSITY BY FYE REVENUE	FY23	FY24	FY25
Energy Demand Intensity per \$ million in revenue (MWh / \$ million revenue)	19.17	22.74	23.30



Human Capital

Our human capital data for FY23 through FY25 is listed below. Data points are rounded to the nearest tenth decimal. Totals may not add up to 100% due to rounding.

EMPLOYEES	FY23	FY24	FY25
Total Number of Employees	5,182	5,601	5,922
New Hires	1,669	1,063	1,267
New Hires - Females	26.1%	24.6%	26.2%
New Hires - Males	–	71.3%	70.2%
New Hires - Not Specified	–	4.0%	3.6%
New Hires - URG	14.8%	16.5%	11.5%
Turnover Rate	15.7%	11.7%	16.0%
Voluntary Turnover Rate	12.0%	5.6%	7.5%
GLOBAL AGE ²¹	FY23	FY24	FY25
<30 years old	12.8%	12.2%	13.7%
30-50 years old	58.6%	59.5%	60.9%
50+ years old	28.3%	28.4%	25.3%
GLOBAL AGE BY LEVEL	FY23	FY24	FY25
Individual Contributor - <30 years old	15.8%	14.5%	16.4%
Individual Contributor - 30-50 years old	59.1%	60.3%	61.3%
Individual Contributor - 50+ years old	25.1%	25.2%	22.2%
Manager - <30 years old	2.0%	1.2%	1.6%
Manager - 30-50 years old	64.9%	65.3%	70.3%
Manager - 50+ years old	33.2%	33.5%	28.1%
Leadership (Director) - <30 years old	0.0%	0.0%	0.0%
Leadership (Director) - 30-50 years old	54.0%	51.8%	52.8%
Leadership (Director) - 50+ years old	46.0%	48.2%	47.2%
Leadership (VP+) - <30 years old	0.0%	0.0%	0.0%
Leadership (VP+) - 30-50 years old	54.0%	51.8%	31.3%
Leadership (VP+) - 50+ years old	46.0%	48.2%	68.7%

HUMAN CAPITAL: CONTINUED

GLOBAL GENDER	FY23	FY24	FY25
% Female	23.7%	23.9%	24.5%
% Male	74.3%	74.1%	73.5%
% Not Specified	2.0%	2.0%	2.0%
GLOBAL GENDER BY LEVEL ²²	FY23	FY24	FY25
Individual Contributor - % Female	23.2%	23.3%	23.9%
Individual Contributor - % Male	–	74.5%	73.8%
Manager - % Female	26.9%	25.4%	25.4%
Manager - % Male	–	73.4%	73.4%
Leadership (Director) - % Female	31.3%	30.2%	32.0%
Leadership (Director) - % Male	–	68.8%	67.7%
Leadership (VP+) - % Female	16.3%	19.2%	17.4%
Leadership (VP+) - % Male	–	80.8%	82.6%
GENDER BY REGION ²⁰	FY23	FY24	FY25
Americas % Female	26.1%	26.8%	27.2%
Americas % Male	73.4%	72.6%	72.3%
APJ % Female	20.8%	21.9%	24.6%
APJ % Male	73.5%	75.2%	75.0%
EMEA % Female	18.2%	17.3%	17.3%
EMEA % Male	76.8%	77.5%	76%
RACE AND ETHNICITY IN THE U.S.	FY23	FY24	FY25
URG TOTAL	11.4%	12.8%	12.57%
American Indian or Alaska Native	0.24%	0.3%	0.37%
Black or African American	2.3%	2.2%	2.0%
Hispanic or Latino	5.6%	6.7%	6.7%
Native Hawaiian or Other Pacific Islander	0.6%	0.6%	0.6%
Two or More Races	2.7%	3.0%	3.0%
Asian	28.2%	29.2%	30.5%
White	50.9%	51.9%	52.9%
Not Specified	9.5%	6.0%	4.1%

HUMAN CAPITAL: CONTINUED

RACE AND ETHNICITY IN THE U.S. - INDIVIDUAL CONTRIBUTOR	FY23	FY24	FY25
URG TOTAL	11.7%	12.8%	12.54%
American Indian or Alaska Native	0.2%	0.4%	0.4%
Black or African American	2.2%	2.3%	2.0%
Hispanic or Latino	5.9%	6.7%	6.7%
Native Hawaiian or Other Pacific Islander	0.6%	0.6%	0.5%
Two or More Races	2.7%	2.9%	2.9%
Asian	29.0%	29.9%	31.4%
White	50.7%	51.6%	52.2%
Not Specified	8.7%	5.6%	3.9%
RACE AND ETHNICITY IN THE U.S. - MANAGER	FY23	FY24	FY25
URG TOTAL	11.9%	15.2%	13.9%
American Indian or Alaska Native	0.3%	0.3%	0.3%
Black or African American	3.2%	3.2%	3.2%
Hispanic or Latino	4.2%	6.3%	5.7%
Native Hawaiian or Other Pacific Islander	1.0%	1.3%	1.3%
Two or More Races	3.2%	4.1%	3.5%
Asian	27.1%	28.9%	29.4%
White	49.4%	49.5%	51.9%
Not Specified	11.6%	6.3%	4.8%
RACE AND ETHNICITY IN THE U.S. - LEADERSHIP (DIRECTOR)	FY23	FY24	FY25
URG TOTAL	9.1%	12.6%	13.6%
American Indian or Alaska Native	0.0%	0.0%	0.4%
Black or African American	1.5%	1.4%	1.4%
Hispanic or Latino	5.1%	8.4%	8.4%
Native Hawaiian or Other Pacific Islander	0.4%	0.3%	0.4%
Two or More Races	2.2%	2.4%	3.2%
Asian	22.5%	22.7%	22.4%
White	53.1%	54.5%	57.7%
Not Specified	15.3%	10.1%	6.3%

HUMAN CAPITAL: CONTINUED

RACE AND ETHNICITY IN THE U.S. - LEADERSHIP (VP+)	FY23	FY24	FY25
URG TOTAL	10.1%	5.6%	5.9%
American Indian or Alaska Native	1.1%	0.0%	0.0%
Black or African American	3.4%	1.1%	1.0%
Hispanic or Latino	4.5%	3.4%	4.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
Two or More Races	1.1%	1.1%	1.0%
Asian	28.1%	29.2%	30.7%
White	53.9%	61.8%	61.4%
Not Specified	7.9%	3.4%	2.0%

Global Reporting Initiative (GRI)

Pure Storage discloses in reference to the Global Reporting Initiative (GRI). Unless otherwise stated, data reported reflects fiscal year 2025 (February 5, 2024 through February 2, 2025). We will continue to evaluate additional metrics for disclosure in future reports.

GRI INDICATOR	DESCRIPTION	FY25 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 ¹⁸	Entities Included in the Organization's Sustainability Reporting	Pure Storage, Inc. and subsidiaries . No differences in reported lists.
GRI 2-3 ¹⁸	Reporting Period, Frequency, and Contact Point	About This Report
GRI 2-4 ¹⁸	Restatements of Information	The following revisions/adjustments apply to the Greenhouse Gas Emissions table in the Data Annex: 1) Revision to FY23-FY24 Scope 3 Category 8: Upstream Leased Assets, to better reflect cooling overhead loads, due to improvements in data capture methods for co-located data centers; 2) Revision to FY23-FY24 Scope 3 Category 3: Fuel- and Energy Related Activities, to add Well to Tank Emissions to several data centers; 3) Adjusted FY24 Energy use (in MWh) - Other fuels value upward, to reflect reclassified heat/steam/chilled water energy use for a EMEA site, and the corresponding Electricity consumption by region (MWh) - EMEA went down by that amount as did the corresponding electricity totals; 4) Updated GHG Emissions Intensity by FYE Revenue values for FY24 due to revenue denominator formula correction.
GRI 2-5	External Assurance	Obtained third party limited assurance for our FY25 GHG emissions inventory and renewable energy and electricity calculations from an independent third-party provider.
GRI 2-6	Activities, Value Chain, and Other Business Relationships	2025 Form 10-K
GRI 2-7	Employees	Human Capital Pure Storage leverages a contingent workforce for specific time bound work. Pure Storage does not have a significant seasonal variation in employees.
GRI 2-8	Workers Who Are Not Employees	1874 (24.04%) contingent workers
GRI 2-9	Governance Structure and Composition	2025 Proxy Statement Corporate Governance Guidelines Audit Committee Charter 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	2025 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 2025 Proxy Statement

active Pure Storage employees.
pliance with our Supplier Code of

ge's key policies, including the Code
tion Security Policy. For the last six

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 both the Audit Committee and Risk Committee of the Board by the VP of Internal Audit. The assessment helps identify enterprise level risks and considers global economic conditions, Sustainability, human capital management, and other topics. Sustainability is a stand-alone risk consideration, and permeates several other risk topics such as cyber, privacy, talent, and climate change. The Board and management are committed to maintaining an ongoing, active dialogue with shareholders and seeking their input on the company's evolving Sustainability 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.
Our Chief Administrative and Legal Officer, Chief Financial Officer, and Chief Technology Officer are the sustainability executive sponsors, and the Sustainability function is managed by the Global Head of Sustainability who reports to the CALO.
2025 Proxy Statement
About This Report
Sustainability Strategy, Priorities and Targets
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.
The Audit 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 & Legal Officer communicates those matters to other executives and to the Chairman of the Audit Committee as soon as practical and then provides regular updates thereafter.
All Board members are provided access to formal director education programs, including Sustainability topics. In FY25, one member of the Board of Directors completed a Climate and Biodiversity certificate program.
2025 Proxy Statement
2025 Proxy Statement
2025 Proxy Statement
2025 Proxy Statement
A Letter From Our Chairman and CEO
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 Environmental Health and Safety, as well as our Environmental Sustainability Policy 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 Ethics and our expectations that all Pure Storage suppliers likewise follow the RBA Code of Ethics, 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 & 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.

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

GRI 2-27	Compliance with Laws and Regulations	Not applicable. In FY25, 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 - ESG Reporting in Finance Networking - FIRST - Information Technology—Information Sharing Analysis Center (IT-ISAC) - International Association of Privacy Professionals - Responsible Business Alliance (RBA)
GRI 2-30	Collective Bargaining Agreements	Employees in France, Spain, Italy, Brazil and Belgium, 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	Sustainability Strategy, Priorities and Targets
GRI 3-2	List of Material Topics	Sustainability Strategy, Priorities and Targets
GRI 3-3	Management of Material Topics	Sustainability Strategy, Priorities and Targets Sustainability Governance Structure
GRI 201 ECONOMIC PERFORMANCE		
GRI 201-1	Direct Economic Value Generated and Distributed	2025 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	Social Impact: Amplifying Good—Together
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. Speak Up Grievance Mechanism
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
GRI 206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	No material actions

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

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 Emissions and Energy: Aligning with a Low Carbon Future
GRI 302-5	Reductions in Energy Requirements of Products and Services	Sustainability Strategy, Priorities and Targets Evergreen Architecture: Advancing Sustainable Storage at Every Scale Evergreen//One: The Industry’s Most Sustainable Storage as-a-Service
GRI 303 WATER AND EFFLUENTS		
GRI 303-3	Water withdrawal	31,000 m3 for our Direct Lease Offices Water: Stewarding Resources, Supporting Resilience
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	2891 MT 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	While Pure Storage does not track operational air emissions, it has evaluated NO ₂ eq, PM2.5, and O ₃ -eq through cradle-to-grave LCAs and tracks these impacts using our Impact Accounting framework for product materials. Life Cycle Assessment Impact Accounting: Measuring Value beyond the Bottom Line
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 5,858 employees were entitled to parental leave (1,460 female, 4,382 male, and 16 gender not specified). Of those, 204 employees took parental leave (63 female and 141 male) within FY25. Twenty-six employees left the company shortly after parental leave ended (10 female and 16 male). One female employee did not return from parental leave. Female retention rate was 52/63 = 83%. Male retention rate was 125/141 = 89%
GRI 403 OCCUPATIONAL HEALTH AND SAFETY		
GRI 403-1	Occupational Health and Safety Management System	Health and Safety: Protecting Every Person, Every Place
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Health and Safety: Protecting Every Person, Every Place

GLOBAL REPORTING INITIATIVE (GRI): CONTINUED

GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Health and Safety: Protecting Every Person, Every Place
GRI 403-5	Worker Training on Occupational Health and Safety	Health and Safety: Protecting Every Person, Every Place
GRI 403-6	Promotion of Worker Health	Employee Wellness Health and Safety: Protecting Every Person, Every Place
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	100% of employees are covered by an occupational health and safety management system. Health and Safety: Protecting Every Person, Every Place
GRI 403-9	Work-related Injuries	EMEA : 4 USA: 1 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	37 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	94% Talent Development
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY		
GRI 405-1	Diversity of Governance Bodies and Employees	Human Capital Community and Belonging: Fostering a Strong and Inclusive Team
GRI 413: LOCAL COMMUNITIES		
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Social Impact: Amplifying Good—Together Community and Belonging: Fostering a Strong and Inclusive Team Speak Up Grievance Mechanism Health and Safety: Protecting Every Person, Every Place
GRI 415: PUBLIC POLICY		
GRI 415-1	Political Contributions	Public Policy Advocacy and Political Contributions

Sustainability Accounting Standards Board

Pure Storage is committed to transparently disclosing material sustainability information for our investors and other stakeholders. The tables below reference the Sustainability Accounting Standards Board's (SASB) 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 2025 (February 5, 2024 through February 2, 2025). We will continue to evaluate additional metrics for disclosure in future reports.

Hardware Sustainability Accounting Standard

Sustainability Disclosure Topics & Accounting Metrics

TOPIC / CODE	ACCOUNTING METRIC	FY25 RESPONSE
PRODUCT SECURITY		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products.	Data Security and Privacy: Protecting Information, Powering Resilience
EMPLOYEE DIVERSITY & INCLUSION		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	Human Capital Community and Belonging: Fostering a Strong and Inclusive Team
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 and Lifecycle Stewardship
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.	Materials and Substances of Concern: Ensuring Compliance Through Trusted Partnerships Responsible Sourcing: Supplier Sustainability, Ethics, and Accountability

Software & IT Services Sustainability Accounting Standard

Sustainability Disclosure Topics & Accounting Metrics

TOPIC / CODE	ACCOUNTING METRIC	FY25 RESPONSE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable.	(1) Greenhouse gas emissions (2) 37% renewable electricity (3) 35% renewable energy.
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) Approximately 31,000 (30,724) cubic meters (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 the future.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs.	Emissions and Energy: Aligning with a Low Carbon Future Sustainable Platform and Services
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.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected.	(1) One incident involving unauthorized access to Telemetry information.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	Data Security and Privacy: Protecting Information, Powering Resilience
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore.	12.3% of employees globally are Foreign Nationals; 0.09% of US employees are located offshore.
TC-SI-330a.2	Employee engagement as a percentage.	The Pulse of Pure
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 Community and Belonging: Fostering a Strong and Inclusive Team
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.	Data Security and Privacy: Protecting Information, Powering Resilience

Task Force on Climate-related Financial Disclosures

Oversight and management of climate-related risks and opportunities is handled by U.S. parent company Pure Storage, Inc. Pure Storage discloses additional information on the management of our climate-related risks and opportunities through our annual CDP Climate Change questionnaire and Impact Report. This TCFD disclosure, focused on Pure Storage climate governance, strategy, risk management, and metrics and targets, relates to the program through the end of FY25.

GOVERNANCE		
A. Describe the board’s oversight of climate-related risks and opportunities.	The Pure Storage Audit Committee of the board of directors (“Board”) provides Board level oversight of the company’s sustainability program and reporting, including oversight of climate-related risks and opportunities, disclosures, published targets, and policies related to our environmental and sustainability initiatives. The Audit Committee’s responsibilities are documented in the committee charter. The Audit Committee meets at least quarterly and oversees Pure Storage environmental sustainability efforts. Our Chief Administrative and Legal Officer provides a sustainability update to the Audit Committee quarterly, and to the Board at least annually. In FY25, Pure Storage took proactive steps to enhance the Board’s competency in addressing climate-related issues by incorporating board-level training initiatives to ensure comprehensive oversight and informed decision-making regarding climate-related risks and opportunities. One board member completed a Climate and Biodiversity certificate program.	CDP Module 4 – Governance (4.1.1, 4.1.2, 4.2) Corporate Governance: Accountability That Builds Trust Audit Committee Charter (link)
	Pure Storage management is responsible for assessing and managing climate-related risks and opportunities across entities and functions. The Chief Administrative and Legal Officer (“CALO”), Chief Financial Officer (“CFO”), and Chief Technology Officer (“CTO”) are sustainability executive sponsors for Pure Storage. They are responsible for integrating climate-related issues into company strategy, monitoring progress towards climate targets, and reviewing climate-related disclosures. Each executive has role-specific responsibilities in addressing climate-related issues. The CALO is responsible for major expenditures related to assessing and managing climate-related risks and opportunities, and developing a climate transition plan. 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. The CTO oversees the Pure Storage strategy related to low-environmental impact products and services. In addition, executive leadership provides guidance and approval for sustainability initiatives and elevates relevant topics to the Board as appropriate. Our dedicated sustainability team, in partnership with leaders of the company, is accountable for setting corporate sustainability strategy and goals, implementing plans and monitoring progress toward climate goals through stakeholder engagement and cross-functional committees. Senior leaders are accountable for functional level strategy, setting functional level annual sustainability goals, and implementing and monitoring progress toward those goals.	
STRATEGY		
A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Pure Storage assesses its exposure to climate-related physical and transition risks and opportunities. We consider risk impacts across short (0-1 years), medium (1-3 years), and long-term (3-5 years) time horizons, which aligns to our Enterprise Risk Assessment process. We have identified limited exposure to physical and transition risks from climate change over these time horizons. To the extent that we have identified such risks, we have taken mitigating actions to further reduce the residual exposure for Pure Storage. The assessment also identified significant opportunities presented by the transition to a low carbon economy. Physical Risks Timeframe: Short, Medium and Long Term Description: Increased frequency and severity of extreme weather events could cause organizational or service disruption, resulting in increased costs or reputational damage. Pure Storage also performed a Climate Scenario Analysis (CSA) for physical risks in FY25 to further improve our understanding of the longer-term implications of physical climate-related risks on our operations and value chain, as well as inform management actions and prioritization. The CSA considered the potential weather related impacts on four operational sites and 20 key supplier sites over a longer time horizon of 2030 and 2050. The assessment identified extreme heat as the most significant projected hazard under the highest warming scenario of greater than 4°C, followed closely by water stress. Transition Risks Timeframe: Medium and Long Term Description: Failure to deliver against sustainability goals (including climate goals), or effectively respond to evolving customer needs, emerging industry standards and global regulations, technological advancements, and investor preferences. Pure Storage plans to conduct a Climate Scenario Analysis for transition risks in FY26 to further improve our understanding of the longer-term (2030 and 2050) implications of climate-related transition risks on our operations and value chain, as well as inform management actions and prioritization. Product Development Opportunity Timeframe: Short, Medium and Long Term Description: Increased demand for energy efficient storage solutions and supporting transition to a low carbon economy. Pure Storage delivers the industry's most advanced data storage platform to store, manage, and protect the world's data at any scale. With Pure Storage, organizations have ultimate simplicity and flexibility, saving time, money, and energy.	CDP Module 3 – Disclosure of Risks and Opportunities (3.1.1, 3.6.1) Climate Change Adaptation: Enhancing Climate Resilience Sustainable Platform and Services

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 the Pure Storage business strategy and financial planning. This is especially true of our product design. Pure Storage invests substantially in R&D in order to enhance our Platform's energy efficiency and reduce the requisite space of customer data centers. Physical Risks: Pure Storage assesses both acute and chronic climate-related risks that could potentially impact its direct operations, supply chain, or IT infrastructure and systems through its Enterprise Resiliency Program. Assessments include Site Impact, Business Impact, and Security Risk/Impact Assessments. While climate change may heighten the frequency and intensity of extreme weather events in the near term, Pure Storage has implemented operational controls, such as business continuity and disaster recovery plans, to manage these risks. Our climate assessment indicates limited residual exposure. As our work in this area evolves, so will our understanding of related risks and the actions we can take to manage them. Transition Risks: Pure Storage actively monitors these transition risks and has established strategies to mitigate residual risk. Pure Storage will continue to expand on its assessment of transitional risks, including to further improve its understanding of interdependencies. Pure Storage has implemented comprehensive governance, processes, and review mechanisms to address and mitigate these risks. As an example, we conducted a regulatory gap assessment and developed a roadmap, with a third-party, to understand our readiness for regulations such as ISSB, CSRD, and others. As a result, Pure Storage believes it has mitigated these risks to an acceptable level. As our work evolves, we will continue to adapt our evaluation processes and to mitigate these transition risks. Product Development Opportunity: Pure Storage has seized the opportunity to capture market demand through deployment of highly dense and energy efficient technology that decreases global data center energy consumption while also reducing e-waste by at least 95%. The Pure Storage consolidated data storage platform consumes less than half the power, space, cooling, and labor compared to competing solutions. Financial Planning Funding for sustainability 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 sustainability 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. For example, in January 2025, as Storm Eowyn, which was expected to be the most severe storm to ever impact Ireland, approached, we anticipated the possibility of multiple power outages across the region. We closely monitored the situation and planned to provide updates should any outages occur. In adherence to the government advisory and to prioritize the safety of our employees, no personnel were dispatched to the office to inspect outages until, at the earliest, Saturday afternoon. In terms of impact, Pure Storage lost HVAC to the labs and had to power down (2) CX racks to keep the network running. It took 4 days to replace the damaged HVAC.	CDP Module 5 – Business Strategy (5.3, 5.3.1, 5.3.2) Enterprise Resiliency Sustainable Platform and Services
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, procuring renewable electricity, 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 continues to transition towards renewable energy sources for its offices and data centers and integrate renewable energy considerations into procurement decisions. In our real estate selection process, Pure Storage prioritizes buildings with LEED or equivalent certifications. As of the end of FY25, approximately 90% of our office locations, measured by square footage, hold LEED or equivalent certification. In FY25, Pure Storage increased its use of renewable electricity across its global operations. We maintained 100% renewable electricity coverage (primarily through Renewable Energy Certificate purchasing) at our Santa Clara HQ, and achieved 100% coverage at our Prague, Bangalore, Lehi (UT) and Bellevue (WA) office locations, as well as nearly 20% coverage of our Bluffdale, Utah co-located data center. 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 Pure Storage decision to set SBT aligned GHG reduction targets in 2024 and receive validation for them from the Science Based Targets Initiative (SBTi) in January 2025, 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. As referenced above, Pure Storage conducted a Climate Scenario Analysis for physical risks in 2024 and plans to conduct a Climate Scenario Analysis for transition risks in 2025. 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.	CDP Module 5 – Business Strategy (5.1.1, 5.1.2) Enterprise Resiliency Emissions and Energy: Aligning with a Low Carbon Future Climate Change Adaptation: Enhancing Climate Resilience



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

RISK MANAGEMENT		
A. Describe the organization's processes for identifying and assessing climate-related risks.	Pure Storage uses its Annual Enterprise Risk Assessment ("ERA") process to identify climate-related risks, applying defined criteria and thresholds for financial impact and likelihood. The ERA considers the potential adverse effects of climate-related risks across other risk areas, including strategy, operational performance, compliance with applicable laws and regulations, meeting publicly stated climate commitments, and reputational impact. In addition, Pure Storage has business resilience processes which involve 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. BIAs and SRAs are integral components of the Pure Storage Enterprise Resiliency Program, which oversees business continuity assessment and planning throughout the organization. In FY25, Pure Storage also conducted a preliminary double materiality assessment (DMA), to evaluate environmental dependencies and impacts, inform our annual voluntary and mandatory disclosures, and support Pure Storage in incorporating consideration of wider environmental issues into our risk identification, assessment, and management processes. Topics that met or exceeded disclosure thresholds included Climate Change Adaptation (Tier 1), Emissions and Energy (Tier 1), and Waste and Circularity (Tier 2). A topic that did not meet the threshold but is still important to our stakeholders and therefore addressed in our Impact Report is Water (Tier 3).	CDP Module 2 – Identification, assessment and management of dependencies, impacts, risks and opportunities (2.2.1, 2.2.2) Enterprise Resiliency Sustainability Strategy, Priorities, and Targets Climate Change Adaptation: Enhancing Climate Resilience Emissions and Energy: Aligning with a Low Carbon Future Waste and Circularity: Advancing Circular Practices for a Sustainable Future Water: Stewarding Resources, Supporting Resilience
B. Describe the organization's processes for managing climate-related risks.	Pure Storage integrates the management of climate-related risks into our Business Continuity Planning ("BCP") processes. Physical climate risk is managed through the Pure Storage Enterprise Resiliency Program. It oversees business continuity assessment and planning throughout the organization. SRAs for primary sites evaluate 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 Pure Storage supply chain. Pure Storage requires its contract manufacturers to maintain BCPs, subject to quarterly internal reviews by Pure Storage and annual reviews with the contract manufacturers. These assessments place significant emphasis on climate-related physical risks that could potentially jeopardize our operational sites. This process enables 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-related impacts. In addition to physical risks at operational sites, the Pure Storage Sustainability team actively monitors and evaluates our exposure to climate-related transition risks and opportunities such as changes in law, compliance with individual jurisdictional requirements, changing customer behavior, emerging market trends in the technology sector, new investor needs, as well as partner and employee concerns. To meet changing regulatory product requirements, 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 also manages climate-related transition risk resiliency through product life cycle assessment ("LCA"). LCAs are used to inform sustainable product-use outcomes, which mitigates our climate-related transition risks. In FY25, Pure Storage completed product LCAs to update, refine, and expand its product portfolio coverage. (See below for more information) Pure Storage leverages its sustainability-focused memberships, consortium engagements, and audit and legal consultancies to stay informed and ahead of regulatory changes. Regular meetings with customers, investors, and key internal stakeholders are used to stay apprised of changing stakeholder needs as well as inform the Sustainability team if sufficient steps are being taken to mitigate and manage identified risks.	CDP Module 2 – Identification, assessment and management of dependencies, impacts, risks and opportunities (2.2.1, 2.2.2) Enterprise Resiliency Corporate Governance: Accountability That Builds Trust Enabling Lower Energy and Emissions Impact for Customers Our Stakeholders
C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Pure Storage has a dedicated Sustainability team accountable for ensuring that the risks and opportunities identified through the ERA, BCP, and SRA processes described above are assigned to functional owners and integrated into our financial planning processes. This ensures the right functional ownership and capital is allocated for mitigating risks or realizing opportunities, as applicable. The Pure Storage Sustainability team manages committees that follow up on implementation as needed. On an annual basis the Global Head of Sustainability and the ESG Controller provide input on climate-related risks and the ERA risk register is updated where appropriate. 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 improve the integration of transitional climate risk resiliency into our overall risk management, we have completed ISO-14044 compliant product life cycle assessments for our latest FlashArray and FlashBlade products. We also conducted a comparative analysis of the three major enterprise storage array media technologies: hard disk drives (HDD), solid state disks (SSD), and our own DirectFlash Modules (DFM). The comparative analysis examined the cradle-to-gate and use-phase impacts of DFM with the latest Ecolnvent LCA database reference HDD and SSD products, which were identified as functionally equivalent devices in the storage media market. The results from the LCA and comparative analysis 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, effectively mitigating the effect of transitional climate risks on its products and business. These product LCAs will also help inform GHG intensity metrics, GHG Scope 3.1 'Upstream PG&S Emissions' calculations, and our SBTi Scope 3 Use of Sold Products Emissions Intensity target, all of which are tied to our corporate emissions.	CDP Module 2 – Identification, assessment and management of dependencies, impacts, risks and opportunities (2.2.2) Corporate Governance: Accountability That Builds Trust Enabling Lower Energy and Emissions Impact for Customers

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

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.	Scope 1, 2, and 3 GHG emissions and climate-related risks are disclosed annually in the CDP Climate Questionnaire and Pure Storage Impact Report. As noted above, in 2024, we completed a 3rd party reviewed ISO 14040/14044 compliant Life Cycle Assessment (LCA) for FlashArray and FlashBlade which updated, refined, and expanded our product portfolio coverage (to 100%) and provided an improved understanding of supply chain impacts from various product components and suppliers. We also updated our Product Carbon Footprint reports for our FlashArray Family and FlashBlade family of products, based on our new LCA.	CDP Module 7 – Climate Change (7.6, 7.7, 7.8) Greenhouse Gas Emissions Enabling Lower Energy and Emissions Impact for Customers
B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1, 2, and 3 Greenhouse Gas Emissions and climate-related risks and opportunities, are disclosed annually in the CDP Corporate Questionnaire and Pure Storage Impact Report.	CDP Module 7 – Climate Change (7.6, 7.7, 7.8) Greenhouse Gas Emissions Emissions and Energy: Aligning with a Low Carbon Future
C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	In FY25, Pure Storage set and received validation from the Science Based Targets initiative (SBTi) for our near-term GHG emission reduction targets. SBTi classified Pure Storage scope 1 and 2 target ambition and determined that it is in line with a 1.5°C trajectory, currently the most ambitious designation available through the SBTi process, and consistent with the Paris Agreement. Pure Storage Science Based Targets: - Reduce absolute scope 1 & 2 GHG emissions 42% by FY2030 from a FY2023 base year. - Reduce scope 3 GHG emissions from use of sold products 51.6% per petabyte by FY2030. - 45% of suppliers by spend, covering purchased goods and services, will have science-based targets by FY2029. Pure Storage is also committed to becoming net zero by 2040, covering our Scope 1 and market-based Scope 2 emissions.	CDP Module 7 – Climate Change (Questions: 7.53, 7.53.1, 7.54) Our Targets Emissions and Energy: Aligning with a Low Carbon Future

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) 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 programs, 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 with in the future.

SDG GOAL	RELEVANT TARGETS	PURE STORAGE ACTIONS	LINKS TO MORE INFORMATION
5GENDER EQUALITY  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	Community and Belonging: Fostering a Strong and Inclusive Team
		Advancing women in leadership	Community and Belonging: Fostering a Strong and Inclusive Team Fair and Consistent Talent and Pay Practices Human Capital - Gender by Level
		Women@Pure employee resource group	Employee Networks and Community
		Employee growth and development programs	Talent Development
		Equitable sponsorship and promotion	Fair and Consistent Talent and Pay Practices
		Pure Code of Conduct, covering anti-discrimination and harassment	Code of Conduct
		Supplier Code of Conduct, covering anti-discrimination and harassment	Supplier Code of Conduct
		Review of pay equity holistically twice a year	Fair and Consistent Talent and Pay Practices
		Speak Up program for reporting concerns	Speak Up Grievance Mechanism
		Commitment to human rights	Code of Conduct and other Policies Human Rights
8DECENT WORK AND ECONOMIC GROWTH  Goal 8: Decent Work & 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 responsible sourcing	Modern Slavery and Responsible Minerals Sourcing Responsible Sourcing: Supplier Sustainability, Ethics, and Accountability
		Grantmaking to non-profits and employee volunteerism/mentorship to support workforce development	Strategic Grantmaking Employee Giving and Volunteering
		Review of pay equity holistically twice a year	Fair and Consistent Talent and Pay Practices
		Employee benefits	Employee Wellness
		Equitable sponsorship and promotion	Fair and Consistent Talent and Pay Practices
		Speak Up program for reporting concerns	Speak Up Grievance Mechanism
		Established Able, Pure Storage's newest employee resource group	Employee Networks and Community
		Pure Storage Code of Conduct	Code of Conduct
		Environmental health and safety	Health and Safety: Protecting Every Person, Every Place
			Code of Conduct
			Supplier Code of Conduct
			Partner Code of Conduct
		Commitment to human rights	Human Rights
	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		

							IMPACT REPORT 2025		
	Introduction	Sustainable Platform and Services	Environmental	Social	Governance	Data Annex			
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS: CONTINUED									
9INDUSTRY, INNOVATION AND INFRASTRUCTURE  Goal 9: Industry, Innovation & 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
									Enabling Lower Energy and Emissions Impact for Customers
12RESPONSIBLE CONSUMPTION AND PRODUCTION  Goal 12: Responsible Consumption & 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 Lifecycle Stewardship
									Sustainable Platform and Services
									Pure Storage Blog: ESG Archives
									Pure Storage Science Based Targets
									Responsible Sourcing: Supplier Sustainability, Ethics, and Accountability



86

Endnotes

1	Scores represent the employee average, based on a 0 to 10 scale.
2	Referred to as the Talent Development Index in ESG Report 2024.
3	Per Audited NPS customer score as of January 2025.
4	Source: https://www.purestorage.com/resources/gartner-magic-quadrant.html .
5	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.
6	Amid explosive demand, America is running out of power, The Washington Post March 7, 2024.
7	Based on FY25 LCA results.
8	Scores represent the employee average, based on a 0 to 10 scale.
9	FY25 launch was delayed as we spent the year socializing and fine-tuning the initiatives proposed.
10	Definition adapted from the Value Balancing Alliance. See: https://www.value-balancing.com/en/faq-2.html for more on the methodology and approach.
11	For more information on Impact Accounting approach: https://www.value-balancing.com
12	A tabletop exercise is a structured, discussion-based activity used to evaluate and validate plans, processes, and procedures in a simulated scenario. These exercises test decision-making, communication, and coordination under realistic conditions, and are aligned with ISO 22301 requirements for continual improvement in business continuity management systems.
13	Delayed from FY25.
14	Delayed from FY25.
15	Business travel includes all flights, accommodations, ground transportation, and all travel-related business.
16	Employee Commuting includes working from home (FY23-FY25).
17	Total Emissions = Scope 1 (market-based) + Scope 2 (market-based) + Scope 3 (market-based).
18	Adjusted the Energy use (in MWh) - Other fuels FY24 value upward to reflect reclassified heat/steam/chilled water energy use for a European site, and the corresponding electricity values down by that amount
19	Other fuels refers to natural gas and power for heating/steam/chilled water.
20	Effective capacity of storage includes the impact of deduplication and/or compression technology on data stored within the array.
21	Global Age based on disclosed age information. Non-Disclosed Global Age accounts for less than .27% of the global employee population in the last three years
22	Female Global Gender by Level and Region based on disclosed gender information. Non-disclosed gender accounts for 2% of the global employee population.



www.purestorage.com

©2025 Pure Storage, the Pure Storage P Logo, DirectFlash, Evergreen, Evergreen//One, Evergreen//Flex, Evergreen//Forever, FlashArray, FlashArray//C, FlashArray//X FlashBlade, FlashBlade//E, Pure1, Pure//E, and the names in the Pure Storage Inc. Trademark List are trademarks or registered trademarks of Pure Storage Inc. in the U.S. and/or other countries. The Pure Storage Inc. Trademark List can be found at www.purestorage.com/trademarks. Other names may be trademarks of their respective owners. PS2249-10 10/25