



# Impact Report 2026

Unleash the power of data

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# Introduction





# A letter from our Chairman and CEO

The economics of technology infrastructure are changing globally. Energy sets the upper boundary on global growth, while technology determines how far and fast we go as a society. Efficiency is not just about cost: it's about the ability to expand the use of energy to create growth and prosperity, within a limited energy budget.

Efficiency isn't only good for the environment. It enhances growth.

Technology is also a major driver of economic growth. But technology takes energy. And, in the world of AI, it takes more energy than the world produces today. Across industries, organizations must scale AI within fixed limits on power, space, and cost. Inefficient infrastructure limits growth. Our focus is to help customers remove that constraint.

**Three priorities define how we do that.**

## **1** Enabling growth within fixed energy and space limits

Data centers are constructed with three major components: computer servers, data storage, and network switches. Other components in the data center support these three items. Roughly speaking, computers take about 70%, data storage 20–25%, and network switches 5–10%. Data storage in the largest data centers is typically 90% hard disk drive (HDD)-based and 10% solid-state drive (SSD)-based.

Everpure™ produces data storage technology that is two to five times as efficient as traditional SSDs and 10 times more efficient than HDDs. Use of Everpure technology would save up to 20% of total data center power.

This past year, we introduced a 300TB DirectFlash® Module, advancing our platform's storage efficiency to more than 18 terabytes of effective capacity per watt, nearly doubling the prior generation with no meaningful increase in power consumption, a level of efficiency that is unmatched in the industry.

We also launched FlashBlade//EXA™, a platform purpose-built for AI at scale that is the most powerful AI storage engine in the industry, yet consumes far less space and power than competitive systems. These gains allow customers to scale AI workloads without expanding data center footprint or energy demand.

## **2** Improving the economics of infrastructure over time, and circularity

Traditional infrastructure models assume five- to seven-year equipment lifetimes, followed by full replacement, after which the equipment is junked. Our model is built to last forever without disruption, reducing cost and waste through continuous upgrades and longer system life cycles. Over time, we replace individual components as they age, refurbish and reuse them over a long lifetime in our storage-as-a-service offering, and safely recycle the materials at their useful life's end. Our Evergreen® Architecture also allows systems to eliminate repeated replacement cycles and the associated cost, disruption, and waste.

This is already changing customer economics. During the year, customers returned approximately 100 petabytes of deployed capacity into reuse programs. Our remanufactured platform, FlashArray//RC20, reduces manufacturing emissions by up to 18% while extending system life and reducing dependence on constrained supply.

3 Providing transparency and control over operational impact

Customers are increasingly measuring and reporting energy, emissions, and lifecycle performance as part of their environmental reporting. This is becoming mandated by governments in many countries.

Everpure provides automated lifecycle assessments across 100% of our core portfolio and detailed product-level data that allows customers to quantify their impact with precision. Our highly energy-efficient systems allow customers to report total data center energy consumption reductions of as much as 20%.

We are also advancing new approaches to performance measurement. Our impact accounting work translates the environmental impacts of our products into financial terms both at the product and company level. This helps customers make better capital allocation decisions by making impact measurable in business terms.

Lower energy use, higher density, longer life cycles, and better visibility together reduce cost, risk, and emissions.

This is possible because we address sustainability as an engineering and operating discipline, not a reporting exercise.

Looking ahead, AI adoption will accelerate, increasing demand for compute and storage while placing greater pressure on energy and infrastructure. Government and customer expectations for transparency of environmental impact will also rise. Companies that use resources more efficiently will have a significant competitive advantage.

Everpure is also driving energy efficiency in our corporate offices and our supply chain

At the Everpure offices, we have increased renewable electricity procurement to 46% globally, with 100% coverage across key global offices. We have reduced single-use plastic in our corporate offices and improved the recyclability of our packaging materials. We regularly work with our suppliers to improve the energy efficiency of our supply chain.

Nearly 6,400 employees operate in an environment at Everpure where people feel valued. They drive innovation and performance across our business, supply chain, and the communities we serve, and it shows. Participation in Everpure Foundation giving and volunteering increased 20% year over year, while employee sentiment and morale is very strong.

The Everpure focus is to enable better business outcomes for our customers. When customers can use technology more efficiently and effectively, they strengthen their performance, sharpen their competitiveness, and create lasting value. Improving efficiency allows growth to compound for customers, shareholders, and the world around us.

Charles Giancarlo



Chairman & CEO, Everpure



# About this report

The Everpure FY26 Impact Report outlines our progress across our technology, environmental, social, and governance priorities.

Five years into our impact journey, we continue to refine our strategy and disclosures to enhance transparency, accountability, and long-term value creation for our stakeholders. Key aspects reflected in this report include:

- **Priority topics:** Our Impact Report focuses on the material topics identified through our preliminary Double Materiality Assessment (DMA) conducted in FY25.
- **Stakeholder-informed development:** This report reflects input from internal subject matter experts and leaders, as well as feedback from customers, investors, and sustainability ratings organizations.
- **Executive oversight:** This report was reviewed and approved by our Chief Administrative and Legal Officer (CALO), Chief Financial Officer (CFO), Chief Technology and Growth Officer (CTGO), and Chief Supply Chain Officer (CSCO), who serve as our Sustainability Executive Sponsors.

For a detailed breakdown of our focus areas, please see the [Our priorities](#) section.

## Frameworks and standards

Everpure actively monitors the sustainability reporting and regulatory landscape to respond to emerging reporting expectations and requirements. Our reporting references a number of leading disclosure standards and frameworks, including 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). We also continue to report on our climate-related financial risks and opportunities, in line with the Taskforce on Climate-related Financial Disclosure (TCFD) recommendations, while preparing for emerging International Sustainability Standards Board (ISSB) requirements. Framework disclosure indices can be found in the [Appendix](#).

## Scope

The Everpure fiscal year 2026 Impact Report was published in August 2026. Unless otherwise noted, the data reflected in this report covers our global operations for fiscal year 2026, representing February 3, 2025 through February 1, 2026. 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 FY26 greenhouse gas (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@everpuredata.com](mailto:Sustainability@everpuredata.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, our impact accounting initiatives, 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.everpuredata.com](https://investor.everpuredata.com) and on the SEC’s website at [www.sec.gov](https://www.sec.gov). We cannot guarantee achievement of the plans, intentions, or expectations disclosed in our forward-looking statements, and undue reliance should not be placed on our forward-looking statements.

# About Everpure

Everpure delivers advanced storage and data management solutions that enable companies to unlock the full potential of their data by ensuring it is secure, accessible, intelligent, and ready to perform in the AI era.

With Everpure, organizations can simultaneously scale performance and significantly reduce energy consumption. Everpure empowers customers to build their own Enterprise Data Cloud (EDC), an intelligent and autonomous environment that enables customers to store, manage, protect, and access their data seamlessly across on-premises, cloud, and hosted environments. Powered by the Everpure Platform, an EDC transforms storage into a unified, virtualized cloud of data, governed by an intelligent control plane.

Three central principles guide us as we innovate to meet evolving customer needs: simplicity, sustainability, and infrastructure transformation enablement. Achieving simplicity in complex IT environments requires ongoing investment, and to that end we consistently reinvest over 20% of our annual revenue back in research and development. We believe that storage and data management should be unified, continuously available, and resilient. Next-generation data storage must enable capabilities such as governance, cyber resilience, and data management with built-in compliance, while maximizing capacity and performance and minimizing power, space, cooling, and operational requirements. The Everpure Platform is designed to deliver these capabilities, enabling customers to modernize their environments and support evolving data demands.

This is made possible by a culture grounded in persistence, creativity, teamwork, ownership, and customer-first focus, and guided by honesty, integrity, and respect. This culture is embodied by our global workforce of nearly 6,400 employees across more than 30 countries.



## Recognition and awards

- 2025 Gartner® Magic Quadrant™<sup>1</sup> Leader for Infrastructure Platform Consumption Services
- Certified Great Place to Work® 2025
- CRN: The Top 25 IT Innovators of 2025
- CRN: AI 100 for 2025
- CRN Data Center 50: The Hottest Data Center Companies of 2025
- CRN: The 50 Coolest Software-Defined Storage Vendors for 2025
- Forbes Most Trusted Companies in America 2025
- Fortune Best Workplaces in Technology™ 2025
- Fortune Best Workplaces in the Bay Area™ 2025
- Newsweek: America's Greatest Workplaces 2025
- Newsweek: America's Greatest Workplaces for Women 2025
- Newsweek: America's Most Responsible Companies 2026

For a full list, see our [Awards webpage](#)

# Everpure at a glance



FY26 annual revenue

**\$3.66B**

16% Y/Y growth



Our people

**~6,400**

Employees



Customers

**14,500+**

Global customers



Satisfaction

**84 NPS<sup>2</sup>**

Above 80 for over 10 years



Leadership

**12X**

Gartner® Magic Quadrant™  
Primary Storage Platform Leader<sup>3</sup>



Our operations

**30+**

Countries



Fortune 500 customers

**~64%**

of Fortune 500 companies



Subscription ARR<sup>4</sup>

**\$1.92B**

16% Y/Y growth

# FY26 sustainability highlights

## Sustainable platform and services

- Launched 300TB quad-level cell (QLC) DirectFlash Module to advance our platform's storage efficiency to over 18TBe per watt, a 1.94 times improvement versus our 150TB DirectFlash Module.
- Introduced FlashArray//RC20—the first remanufactured storage platform from Everpure—delivering up to 18% lower manufacturing emissions.
- Returned, refurbished, and redeployed DirectFlash Module and controller inventory from customers resulted in an estimated 6,800 MT CO<sub>2</sub>e of avoided emissions from manufacturing new components.
- Advanced Purity Energy Optimization program, reducing operational power consumption across all products through dynamic CPU scaling, active idle modes, and background task optimization.
- Launched FlashBlade//EXA, the Everpure purpose-built storage platform for AI factories at scale, delivering industry-leading performance per watt, up to 80% more effective capacity per watt, and 75% less rack space compared to competing AI-scale storage solutions.
- Introduced FlashArray//ST™, delivering over 10 million IOPS in five rack units at consistent ultra-low latency—the highest performance density in our portfolio.
- Everpure service logistics processed more than 77,000 pounds of end-of-life material, of which less than 0.25% was sent to landfill.

## Environmental

- Completed transition risk climate scenario analysis to quantitatively assess our legal, technology, market, and reputation climate-related risks and mitigation measures.
- Scaled up renewable electricity procurement to 46%, fully covering the same five sites as last year and expanding procurement for our Bluffdale, Utah, colocated data center.
- Expanded CDP supply chain disclosure reach, with nearly three times more suppliers invited and responses received year over year.
- 15% of data center staff completed the Certified Data Center Sustainability Professional (CDCSP®) course and associated certification.
- Avoided an estimated 23 metric tons of packaging materials annually by transitioning to inter-site reusable packaging.

## Social

- Maintained Pulse of Pure employee rating of 8.8/10 on Proud to Work for Everpure—Top 10% of tech industry.<sup>5</sup>
- 14.6% of open positions were filled by internal candidates (+1.7 points Y/Y).
- 98.7% of employees completed the Enterprise Data Cloud (EDC) Enablement program.
- 94% of employees participated in mid-year check-ins (+6 points Y/Y).
- 43% of the US workforce represents people of color and indigenous employees.
- 100% of Tier 1 production sites and key strategic suppliers scored silver or above on Responsible Business Alliance Validated Assessment Program (VAP) audits.
- \$3.8M in charitable donations by the Everpure Foundation and Everpure (58% Y/Y increase).
- 53% employee participation in Everpure Foundation giving and volunteering (20% Y/Y increase).
- 12,200 hours of volunteer time tracked by employees (70% Y/Y increase).

## Governance

- Achieved Y/Y increases in sustainability ratings, including CDP Climate, EcoVadis, and S&P Global Corporate Sustainability Assessment.
- Named a winner of the Nature and Biodiversity Leadership award at the Finance for the Future Awards for our impact accounting work and leadership in sustainable finance.
- Published a new human rights statement and labor practices statement.
- Launched the Everpure Trust Center, providing a centralized, real-time repository for our security posture, compliance certifications, and privacy practices.
- Achieved Common Criteria certification for FlashArray™ and FlashBlade, meeting the highest international standards for IT security evaluation.
- Launched a cross-functional Privacy Champion Network, which provides in-depth training to develop privacy ambassadors across the enterprise.

# Sustainability strategy, priorities, and targets

We view sustainability as foundational to long-term value creation for our business and stakeholders.

Our strategy is focused on building smarter and more sustainable data storage and management systems for our customers while attracting, retaining, and engaging top talent and strengthening trust with investors and communities.

Our priorities and disclosures are informed by our Double Materiality Assessment and leading sustainability reporting frameworks, which guide how we measure performance and promote transparency and accountability.

In support of the UN SDGs, we continue to focus on four of the 17 goals where we believe our business can have the greatest impact. These goals are tied to our business activities and sustainability priorities, and we are committed to advancing them through our business strategy and storage and data management platform. Refer to the [Appendix](#) to learn more about how we support the UN SDGs.



## Our stakeholders

Everpure engages a broad set of stakeholders across our value chain to inform our strategy, support decision-making, and respond to evolving expectations. The following provides an overview of how we engage with our key stakeholders.

### Employees

Our ability to execute our strategy and innovate depends on an engaged, connected, and continuously developing workforce. We foster employee engagement through an integrated experience that combines structured feedback, including our annual Pulse of Pure survey, transparent communication through twice-quarterly all-hands meetings, and regular manager one-on-ones. We complement these efforts with investments in career growth and innovation—including Career Week, development programs, and global hackathons—while strengthening connection and inclusion through Employee Resource Groups, cultural and social events, and Pure Good volunteer initiatives. Together, these programs help align our workforce, encourage collaboration, support innovation, and contribute to our long-term business performance.

### Customers

Customer insight is a key driver of our innovation. We actively incorporate feedback from global forums such as Pure Accelerate, direct customer engagement, and continuous listening channels to refine our platform and respond to customers' evolving data management and sustainability objectives. Beyond listening, we invest in customer success through technical education, hands-on demonstrations, user groups, and certification programs that help customers maximize the value of our technology. This continuous feedback loop informs product development, strengthens customer relationships, and helps ensure that our innovation reflects real-world customer needs.

### Partners

Our partners are a force multiplier for our growth, innovation, and customer success. By collaborating closely across our partner ecosystem, we expand our reach, accelerate innovation, and deliver greater value to customers while responding to evolving market opportunities.

We engage partners through regular communications and collaboration channels, such as partner webinars, newsletters, and advisory councils, as well as through access to shared resources, including our partner library. We also work alongside our partners on joint initiatives and community-focused programs that strengthen relationships, encourage knowledge sharing, and support mutual success.

### Suppliers

Our suppliers are essential to building a resilient, responsible, and innovative supply chain. We work closely with our suppliers to strengthen operational resilience, advance responsible business practices, and improve transparency across our value chain.

We engage suppliers throughout the relationship life cycle with onboarding, RFP processes, regular business and performance reviews, and sustainability assessments, including CDP supply chain disclosures and Responsible Business Alliance audits. We also invest in supplier capability through training and enablement programs.

### Investors

Our investors provide the capital and confidence that enable our long-term strategy. We are committed to transparent, timely, and consistent engagement that helps investors understand our financial performance, strategic priorities, and sustainability progress.

We engage investors in our annual meeting of shareholders, quarterly earnings calls, investor conferences, our annual Analyst Day, and ongoing dialogue through investor roadshows, shareholder outreach, and our Investor Relations website. These interactions foster transparency, support informed decision-making, and strengthen long-term relationships with the investment community.

### Communities

Strong communities help create a stronger business. We seek to make a positive impact where we live and work by investing in programs that strengthen local communities, expand opportunity, and encourage employee engagement. We support our communities through employee volunteering, giving and matching donation programs, nonprofit partnerships, philanthropic grants, disaster response efforts, and initiatives that improve access to technology and digital skills. By working alongside community partners, we help address local needs while reinforcing our purpose-driven culture and creating lasting social impact.

Our strategic framework

We are dedicated to driving measurable environmental and social impact through four strategic pillars:

- 1

**Sustainable data storage and management**

We deliver a data storage and management platform that enables organizations to harness the full potential of their data, supporting secure, accessible, and intelligent data environments while improving energy and resource efficiency.
- 2

**Operational resilience and resource stewardship**

We are committed to engineering resilient operations and supply chains designed to decouple business growth from resource consumption. Our focus remains on the reduction of energy use, GHG emissions, waste generation, and water consumption, supporting the transition to a circular, low-carbon economy.
- 3

**Culture of innovation and community impact**

We foster a culture of innovation and impact by attracting a wide range of talent and creating an inclusive workplace where every employee can thrive. By prioritizing skills-based hiring, professional development, and community engagement, we extend our impact beyond our own operations.
- 4

**Governance, trust, and ethical leadership**

We maintain robust governance, uncompromising data security and privacy practices, and a culture of transparency. By leading with ethics, we support long-term value for our employees, customers, investors, and the communities we serve, while reinforcing the trust that underpins our stakeholder relationships.



Our priorities

The priorities of Everpure are informed by the preliminary Double Materiality Assessment (DMA) conducted in FY25. The DMA identified and prioritized the sustainability-related impacts, risks, and opportunities that matter the most to Everpure business success, as well as to society and the environment.

The DMA was informed by stakeholder engagement, including internal input from subject matter experts across the business and external perspectives gathered through interviews with select stakeholder groups. Impacts, risks, and opportunities were evaluated based on impact significance and financial relevance and organized into tiers according to their highest-scoring underlying impact, risk, or opportunity.

Tiers 1 and 2 represent the material topics identified through the assessment and serve as the foundation for the Everpure 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 Everpure.

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

Our targets

Everpure has set near-term, science-based GHG reduction targets, validated by the Science Based Targets Initiative (SBTi) in FY25 across Scope 1, 2, and 3 GHG emissions.

We advanced actions to support progress toward these targets, including:

- Increased renewable electricity purchases for our primary data center, resulting in 46% renewable electricity coverage of our global electricity footprint, up from 37% in FY25
- Expanded product capacity through the introduction of 300TB DirectFlash Modules, improving energy and carbon emissions efficiency per PBe and helping customers reduce the physical footprint and energy intensity of their storage infrastructure
- Strengthened supplier engagement and education to support emissions reduction and related target setting

Everpure is also committed to becoming net zero by 2040, covering our Scope 1 and market-based Scope 2 emissions. To learn more about our progress against our SBTs, please visit the [Environmental](#) chapter.

Everpure 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.

Technology

# Sustainable platform and services



Material sustainability topics covered



Sustainable platform and services

“Innovation at scale demands a new standard for efficiency. At Everpure, we’re focused on delivering technology that does more with less—less power, less space, less environmental impact, and less manual intervention and operations—without compromising performance. By embedding sustainability into the core of our engineering, we’re proving that the most advanced data platforms are also the most responsible.”



**Rob Lee**  
Chief Technology and Growth  
Officer, Everpure

# The Everpure Platform: Sustainable storage for a data-intensive world

**Organizations are generating and storing more data than ever while facing growing pressure to reduce energy consumption, hardware waste, and operational complexity.**

These challenges are further intensified by the rapid growth of AI and advanced analytics workloads, which are driving greater scale and performance demands of enterprise data infrastructure. Adopting an Enterprise Data Cloud (EDC) enables organizations to manage this growth more responsibly. By replacing fragmented infrastructure with a unified operating model, organizations can improve efficiency, reduce resource consumption, and support AI workloads without adding hardware. Everpure provides the platform that enables the EDC.

## At a glance

Everpure advanced its platform through new product launches, expanded automation capabilities, and meaningful improvements in storage density and energy efficiency. This enabled customers to scale responsibly without expanding their physical footprint. The following topic areas are noteworthy:

- Launched 300TB QLC DirectFlash Module to advance our platform’s storage efficiency to over 18TBe per watt, a 1.94 times improvement versus our 150TB DirectFlash Module.
- Introduced FlashArray//RC20—the first remanufactured storage platform from Everpure—supporting circular reuse and reduced demand for virgin materials while reducing manufacturing emissions by up to 18% compared to the same product built with new controllers.
- Returned, refurbished, and redeployed DirectFlash Module and controller inventory from our customers resulted in estimated avoided emissions from manufacturing new components of approximately 6,800 MT CO<sub>2</sub>e.
- Advanced the Purity Energy Optimization program, reducing operational power consumption across all products through dynamic CPU scaling, active idle modes, and background task optimization.
- Launched FlashBlade//EXA, the Everpure purpose-built storage platform for AI factories at scale, delivering industry-leading performance per watt, up to 80% more effective capacity per watt, and 75% less rack space compared with competing AI-scale solutions.
- Introduced FlashArray//ST, delivering over 10 million IOPS in five rack units at consistent ultra-low latency—the highest performance density in our portfolio.
- Everpure service logistics processed more than 77,000 pounds of end-of-life material, of which less than 0.25% was sent to landfill.

# Enabling an EDC through the Everpure Platform

The Everpure Platform is a unified storage and data management platform built on four pillars:

- 1

**Evergreen Architecture** for nondisruptive, always-modern upgrades

traditional disk-based systems that are typically in the range of 0.3TBe to 1.5TBe per watt.
- 2

**A Unified Data Plane** for block, file, and object workloads

System longevity further multiplies these gains. Evergreen Architecture allows arrays to remain in service for more than 10 years, eliminating multiple refresh cycles and associated emissions and e-waste.
- 3

**An Intelligent Control Plane** using Everpure Fusion™ and Pure1® to automate fleet-wide data placement and resource optimization

FlashArray//RC20—the first remanufactured storage platform from Everpure—delivered up to 18% lower manufacturing emissions while supporting circularity and reducing demand for newly manufactured parts through requalified component reuse.
- 4

**Evergreen//One™**, driven by a service level agreement (SLA) subscription model that right-sizes hardware to actual need

Intelligent automation ties these capabilities together. Everpure Fusion expanded with FlashBlade support, workload automation, and the Everpure AI Copilot. Everpure flash-based systems use up to 10 times less power than traditional hard disk systems and up to five times less than competing all-flash arrays. This enables customers to reduce total data center energy utilization by as much as 20%.

Together, these pillars enable organizations to operate an EDC model that supports growing AI workloads while meaningfully reducing environmental impact.

Storage density is foundational to this approach. The launch of 300TB QLC DirectFlash Modules advanced our platform’s storage efficiency to over 18TBe per watt—a 1.94 times improvement over the prior generation—with no material increase in power consumption. This compares favorably with

## How EDC drives efficiency for Everpure customers

An EDC replaces fragmented infrastructure with unified data control—enabling smarter decisions, faster innovation, and more efficient use of infrastructure and energy. For customers, two additional platform capabilities make this especially tangible:

- **The Unified Data Plane** eliminates redundant data copies across the environment and reduces storage overhead and energy consumption while improving resource utilization and reducing stranded capacity.
- **Evergreen//One** right-sizes hardware to actual SLA requirements, removing the need for capacity forecasting and overbuying while reducing power and rack space consumption compared to competitive storage subscription offerings.



### Cutting carbon and saving rack space

**BlackBox Hosting** provides managed UK private cloud solutions built specifically for the software industry, delivering performance, resilience, and guaranteed data sovereignty.

When its storage infrastructure approached end of life, the company looked for a replacement that would enable it to maintain the same high level of service that its customers had come to expect.

When BlackBox Hosting began evaluating the Everpure Platform, the company quickly recognized the transformative potential of an all-flash solution.

Rob Cresswell, Head of Technical Operations at BlackBox Hosting, comments: “Everpure offered something totally different to what we’d been using before: NVMe-based solutions that were much more performant, dense, and straightforward to manage.”

Working with Everpure, BlackBox Hosting replaced its legacy disk storage with two Everpure FlashArray//X50 solutions. Following the success of its initial deployment, BlackBox Hosting expanded its footprint—adding a second high-performance FlashArray//X50 system and two FlashArray//RC20 systems for cost-efficient file storage. With its industry-leading data reduction technology, the Everpure solution reduces the company’s rack footprint by more than 87% and provides a 9:1 data reduction ratio.

“On our legacy platform, there was such a performance overhead for data reduction that we deliberately disabled the feature, but with Everpure it’s totally transparent and built into the Purity operating system,” says Matthew Burden, Founder and Managing Director, BlackBox Hosting. “When we invest in Everpure, we’re also investing in our long-term sustainability agenda. Reduced power and cooling requirements have cut our annual CO2 emissions by around 85%, which helps us to renew our carbon-neutral certification each year.”

[Read the Story](#)

# All-flash system sustainability advantages

As global data consumption accelerates and artificial intelligence reshapes enterprise workloads, data centers are facing increasing constraints related to power availability, performance, cost, and complex data environments.

In FY26, Everpure advanced a broad portfolio of innovations designed to help customers address these challenges, while improving energy efficiency and helping reduce their environmental footprint. Several sustainable advantages differentiate Everpure from the competition:

- **Simplicity in our product design:** The simplicity in the design of our hardware products reduces the total amount of necessary components. A greater amount of the value in our product is in our software, which is less sensitive to supply chain pricing dynamics.
- **Integrated hardware-software design:** Our engineering team leverages our software to enable solutions with component flexibility without compromising performance.
- **Superior data compression:** Recent advances in our industry-leading data compression capabilities increase effective usable capacity, offsetting raw media price fluctuations.
- **Evergreen advantage:** Our Evergreen technology and programs allow customers to continually improve the capacity and performance of their existing products based on their Evergreen subscriptions.
- **DirectFlash technology:** Our unique DirectFlash technology allows us to make much more efficient use of the flash in our systems.

## Delivering industry-leading storage density per watt

In FY26, Everpure developed and announced 300TB QLC DirectFlash Modules for FlashBlade//S™, nearly doubling the storage density and energy efficiency of our previous 150TB DirectFlash Modules with no material increase in power consumption. This advancement delivers FlashBlade//S storage efficiency of up to 5TBe per watt. This enables customers to store significantly more data per unit of energy while reducing data center footprint and cooling demand.

## Purity energy and capacity optimization

In FY26, Everpure advanced its Purity Energy Optimization program, reducing operational power consumption across all products through dynamic CPU scaling, active idle modes, and background task optimization. Additional software improvements, including smaller-block deduplication and DCAv2, accelerated and expanded inline data reduction on FlashArray and further improved overall data reduction ratios. FlashBlade DeepReduce, announced in December 2025, delivers data reduction of 2.5:1 or more on FlashBlade//E™ depending on workload. Together, these improvements are projected to deliver significant annual energy savings across our install base while accelerating progress toward our Scope 3.11 SBTi intensity reduction target for use of sold products emissions.

## Product launches supporting efficiency gains

In FY26, our investments led to several significant product launches:

### FlashArray//RC20

Our first remanufactured storage platform delivers up to 18% lower manufacturing emissions by leveraging requalified components. Built for longevity with Evergreen upgrade readiness, FlashArray//RC20 reduces raw material use, eliminates forklift replacements, and extends asset life cycles. This reduces our Scope 3.1 manufacturing and Scope 3.13 end-of-life impacts through circular design principles.

### FlashBlade//EXA

FlashBlade//EXA is the Everpure purpose-built storage platform for AI factories at scale, designed to improve performance per watt, effective capacity per watt, and rack space efficiency for AI and HPC workloads.

In FY27, Everpure plans to formally publish MLPerf and SPECstorage benchmark results alongside customer-facing white papers that quantify performance per watt, infrastructure consolidation, and environmental impact. We will also complete NVIDIA Cloud Partner (NCP) certification and expand core capabilities, including multi-tenancy, QoS, and broader S3 object support. This will enable more efficient resource utilization across shared AI environments, while scaling FlashBlade//EXA deployments across neoclouds and enterprise AI factories.

### FlashArray//XL R5

Delivers industry-leading IOPS and throughput per watt and per rack unit for demanding workloads including Oracle, SAP HANA, and large virtualized environments. The built-in upgradability of the Evergreen Architecture eliminates forklift replacements, extending system life and reducing e-waste. At the same time, it maximizes performance per kilowatt consumed and contributes to our Scope 3.11 emissions intensity reduction targets.

### FlashBlade//S R2

Supports zero move tiering and 300TB DirectFlash Modules to enhance efficiency in unstructured data environments. Zero move tiering eliminates energy-intensive data movement across storage tiers and removes the need for duplicate copies of data that are typical with traditional tiering approaches, improving TB-per-watt ratios and reducing I/O overhead—lowering energy usage, e-waste, and administrative overhead across unstructured data infrastructures globally.

### FlashArray//ST

Delivers over 10 million IOPS in five rack units at consistent ultra-low latency—the highest performance density in our portfolio. By consolidating ultra-performance workloads onto fewer, more efficient systems, FlashArray//ST reduces the power, cooling, and physical footprint previously required by multi-array legacy architectures, lowering customer Scope 2 emissions across performance-intensive enterprise environments.

# Evergreen Architecture: Sustainable storage at every scale

The Everpure Evergreen Architecture is central to the Everpure approach to improving the lifecycle efficiency of data storage.

Built on a single operating environment with a shared management layer and common components across performance and capacity tiers, the platform helps simplify operations, reduce system sprawl, and lower the resource intensity of data storage.

Evergreen enables customers to continuously upgrade hardware and software without disruption, eliminating forklift replacements and extending product life cycles well beyond the three-to-five-year refresh cycles typical of traditional storage systems. Combined with the Everpure integration with NAND suppliers and leadership in QLC flash adoption, this approach supports high-density, low-power solutions for even the most capacity-intensive workloads, leading to reduced e-waste, embodied carbon, and downtime over the life of each system.

- Compared to legacy disk-based and many all-flash alternatives, the Everpure Platform offers:**
- Up to 85% reduction in energy use from product operation
  - Up to 85% less water required for cooling and generation of electricity
  - Up to five times greater storage density, resulting in fewer systems and less physical infrastructure
  - Up to three times longer product lifespans through modular upgrades, reducing refresh cycles, emissions, e-waste, and raw material use over time
  - Significantly reduced cradle-to-grave emissions



## Redefining AI performance with energy efficiency

**Beyond.pl** is an AI infrastructure provider, data center, and the first commercial AI factory operator in the CEE region. The company delivers GPU as a service (GPUaaS) and infrastructure that enables organizations to develop, train, fine-tune, and deploy AI models. It is recognized for its focus on digital sovereignty, performance, and compliance, serving enterprises, startups, and public sector clients with AI-driven workloads.

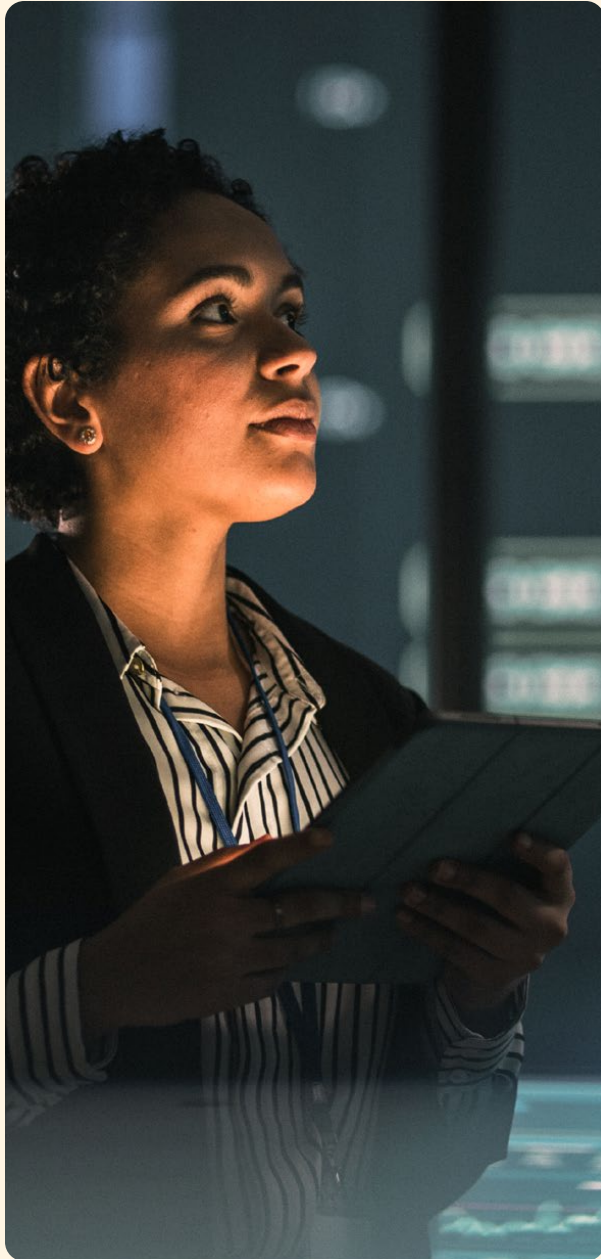
Recognizing growing demand for sovereign AI computing, Beyond.pl invested in the region’s first private AI factory, powered by NVIDIA DGX SuperPOD™ architecture and Everpure FlashBlade//S storage. The Beyond.pl ecosystem platform gives enterprises, public institutions, researchers, startups, and innovators access to GPU infrastructure, removing a key barrier to AI adoption: access to high-performance computing.

Built for sovereign scale, the AI factory rivals the top 10 supercomputers in CEE and ranks among the top 500 globally in scale and performance. It combines world-class performance with energy efficiency. Located in Beyond.pl’s Data Center 2 in Poznan, Poland, it operates at a PUE of 1.2.

“We’re running a data center at a PUE of 1.2, where our peers in the region are at the level of 1.5,” says Wojciech Stramski, Beyond.pl CEO. This translates into significant savings in power and cooling while delivering AI computing performance.

Beyond.pl prioritizes infrastructure efficiency and works with technology partners that maximize the value of power consumed. “Everpure is a leader in developing efficient infrastructure, which allows us to optimize the kilowatts we make available and not have them be wasted,” says Stramski.

[Read the Story](#)



# Evergreen//One: The industry’s most sustainable storage as a service

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

Evergreen//One reflects this by shifting storage from a hardware ownership model to a service. Instead of making long-term bets on specific technologies, customers commit to SLAs for performance, capacity, and availability.

By taking responsibility for technology choices and lifecycle stewardship, Everpure enables customers to improve resource efficiency by reducing idle capacity, avoiding premature refresh cycles, and scaling infrastructure based on actual usage.

This model increases the efficiency of compute, power, and space, while extending life cycles and reducing e-waste. Hardware refreshes are driven by outcomes rather than fixed timelines, 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 life cycle.

SLAs, including 99.9999% availability and nondisruptive upgrades, replace informal expectations with enforceable guarantees. Evergreen//One enables organizations to reduce both operational risk (e.g., price fluctuations) and environmental impact not by adding new technologies, but by removing the need for capacity forecasting and overbuying, changing the way infrastructure is consumed.



## Building a modern, resilient, and sustainable storage platform

[The Maryland Department of Information Technology \(DoIT\)](#) manages and provides information technology and telecommunications services and critical support to state agencies, the Executive Office of the Governor, coordinating offices, and independent Executive Branch agencies.

In the past, DoIT relied on a heterogeneous storage environment to underpin its infrastructure-as-a-service (IaaS) and backup-as-a-service (BaaS) platforms. It was based on disk arrays, conventional solid-state drives, and hyperconverged infrastructure. As time went by, these storage systems became increasingly costly and time-consuming to manage and scale.

To support a new generation of shared services, DoIT selected Everpure solutions. For its BaaS environment, the organization uses Everpure Evergreen//One, a SaaS platform that enables simplified operations with guaranteed performance. To underpin its IaaS offering, DoIT uses FlashArray//X20 and FlashArray//X70 solutions, delivering dense, power-efficient all-NVMe storage.

DoIT is committed to delivering its services in an environmentally sustainable way. By embracing ultra-efficient, all-NVMe flash solutions from Everpure, the organization is unlocking major efficiency improvements in its data centers.

“The density of FlashArray is mind-blowing. We’ve cut our data center Tier 0/1 storage footprint from 77U to just 3U and reduced our data center power utilization from 28kW to 1.6kW. Everpure is helping us to cut our energy consumption in the data center by 94%, which contributes to our sustainability goals,” says Darrell Stevens, Systems Architect for the DoIT.

[Read the Story](#)



## MSP Wipro differentiates on performance, reliability, and sustainability

A leading technology services and consulting company, **Wipro** builds innovative, sustainable solutions with an infrastructure engineered as a service in a hybrid-cloud ecosystem.

MSP Wipro wanted to accelerate digital transformation for its clients by offering seamless migration to a modern storage infrastructure. To meet both performance and sustainability goals, Wipro needed to reduce the physical and energy consumption footprint without slowing mission-critical applications. To support business continuity, Wipro needed a way to stay current on upgrades without downtime and forklifts.

With the simplicity, flexibility, and efficiency of Everpure **FlashArray//XL™**, **FlashStack®**, and **Evergreen//Forever™**, Wipro maximizes performance, reliability, and sustainability for its clients. Power, cooling, and space consumption fall by as much as 90%, reducing carbon footprint and moving toward net-zero goals.

“Sustainability is the number one priority that we drive home with Everpure.”

**Mayur Shah**

General Manager & Global Head of Data Center and SDx, Wipro

[Read the Story](#)

## Sustainable outcomes

Compared to competitive offerings, Evergreen//One delivers 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 Everpure energy-efficient architecture, customers realize up to 80% lower power consumption and associated emissions compared to competitive storage subscription offerings.

### Up to 85% 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 85% less physical space usage compared to competitive storage subscription offerings.

### Lower embodied emissions driven by higher hardware utilization

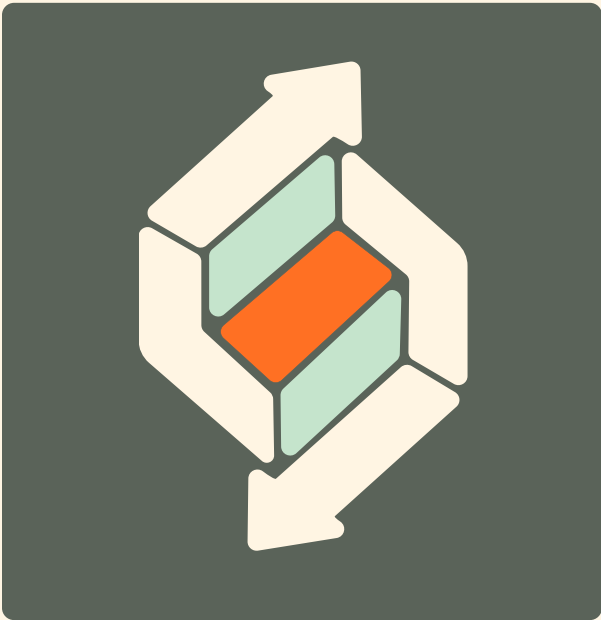
Everpure configuration expertise and product lifecycle stewardship support higher hardware utilization rates within a reduced hardware footprint. Using less hardware over time can reduce material consumption and embodied emissions, while outcome-based refreshes help extend product lifespans and minimize 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 can achieve 10:1 storage admin efficiency, while nondisruptive upgrades help keep environments optimized without added material or resource spend.

# Advancing circularity in product design and lifecycle management

Everpure advances circularity across the full product life cycle—from the Evergreen//One subscription model that keeps hardware in productive use, to remanufactured products like FlashArray//RC20, recycled materials in product design, and a rigorous end-of-life strategy that recovers value from every returned asset.



## Evergreen//One: Subscription-based circularity

Central to our circularity approach is Evergreen//One, our SLA-driven, energy-efficient storage subscription. Because Everpure retains ownership of the hardware, we take responsibility for lifecycle stewardship, refurbishment, and upgrade pathways—delivering just the right amount of hardware to meet customer needs through a 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. Customers benefit from a flexible model with no stranded assets and no exit penalties, supporting their own sustainability and risk management commitments. Refer to [Waste and circularity](#) in the Environmental chapter of this report for more information.

## Driving circularity with remanufactured product

In FY26, we began shipping FlashArray//RC20 as our first remanufactured product line, using returned FlashArray//X™ controllers in a new platinum chassis with a mix of new and refurbished components (controllers, PCIe cards, optics, and DIMMs).

### We scaled FlashArray//RC20 by:

- Standing up dedicated remanufacturing capacity at one of our key strategic suppliers for controllers and associated components
- Expanding DirectFlash Module and PCIe card remanufacturing readiness so FlashArray//RC20 could rely more heavily on refurbished content while maintaining quality and compliance

To date, returned DirectFlash Module inventory from our customers totals approximately 100PB, resulting in estimated avoided emissions from manufacturing new components of 2,600 MT CO2e. Of the returned controller inventory from our customers, we were able to reuse controllers, resulting in estimated avoided emissions from manufacturing new components of 4,200 MT CO2e, bringing the total estimated emissions avoided from our remanufacturing program to 6,800 MT CO2e.

### Evergreen//One: Increasing utilization of refurbished components

In FY26, Evergreen//One remanufactured product line usage resulted in an estimated 22% reduction in raw material costs compared to using new controllers. This number may increase to more than 40% in projected cost savings in FY27.

## Building a returns engine

Across FY26, the remanufacturing program established rolling four-quarter return rate and time-to-return metrics as the primary levers to improve the supply of gear that could be remanufactured.

We set a 75% return rate goal for Evergreen controllers installed by Everpure Advanced Services, and we exceeded our goal with a 78% return rate.

FY26 focused on our returns process definition and simplification. In FY27, we will bring higher visibility and bias to action via automation and self-governing checks and alerts.

With FlashArray//RC20 in market, FlashArray//RX20 coming online in FY27, and Evergreen//One increasingly served from remanufactured controllers, DirectFlash Modules, and PCIe cards, we are converting returns from a cost center into a strategic supply source that:

- Protects revenue in the face of NAND shortages and price shocks by substituting remanufactured DirectFlash Modules and controllers for constrained new supply.
- Demonstrably advances circularity and sustainability goals by keeping high-value components (controllers, DirectFlash Modules, and PCIe cards) in productive use for additional life cycles at scale.

In FY27, we plan to extend the Everpure remanufactured product portfolio with the launch of FlashArray//RX20, built from returned FlashArray//X70 controllers, as well as achieve a >80% return rate for Evergreen controllers.

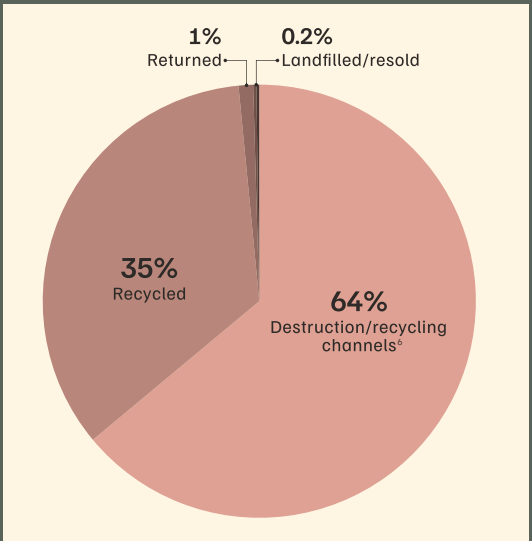


**Recycled materials**

We use 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 products across our storage platform 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. We have maintained a minimum of 60% post-consumer-recycled material, by weight, on all new FlashArray and FlashBlade bezels.

**End-of-life materials processing**



**End-of-life strategy**

The Everpure end-of-life strategy is designed to reduce waste, recover value, and support a more circular product life cycle. Returned hardware is evaluated for refurbishment, resale, recycling, or other appropriate recovery pathways, helping extend product value and reduce demand for newly manufactured materials. For materials that cannot be reused, Everpure partners with certified e-waste vendors that meet rigorous standards for data security, environmental compliance, and downstream accountability. Responsible recycling helps reduce the risk of improper disposal of regulated materials and components, while supporting material recovery and reducing demand for virgin material extraction and processing.

In FY26, Everpure service logistics processed 77,675 pounds of end-of-life material with only 0.24% sent to landfill.

By embedding end-of-life practices into our product lifecycle management, Everpure helps extend the value of returned hardware, reduce landfill disposal,<sup>7</sup> and support responsible material recovery across its storage platform and services.

# Supporting sustainable AI

As data-intensive AI applications continue to grow, organizations need infrastructure that can support increasingly demanding workloads while managing power, cooling, space, and operational constraints. Efficient storage infrastructure is becoming increasingly important to helping organizations scale AI responsibly.

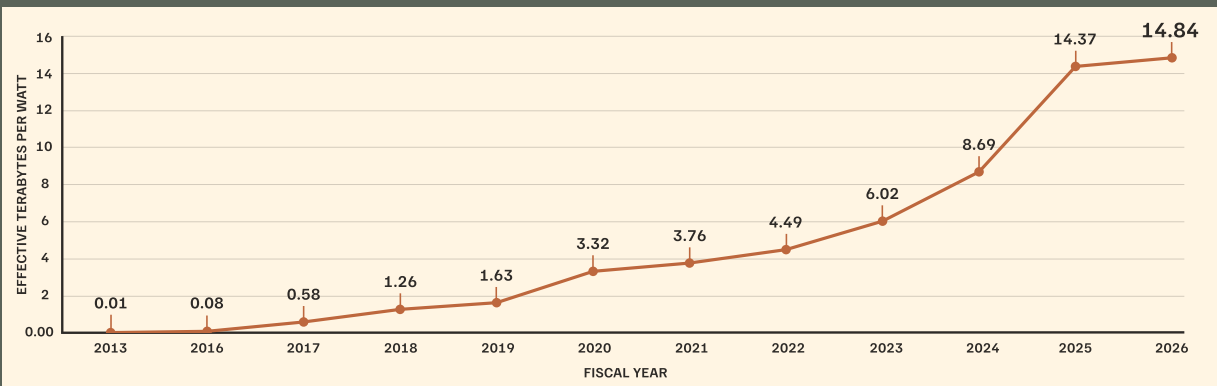
Everpure has prioritized space and power efficiency across our storage platform and business models since our inception. As shown in the Everpure Platform efficiency trend graph, our continuous innovation and design improvements have increased data stored (terabytes) per watt by more than 1,370 times and reduced rack space required per terabyte by more than 2,400 times compared with the earliest products from Everpure.

These advancements have contributed to reducing the resource intensity of customer data infrastructure by lowering power and cooling demands, reducing physical footprint,

and limiting the need for additional hardware and associated materials—helping free power and space for AI and other critical workloads.

As data-intensive AI applications increasingly shape the future, the Everpure 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.

Everpure Platform efficiency trend



## In FY26, we continued to advance sustainable AI through three areas

### 1 Sustainable GPU and AI training infrastructure

Our FlashBlade product, most notably FlashBlade//EXA, delivers scalable, energy-efficient storage tailored for the most demanding AI training environments. On its public benchmark debut, FlashBlade//EXA claimed the top position on the [SPECstorage Solution 2020 ai image](#) leaderboard with a record score of [6,300 AI Jobs](#)—the highest ever recorded—providing third-party, peer-reviewed validation of its AI performance leadership. FlashBlade//EXA supports deployments from single-GPU setups to 100,000-GPU hyperscale clusters while delivering industry-leading performance per watt (IOPS and GB/s per watt), up to 80% more effective capacity per watt (TBe per watt), and 75% less rack space than competing solutions.

### 2 Transformative EDC for AI

The Everpure EDC transforms fragmented storage estates into a unified, policy-driven platform purpose-built for the AI era. In FY26, Everpure Fusion, the Intelligent Control Plane of the EDC, expanded significantly: FlashBlade support reached general availability, enabling mixed FlashArray and FlashBlade fleets to be managed as a single logical data plane.

Workload automation and the Everpure AI Copilot also reached general availability, enabling policy-driven orchestration and natural language access to fleet-wide performance and sustainability insights. Together, these capabilities reduce manual operational tasks, eliminate redundant data copies, and enable smarter resource allocation. This lowers energy use while freeing capacity for AI workloads, including seamless data flow through inference, RAG, and agentic AI pipelines.

### 3 Energy efficiency and sustainability

Our commitment to reducing data center energy intensity and advancing sustainability has become more urgent and more strategic than ever. As AI workloads intensify and data centers are projected to account for as much as 17%<sup>8</sup> of US electricity demand by 2030, the efficiency of storage infrastructure is increasingly a boardroom concern. Across our entire all-flash platform, Everpure systems use up to 10 times less power than traditional hard disk systems and up to five times less than competing all-flash arrays. This enables customers to reduce total data center energy and space utilization by as much as 20% using our DirectFlash technology. This frees valuable power and space for AI and other critical workloads while driving down carbon footprints.

# Enabling lower energy and emissions insights for customers

Everpure helps customers better understand and reduce the environmental impact of their technology decisions. Through detailed, 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.

## Everpure Fusion

Everpure Fusion 2.0 facilitates the consolidation of fragmented data stores into a unified EDC, 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, Everpure 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.

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

## 100% Life Cycle Assessment coverage

We conduct third-party reviewed [Life Cycle Assessments](#) (LCAs) in accordance with ISO 14040/14044 across 100% of our FlashArray and FlashBlade product portfolio. These assessments provide insight into environmental impacts across the product life cycle, including supply chain impacts from product components and suppliers, as well as emissions, water use, material composition, and other impact categories such as acidification, eutrophication, ozone, photochemical ozone (smog), and dust/particulate matter.

LCA findings help us better understand environmental impacts across the product life cycle, prioritize actions to reduce them over time, and support customer-facing tools and disclosures. This includes the Pure1 sustainability assessment dashboard and Product Carbon Footprint reports, which help customers assess the energy and emissions impacts of their storage environments.

## Pure1 sustainability dashboard

The Pure1 sustainability assessment dashboard gives customers actionable insights into the environmental impact of their storage environments. In addition to upstream and downstream GHG emissions data, the dashboard enables customers to customize their view of the environmental implications of using nonrenewable energy sources. It includes comparative energy savings, customizable emissions impact estimates, and product-level GHG impact metrics. This helps customers quantify and contextualize their footprint at a granular level.

Our Pure1 AI Copilot feature 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. This feature reinforces our commitment to making sustainability data both transparent and actionable.

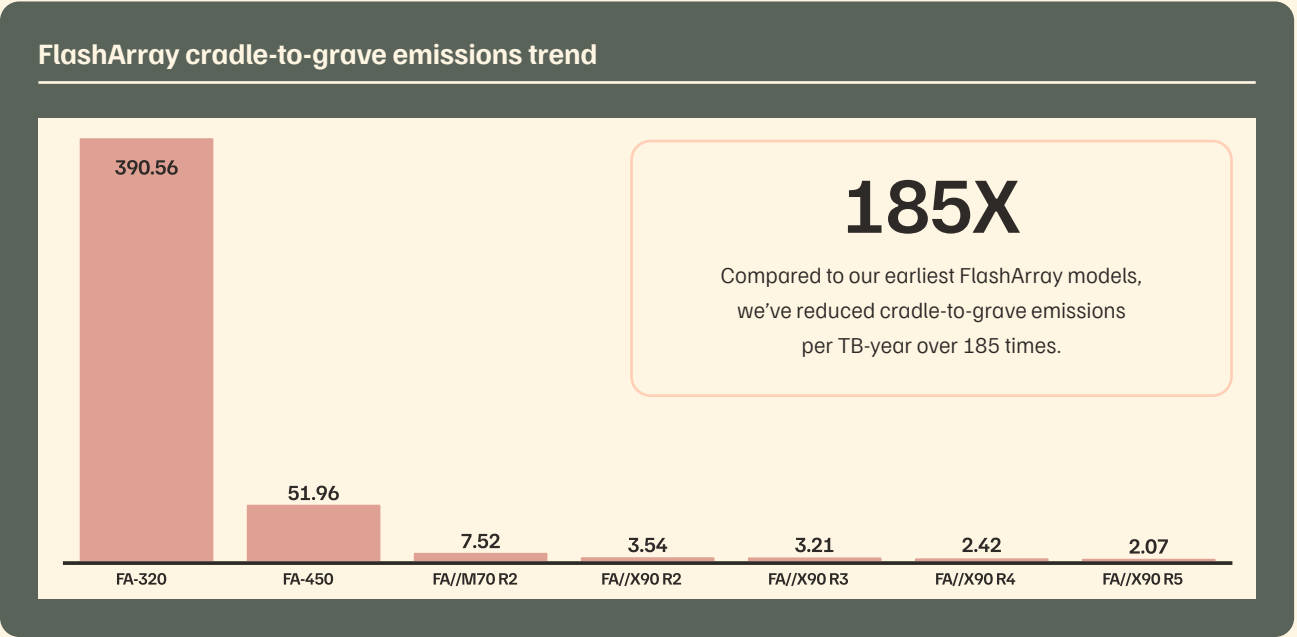
## Product carbon footprint reports

We’ve published FY26 Product Carbon Footprint reports to provide our customers with an up-to-date and accurate view into product-level GHG emissions. Each report provides a detailed breakdown of cradle-to-gate emissions and includes estimated 10-year use-phase power consumption in kilowatt-hours (kWh).

By pairing our data with country or utility-specific electricity emissions factors, customers can estimate life cycle GHG impacts associated with their purchases and make more sustainability-informed procurement and upgrade decisions. 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 reports:

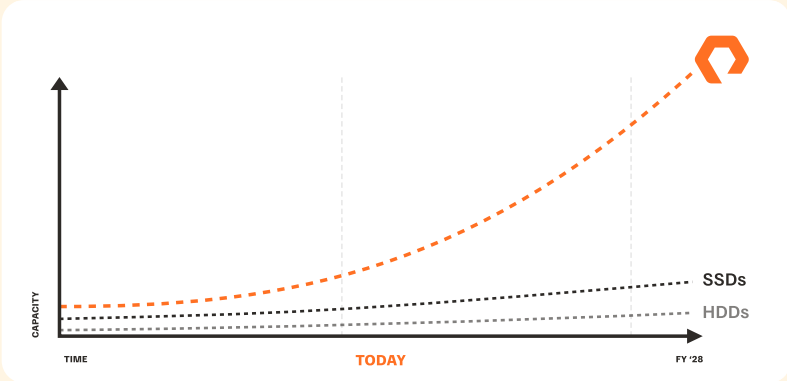
- FlashArray Family: [AMS](#) | [EMEA](#)
- FlashBlade Family [AMS](#) | [EMEA](#)



# Looking ahead: Our plans for FY27

## Our trajectory and storage improvements: The path ahead

This graph shows the progress and trajectory of DirectFlash Module capacity used in the Everpure Platform compared to capacity improvements in SSD and HDD storage media used in competing solutions.



## Expand our platform capabilities

Our planned platform expansions support customer sustainability outcomes by increasing storage density, enabling workload consolidation, and reducing overprovisioning. Each of the following planned improvements for FY27 is designed to lower the power, cooling, and physical footprint associated with enterprise data infrastructure.

- **FlashBlade//E + DeepReduce + high-density DirectFlash Module (300TB):** will maximize effective TB per rack, watts/TB, and \$/GB; lets customers collapse multi-PB disk storage estates into a much smaller, lower-power footprint.
- **Object storage on FlashArray (S3 on FlashArray):** will enable true block-file-object consolidation on FlashArray so small/medium object workloads don't require a separate system, improving space and reducing embodied carbon.
- **Everpure Cloud Azure Native:** will shift cold storage estate into an Azure-native managed service; sustainability is underpinned by Azure's high renewable use for energy mix, which is typically superior to distributed on-premises HDD solutions for many backup/archive cases.
- **Everpure Fusion workload compliance, data intelligence 1.x, self-service upgrades for FlashBlade:** will each help optimize fleets and avoid overprovisioning.
- **FlashArray//ST R5 launch:** will increase performance and deliver over 18 million IOPS in five rack units, further increasing the performance density. FlashArray//ST R5 also reduces the power, cooling, and physical footprint previously required by multi-array legacy architectures to support the most demanding mission-critical workloads, thereby lowering customer Scope 2 emissions across performance-intensive enterprise environments.

Environmental

# Climate and resource stewardship



Material sustainability topics covered



Climate change adaptation



Energy and emissions



Waste

“Managing climate-related risks and reducing our environmental impact are central to how we operate and deliver long-term value. This is not a single initiative, but a continuous effort—one we are committed to advancing alongside our customers, suppliers, and communities. As we deepen our understanding of these risks, we are identifying opportunities to improve resource efficiency and advancing our decarbonization efforts to support long-term alignment with a low-carbon economy.”



**Kathy Mulvany**  
Senior Director / Global Head of Sustainability and Social Impact, Everpure

# Climate action for long-term business resilience

The Everpure environmental strategy focuses on strengthening climate resilience, reducing emissions, and improving resource efficiency across its products, operations, and supply chain. This approach supports long-term business resilience by helping Everpure manage climate-related risks, respond to evolving stakeholder expectations, and identify opportunities to reduce environmental impact across the value chain.

In FY26, we advanced this strategy through key initiatives, including transition risk climate scenario analysis, expanded renewable electricity procurement, green audits and building efficiency improvements, and enhanced supplier engagement through CDP's supply chain program.

Our efforts contributed to improvements in our EcoVadis, S&P Corporate Sustainability Assessment, and Sustainalytics scores year over year, while maintaining our [2025 CDP climate questionnaire](#) score. For more information on our sustainability ratings, see the [Governance](#) chapter in this document. These results reflect continued progress in both climate performance and disclosure, supporting our ability to meet evolving expectations from customers, investors, and regulators.

## At a glance

### Climate change adaptation

- Completed transition risk climate scenario analysis to quantitatively assess our legal, technology, market, and reputation climate-related risks and mitigation measures.

### Water and waste

- Avoided an estimated 23 metric tons of packaging materials annually by transitioning to inter-site reusable packaging.

### Energy and emissions

- Scaled up renewable electricity procurement to 46%, fully covering the same five sites as last year and expanding procurement for our Bluffdale, Utah, colocated data center.
- Expanded CDP supply chain disclosure reach, with nearly three times more suppliers invited and responses received year over year.
- 15% of data center staff completed the Certified Data Center Sustainability Professional (CDCSP®) course and associated certification.

# Climate risk identification and assessment

Climate-related risks have the potential to affect Everpure operations, supply chain, and long-term performance. To better understand their significance across our business and value chain, we identify and assess these risks to inform strategy and guide decision-making.

## Climate scenario analysis: Transition risks

In FY26, Everpure conducted a quantitative scenario analysis to identify and assess climate-related transition risks, building on the physical climate risk analysis completed in FY25. The analysis evaluated policy and legal, technology, market, and reputational risks across three plausible climate scenarios of 1.5°C (Intergovernmental Panel on Climate Change scenario SSP1/RCP2.6), less than 2°C (SSP2/RCP4.5), and greater than 2°C (SSP5/RCP8.5), relative to pre-industrial levels. Risks were assessed across baseline (2025), 2030, and 2050 time frames, covering 100% of Everpure operations.

The analysis identified market factors as the most significant source of transition risk, driven by energy price volatility, rising supplier costs, and shifting procurement standards among hyperscalers and enterprise customers. Customer expectations are also accelerating, with demand for verified

product efficiency claims, lifecycle transparency, and credible Scope 3 emissions reduction pathways to support procurement decisions and competitiveness in key global markets.

To address these market-based risks, Everpure plans to accelerate supplier engagement to support target setting and improve GHG emissions data quality, while continuing to enhance product-level GHG emissions data transparency in response to customer inquiries and evolving disclosure expectations. In parallel, we are working to further integrate climate considerations into enterprise risk assessment and management processes, reflecting the need to manage transition risks across both our supply chain and customer markets.

## Engaging employees through Earth Week and always-on education

In April 2025, Everpure expanded Earth Day activities to cover the entire week of April 21–25 with various events around the world.

In collaboration with the Everpure Foundation, Everpure employees across our major regions engaged in high-impact volunteerism, including the removal of plastic from Singapore’s waterways, the expansion of a multi-year reforestation project in Prague, and creek and river cleanups in Santa Clara, California, and Dublin, Ireland. In addition to restoration projects, employees fostered local biodiversity by partnering with Planet Bee Foundation to build native bee habitats at various sites across the United States and reduced carbon footprints at those sites through global e-waste drives and workshops on personal sustainability habits.

We also expanded coverage of our core Sustainability 101 employee training, ensuring that Facilities leads (covering offices comprising over 85% of our FTE and contractors) took the training to learn more about in-office and at-home measures for climate impact, energy efficiency, waste reduction, recycling and reuse, and water efficiency topics.



# Energy and emissions:

## Advancing climate mitigation

Reducing greenhouse gas (GHG) emissions is central to the Everpure environmental strategy. In alignment with our targets, validated by the Science Based Targets initiative (SBTi), we focus on emissions reductions across our operations and energy use (Scope 1 and Scope 2) as well as key value chain categories, such as purchased goods and services and the use of sold products (Scope 3).

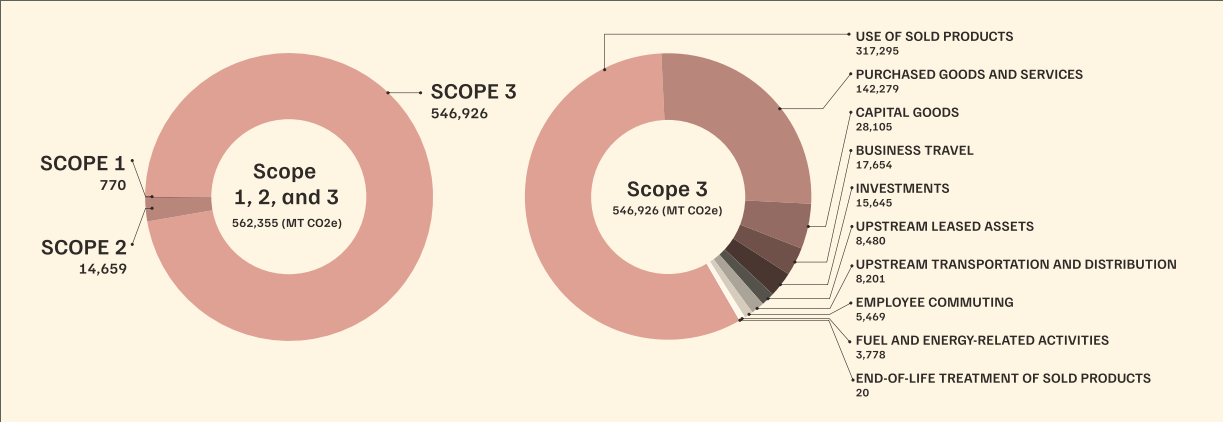
We continued to develop our decarbonization strategy to define the actions, timelines, and key enablers needed to achieve our climate targets across our operations and value chain. In FY26, Everpure advanced this work by assessing its decarbonization approach against leading standards and peer practices, refining priority actions and timing through stakeholder engagement, to further formalize and implement our decarbonization strategy. This work focuses on priority decarbonization levers, supplier and industry engagement, and governance, metrics, and training as key enablers.

### Carbon footprint

A comprehensive Scope 1, 2, and 3 GHG inventory underpins our climate strategy, allowing us to track and manage our emissions to identify opportunities to reduce our environmental impact and monitor progress over time. Given the importance of this data, our GHG emissions inventory and global renewable electricity and energy metrics are subject to independent, third-party [limited assurance](#).

GHG emissions for Scopes 1, 2, and 3 increased by approximately 16% Y/Y, largely driven by business growth, including a 16% increase in revenue. GHG revenue intensity only increased by 0.1% Y/Y over the same period, reflecting the impact of improved product energy efficiency, increased renewable electricity procurement, and other efficiency measures.

FY26 carbon footprint by scope and business activity



**Scope 1:** decreased 0.4% Y/Y, influenced by declines in one site's natural gas usage (due to moving from estimated to actual data).

**Scope 2:** increased 23% Y/Y, tracking growth in data center electricity usage and employees. Increases were partially offset by increased REC purchases as described under renewable electricity.

**Scope 3:** increased approximately 16% Y/Y, primarily driven by:

- Category 1:** Purchased goods and services—increased 6% Y/Y despite an increase in this spend of 29% Y/Y. This was due to the introduction of hybrid methodology with supplier-specific emission factors (EFs) for a large portion of indirect spend (resulting in lower emissions for many suppliers) and the updating of EFs from USEPA EEIO v1.3 in FY25 to USEPA EEIO v1.4 in FY26. These generally decreased across the board, a reflection of the decarbonization of the economy.

- Category 4:** Upstream transportation and distribution—decreased 39% Y/Y, in line with one of our partners assuming control of their US shipping (and these emissions) and shipments within the EU shifting to ground versus air transportation, resulting in lower emissions. Emissions also decreased due to the use of supplier-specific EFs for key logistics providers, which resulted in lower Category 4 emissions for the spend-based portion.

- Category 6:** Business travel—increased 28% Y/Y, consistent with a substantial increase in passenger miles Y/Y, which aligned with the continued growth in business activities post-COVID-19.
- Category 7:** Employee commuting—increased 30% Y/Y due to increase in headcount.
- Category 8:** Upstream leased assets—increased 44% Y/Y due to increased overhead electricity use at data centers.
- Category 11:** Use of sold products—increased 25% Y/Y due to higher product sales volumes and the availability of more granular product power and weight data.

Science-based targets

We continue to pursue our SBTi-validated targets through renewable electricity procurement, product energy efficiency improvements, and supplier engagement to encourage SBTi target setting and decarbonization. In FY26, another key supplier committed to set SBTi targets, reflecting progress in our supplier engagement efforts. We anticipate more significant progress toward our Scope 1 and 2 and Scope 3.1 goals in FY28 and FY29 as we advance renewable electricity procurement with higher additionality and continue supplier capacity building.

SBTi target status: FY23 to FY26

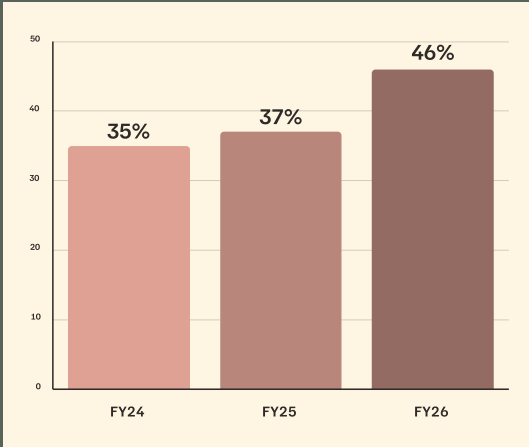
| Target                                                                                                                                                | FY23 value<br>(baseline) | FY24 value                          | FY25 value                           | FY26 value                                                               | Reduction measure(s)                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------------------------|--------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Scope 1 and 2:</b><br><br>Reduce absolute<br>Scope 1 and 2 GHG<br>emissions 42% by FY30                                                            | 7,894<br>MT CO2e         | 12,519<br>MT CO2e<br><br>(+58.5%)   | 12,665<br>MT CO2e<br><br>(+60.4%)    | <b>15,429</b><br><b>MT CO2e</b><br><b>(+95.5%</b><br><b>vs. FY23)</b>    | Reduce natural gas and<br>refrigerant use at direct-<br>lease sites, where possible.<br><br>Increase renewable electricity<br>procurement to 90% or more<br>globally by FY30.                         |
| <b>Scope 3.1:</b><br><br>45% of suppliers<br>by spend, covering<br>purchased goods<br><br>and services, will have<br>science-based targets<br>by FY29 | 13.2%                    | 31.6%                               | 34.4%                                | <b>35.1%</b>                                                             | Engage with more<br>semiconductor and other<br>high-emissions suppliers on<br>setting their own SBTi targets,<br>and decarbonizing through<br>renewable energy procurement<br>and other measures.     |
| <b>Scope 3.11:</b><br><br>Reduce Scope 3 GHG<br>emissions from use of<br>sold products 51.6% per<br>petabyte by FY30 <sup>9</sup>                     | 34.26<br>MT CO2e/PBe     | 31.19<br>MT CO2e/PBe<br><br>(−9.0%) | 26.57<br>MT CO2e/PBe<br><br>(−22.4%) | <b>26.70</b><br><b>MT CO2e/PBe</b><br><b>(−22.4%</b><br><b>vs. FY23)</b> | Improve product energy<br>efficiency and capacity. Engage<br>customers to adopt renewable<br>energy across their operations.<br>See <a href="#">Appendix</a> for more detail on<br>petabytes shipped. |

Renewable electricity

To reduce our carbon footprint and support achievement of our Scope 1 and 2 targets, Everpure is expanding the use of renewable electricity across our global operations, primarily through the purchase of renewable energy certificates (RECs). In FY26, we maintained 100% renewable electricity coverage at our Santa Clara headquarters and offices in Prague, Bangalore, Lehi, and Bellevue, and increased coverage to 37% at our Bluffdale colocated data center.

As a result, our global renewable electricity coverage reached 46% (44% for total energy). We continue to evaluate long-term procurement options beyond RECs to further maximize additionality, reduce costs, and minimize our environmental impact.

% Renewable electricity



Everpure launches impact fund

At Everpure, we believe that sound financial performance and meaningful social and environmental impact are not mutually exclusive—they're mutually reinforcing. In FY26, Everpure launched its first impact fund. Managed by RBC Global Asset Management (US) Inc. (RBC GAM-US), our impact fund demonstrates this conviction through a strategically diversified allocation designed to deliver competitive returns while advancing sustainable development.

Our portfolio spans various investment-grade fixed income sectors, supporting impact themes aligned with the Everpure corporate values. We focus our impact efforts where they're needed most: accelerating climate action through renewable energy and carbon reduction initiatives, building critical water infrastructure, supporting workforce opportunities, and enabling affordable housing development. These aren't just investment categories for us. They represent our commitment to tangible change. At the same time, the portfolio maintains rigorous financial standards, including an overall AA+ credit quality rating and a 3.61% market yield as of February 1, 2026.

With assets exceeding \$56 million as of February 1, 2026, the Everpure impact fund stands as a testament to what's possible when investors align capital with purpose. We are proud to partner with RBC GAM-US to support initiatives that strengthen communities, expand infrastructure, and accelerate climate action while maintaining a strong focus on long-term financial performance.

Operational energy efficiency

Embedding sustainability across our real estate portfolio

In FY26, our direct-leased real estate portfolio consisted of nearly 700,000 sq. ft. of occupied office space with a workforce seating capacity of over 4,000.

To support sustainability efforts, we established a facilities sustainability committee, consisting of real estate leaders responsible for identifying, prioritizing, and implementing environmental sustainability projects. This team meets at least quarterly to guide progress and investment decisions.

In FY26, we conducted internal green audits, aligned to the LEED Operations and Maintenance (O+M) framework, across our six major US sites, representing over 60% of our global footprint for direct-lease facilities. The audits identified opportunities across energy, waste, water, indoor environmental quality (IEQ), and sustainable transportation, and informed a phased sustainability improvement roadmap focused on infrastructure upgrades, policy implementation, behavior change, and performance monitoring.

~82%

of the square footage of our global office direct-lease real estate portfolio is LEED-certified or certified under comparable regional green building standards.

In addition, we implemented energy efficiency improvements across our broader portfolio. These included optimizing HVAC systems through standardized temperature set points and maintenance procedures, as well as installing high-efficiency units with variable-speed drives and modern controls at several sites.

Data center sustainability capacity building

To strengthen internal sustainability capabilities, 15% of the data center site services (DCSS) team successfully completed the Certified Data Center Sustainability Professional (CDCSP) course and associated certification. The CDCSP is a strategic-level training and certification focused on helping professionals

design, implement, and manage sustainability initiatives in data centers. It goes beyond technical efficiency and supports the Everpure ability to identify and implement data center sustainability initiatives across energy use, cooling, infrastructure, operations, governance, and long-term planning.

| High-impact projects in FY26, with estimated annual avoided kWh for FY27 onward included |                                                                                                                     |                         |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------|
| Site                                                                                     | Actions taken                                                                                                       | Est. annual avoided kWh |
| Staines, UK                                                                              | Adjusting server and communications room cooling set points; installing aerated taps and LED light bulbs            | ~15,000kWh              |
| Dublin, Ireland                                                                          | Installing LED light bulbs                                                                                          | ~15,000kWh              |
| Bangalore, India                                                                         | Full building management and automation system (BMAS) installation for HVAC and lighting control; 100% LED lighting | ~190,000kWh             |
| Santa Clara, HQ                                                                          | Installing LED light bulbs; replacing residential dishwashers with commercial dishwashers                           | ~20,000kWh              |
| Total estimated annual avoided energy use in kWh                                         |                                                                                                                     | 240,000kWh              |

Sustainable supply chain management

Sustainability is central to our global supply chain strategy, which is governed by the Chief Supply Chain Officer (CSCO), who reports to the CEO. The supply chain organization collaborates with the Everpure corporate sustainability team, procurement, operations, engineering, risk, and compliance functions to align supplier engagement priorities, strategic investments, and performance goals.

Everpure engages key strategic suppliers, including high-spend suppliers and contract manufacturing sites, through Sustainability Scorecards, CDP supply chain engagement, ISO sustainability certifications, and SBTi-aligned initiatives. Responsible sourcing expectations across the broader supplier base, including human rights due diligence, policy flow-down, supplier training, and RBA VAP audits, are discussed in the [Responsible sourcing](#) section.

“Sustainable supply chain management at Everpure is evolving from engagement to accountability. By strengthening transparency, setting clearer expectations, and deepening collaboration with our suppliers, we are supporting the acceleration of emissions reduction, reduced environmental impacts, and ensuring our sourcing practices contribute to net-positive resource outcomes.

This shift is essential to building a more resilient supply chain and meeting growing expectations from our stakeholders.”



Brad Tallman  
Chief Supply Chain Officer, Everpure

Sustainable procurement policy

The Everpure sustainable procurement policy establishes the framework for integrating environmental and social considerations into supplier selection, evaluation, and ongoing engagement across our global supply chain. In FY26, we enhanced the policy to strengthen governance, clarify executive accountability, and introduce more measurable commitments to support supplier climate engagement and responsible sourcing practices. Suppliers are required to acknowledge and adhere to policy requirements.

Key commitments under the policy include:

- Supporting the Everpure target for 45% of suppliers by spend to have SBTi-validated science-based targets by FY29.
- Providing annual supplier capacity building to support adoption of science-based targets, improve emissions transparency, and enhance overall sustainability performance.

As of March 2026, 98% of relevant Everpure procurement and operations staff completed training on sustainability and our sustainable procurement mission, supporting more consistent implementation of the sustainable procurement policy across supplier engagement and sourcing activities.

Read the Sustainable Procurement Policy

Supplier sustainability scorecard

Everpure applies a sustainability scorecard to key strategic suppliers, which accounts for 10% of the overall supplier evaluation and supports quarterly engagement, with key strategic suppliers representing more than 50% of supplier spend. The scorecard is designed to promote transparency and drive performance across critical areas of supply chain sustainability, including:

- Responsible Business Alliance (RBA) audit results
- Sustainability reporting practices
- Third-party assessments (EcoVadis or RBA SAQ)
- Resource management covering waste, water, and pollution controls
- Climate disclosures (CDP)
- Emissions reduction targets and net-zero commitments

In FY26, we continued implementing the scorecard through regular supplier engagement and review cycles and added additional key strategic suppliers to our scorecard process. These engagements support performance transparency, capability building, and continuous improvement. Learn more about our work with suppliers in our [Responsible sourcing](#) section.

CDP supply chain program

In FY26, Everpure expanded its CDP supply chain program engagement to strengthen climate awareness and transparency across the supplier base. Disclosure requests were sent to more than 200 suppliers, achieving an approximately 65% response rate and representing nearly three times the number of disclosures received in FY25. Insights from self-reported supplier responses to CDP were used to evaluate climate practices and benchmark performance against CDP supply chain member averages.

Based on supplier self-reported CDP responses, 78% of responding suppliers have established environmental requirements for their own suppliers, 92% actively engage suppliers on environmental topics, and 84% report Scope 3 GHG emissions.

Suppliers also reported progress through CDP on emissions reduction and climate governance. Among responding suppliers, about 94% reported active emissions reduction initiatives, representing more than 65 million metric tons of reported CO2 reductions across participating suppliers. In addition, 60% report alignment with 1.5°C transition pathways, and 70% conduct climate scenario analysis.

ISO-compliant manufacturing

All of our Tier 1 contract manufacturer final assembly sites maintain ISO 14001 (environmental management) and ISO 45001 (occupational health and safety) certifications. Partnering with certified contract manufacturers supports consistent environmental and safety standards across our key supplier sites.

100%

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

100%

of key strategic suppliers, representing more than 50% of supplier spend, completed the sustainability scorecard.

# Climate change adaptation: Managing disruption and building resilience

Acute and chronic physical impacts of climate change pose risks to global supply chains, production, and the workforce. Acute risks include extreme weather events such as storms and wildfires, while chronic risks include longer-term shifts such as rising temperatures. Proactively managing these risks is essential for maintaining operational continuity and protecting enterprise value.

## Supplier business continuity planning and business impact analyses

Business continuity plans (BCPs) and business impact analyses (BIAs) are critical components of the Everpure approach to managing supply chain risk and maintaining operational resilience. Supply chain disruptions represent material business risks with potential financial, operational, and regulatory impacts, including effects on revenue and customer delivery commitments.

A BIA identifies critical supply chain processes, dependencies, and recovery priorities in the event of a disruption. A BCP outlines how these critical processes are maintained or restored during and after a disruption. Together, BIAs and BCPs enable Everpure to meet regulatory and disclosure obligations associated with being a publicly traded company, particularly around risk management and transparency, while supporting long-term strategic planning and capital allocation.

We conduct annual BIA and BCP reviews across critical supply chain business processes. Conducting joint, third-party BCP exercises with key contract manufacturers, and onsite audits, helps us assess the effectiveness of contingency plans, safeguards, and risk mitigation strategies. All contract manufacturers are required to maintain formal BCPs, with focus on managing operational disruptions and physical risks related to climate change.

See [Enterprise resiliency](#) for more information.



# Waste and circularity:

## Advancing circular solutions for responsible resource use

At Everpure, we support the transition to a circular economy by improving resource efficiency and reducing waste across our operations and supply chain.

In FY26, we generated approximately 732 metric tons of solid waste across our direct-leased facilities (up 1.3% Y/Y), including compost, recycling, and landfill. Waste data is primarily estimate-based due to our limited control over third-party waste management contracts. We continue to implement initiatives to reduce waste and increase reuse across our facilities.

Refer to the [Advancing circularity in product design and lifecycle management](#) and [End-of-life strategy](#) sections of this report for more information.

### Advancing circularity in the supply chain

We work with contract manufacturers to reduce packaging waste and improve material efficiency across our value chain. This includes evaluating packaging impacts, reviewing facility-specific waste reduction goals, and improving visibility into waste generation and management practices across our supply chain.



#### Key value chain waste management initiatives

Multiple contract manufacturing partners achieved UL zero waste platinum-level certification, setting a new benchmark for waste performance within our upstream manufacturing network. We progressed from initiating tracking to successfully quantifying the operational impact of reusable packaging used in inter-site logistics. By transitioning to inter-site reusable packaging, approximately 23 metric tons of packaging material (cartons and foam) will be avoided annually, demonstrating a significant reduction in single-use packaging. We also continued to increase the use of recycled content in our packaging materials. Our corrugated materials contain approximately 60–70% recycled content, our cushioning foam contains up to 80% recycled material, and select high-volume kits utilize 100% recycled content plastics.

# Water:

## Advancing responsible water stewardship

Water-related challenges, including supply constraints, water quality impacts, and increasing costs, are intensifying the need for responsible water use.

We are working to better understand and manage water-related risks across our operations and value chain, with a focus on water stress at direct-leased facilities, operational efficiency opportunities, and increased visibility into supplier water use and performance. Our FY26 transition risk analysis identified market-related risks as relevant over the medium- and long-term, including potential value chain exposure to resource constraints, supplier cost pressures, and evolving customer and regulatory expectations. In this context, water-related challenges may contribute to supplier operating costs, production constraints, and broader supply chain resilience risks.

Separately, we assess water stress at our direct-leased facilities using the World Resources Institute Aqueduct tool to better understand facility-level exposure and inform mitigation planning. Based on this assessment, approximately 24% of our direct-leased facility square footage is located in areas classified as having High or Extremely High baseline water stress. Our Bangalore sites are located in areas classified as Extremely High baseline water stress, prompting us to further assess water supply risks and mitigation strategies there.

In FY26, estimated total water withdrawal across our direct-lease offices (95% of our footprint) was 33,000 m<sup>3</sup>, an 8% increase from 31,000 m<sup>3</sup> in FY25, less than the 10% increase in direct-lease office footprint over that time.

As part of our FY26 green audits, initially conducted across US direct-leased sites, we evaluated water use across our facilities. These reviews indicated that existing water heating solutions were already Energy Star-rated or equivalent and did not require upgrades. Instead, investments were directed toward higher-impact efficiency improvements, including:

- Procurement of higher-efficiency dishwashers at our Santa Clara headquarters, projected to save over 70,000 gallons annually
- Installation of aerators on nearly all Everpure direct-lease office sinks
- Deployment of low-flow water fixtures throughout our new Bangalore facility



# Materials and substances of concern: Ensuring compliance through integrated systems and trusted partnerships

**Everpure manages materials and substances of concern to support product compliance, protect human health, and reduce environmental impacts across the product life cycle.**

Through data collection, supplier oversight, and regulatory compliance, we mitigate health and environmental risks associated with restricted and hazardous substances.

Everpure uses an integrated, third-party cloud-based platform linked with our product lifecycle management (PLM) and enterprise resource planning (ERP) systems to collect, manage, monitor, and report on the compliance of product materials and substances. This centralized infrastructure provides comprehensive visibility across all SKUs and bills of materials (BOMs), allowing us to track and flag substances restricted under global regulations, such as RoHS, REACH, and TSCA. We also use a regulatory monitoring tool to translate evolving regulatory requirements into actionable product-level insights. This supports timely updates and coordination across engineering, sourcing, and compliance teams, helping to maintain compliance and reduce the risk of supply chain disruption.

Suppliers must meet environmental and substance-related criteria as part of our preferred supplier list (PSL) approval process, including:

- Conformance to our restricted substances list
- Material declaration requirements
- Participation in compliance audits or data collection campaigns

Within our PLM process, we've embedded requirements for:

- Early-phase design reviews, to identify potential compliance risks related to materials, suppliers, or components
- Compliance checkpoints, within new product introduction and change management processes
- Multifunctional collaboration, to ensure compliance informs design, procurement, and end-of-life decisions

Everpure has never incurred any material environmental regulatory fines or penalties. Given the nature of our operations, which do not include owned manufacturing and laboratory research processes that typically generate perfluoroalkyl and polyfluoroalkyl substances (PFAS) or volatile organic compounds (VOCs), direct emissions of these substances are not expected to be significant.



# Looking ahead: Our plans for FY27

## Energy and emissions

- Enhance the Sustainable Procurement Policy to strengthen governance, expand scope across a broader supplier base, and further embed measurable targets, performance tracking, and clear accountability mechanisms.
- Further develop the Everpure decarbonization strategy, with expansion of the supplier engagement strategy and refinement of staff climate training and corporate climate strategy.
- Conduct Scope 1 and 2 decarbonization modeling.
- Prague office: implement smarter systems and efficiency upgrades, including lighting.
- Begin internal energy audits for non-US direct-lease sites.
- Lehi office: change to LED light bulbs; install motion sensors.
- New York City office: implement a building management system (BMS) for energy monitoring and optimized heating and cooling zones.
- Data centers: have additional members of the DCSS team take the CDCSP course and achieve certification to further help us analyze potential containment and airflow improvements, such as how to reconfigure cooling tiles and rack cooling settings along with device power and fan settings (to audit and test device layer adjustments for optimization opportunities).
- Data centers: longer term, partner with the supply chain team to assess packaging optimization and accessory optimization opportunities, and partner with other teams in enhancing environmental designs, such as cooling, material recycling, and more.
- Increase the number of key strategic suppliers completing the Everpure supplier sustainability scorecard by 10% and the number of such suppliers receiving capacity-building training.
- Expand the CDP supply chain program total number of suppliers who submit responses by 10% year over year, and expand water and waste disclosure requests to support more comprehensive environmental reporting to deepen awareness of climate-related risks and reporting practices.

## Climate risk identification and assessment

- Conduct a climate risk financial impact assessment that builds on identified physical and transition risks.

## Waste and circularity

- Lehi office: replace single-use bottles and cans and transition to a reusable glassware program.

## Water

- Expand requests for supplier water disclosures through the CDP supply chain program to further improve visibility into water-related risks and performance across our value chain.

Social

# People, culture, and communities



Material sustainability topics covered



Talent attraction,  
development, and retention



Responsible  
sourcing

“At Everpure, culture is a deliberate investment—and a driver of long-term impact. We measure the strength of our people programs not just by participation, but by how they develop leaders, strengthen collaboration, and reinforce the values that guide how we work. We are committed to creating a workplace where employees are empowered to grow, contribute, lead authentically, and do their best work while remaining connected through a shared commitment to our customers, our colleagues, and our purpose. This is how we create meaningful impact—from within our teams to the communities we serve.”



**Niki Armstrong**  
Chief Administrative  
and Legal Officer, Everpure

# Driving impact through people, culture, and community

At Everpure, our global team of nearly 6,400 dedicated individuals works to address complex data storage and management challenges head on. Our employees know they have the opportunity to play a role in delivering innovation and impact both through the solutions we develop and the communities we serve, instilling a sense of purpose in all we do.



We are dedicated to fostering an environment where individuals feel valued and heard. This commitment extends across our operations, from our comprehensive employee programs to our responsible supply chain practices and nonprofit partnerships, through which we contribute to positive change for our customers and communities.

We believe an inclusive work environment supports collaboration, broadens perspectives, sharpens decision-making, and contributes to strong business outcomes. To support our growth, we expanded our talent base by more than 7% 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 Everpure.

## At a glance

### Talent attraction, development, and retention

- 14.6% of open positions were filled by internal candidates (+1.7 points Y/Y)
- 16% decrease in the time to fill open roles
- 98.7% of employees completed the Enterprise Data Cloud (EDC) Enablement program
- 4,200+ employees participated in Career Week
- 94% of employees participated in mid-year check-ins (+6 points Y/Y)

### Community and belonging

- 43% of the US workforce represents people of color and indigenous employees

### Health and safety

- 98% completion rate for internal EHS audits, across direct-lease and managed service office locations
- 12.7% Y/Y increase in employee participation through our Floor Warden Program

### Responsible sourcing

- Implemented enhanced due diligence for 100% of our direct suppliers
- 100% of Tier 1 production sites and key strategic suppliers scored silver or above on Responsible Business Alliance VAP audits
- 100% of key strategic suppliers certify compliance with our Supplier Code of Conduct or equivalent

### Social impact

- \$3.8M in charitable donations by the Everpure Foundation and Everpure (58% Y/Y increase)
- 53% employee participation in Everpure Foundation giving and volunteering (20% Y/Y increase)
- 12,200 hours of volunteer time tracked by employees (70% 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. Responses are fully anonymized and aggregated to protect individual privacy. Our employee engagement has been consistently solid—which translates into positive customer outcomes. We achieved an 85% participation rate, representing 5,180 employees sharing their perspectives.

Survey results<sup>10</sup>

8.8/10

Proud to work for Everpure  
Top 10% of tech

9.0/10

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

8.5/10

Recommend as a place to work  
Top 25% of tech

8.4/10

Inspired by our purpose and mission  
Top 25% of tech

8.1/10

Overall employee engagement score  
Middle range of tech



# Talent attraction, development, and retention: Cultivating talent to drive innovation and growth

At Everpure, we recognize that our people are critical to long-term success.

Guided by our core values, we invest in attracting, developing, and retaining top talent to remain competitive in a dynamic marketplace. Our holistic approach to talent management includes globally consistent processes for recruitment, performance, development, and career growth, alongside building manager effectiveness and leadership capability. Everpure offers meaningful work, a collaborative and inclusive culture, supported by competitive compensation, and comprehensive benefits designed to meet the needs of our global workforce, enabling employees to contribute to innovation and deliver value for our customers and stakeholders.

## Talent attraction

In FY26, as part of the broader transformation of Everpure, we continue to evolve our talent attraction strategy toward a capability-led, data-informed, skills-based hiring model. Guided by this vision, we focused on three priorities: hiring for long-term capability, anticipating future talent needs, and scaling with operational excellence.

We deepened structured skills-based hiring, particularly within Global Sales, through the launch of Sales Hiring Machine 2.0. Building on the Level 1 AE Interview Certification, this is a globally consistent framework that includes streamlined skills profiles, defined process controls, standardized criteria, and expanded bar raiser engagement to support consistent, evidence-based hiring decisions. We also introduced the “Pure Way of Recruiting”—Recruiter Toolbox training across APJ, EMEA, and the Americas to equip interviewers to assess capabilities objectively and consistently. This supports fair, job-related, and nondiscriminatory hiring practices aligned with applicable employment and equal opportunity requirements.

Another focus area was strengthening gender representation and internal mobility through objectively structured, job-related practices. In many of our critical teams, we implemented targeted, skills-based sourcing and structured selection. Building on this approach, Talent Acquisition, in collaboration with Finance, co-created the first Everpure structured, international internship program outside the Product Business Group, establishing a scalable, repeatable early-career model.

Operationally, we strengthened our recruiting foundation through improved integration between our applicant tracking system and HR Information System, standardized hiring plans, a clearer remote-hiring framework, and the use of AI-enabled tools to increase speed and operational efficiency, while preserving human oversight and accountability for all hiring decisions.



## 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 FY26, 14.6% of open positions were filled by internal candidates (an increase of 1.7 points over the prior year). Through FY27, we plan to continue to improve this number through enhanced career path clarity and planning.

## Talent development

Talent development helps us enable transformation, as it strengthens leadership capability and prepares our workforce for the future of data management. Our approach focuses on scalable learning experiences, clear leadership pathways, and development embedded into the flow of work. These efforts give employees the skills, context, and tools needed to execute on our strategy while growing their careers at Everpure.

### EDC enablement

To support the strategic evolution of Everpure from a storage company to a data management company, we launched a company-wide EDC Enablement program. This learning experience introduces employees to the EDC powered by the Everpure Platform and explains how it is driving the company's shift toward modern data management.

The program reinforces that every employee, regardless of function or title, plays a role in delivering on this strategy. We've achieved a 98.7% completion rate globally and a Net Promoter Score (NPS) of 63.85, indicating strong engagement and relevance.

### Persona framework

We established a Core 4 Personas framework to define the development needs of key employee populations and the transition points between them, including individual contributors, first-line managers, managers of managers, and executives.

By clarifying these career stages and leadership transitions, the framework creates a structured foundation for future development programs. It aligns learning investments with the capabilities required of each role, while supporting employees as they grow into new responsibilities.

Coaching at Everpure

Over the past three years, the Everpure coaching program annually delivered 300 coaching engagements for nominated employees across the organization and achieved an NPS of 76, demonstrating strong impact for participating leaders.

Building on this success, Everpure secured a multi-year partnership with BetterUp to combine professional coaching with AI-powered support to help managers strengthen leadership effectiveness and drive better outcomes for their teams.

The next phase of Coaching at Everpure launches in FY27 and will provide coaching access to all first-line managers globally, with expansion to all manager populations planned in future phases.

AI enablement

Everpure began building a comprehensive AI enablement strategy in an effort to build an AI-ready workforce, helping employees and managers leverage and upskill using emerging technologies in their daily work. The first phase focused on embedding AI tools directly into the talent life cycle, including goal setting, mid-year check-ins, annual reviews, and career conversations. These capabilities help employees and managers generate insights, prepare more effectively for development discussions, and focus on higher-value conversations.

AI is also being integrated into leadership development through new coaching capabilities. Managers will be able to use AI-powered coaching simulations and role-play scenarios to practice critical management conversations and strengthen real-world leadership skills.

Talent cycles

FY26 marked another significant milestone in our performance management and development evolution. We successfully improved adoption of our cyclical talent programs, anchored in continuous feedback, growth, and recognition.

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

Throughout the year, the Talent Transformation team supported the company’s talent cycles. By providing resources, guidance, and tools to support these conversations, Everpure continues to strengthen a culture of accountability, development, and continuous improvement.

95%

of employees set individual outcome-based goals  
(–1 point Y/Y)

94%

participated in mid-year check-ins  
(+6 points Y/Y)

70%

completed a career conversation task  
(+56 points Y/Y)

98%

of employees were assessed  
by managers before calibrations  
(+1 point Y/Y)



Career Week

To support employee career ownership and development, Everpure reimaged its annual Career Week. Freshly designed, it created an opportunity to establish career fundamentals as we deliberately connected employee development to future-ready skills and company growth.

Career Week delivered strong global engagement and participation across regions and time zones. More than 4,200 employees attended sessions worldwide, reflecting broad interest in career development and internal growth opportunities. Participants reported high levels of relevance and impact, with 92.5% of attendees indicating the content was applicable to their career growth and the program

earning an average NPS of 65, demonstrating exceptional satisfaction with the experience.

The week featured 22 leader-led sessions with senior executives and business leaders who shared their career journeys, leadership insights, and lessons learned. These sessions helped employees better understand different career paths within the company and reinforced the importance of continuous learning and internal mobility.

Career Week also served as the launch point for company-wide career conversations, encouraging employees and managers to engage in structured discussions about

career aspirations, development priorities, and future opportunities. Participation was exceptionally strong across the organization, with over 70% of employees completing the career conversations task in Workday, a significant increase from 14.3% in the previous year. This improvement reflects stronger manager accountability and greater employee engagement in career development planning.

By connecting learning, leadership visibility, and structured career dialogue, Career Week helps strengthen a culture where employees are empowered to take ownership of their development and build long-term careers at Everpure.

Employee wellness

Our ability to attract and retain top talent is rooted in a strong employee experience, beginning with a benefits program that prioritizes employee health and well-being.

- Policies
- Global Family Leave Policy
  - Flexible Paid Time Off Policy

Beyond comprehensive medical, dental, and vision coverage, we offer life and disability insurance and invest in proactive health through mental health coaching, nutrition, and fitness programs via our benefits portal and the Ever Well educational series. We encourage a culture of self-care and family support through our flexible time off policy, alongside specialized resources for financial planning, family-forming assistance, and parental and adoption leave, ensuring that employees are supported through every stage of life.

In FY26, we expanded our financial support with Carrot to cover expenses for men’s and women’s health (low testosterone and menopause). In the US, we made enhancements to our vision plan, which includes a reduced copay for eye exams and higher contact lenses allowance.



US employee benefits

Health

- Medical
- Prescription drugs
- Dental
- Vision
- Lyra behavioral health

Financial

- 401(k) plan
- Health savings account
- Flexible spending accounts
- Employee stock purchase plan
- Life and accident
- Disability
- Financial well-being

Life

- Flexible paid time off
- Holidays
- Leaves of absence
- Physical well-being
- Family well-being
- Perks and discounts

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 Bangalore (India), Dublin (Ireland), and Prague (Czech Republic) global offices and in the US in our Lehi (UT) office, as well as in our Santa Clara (CA) headquarters.

Family well-being benefits

The well-being of a person, in their various roles in life, such as a parent, a family member, a caregiver, and an Everpure employee, is a core 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). With Carrot, employees have access to resources designed to make managing hormonal health, fertility care, and other paths to parenthood more accessible and affordable to everyone. Through Cleo, we provide support for employees at every stage, from family planning to parenting (both young children and teens) and caring for adults and aging loved ones. Inflection is an educational platform offering online courses supporting fertility, menopause, divorce, and caregiving topics. Lastly, we also provide Mother’s Rooms in our Santa Clara (CA), Lehi (UT), Chicago (IL), New York (NY), Irving (TX), Bellevue (WA), and Staines (UK) offices.

# Community and belonging: Embedding inclusion into how we lead, develop, and advance

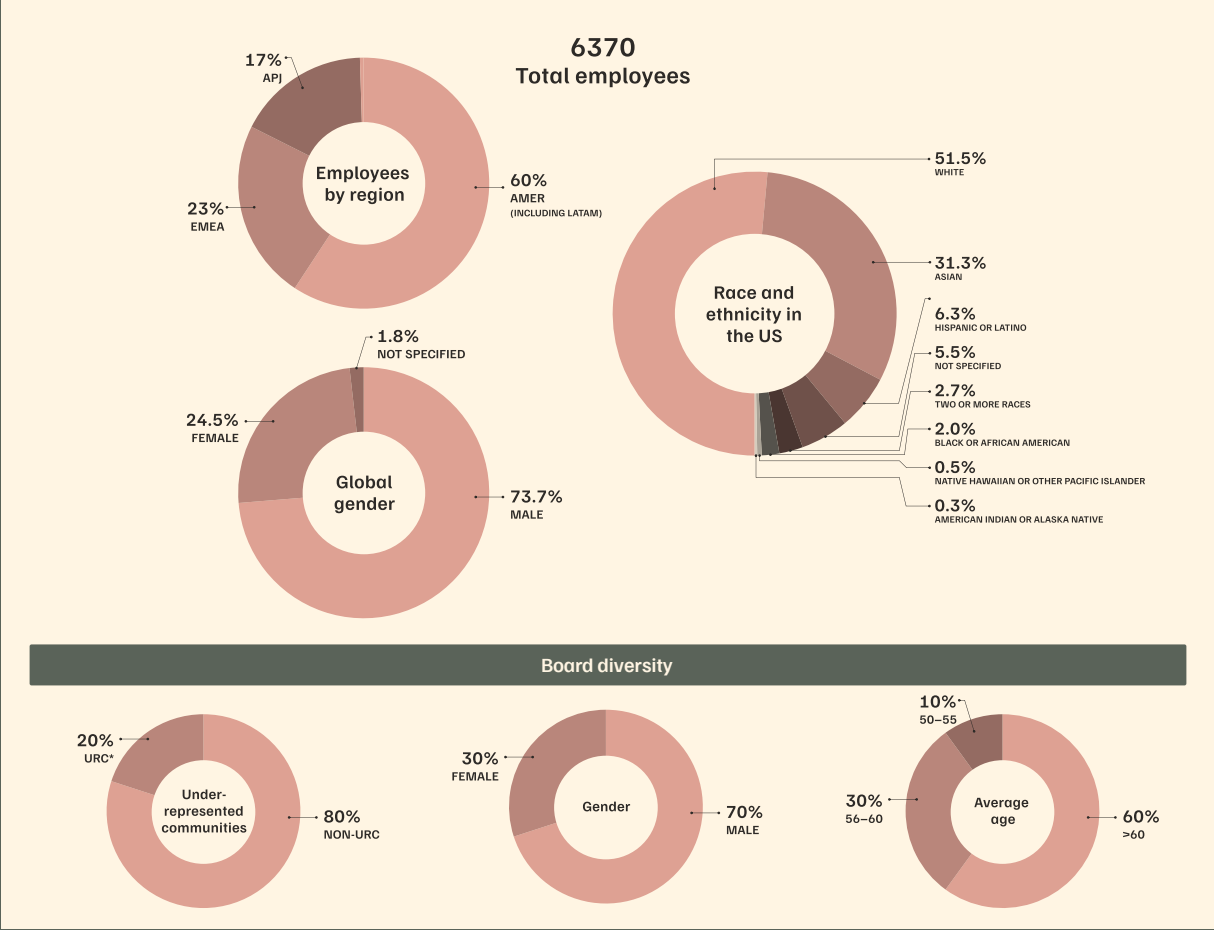
As Everpure continues to evolve, so does our people strategy.

We are strengthening how community and belonging are embedded across our people practices. Rather than treating this work as a stand-alone initiative, we integrate it into manager expectations, talent practices, employee engagement, and ERG partnerships to support connection, development, and inclusion across the workforce.

This scalable, integrated model strengthens workforce capability, promotes fair and consistent performance and advancement outcomes, and supports business growth and evolving regulatory requirements, while maintaining alignment and accountability across our people systems.



## Workforce representation



We continue to monitor workforce representation and talent outcomes to identify opportunities to strengthen our workplace and support consistent talent practices. In FY26, we streamlined inclusion data reporting and enhanced Sustainability, Inclusion, EEO-1, and Affirmative Action Program (AAP) reporting to provide more consistent visibility into workforce representation, performance, and talent outcomes.

These insights help inform our people strategies, strengthen transparency, and support consistent, data-informed decisions across our talent life cycle.

\*Ethnic, racial, or LGBTQ diversity

“At Everpure, our Employee Resource Groups are central to how we foster belonging and connection. Through ERGs like Women at Everpure, we’re creating space for community, leadership development, and a wide range of perspectives to thrive. As Executive Sponsor for Women at Everpure, I’m committed to this work because when people truly belong, they do their best work.”



**Lynn Lucas**  
Chief Marketing Officer, and Executive Sponsor, Women at Everpure, Everpure

Employee Resource Groups

Our Employee Resource Groups (ERGs) support peer connection, cross-functional engagement, and professional development across the organization, contributing to workforce retention, internal mobility, and collaboration. Supported by more than 20 executive sponsors, and centralized community and belonging resources, these communities operate with defined charters and funding aligned to business and talent priorities.

- **Able@Everpure:** Supports awareness, access, and inclusion for employees with disabilities.
- **AsianPacificIslander@Everpure:** Connects and supports colleagues globally with ties to the Asian Pacific Islander community.
- **Black@Everpure:** Builds connection and support for colleagues globally with ties to the Black community.
- **Latin@Everpure:** Connects and supports colleagues globally with ties to the Latin community.
- **Pride@Everpure:** Provides community and support for LGBTQIA+ employees.
- **Rise@Everpure:** Supports employees early in their careers or new to the technology industry.
- **Veterans@Everpure:** Builds community for veterans and supports engagement, hiring, and service initiatives.
- **Women@Everpure:** Focuses on connection, development, and collaboration for women across the workforce.

Fair and consistent talent practices

We apply structured, data-driven approaches to support consistency, reduce bias, and ensure fairness in hiring, compensation, performance reviews, and promotions. We conduct semi-annual pay equity reviews with an independent, third-party firm to ensure that our pay practices support competitive and market-aligned pay practices. We’re pleased to share that, in FY26, global fair wage practice adjustments affected fewer than 0.5% of our employee population and represented less than 0.05% of our total global payroll costs. We also track career progression to support transparent and consistent advancement opportunities.

Managers differentiate incentives based on delivered outcomes, business impact, and how our employees model our values. We empower leaders to make thoughtful, fair decisions, and we equip employees with the resources to understand how our compensation philosophy works in practice.



External outreach and engagement

We expanded our external outreach through participation in inclusion-focused conferences, events, and community partnerships. ERGs played a central role in representing the company at industry events, such as ColorStack, AfroTech, TechFutures (previously Lesbians Who Tech), and Techsgiving, increasing visibility within underrepresented technical communities and strengthening external relationships.

We have also deepened our relationships with Rewriting the Code and Stemettes, working in partnership with our Everpure Foundation, as well as working with Aabilities and SASE SJSU (South Asian Scientists and Engineers at San Jose State University).



# Health and safety: Protecting people, strengthening workplaces

**Our Environmental Health and Safety (EHS) program supports safe, compliant, and resilient workplaces across our global operations. The program is steered by the Global Safety and Security Department, with support from Legal, HR, Facilities, Finance, Sustainability, and site leaders.**

We continue to standardize our EHS Management System to strengthen oversight, accountability, and risk management. In FY26, we implemented a documented EHS Mandatory Organization overview, EHS RACI Matrix, and a global training matrix. We also expanded the Floor Warden Program and appointed safety representatives and country-level safety leads, and hosted regional events to support hazard recognition and risk mitigation.

## EHS policy and strategy implementation

The Everpure Environmental Health and Safety (EHS) Policy applies across all global operations and extends protections to employees, extended workforce, customers, and partners alike.

At the end of FY26, we established a systematic tracking process for EHS actions, integrated into Quarterly Business Reviews (QBRs) with global and regional senior leadership. This data-driven approach supports integration of EHS performance into strategic decision-making and aligns with our commitment to continuous improvement.

## Risk management and regulatory compliance

We matured our risk mitigation framework by aligning country-specific hazards with the standardized Global Site Risk Assessment protocol.

- **Risk mapping:** We mapped 75% of our global footprint against our Site Risk Assessment criteria, allowing for targeted mitigation of localized hazards and allocation of safety resources based on data-driven risk profiles.
- **Audit scalability and regulatory alignment:** We also achieved a 98% completion rate for internal EHS audits across offices, measured by number of locations, against local legislation tracked by the Enhesa Legal Register. These audits help strengthen regulatory alignment and support ongoing management of EHS compliance risk.

## Employee engagement and safety culture

At the core of our EHS strategy is the belief that safety is a shared responsibility across Everpure. In FY26, employee participation in our Floor Warden Program increased 12.7% year over year, with trained staff supporting 100% of direct-leased offices. This increase reflects both the onboarding of new volunteers and continued engagement from existing safety advocates. Through the implementation of our global training matrix, we mapped mandatory EHS requirements by operating country, helping move from "one-size-fits-all" EHS awareness training to more targeted, location-specific training. Under this revised scope, we achieved a 43% completion rate for the integrated global and country-specific modules, and a scalable, audit-ready foundation that ensures our employees receive the most relevant safety training for their specific operational environments. Regional safety fairs and targeted awareness initiatives further supported employee consultation, hazard recognition, and the sharing of best practices with the frontline workforce across sites.

## Incident prevention, reporting, and employee safety support

We continue to strengthen programs that help identify, prevent, and respond to workplace health and safety risks. In FY26, we expanded our ergonomic curriculum to cover a broader range of well-being topics. Overall satisfaction related to "Better Comfort" increased to 62%, a 5% year-over-year increase among respondents. Because this result reflects a subset of the evaluated population, we are working to increase participation rates and improve the representativeness of future data.

Following the FY25 launch of our incident reporting platform, FY26 focused on expanding consistent reporting practices across sites. We also began a phased rollout of a root cause analysis framework to better identify underlying causes of incidents and support corrective actions.

Building on our FY25 compliance with California SB 553, we expanded workplace violence prevention training nationwide in FY26. The initiative achieved over 99% completion rate in California and a 90% voluntary completion rate across nonmandated states for calendar year 2025, supporting a more secure and responsive workplace.

# Responsible sourcing: Supplier sustainability, ethics, and accountability

At Everpure, 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 noncompliance 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

- Ensuring working conditions are safe
- Treating workers with dignity and respect, including respecting diversity and all local wage and labor laws
- Committing to a workplace free of discrimination, harassment, and retaliation
- Prohibiting the use of child and forced labor
- 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.

## Supplier training, screening, and assessment

We continue to strengthen supplier training, due diligence, and risk monitoring processes. Following a third-party Ethical Sourcing and Sustainable Procurement assessment in FY24, we have been implementing a multi-year roadmap to improve the maturity of our policies, processes, and tools. This includes expanded due diligence platform coverage, deepened supplier engagement, and updated internal and external training campaigns focused on key compliance and ethical sourcing topics.

We implemented enhanced due diligence for 100% of our direct suppliers, key second tier suppliers, and additional supply chain tiers—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 also integrated a new supplier screening process as part of our onboarding protocol, including due diligence and risk assessments across multiple domains, such as ethical business practices, human rights, Supplier Code of Conduct, diversity, data privacy, and information security.

Responsible sourcing criteria are also incorporated into our broader supplier evaluation process, including through the supplier sustainability scorecard, covering labor, ethics, and environmental performance, as discussed in the [Sustainable supply chain management](#) section.

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

In FY26, more than

85%

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.

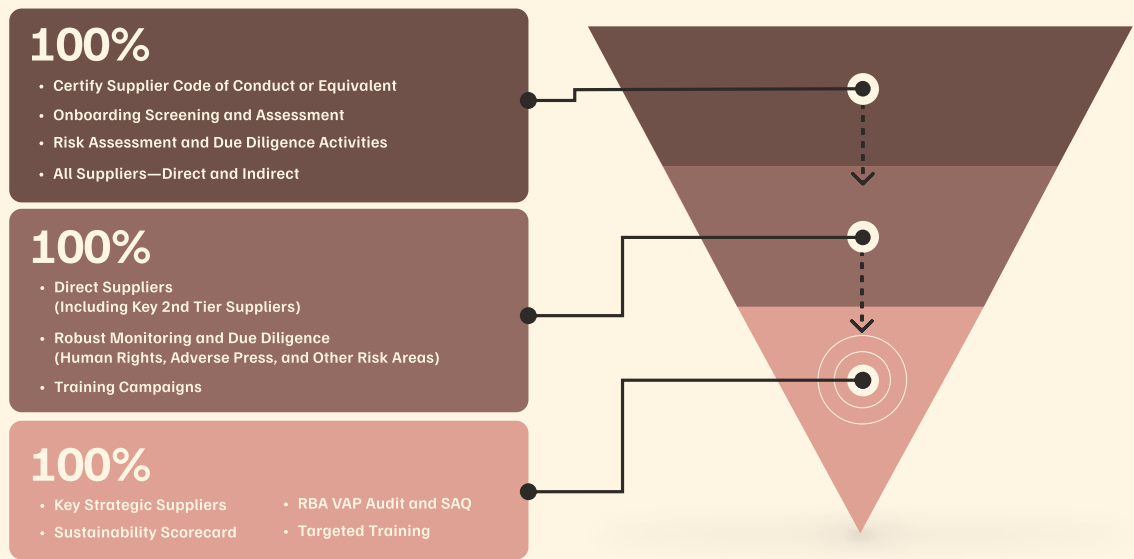
98%

of targeted Everpure employees, primarily across buyers and operations, completed Sustainable Procurement training.

92%

of targeted Everpure employees completed Forced Labor Detection and Risk Mitigation training.

Everpure supplier engagement and risk management



RBA VAP audits

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

100%

of Tier 1 production sites and key strategic suppliers scored silver or above.

In addition to RBA VAP utilization, we engaged several Tier 1 and Tier 2 strategic suppliers in the RBA Self-Assessment Questionnaire (SAQ) process. We also continued our supplier site audits led by Everpure, 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.

Modern slavery and responsible minerals sourcing

The Everpure 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, key second tier suppliers, and monitoring of additional supply chain tiers. We partner with a supplier risk platform and independent consultancy to benchmark our approach and continuously improve. In FY26, no (0) child or forced labor incidents were identified in our company-owned operations or supply chain. We remain committed to further enhancing our visibility, monitoring, and risk mitigation as we continue to mature our program.

Everpure 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 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 Conflict Minerals Report for additional information, which includes policies, membership, relevant due diligence, and monitoring. Together, these efforts support ethical conduct, regulatory compliance, customer confidence, and responsible sourcing practices.

[View Our Statement Against Slavery and Human Trafficking](#)

[View Our Conflict Minerals Policy](#)

[View Our Annual Conflict Minerals Report](#)

# Social impact: Supporting communities globally

Everpure and the Everpure Foundation support communities through strategic grantmaking, employee giving, and volunteerism.

“At Everpure and the Everpure Foundation, we see our strategic grants and employee engagement as two sides of the same coin. While our strategic grants program builds deep partnerships for long-term, systemic change, our employee giving and volunteering programs ignite the passion of our workforce to actively support those very same communities. When we pair our institutional resources with the dedication of our people, we amplify our collective impact and build a more resilient world.”



**Julie Lata**  
Executive Director, Everpure Foundation  
Director of Social Impact, Everpure

Guided by our commitment to “Go Do Good,” we partner with nonprofits and engage employees as donors, volunteers, and community champions. In FY26, we expanded global volunteer opportunities and increased charitable contributions from the company and foundation, resulting in more than \$3.8 million donated to community-based nonprofits. These efforts have the added benefit of supporting the company’s goals to recruit top talent, retain employees, and foster a purpose-driven company culture.

The foundation continued to strengthen its governance and accountability practices in FY26. The foundation refined its Employee Giving and Volunteering Policy and worked with an external auditing firm to produce audited<sup>11</sup> financial statements, as required by the California Nonprofit Integrity Act. The foundation received an unqualified opinion on its financial statements. The foundation also went through a brand transition, changing its name from Pure Good Foundation to Everpure Foundation, in alignment with the company’s brand refresh.

This year, we focused on expanding volunteer events globally to engage more employees and grow our culture of purpose. We also increased charitable contributions from both the company and foundation.

## FY26 charitable contributions

**\$3.8M**

in charitable donations by the Everpure Foundation (\$2.4M) and Everpure (\$1.4M)

**53%**

employee participation in Everpure Foundation giving and volunteering (20% Y/Y increase)

**\$832,000+**

in employee donations to global nonprofits (90% Y/Y increase)

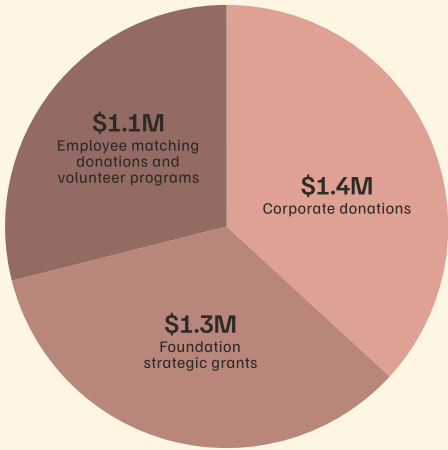
**12,200**

hours of volunteer time tracked by employees (70% Y/Y increase)

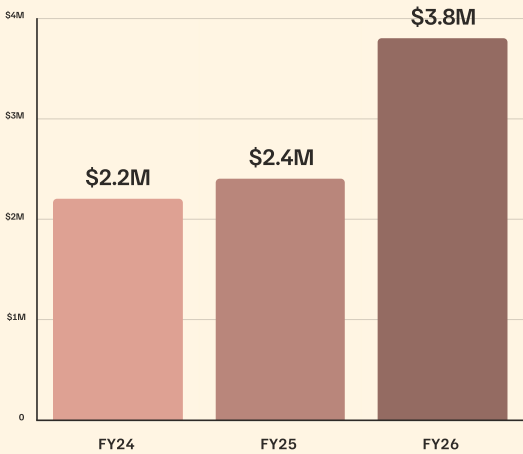
**2,500+**

nonprofit organizations supported globally (108% Y/Y increase)

## Charitable donations by type

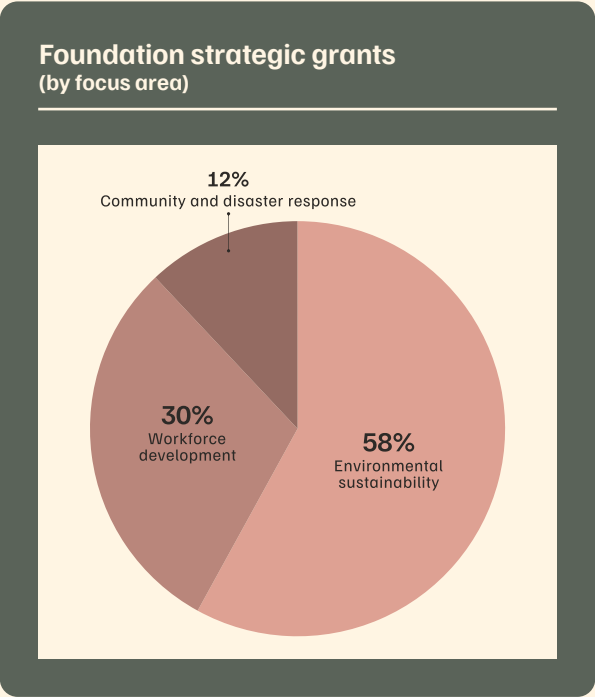


## Total charitable giving



Strategic grantmaking

The company and foundation provide strategic grants in areas that intersect corporate strategy, employee passion, and community need. Collectively, we award grants focused on the environment, workforce development, and community needs, including disaster response.



Environmental sustainability

We are committed to leveraging our philanthropic resources for the planet’s benefit. The foundation completed a strategic redesign of its environmental sustainability grantmaking program, resulting in three priority areas:

- **Nature-based solutions:** Harnessing the power of nature to preserve the environment, the foundation supported the Nature Conservancy efforts to advance peatland restoration in Minnesota and Sázíme Stromy’s tree planting activities in the Czech Republic.
- **Community-led transitions to low-carbon energy:** Funding solar energy projects led by locally rooted community organizations worldwide, the foundation embarked on a new partnership with The Honnold Foundation.
- **Data and climate:** Ensuring that stakeholders and decision-makers can access high-quality, real-time data about the climate, the foundation began its work to identify suitable partner(s) to advance this work.

Workforce development

An inclusive workplace enables creativity and business success. Everpure 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 FY26, the foundation acted on its commitment to supporting emerging talent from low-income communities, providing strategic grants to Rewriting the Code (RTC), ColorStack, and Last Mile Education Fund, among other community-based organizations. In addition to financial support from the foundation, Silicon Valley employees participated in speed networking sessions with RTC members and conducted mock interviews with university students at ColorStack’s annual summit.

In London and Las Vegas, we continued our tradition of hosting female students and young professionals at our Pure Accelerate conferences. In Prague, employees collaborated with PyLadies to offer technical workshops and networking events. And in Bangalore, employees packed feminine hygiene products so students don’t miss school due to lack of supplies or support.

“[Pure Accelerate London] genuinely changed my life for the better. It showed me that women have a place in this industry, and we have a right to be here. It eased my fears about being different in a male-dominated field. Rewriting the Code and Everpure are changing that for us.”

—Keisha, a Rewriting the Code member

Community and disaster response

We believe everyone should have access to nutritious food, clean water, and safe and stable housing. In FY26, the foundation launched its community and disaster response portfolio, providing financial support to food banks in key locations across the United States. In addition, Everpure employees in the Czech Republic, Japan, Singapore, the UK, and various US offices volunteered throughout the year with community service agencies, sorting food, preparing meals, and assembling snack packs for neighbors in need.



Employee giving and volunteering

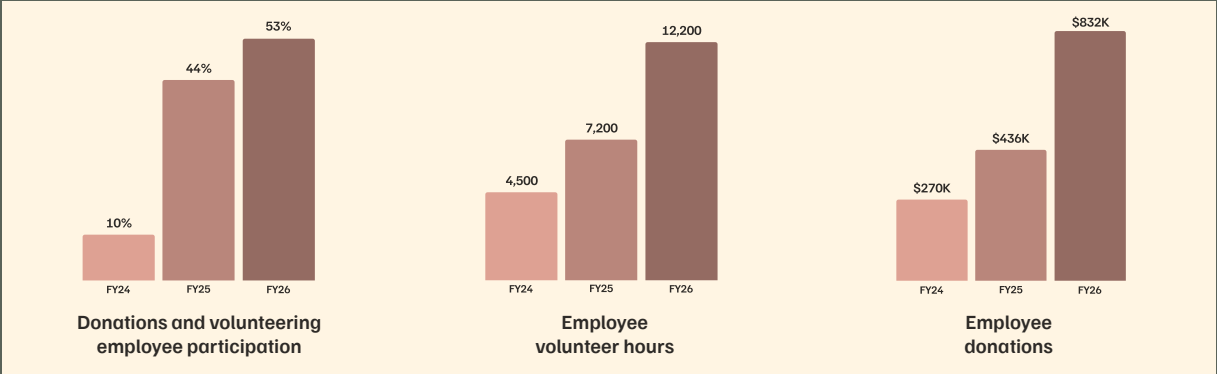
Employee giving and volunteering continued to grow in FY26. More than 53% of employees participated in Pure Good giving and volunteering programs, and more than 18% of employees reported volunteer hours, exceeding our goal of 15% employee volunteerism.

In April 2025, employees celebrated Earth Week by cleaning up waterways in Singapore and Santa Clara, picking up trash in local parks in Dublin, Ireland, planting trees in Prague, Czech Republic, and assembling native bee habitats in Bellevue, Washington and Chicago, Illinois. In May, the top Everpure sales performers spent time cleaning up mangrove habitats in the Grand Caymans. And in June, employees, customers, and partners attending Pure Accelerate, the Everpure annual conference, joined together to build solar lamps, which were donated to those negatively impacted by disasters.

Our Global Week of Service returned in September 2025, engaging employees at 15 of our offices and virtually, representing 16 countries. From Utah to Bangalore, employees supported youth education, the environment, and disaster response. Activities included assembling and testing pathfinding robots for after-school organizations, creating seed balls for local environmental nonprofits, and mapping the health of coral in the Great Barrier Reef to inform scientific research.

In addition to giving their time, employees personally donated over \$830,000 to nonprofit organizations, a 90% year-over-year increase. Everpure Foundation matches eligible employee donations on a one-to-one basis up to the specified annual employee match cap.

Deepening employee engagement in our communities



Day one impact

Cultivating a “Pure Good” culture at the new RTP hub

In August 2025, Everpure marked the grand opening of its new office in Research Triangle Park, North Carolina. Everpure Foundation worked closely with site leadership to run a deeply impactful volunteer activity where over 40 employees packed school supplies for local youth—reinforcing the Everpure company culture of doing well by doing good.

“By weaving Pure Good into the foundation of our RTP office, we are fostering a culture where team building and community connection go hand in hand. Pure Good events and giving opportunities empower our employees to grow closer as a team while making a lasting, positive impact in the region.”



John Boggs  
Vice President, Technical Services, Everpure



# Looking ahead: Our plans for FY27

## Talent attraction, development, and retention

- Embed skills-based hiring at scale, expanding role profiles, interviewer training, and structured assessments across priority job families.
- Scale early-career and internship model.
- Industrialize AI-enabled recruiting workflows—from forecasting to sourcing and recruiter enablement—under clear governance to further improve speed, quality, and consistency in how we attract talent worldwide.
- Perform a Critical Roles Analysis to align on the 30–40 most critical roles to the future of Everpure, defining the skills required and executing a plan to close succession gaps and reduce risk.
- Launch AI enablement for the whole company, with a focus on velocity and growth.
- Further develop our coaching ecosystem to support pivotal moments in leadership.
- Create opportunities for employees to learn and apply our business strategy to their everyday work.
- Expand BrightPlan, our financial well-being offering, globally.
- Expand Aabilities, our program to support our neurodivergent employees, globally.
- Continue work on developing a holistic approach to support primary caregivers before, during, and after their parental leave.

## Community and belonging

- Strengthen manager effectiveness through clear expectations and scalable coaching to support fair and consistent talent decisions.
- Further standardize talent processes to increase consistency, transparency, auditability, and internal mobility across the organization.
- Embed inclusion, community, and belonging into learning and development, including AI-enabled coaching for managers designed to support personalized development and mitigate bias.
- Prioritize accessible, representative learning experiences for remote and globally distributed employees to reinforce equitable access to development and belonging.
- Continue to evolve our ERG strategy by recruiting additional ERG sponsors and members and clarifying roles, responsibilities, and development opportunities for volunteers.

## Health and safety

- Implement an EHS roadmap focused on maturing our safety culture and moving toward industry best practices.
- Align health, safety, and environmental protocols into a unified framework benchmarked against ISO 45001 and ISO 14001 standards to enhance operational oversight.
- Conduct formal root cause analysis and implement corrective actions for major incidents to reduce systemic recurrence.

## Social impact

- Strengthen our social impact programs by increasing our charitable contributions in alignment with Everpure revenue growth and increasing positive social impact through strategic grants and employee-led initiatives.

## Responsible sourcing

- Expand supplier due diligence to cover both direct and indirect suppliers through an AI-driven, third-party risk management platform.

Governance

# Trust, accountability, and resilience



Material sustainability topics covered



Ethics and compliance



Data security and privacy

“Trust is built through the decisions we make every day. At Everpure, strong governance gives our teams the clarity to lead with integrity, manage risk, and stay accountable—from ethical conduct and sustainability oversight to privacy, security, and regulatory readiness. It helps us protect the data entrusted to us, strengthen resilience, and keep our business and customers ready for what’s next.”



**Damien Eastwood**  
VP, General Counsel, Everpure

# Responsible governance and accountability

Responsible governance underpins our ability to create long-term value and build trust with our stakeholders.

Our approach is grounded in ethical conduct, accountability, and data security, and it’s supported by strong leadership structures, defined policies, and effective oversight. Our governance framework establishes clear responsibilities and reporting lines, enabling transparent, informed decision-making, and strengthening business resilience.

Through this framework, we oversee the management of risks, opportunities, and impacts; reinforce ethical practices; safeguard data privacy and security; and advance responsible business practices. This includes sustainability, human rights, and regulatory compliance across our operations and value chain.

## At a glance

### Corporate governance

- Added our Global Supply Chain Officer as a Sustainability Executive Sponsor
- Recognized on Newsweek’s America’s Most Responsible Companies 2026 ranking
- Achieved Y/Y increases in sustainability ratings, including CDP Climate, EcoVadis, and S&P Global Corporate Sustainability Assessment
- Completed a preliminary gap assessment and roadmap for global sustainability regulations
- Named a winner of the Nature and Biodiversity Leadership award at the Finance for the Future Awards for our impact accounting work and leadership in sustainable finance

### Ethics and compliance

- 96% of employees agreed or strongly agreed that “My manager holds our team accountable for complying with the Code of Conduct”
- Published a new human rights statement and labor practices statement
- 100% of active, full-time employees have acknowledged receipt of and agreed to abide by our key policies

### Data security and privacy

- Launched the Everpure Trust Center, providing a centralized, real-time repository for our security posture, compliance certifications, and privacy practices
- 100% employee participation in mandatory security training
- Achieved Common Criteria certification for FlashArray and FlashBlade, meeting the highest international standards for IT security evaluation
- Achieved SOC2 Type 1 report for the Everpure Cloud Azure Native product
- Conducted a maturity assessment of our privacy program and achieved a score of 4 out of 5, compared to an industry average of 3
- Launched a cross-functional Privacy Champion Network, which provides in-depth training to develop privacy ambassadors across the enterprise

# Corporate governance: Building trust through responsible oversight

Strong corporate governance is foundational to how we operate as an organization.

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

## Everpure Board of Directors

Our Board of Directors (“Board”) is responsible for overseeing the management of the company’s business and serves as a prudent fiduciary for our shareholders. The Board comprises 10 directors, including Chairman and CEO Charles Giancarlo. The Board operates through four standing committees, each with defined oversight responsibilities. These committees meet at least quarterly, enabling focused oversight across key areas, including sustainability topics.

Our Corporate Governance Guidelines direct the activities of our Board, enabling directors and management to effectively advance our business objectives.

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

## Board of Directors

FY26 Met: 4X | Members: 10

### Audit Committee

FY26 Met: 8X | Members: 3

Oversees Everpure 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 the Everpure sustainability program and reporting.

### Compensation and Talent Committee

FY26 Met: 7X | Members: 3

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

### Nominating and Corporate Governance Committee

FY26 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 Everpure.

### Risk Committee

FY26 Met: 4X | Members: 3

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

[Our Board of Directors: 2026 Proxy Statement](#)

Sustainability governance framework

Our Board of Directors oversees the Everpure sustainability strategy and targets, with support from relevant committees. Under this oversight, we have established a management-level sustainability governance framework to integrate sustainability into decision-making and operations across the business.

We continue to evolve this framework to strengthen oversight and management of sustainability-related risks, opportunities, and impacts, as well as accountability and cross-functional coordination.

| Sustainability governance structure         |                                                                                                                                                      |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Board of Directors                          | <b>Annual Update</b><br>Sustainability strategy, targets, and Y/Y progress                                                                           |
| Audit Committee                             | <b>Quarterly Update</b><br>Oversight of sustainability program and reporting                                                                         |
| Sustainability Executive Sponsors           | <b>Quarterly Meeting</b><br>CALO / CFO / CSCO / CTGO   Review strategy, targets, plans, and disclosures                                              |
| Sustainability Committee and working groups | <b>Monthly Meetings or as needed</b><br>Cross-functional leaders and subject matter experts   Setting, measuring, and achieving sustainability goals |

Our **Global Head of Sustainability and Social Impact** leads our sustainability strategic planning, organizational alignment, and disclosures, reporting to our Chief Administrative and Legal Officer (CALO), who reports to the Chairman and CEO. This role works closely with both our ESG Controllershship and our Product Sustainability Technical Lead to operationalize our sustainability strategy.

- **The ESG Controllershship**, within the Office of the Chief Financial Officer (CFO), supports regulatory compliance and audit readiness of our sustainability disclosures and advances the integration of sustainability and finance.
- **The Product Sustainability Technical Lead**, within the Office of the Chief Technology and Growth Officer (CTGO), focuses on improving the environmental performance of our product and services portfolio and advancing product-level carbon disclosures.

Sustainability Executive Sponsors

Our sustainability program is overseen by Sustainability Executive Sponsors, including the CALO, CFO, CTGO, and, as of FY26, the Chief Supply Chain Officer (CSCO), reflecting the importance of supply chain in responsible sourcing and Scope 3 emissions management. Executive sponsors meet at least quarterly with the Global Head of Sustainability and Social Impact, the ESG Controllershship, and the Product Sustainability Technical Lead to review strategy, assess progress against

goals, and provide guidance and approval for new initiatives and investments. They also elevate sustainability-related topics to the rest of executive staff during twice-yearly corporate operational reviews and, as needed, to the Board. The Global Head of Sustainability and Social Impact provides quarterly updates to the Audit Committee and an annual update to the full Board.

Sustainability Committee

Our Sustainability Committee meets approximately monthly and comprises cross-functional vice president and director-level subject matter experts. This cross-functional group plays a central role in shaping the Everpure sustainability strategy, setting and monitoring progress against quantifiable goals

and ensuring alignment with evolving regulatory requirements and disclosure frameworks. Members also provide insight into evolving stakeholder expectations and serve as liaisons to executives, elevating emerging issues and integrating sustainability priorities within their respective functions.

Sustainability committee cross-functional teams

- Internal Audit
  - Data Center Infrastructure Engineering
  - ESG Controllershship
  - Global Communications
  - Global Information Security Office
  - Human Resources
  - Legal (including Ethics and Compliance, Privacy, and Corporate and Securities)
- Marketing
  - Office of the Chief Technology and Growth Officer
  - Office of the Chief Visionary Officer
  - Real Estate, Workplace and Security
  - Supply Chain Operations
  - Sustainability and Social Impact

Additional topic-specific committees and working groups are established as needed to provide focused oversight of key initiatives and facilitate informed decision-making across functions and regions.

Shareholder engagement

From early 2025 through early 2026, we reached out to shareholders representing approximately 63% of shares outstanding and spoke with holders of approximately 48% to gather feedback on a variety of topics, including sustainability and governance. Feedback from these engagements, along with input from other key stakeholder groups, informs our priorities, performance, and disclosures.

Sustainability ratings and rankings

Our commitment to enhancing our sustainability policies, actions, and disclosures resulted in year-over-year improvements to our sustainability ratings and rankings. In addition, Everpure was recognized on Newsweek’s America’s Most Responsible Companies 2026 ranking, which focuses on a holistic view of corporate responsibility.



**CDP Climate = B**  
Maintained B while increasing score in 6 categories



**S&P Global ESG Score = 54**  
+4 points Y/Y



**EcoVadis = 75 / Silver**  
+4 points Y/Y



Regulatory reporting governance

We continue to monitor and adapt to the evolving global sustainability regulatory environment, to meet both current and emerging regulations. Our Regulatory Working Group remained central to this effort, supported by senior cross-functional leaders from ESG Controllershship, International Controllershship, External Reporting, Sustainability, Legal, and Supply Chain. In FY26, we completed a gap assessment and roadmap for global sustainability regulations and began pre-assurance work to strengthen audit readiness for mandatory reporting.

Environmental compliance

Everpure adheres to product environmental regulations worldwide by actively monitoring the landscape with a leading industry-trusted specialized tool. We adjust to evolving 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.

# Advancing impact accounting at Everpure

## Everpure continues to expand how it measures corporate performance beyond traditional financial metrics.

Through our impact accounting program, we estimate the social cost of selected environmental impacts associated with business activities. This produces standardized impact metrics that can be considered alongside financial results and enable more holistic business decisions.<sup>12</sup>

Our impact accounting approach is grounded in the methodology developed by the [Value Balancing Alliance \(VBA\)](#), a global collaboration working to standardize how environmental, social, and economic impacts are measured and valued. By converting activity data into financial equivalents using independently developed valuation factors, impact accounting helps reveal costs and benefits not captured in conventional accounting. It supports more informed and impact-aware decision-making, aligning with growing stakeholder and regulatory expectations.<sup>13</sup>

### Embedding impact accounting in decision-making

In FY26, we completed the second iteration of our impact accounting model using FY24 data. The model aims to capture environmental impacts across our full value chain at the product level, from upstream manufacturing through our direct operations and downstream to product use and end of life.

A key focus in FY26 was making these insights more user-friendly. In collaboration with our data and analytics team, we developed an initial impact accounting dashboard designed to surface insights for leaders across the business, starting with year-over-year trends and emerging finance-grade metrics. At this stage, the dashboard is primarily intended to facilitate learning, testing, and stakeholder engagement as we continue to mature our impact accounting capabilities.

### Industry collaboration and research

Insights from our impact accounting work also contribute to industry collaboration and research. In partnership with the VBA and the [WifOR Institute](#), Everpure published a short case study introducing the Sustainable Data Center Index, which applies impact accounting concepts to evaluate environmental performance across data storage technologies and assess trade-offs across the full data center ecosystem. The work demonstrates how impact accounting can support more informed technology decisions for both data center providers and customers, while advancing broader transparency and collaboration across the IT sector.

Through publications, industry partnerships, and ongoing research, we aim to contribute to the development for more transparent and consistent approaches to measuring value in the technology sector.



### Activity data x Monetary coefficient = Impact-adjusted value

Our analysis applies valuation factors developed through the VBA and International Foundation for Valuing Impacts (IFVI). These factors convert environmental activity into dollar figures based on the estimated societal cost of each impact in a specific geographic context. Since these valuation factors are externally developed and consistently applied, the resulting impact estimates provide a transparent and comparable basis for analysis.



### Value Balancing Alliance (VBA)

Everpure is currently the only US-based member company participating in the Value Balancing Alliance (VBA). Through this collaboration, Everpure is helping pioneer transparent, data-informed reporting on environmental impact. Our goal is to enable more sustainable IT decisions while encouraging broader accountability across the tech industry—for Everpure and our customers.



Tarek Robbiati  
Chief Financial Officer, Everpure

“Impact accounting reveals hidden costs and true value, turning data into business decisions that leaders can act on. It strengthens capital allocation, drives intelligent decisions, and accelerates innovation.”<sup>14</sup>

Our impact accounting journey  
(calendar year)

- Jan. 2023**  
CEO attended the World Economic Forum in Davos and brought back impact accounting as a directive
- Sept. 2023**  
Joined the Value Balancing Alliance
- Apr. 2024**  
Completed first impact accounting model, including avoided impacts and circularity analysis; CEO published article in Harvard Business Review, [“Impact Accounting: Raising ESG Reporting Standards”](#)
- Feb. 2025**  
Completed Life Cycle Assessments (LCAs) for FlashArray and FlashBlade product family to enable product-level metrics
- Apr. 2025**  
Completed second model and launched internal dashboard prototype
- Dec. 2025**  
Published Sustainable Data Center Index impact accounting case study within the [VBA 5th Pilot Study](#)
- Mar. 2026**  
Trellis published [‘How the “universal language” of impact accounting can integrate sustainability with finance’](#)

 Finance for the Future



Everpure received the 2026 Finance for the Future Award for Leadership in Nature and Biodiversity<sup>15</sup> for our impact accounting work. This award recognizes our commitment and collaboration toward integrating nature-related factors into decision-making and influencing our broader value chain. For Everpure, this award is both a meaningful milestone and credible external recognition of the direction of our work: advancing impact accounting as a practical tool for embedding sustainability into business thinking, strengthening resilience, and informing value creation.

Sponsored by ICAEW, Accounting for Sustainability (A4S), and Deloitte, the Finance for the Future Awards recognize leadership in integrating sustainability into strategy and finance. We are honored that the work of Everpure was recognized among organizations helping shape the future of sustainable finance.



“The judges were inspired by the collaborative, system-wide approach taken by the team. Working across R&D, supply chain, real estate and customer functions, the organization is addressing broader environmental impacts both internally and externally. The emphasis on innovation, incubation, and knowledge-sharing demonstrates a commitment not only to progress internally, but to enabling change across the industry.”

—Finance for the Future Awards, on the Everpure impact accounting approach

# Ethics and compliance: Building a culture of integrity

Everpure maintains an ethics and compliance program designed to uphold ethical conduct across our operations. This framework is structured to prevent, detect, and respond to potential risks through policies, employee training, and oversight mechanisms while reinforcing a culture of integrity and accountability.

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

## Ethical culture

Our Compliance Pulse survey indicated strong employee perceptions of our ethics and compliance leadership:

93%

of employees agreed or strongly agreed that “At Everpure, 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 foundation of our compliance framework. Available in 10 languages, it establishes expectations for employees, partners, and suppliers. The code is supported by a suite of formal policies that address specific compliance areas and reinforce these standards across the organization.

### The Code of Conduct covers critical topics related to ethical business: (including but not limited to):

- Conflicts of interest
- Bribery and corruption
- Antitrust and competition
- Workplace conduct
- Respecting human rights
- Anti-discrimination, harassment, and bullying
- Insider trading
- Protecting Everpure confidential materials and intellectual property
- Environmental stewardship
- Speak Up—confidential reporting of concerns and prohibition of retaliation

### Additional ethics-related policies (including but not limited to):

- Anti-Bribery and Anti-Corruption Policy
- Anti-Discrimination, Harassment, and Bullying Policy<sup>16</sup>
- [Conflict Minerals Policy](#)
- Export Policy Statement
- Global Data Protection and Privacy Policy
- [Human Rights Statement](#)
- Insider Trading Policy
- [Labor Practices Statement](#)
- [Partner Code of Conduct](#)
- [Principles for the Ethical Use of Artificial Intelligence](#)
- Speak Up Policy
- [Supplier Code of Conduct](#)

Compliance training and awareness

We reinforce our compliance framework through mandatory training and annual policy acknowledgment. Since 2019, 100% of active, full-time employees have acknowledged receipt of and agreed to comply with our key policies.

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

- Code of Conduct
- Anti-Bribery and Anti-Corruption Policy
- Anti-Discrimination, Harassment, and Bullying Policy<sup>15</sup>
- Export Statement
- Insider Trading Policy
- Information Security Policy

All employees complete mandatory Code of Conduct training upon joining Everpure, with ongoing training provided on key topics 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.



Everpure Compliance Club

FY26 marked our fifth annual Everpure Compliance Club event, emphasizing our commitment to fostering an environment of sound ethical decision-making as well as providing 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 and training, digital training, and guest speakers across a breadth of relevant topics, with over 1,000 total hours of employee engagement and training.

“The true measure of learning isn't attendance, it's whether people leave with new ideas they can apply in everyday practice. We're proud that 97% of participants told us the session was worth their time and that they learned something new. That's the kind of meaningful development that helps our employees grow, stay curious, and strengthens our business.”



Jessica Kelman  
Senior Director and Associate General Counsel, Ethics & Compliance, Everpure

Speak Up reporting channel

We maintain formal channels to enable employees and stakeholders to report concerns and support a culture where individuals feel empowered to speak up. Our Speak Up platform provides confidential channels including an anonymous hotline (1-800-461-9330) and supports the identification and escalation of potential misconduct or legal violations. All reports are thoroughly reviewed by appropriate functions, including Legal, Human Resources, Internal Audit, or—when appropriate—an independent third party.

We maintain a strict, nonretaliation 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.

Cases over the last three years increased alongside employee growth and our Speak Up awareness campaign.

Human rights

Everpure 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 support fundamental rights, including freedom of association, collective bargaining, and protection from discrimination.

In FY26, we published our Human Rights Statement, affirming this commitment.

Read Our Statement

Speak Up hotline cases

2023

86

Total cases

2024

143

Total cases

2025

206

Total cases

2026

296

Total cases

Across FY23–FY26, there were zero (0) confirmed cases of corruption.

**Anti-corruption and third-party compliance**

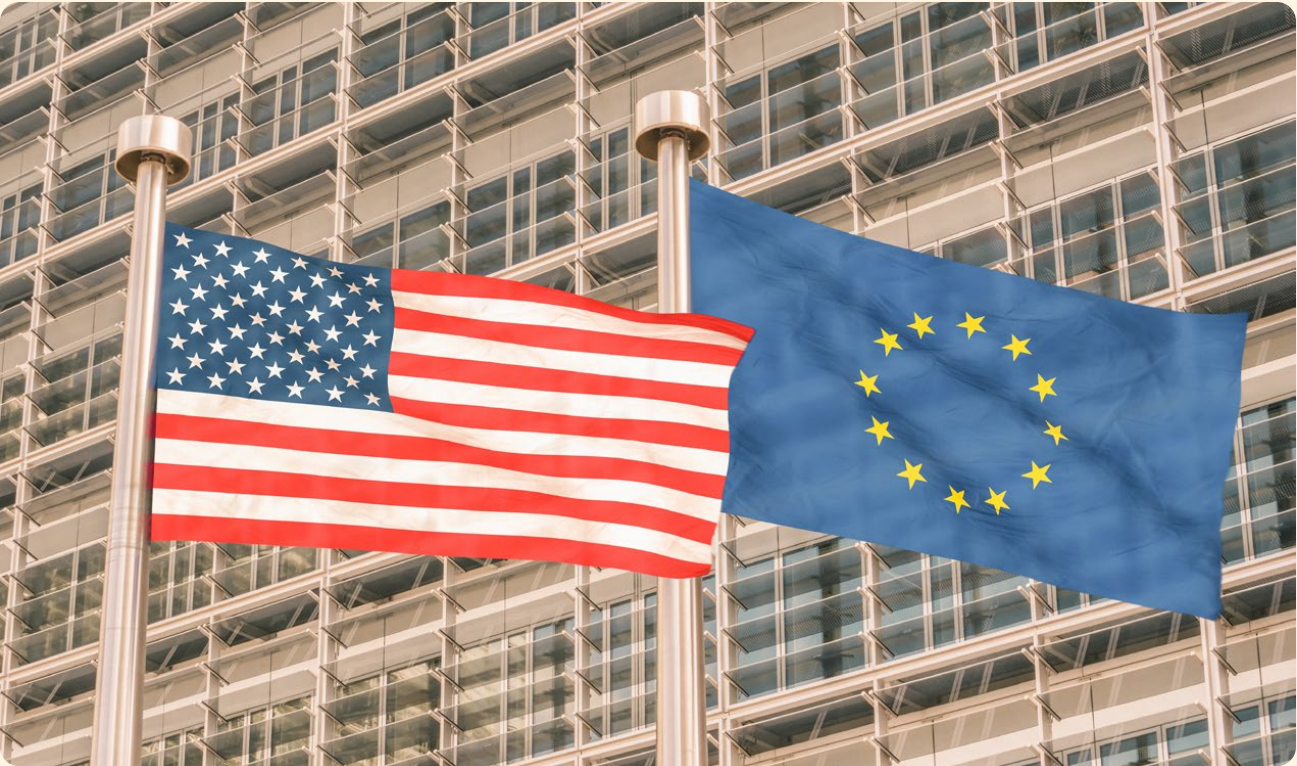
We maintain a risk-based approach to managing compliance across our partner and supplier ecosystem. All channel partners and suppliers are required to adhere to our Partner and Supplier Codes of Conduct, which align with the RBA's ethical standards and our business conduct requirements.

Our channel compliance program is aligned with the U.S. Department of Justice and Securities and Exchange Commission Corporate Compliance Program, as well as ISO 37001 requirements. All channel partners, representing 100% of Everpure revenue, are subject to screening, due diligence, and ongoing monitoring. We maintain a Channel Partner Risk Assessment, which utilizes key risk indicators to assess anti-corruption risk across all of our channel partners. Mitigation measures include, but are not limited to, contracts, policies, continuous monitoring, due diligence, risk assessment, direct engagement through audits, and over 240 anti-corruption training and Partner Code of Conduct certifications in FY26.

**Public policy advocacy and political contributions**

Everpure actively engages with policymakers in the United States and Europe on issues related to data center sustainability, digital competitiveness, and emerging technologies, such as artificial intelligence and cloud infrastructure. These engagements contribute to informed policy discussions and support the development of effective and balanced regulatory approaches. We engage on topics such as energy efficiency standards and advocate for more impactful approaches to measuring data storage performance, including the shift to terabytes per watt as an industry benchmark. Through these interactions, we draw on our experience in energy-efficient and sustainable data storage and management to inform policy development and support outcomes that promote competitiveness, efficiency, and sustainability.

Everpure does not have a political action committee (PAC). In FY26, Everpure made no direct corporate political contributions in the US to any candidate, political party, ballot initiative or campaign, PAC, or 527 organization.



# Data security and privacy: The foundation of digital trust

At Everpure, security is a core component of our commitment to data protection. In an era of escalating cyber threats, protecting the confidentiality, integrity, and availability of global data is fundamental to the resilience of our customers and the broader digital economy.

“The transition to Everpure marks a fundamental shift in our mission. We are no longer simply a repository for data; we are the architects of its safety and the governors of its use. As cyber threats grow in sophistication, our focus on comprehensive data management becomes a vital safeguard for the digital economy. For Everpure, security is the primary lens through which we view our responsibility to our partners and the world.”



**Rick Orloff**  
Chief Information Security  
Officer, Everpure

### Our strategic framework: Security by design

Our Product Security program is built on a DevSecOps framework aligned with the National Institute of Standards and Technology (NIST) guidance, embedding security considerations throughout the product life cycle.

#### This approach is supported by six core principles:

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

### Data security

Data security is led by our executive team and cross-functional leadership. Our critical stakeholders from Product, Engineering, IT, and HR ensure security is embedded in everything we do. Our Executive Security Council, led by the CISO, provides the structured oversight and strategic alignment necessary to meet our rigorous protection standards.

The Everpure Security Awareness Program continues to enhance employee awareness. We achieved full (100%)

### Security certifications, controls, and transparency

We maintain a range of certifications and external validations to demonstrate our security controls and support transparency for customers and stakeholders.

We launched a public-facing Trust Center, providing a centralized, real-time repository for our security posture, compliance certifications, and privacy practices. Customers can find our downloadable Security and Compliance Assurance white paper, which provides a packaged executive view of the Everpure security and compliance posture, in the Trust Center.

The Trust Center simplifies the due diligence process for our partners and underscores our commitment to open, proactive communication.

In FY26, we successfully achieved Common Criteria certification for FlashArray and FlashBlade, meeting internationally recognized standards for IT security evaluation. Additionally, we secured FIPS 140-3 Level 1 NIST validation for FlashBlade, reaffirming our commitment to rigorous data encryption standards.

[Visit Our Trust Center](#)

employee participation in our FY26 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. As a company, there is a variety of security awareness training occurring every month. Everpure did not experience a material cybersecurity incident that required disclosure in FY26.

Our cloud platforms are subject to independent third-party assessments. Demonstrating our secure-by-design approach in the cloud, our Everpure Cloud Azure Native product achieved its SOC2 Type 1 report. Simultaneously, we maintained our SOC2 Type 2 attestation for the Pure1 Cloud platform, ensuring consistent, audited operational excellence.

We completed our transition to the updated ISO/IEC 27001:2022 standard, successfully renewing our three-year certification cycle.

We also refreshed our IPv6 Ready status for FlashBlade, ensuring our customers benefit from the enhanced security protocols and routing efficiencies of the latest global networking standards.

In addition, we are aligning our internal frameworks with ISO/IEC 42001 (AI Management Systems). Our goal is to establish a robust governance model that ensures the ethical and secure deployment of AI-driven features across our portfolio.

Enterprise resiliency

The Everpure Enterprise Resiliency Program is built to safeguard the organization’s ability to anticipate, withstand, and recover from disruptions. The program considers operational, financial, cybersecurity, and reputational risk domains and is supported by regular risk assessments, business impact analyses, and continuous improvement processes.

Enterprise resiliency is anchored by three pillars

**1 Business continuity**  
We maintain policies and response strategies to minimize the impact of disruptions on the workforce and operations, support service continuity, and protect customer outcomes. These efforts include consideration of emerging risks, such as climate-related impacts on operations and supply chains. Climate resiliency efforts include assessing region-specific risks, such as extreme weather events and resource constraints, to protect operations, supply chains, and customer outcomes.

**2 Disaster recovery**  
We maintain technical disaster recovery plans designed to promptly restore critical infrastructure, systems, and technologies should an incident occur. These plans are regularly reviewed and enhanced to improve recovery time and system reliability.

**3 Operational resilience**  
We align our resiliency practices with globally recognized standards, such as ISO/IEC 27001:2022 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.

Relevant resiliency performance indicators are being mapped to the Everpure sustainability impact metrics to enable 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, Everpure maintains comprehensive insurance coverage for cyber incidents and business interruption.

Privacy

Everpure 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 FY26, the privacy function continued to scale and mature under the leadership of the CALO, with a focus on operationalizing accountability, ensuring regulatory alignment, and fostering cross-functional engagement.



Privacy pillars

Regulatory compliance

We safeguard personal data through our Code of Conduct, supported by standard contractual clauses (SCCs). We also apply Privacy Impact Assessments (PIAs) and Privacy-by-Design methodologies to embed data protection into our processes and proactively prevent privacy risks.

We maintain our certification under the EU-US Data Privacy Framework (DPF), administered by the U.S. Department of Commerce, which enables compliant transfers of personal data from the EU to certified US organizations and requires adherence to established data protection principles.

Compliance with our privacy policies is mandatory for all Everpure employees and reaffirmed annually through the Code of Conduct review.

Incident management

We manage privacy through a formal Privacy Incident Management Process that requires all employees to promptly report potential incidents. This enables the Privacy Team to investigate and document incidents using a standardized process and implement timely, risk-based mitigation actions, including regulatory data subject notifications where required.

Risk management

In FY26, we conducted an internal maturity assessment of our privacy program, using the Gartner Privacy Score planning tool to evaluate our ability to identify, assess, and manage privacy risks, benchmarking performance against industry peers. We achieved a score of 4 out of 5, compared to an industry average of 3. This improvement was driven in part by enhanced tools that enable more efficient and automated responses to privacy-related requests, improving speed and accuracy.

Governance

Everpure privacy policies apply to 100% of global operations, with the Compliance team responsible for oversight. These policies include disciplinary measures for noncompliance, reinforcing accountability across the organization.

Our global privacy program provides updates to the Audit Committee on privacy program maturity, key risks, and continuous improvement activities.

Additionally, the Everpure Privacy Council, which comprises senior management-level representatives from key business functions including HR, Finance/Internal 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.

Culture

All Everpure employees are required to complete annual privacy training and review the company's privacy policies.

To further scale and broaden our privacy culture, in FY26 we launched a cross-functional Privacy Champion Network, which provides in-depth training to develop privacy ambassadors across the enterprise. Participation includes employees from more than a dozen Everpure organizations, and it's growing.

# Looking ahead: Our plans for FY27

## Corporate governance

In FY27, we plan to continue strengthening governance, risk management, and reporting readiness through the following priorities:

- Establish the Enterprise Risk Management (ERM) function, under the leadership of the Vice President of Internal Audit. Our goal is to strategically advance the annual enterprise risk assessment into a scalable, enterprise-wide ERM capability aligned with the company's growth and governance objectives.
- Continue improving sustainability-related policies, actions, and disclosures that inform ratings such as CDP Climate, EcoVadis, and S&P Global CSA.
- Continue to monitor global and regional sustainability regulatory developments, assess applicability to Everpure, and prepare for applicable requirements.
- Continue pre-assurance activities to support audit-ready mandatory sustainability reporting for applicable compliance years.

## Impact accounting

Impact accounting is an emerging field. At Everpure, we see it as a new lens on corporate performance that helps connect environmental outcomes with financial thinking, operational decisions, and competitive differentiation. Our focus remains on strengthening the analytical foundation and expanding the practical applications of this work.

- **Strengthening rigor and business relevance:** Complete FY25 and FY26 models, enhance our internal dashboard, and explore opportunities to connect impact insights more directly with financial data for improved decision-making.
- **Supporting customer transparency:** Continue to evaluate how impact accounting insights may help our customers better understand the environmental implications of technology choices.

## Ethics and compliance

- Establish a U.S. Government Affairs function to advance our public policy and advocacy at the federal, state, and local level, including sustainability-related topics such as energy efficiency.
- Develop a Political Contributions Policy, following a delay from FY26 (we added relevant language to our anti-bribery and corruption policy in FY26).

## Data security

In FY27, our data security strategy will focus on the intersection of emerging technology and adaptive governance.

- **Robust AI governance:** Continue our focus on AI governance by preparing to obtain ISO/IEC 42001 certification.
- **Empowering customer compliance:** Leveraging our new Trust Center, we intend to produce specialized guidance and mapping materials. These resources will help our customers navigate their own specific regulatory landscapes, whether regional or industry-specific, by illustrating exactly how Everpure technology supports their compliance mandates.
- **Network uniformity:** Continue our networking modernization by refreshing IPv6 Ready status for FlashArray, ensuring unified, high-security network standards across our entire hardware ecosystem.
- **Operational excellence:** Everpure remains committed to deepening our "Security Culture of Excellence" through advanced internal red teaming, expanded supply chain transparency, and continued 100% participation in high-impact security training. Lastly, we plan to obtain SOC2 Type 2 report for the Everpure Cloud Azure Native product.

## Enterprise resiliency

As Everpure 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.

- Everpure will continue to significantly strengthen its cyber and operational resilience to protect our customers, shareholders, and stakeholders from increasingly sophisticated threats like ransomware. We will harden our network, identity and access management, and critical systems while elevating our backup, recovery, and disaster recovery capabilities so that our business can remain available and resilient through major disruptions.
- Our Enterprise Resilience Program, which already operates under a Business Continuity Management System aligned with ISO 22301, will progress toward formal ISO 22301 certification. We will adapt our policies, processes, and testing practices to this globally recognized standard, which is designed to provide high assurance of continuity, reduce the financial impact of downtime, and demonstrate that Everpure is a trusted, compliant partner in line with evolving regulatory expectations such as DORA and NIS2.
- Enterprise resiliency will also strengthen protection of the broader Everpure enterprise through new inspections and assessments of our facilities and data centers, helping ensure that our physical and digital environments remain secure, resilient, and sustainable.

## Privacy

- Complete a gap assessment against the ISO 27701 Privacy Information Management System (PIMS) standard—an international certification designed to demonstrate robust governance over the collection, use, and protection of personal data—with the intent to pursue certification in the near future.

Appendix

# Data tables and reporting frameworks



# Greenhouse gas emissions (mtCO2e)

Our greenhouse gas (GHG) emissions data for FY23 through FY26 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.

| Greenhouse gas emissions by scope (mt CO2e) <sup>1,1</sup> | FY23    | FY24    | FY25    | FY26    |
|------------------------------------------------------------|---------|---------|---------|---------|
| Scope 1                                                    | 409     | 842     | 773     | 770     |
| Scope 2 (Location-based)                                   | 13,229  | 16,772  | 18,757  | 20,908  |
| Scope 2 (Market-based)                                     | 7,485   | 11,677  | 11,892  | 14,659  |
| Scope 3: Purchased goods and services                      | 109,669 | 113,430 | 134,196 | 142,279 |
| Scope 3: Capital goods                                     | 18,089  | 21,295  | 26,863  | 28,105  |
| Scope 3: Fuel- and energy-related activities               | 3,325   | 4,178   | 3,729   | 3,778   |
| Scope 3: Upstream transportation and distribution          | 14,700  | 17,391  | 13,365  | 8,201   |
| Scope 3: Business travel <sup>17</sup>                     | 9,901   | 15,141  | 13,782  | 17,654  |
| Scope 3: Employee commuting <sup>18</sup>                  | 3,835   | 7,403   | 4,217   | 5,469   |
| Scope 3: Upstream leased assets                            | 9,843   | 4,934   | 5,892   | 8,480   |
| Scope 3: Use of sold products                              | 219,247 | 257,419 | 253,003 | 317,295 |
| Scope 3: End-of-life treatment of sold products            | 16      | 20      | 15      | 20      |
| Scope 3: Investments                                       | 11,913  | 18,132  | 18,085  | 15,645  |
| Total emissions <sup>19</sup>                              | 408,432 | 471,862 | 485,812 | 562,355 |
| Total Scope 3                                              | 400,538 | 459,343 | 473,147 | 546,926 |

| Greenhouse gas emissions scope 1 and 2 by region (mt CO2e) | FY23   | FY24   | FY25   | FY26   |
|------------------------------------------------------------|--------|--------|--------|--------|
| AMER (Location-based)                                      | 12,481 | 15,868 | 17,502 | 19,637 |
| AMER (Market-based)                                        | 6,449  | 10,248 | 11,623 | 14,339 |
| APJ (Location-based)                                       | 507    | 629    | 856    | 872    |
| APJ (Market-based)                                         | 525    | 643    | 504    | 485    |
| EMEA (Location-based)                                      | 649    | 1,117  | 1,172  | 1,168  |
| EMEA (Market-based)                                        | 920    | 1,628  | 537    | 605    |

Greenhouse gas emissions (mtCO2e): Continued

| Electricity demand (in MWh)                    | FY23   | FY24   | FY25   | FY26   |
|------------------------------------------------|--------|--------|--------|--------|
| Electricity consumption by region (MWh) - AMER | 48,657 | 57,173 | 66,346 | 73,668 |
| Electricity consumption by region (MWh) - APJ  | 741    | 991    | 1,252  | 1,241  |
| Electricity consumption by region (MWh) - EMEA | 1,591  | 2,451  | 2,772  | 3,139  |
| Total electricity use (in MWh) - Electricity   | 50,989 | 60,615 | 70,370 | 78,048 |

| Energy demand (in MWh)                          | FY23   | FY24   | FY25   | FY26   |
|-------------------------------------------------|--------|--------|--------|--------|
| Electricity use (in MWh)                        | 50,989 | 60,615 | 70,370 | 78,048 |
| Energy use (in MWh) - Other fuels <sup>20</sup> | 1,787  | 3,747  | 3,794  | 3,922  |
| Total energy (MWh)                              | 52,776 | 64,362 | 74,165 | 81,970 |
| Total energy, renewable sources (MWh)           | --     | --     | 26,139 | 36,176 |
| Total energy, non-renewable sources (MWh)       | --     | --     | 48,026 | 45,794 |

| Greenhouse gas emissions intensity by FYE revenue (mt CO2e / \$ millions) | FY23   | FY24   | FY25   | FY26   |
|---------------------------------------------------------------------------|--------|--------|--------|--------|
| Scope 1                                                                   | 0.15   | 0.30   | 0.24   | 0.21   |
| Scope 2 (Location-based)                                                  | 4.80   | 5.93   | 5.92   | 5.71   |
| Scope 2 (Market-based)                                                    | 2.72   | 4.13   | 3.75   | 4.00   |
| Scope 3: Purchased goods and services                                     | 39.83  | 40.07  | 42.36  | 38.85  |
| Scope 3: Capital goods                                                    | 6.57   | 7.52   | 8.48   | 7.67   |
| Scope 3: Fuel- and energy-related activities                              | 1.21   | 1.48   | 1.18   | 1.03   |
| Scope 3: Upstream transportation and distribution                         | 5.34   | 6.14   | 4.22   | 2.24   |
| Scope 3, Business travel <sup>18</sup>                                    | 3.60   | 5.35   | 4.35   | 4.82   |
| Scope 3: Employee commuting <sup>19</sup>                                 | 1.39   | 2.62   | 1.33   | 1.49   |
| Scope 3: Upstream leased assets                                           | 3.57   | 1.74   | 1.86   | 2.32   |
| Scope 3: Use of sold products                                             | 79.63  | 90.94  | 79.86  | 86.65  |
| Scope 3: End-of-life treatment of sold products                           | 0.01   | 0.01   | 0.00   | 0.01   |
| Scope 3: Investments                                                      | 4.33   | 6.41   | 5.71   | 4.27   |
| Total emissions <sup>20</sup>                                             | 148.34 | 166.70 | 153.35 | 153.56 |

Greenhouse gas emissions (mtCO2e): Continued

| Greenhouse gas emissions intensity by full time employee (mt CO2e / employee)            | FY23  | FY24  | FY25  | FY26  |
|------------------------------------------------------------------------------------------|-------|-------|-------|-------|
| Scope 1                                                                                  | 0.08  | 0.15  | 0.13  | 0.12  |
| Scope 2 (Location-based)                                                                 | 2.55  | 2.99  | 3.17  | 3.28  |
| Scope 2 (Market-based)                                                                   | 1.44  | 2.08  | 2.01  | 2.30  |
| Scope 3: Purchased goods and services                                                    | 21.16 | 20.25 | 22.66 | 22.34 |
| Scope 3: Capital goods                                                                   | 3.49  | 3.80  | 4.54  | 4.41  |
| Scope 3: Fuel- and energy-related activities                                             | 0.64  | 0.75  | 0.63  | 0.59  |
| Scope 3: Upstream transportation and distribution                                        | 2.84  | 3.10  | 2.26  | 1.29  |
| Scope 3, Business travel <sup>18</sup>                                                   | 1.91  | 2.70  | 2.33  | 2.77  |
| Scope 3: Employee commuting <sup>19</sup>                                                | 0.74  | 1.32  | 0.71  | 0.86  |
| Scope 3: Upstream leased assets                                                          | 1.90  | 0.88  | 0.99  | 1.33  |
| Scope 3: Use of sold products                                                            | 42.31 | 45.96 | 42.72 | 49.81 |
| Scope 3: End-of-life treatment of sold products                                          | 0.00  | 0.00  | 0.00  | 0.00  |
| Scope 3: Investments                                                                     | 2.30  | 3.24  | 3.05  | 2.46  |
| Total emissions <sup>20</sup>                                                            | 78.82 | 84.25 | 82.04 | 88.28 |
| Greenhouse gas emissions intensity per effective PB shipped (mt CO2e / PB) <sup>21</sup> | FY23  | FY24  | FY25  | FY26  |
| Scope 3 Use of Sold Products mt CO2e per effective petabyte shipped                      | 34.26 | 31.19 | 26.57 | 26.70 |
| Energy demand intensity by FYE revenue                                                   | FY23  | FY24  | FY25  | FY26  |
| Energy demand intensity per \$ million in revenue (MWh / \$ million revenue)             | 19.17 | 22.74 | 23.41 | 22.38 |

# Human capital

Our human capital data for FY24 through FY26 is listed below. Data points are rounded to the nearest tenth decimal. Totals may not add up to 100% due to rounding.

| EMPLOYEES                                | FY24  | FY25  | FY26  |
|------------------------------------------|-------|-------|-------|
| Total Number of Employees                | 5,601 | 5,922 | 6,370 |
| New Hires                                | 1,063 | 1,267 | 1,375 |
| New Hires - Females                      | 24.6% | 26.2% | 26.7% |
| New Hires - Males                        | 71.3% | 70.2% | 71.2% |
| New Hires - Not Specified                | 4.0%  | 3.6%  | 2.1%  |
| New Hires - URG                          | 16.5% | 11.5% | 9.4%  |
| Turnover Rate                            | 11.7% | 16.0% | 14.9% |
| Voluntary Turnover Rate                  | 5.6%  | 7.5%  | 8.5%  |
| GLOBAL AGE <sup>22</sup>                 | FY24  | FY25  | FY26  |
| <30 years old                            | 12.2% | 13.7% | 12.9% |
| 30-50 years old                          | 59.5% | 60.9% | 60.8% |
| 50+ years old                            | 28.4% | 25.3% | 26.2% |
| GLOBAL AGE BY LEVEL                      | FY24  | FY25  | FY26  |
| Individual Contributor - <30 years old   | 14.5% | 16.4% | 15.4% |
| Individual Contributor - 30-50 years old | 60.3% | 61.3% | 61.8% |
| Individual Contributor - 50+ years old   | 25.2% | 22.2% | 22.6% |
| Manager - <30 years old                  | 1.2%  | 1.6%  | 2.2%  |
| Manager - 30-50 years old                | 65.3% | 70.3% | 68.8% |
| Manager - 50+ years old                  | 33.5% | 28.1% | 29.0% |
| Leadership (Director) - <30 years old    | 0.0%  | 0.0%  | 0.0%  |
| Leadership (Director) - 30-50 years old  | 51.8% | 52.8% | 46.9% |
| Leadership (Director) - 50+ years old    | 48.2% | 47.2% | 53.1% |
| Leadership (VP+) - <30 years old         | 0.0%  | 0.0%  | 0.0%  |
| Leadership (VP+) - 30-50 years old       | 51.8% | 31.3% | 27.0% |
| Leadership (VP+) - 50+ years old         | 48.2% | 68.7% | 73.0% |

Human capital: Continued

| GLOBAL GENDER                             |  | FY24  | FY25  | FY26  |
|-------------------------------------------|--|-------|-------|-------|
| % Female                                  |  | 23.9% | 24.5% | 24.5% |
| % Male                                    |  | 74.1% | 73.5% | 73.7% |
| % Not Specified                           |  | 2.0%  | 2.0%  | 1.8%  |
| GLOBAL GENDER BY LEVEL <sup>23</sup>      |  | FY24  | FY25  | FY26  |
| Individual Contributor - % Female         |  | 23.3% | 23.9% | 24.0% |
| Individual Contributor - % Male           |  | 74.5% | 73.8% | 73.9% |
| Manager - % Female                        |  | 25.4% | 25.4% | 24.9% |
| Manager - % Male                          |  | 73.4% | 73.4% | 74.1% |
| Leadership (Director) - % Female          |  | 30.2% | 32.0% | 31.9% |
| Leadership (Director) - % Male            |  | 68.8% | 67.7% | 67.8% |
| Leadership (VP+ ) - % Female              |  | 19.2% | 17.4% | 18.9% |
| Leadership (VP+ ) - % Male                |  | 80.8% | 82.6% | 81.1% |
| GENDER BY REGION <sup>23</sup>            |  | FY24  | FY25  | FY26  |
| Americas % Female                         |  | 26.8% | 27.2% | 27.3% |
| Americas % Male                           |  | 72.6% | 72.3% | 72.1% |
| APJ % Female                              |  | 21.9% | 24.6% | 23.9% |
| APJ % Male                                |  | 75.2% | 75.0% | 75.9% |
| EMEA % Female                             |  | 17.3% | 17.3% | 17.8% |
| EMEA % Male                               |  | 77.5% | 76.0% | 75.9% |
| RACE AND ETHNICITY IN THE U.S.            |  | FY24  | FY25  | FY26  |
| URG Total                                 |  | 12.8% | 12.6% | 11.8% |
| American Indian or Alaska Native          |  | 0.3%  | 0.4%  | 0.3%  |
| Black or African American                 |  | 2.2%  | 2.0%  | 2.0%  |
| Hispanic or Latino                        |  | 6.7%  | 6.7%  | 6.3%  |
| Native Hawaiian or Other Pacific Islander |  | 0.6%  | 0.6%  | 0.5%  |
| Two or More Races                         |  | 3.0%  | 3.0%  | 2.7%  |
| Asian                                     |  | 29.2% | 30.5% | 31.3% |
| White                                     |  | 51.9% | 52.9% | 51.5% |
| Not Specified                             |  | 6.0%  | 4.1%  | 5.5%  |

Human capital: Continued

| RACE AND ETHNICITY IN THE U.S. - INDIVIDUAL CONTRIBUTOR |  | FY24  | FY25  | FY26  |
|---------------------------------------------------------|--|-------|-------|-------|
| URG Total                                               |  | 12.8% | 12.5% | 11.8% |
| American Indian or Alaska Native                        |  | 0.4%  | 0.4%  | 0.3%  |
| Black or African American                               |  | 2.3%  | 2.0%  | 2.0%  |
| Hispanic or Latino                                      |  | 6.7%  | 6.7%  | 6.3%  |
| Native Hawaiian or Other Pacific Islander               |  | 0.6%  | 0.5%  | 0.4%  |
| Two or More Races                                       |  | 2.9%  | 2.9%  | 2.7%  |
| Asian                                                   |  | 29.9% | 31.4% | 32.4% |
| White                                                   |  | 51.6% | 52.2% | 50.6% |
| Not Specified                                           |  | 5.6%  | 3.9%  | 5.2%  |

| RACE AND ETHNICITY IN THE U.S. - MANAGER  |  | FY24  | FY25  | FY26  |
|-------------------------------------------|--|-------|-------|-------|
| URG Total                                 |  | 15.2% | 13.9% | 13.8% |
| American Indian or Alaska Native          |  | 0.3%  | 0.3%  | 0.3%  |
| Black or African American                 |  | 3.2%  | 3.2%  | 2.9%  |
| Hispanic or Latino                        |  | 6.3%  | 5.7%  | 6.5%  |
| Native Hawaiian or Other Pacific Islander |  | 1.3%  | 1.3%  | 1.2%  |
| Two or More Races                         |  | 4.1%  | 3.5%  | 2.9%  |
| Asian                                     |  | 28.9% | 29.4% | 27.3% |
| White                                     |  | 49.5% | 51.9% | 53.4% |
| Not Specified                             |  | 6.3%  | 4.8%  | 5.6%  |

| RACE AND ETHNICITY IN THE U.S. - LEADERSHIP (DIRECTOR) |  | FY24  | FY25  | FY26  |
|--------------------------------------------------------|--|-------|-------|-------|
| URG Total                                              |  | 12.6% | 13.6% | 11.8% |
| American Indian or Alaska Native                       |  | 0.0%  | 0.4%  | 0.3%  |
| Black or African American                              |  | 1.4%  | 1.4%  | 1.4%  |
| Hispanic or Latino                                     |  | 8.4%  | 8.4%  | 6.8%  |
| Native Hawaiian or Other Pacific Islander              |  | 0.3%  | 0.4%  | 0.3%  |
| Two or More Races                                      |  | 2.4%  | 3.2%  | 3.0%  |
| Asian                                                  |  | 22.7% | 22.4% | 24.7% |
| White                                                  |  | 54.5% | 57.7% | 55.1% |
| Not Specified                                          |  | 10.1% | 6.3%  | 8.5%  |

| RACE AND ETHNICITY IN THE U.S. - LEADERSHIP (VP+) |  | FY24  | FY25  | FY26  |
|---------------------------------------------------|--|-------|-------|-------|
| URG Total                                         |  | 5.6%  | 5.9%  | 5.7%  |
| American Indian or Alaska Native                  |  | 0.0%  | 0.0%  | 0.0%  |
| Black or African American                         |  | 1.1%  | 1.0%  | 0.0%  |
| Hispanic or Latino                                |  | 3.4%  | 4.0%  | 4.8%  |
| Native Hawaiian or Other Pacific Islander         |  | 0.0%  | 0.0%  | 0.0%  |
| Two or More Races                                 |  | 1.1%  | 1.0%  | 1.0%  |
| Asian                                             |  | 29.2% | 30.7% | 30.5% |
| White                                             |  | 61.8% | 61.4% | 61.0% |
| Not Specified                                     |  | 3.4%  | 2.0%  | 2.9%  |

# Global Reporting Initiative (GRI)

Everpure has reported the information cited in this GRI content index for the period from February 3, 2025 through February 1, 2026 with reference to the GRI Standards, GRI 1: Foundation 2021. Unless otherwise stated, data reported reflects our fiscal year 2026. This year's table has been updated to early-adopt GRI 102: Climate Change (2025) and GRI 103: Energy (2025) to better reflect our transition plans, emissions management, and value-chain energy impacts. We continue to evaluate additional sustainability metrics for expansion in future disclosure cycles.

| GRI indicator              | Description                                                      | FY26 response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General disclosures |                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| GRI 2-1                    | Organizational Details                                           | Everpure, Inc. is a Delaware corporation whose shares are publicly traded on the New York Stock Exchange under the symbol "P".<br>Our global headquarters are in Santa Clara, California, with offices in 30+ countries. <a href="#">Everpure locations</a>                                                                                                                                                                                                                                                                                                                |
| GRI 2-2                    | Entities Included in the Organization's Sustainability Reporting | Everpure, Inc. and <a href="#">subsidiaries</a> .<br><br>No differences in reported lists.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| GRI 2-3                    | Reporting Period, Frequency, and Contact Point                   | <a href="#">About this report</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| GRI 2-4                    | Restatements of Information                                      | The following revisions/adjustments apply to the Greenhouse Gas Emissions table in the Appendix:<br><br>1) FY25 Scope 3.1 emissions have been recalculated and restated following a review of the calculation approach and underlying data inputs conducted as part of the FY26 inventory update, resulting in a more accurate estimate and improved year-over-year comparability.<br><br>2) FY25 Electricity Use and Energy use (in MWh) - Other fuels data were adjusted to reflect inclusion of onsite renewable electricity generation and natural gas heating values. |
| GRI 2-5                    | External Assurance                                               | Obtained third party <a href="#">limited assurance</a> for our FY26 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        | <a href="#">2026 Form 10-K</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| GRI 2-7                    | Employees                                                        | <a href="#">Human Capital</a><br><br>Everpure leverages a contingent workforce for specific time bound work.<br>Everpure does not have a significant seasonal variation in employees.                                                                                                                                                                                                                                                                                                                                                                                      |
| GRI 2-8                    | Workers Who Are Not Employees                                    | 2197 (25.64%) contingent workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| GRI 2-9                    | Governance Structure and Composition                             | <a href="#">2026 Proxy Statement</a><br><br><a href="#">Corporate Governance Guidelines</a><br><br><a href="#">Audit Committee Charter</a><br><br><a href="#">Risk Committee Charter</a><br><br><a href="#">Compensation and Talent Committee Charter</a><br><br><a href="#">Nominating and Corporate Governance Committee Charter</a>                                                                                                                                                                                                                                     |
| GRI 2-10                   | Nomination and selection of the highest governance body          | <a href="#">2026 Proxy Statement</a><br><br><a href="#">Corporate Governance Guidelines</a><br><br><a href="#">Nominating and Corporate Governance Committee Charter</a>                                                                                                                                                                                                                                                                                                                                                                                                   |

Global Reporting Initiative (GRI): Continued

|          |                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------|-----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 <a href="#">2026 Proxy Statement</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| GRI 2-12 | Role of the Highest Governance Body in Overseeing the Management of Impacts | The Board oversees processes to identify and manage risks related to the economy, environment, and people through its oversight of the company's annual enterprise risk assessment and shareholder engagement. The enterprise risk assessment is based on risk information from both internal and external sources and is presented to 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. |
| GRI 2-13 | Delegation of Responsibility for Managing Impacts                           | Our Chief Administrative and Legal Officer, Chief Financial Officer, Chief Technology and Growth Officer, and Chief Supply Chain Officer are the sustainability executive sponsors, and the Sustainability function is managed by the Global Head of Sustainability and Social Impact who reports to the CALO.<br><br><a href="#">2026 Proxy Statement</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| GRI 2-14 | Role of the Highest Governance Body in Sustainability Reporting             | <a href="#">About this report</a><br><br><a href="#">Sustainability strategy, priorities, and targets</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 2-15 | Conflicts of Interest                                                       | The Everpure Conflict of Interest Rules and Guidelines are captured in our Code of Conduct and supplemental guidance documents on our employee intranet. If an employee or job applicant has an outside activity or other conflict (such as a family relationship), they must first discuss with their HR Business Partner (or hiring coordinator for job applicants) and also discuss the outside activity with their manager. If they have support from their HR Business Partner and Manager they should submit an application to the Legal Compliance team. Legal Compliance will review and assess the form and determine whether the employee can engage in the outside activity or if there are other safeguards that need to be put in place regarding any potential conflict. If the Legal Compliance team becomes aware of any undisclosed conflict of interest, it will conduct a prompt and thorough investigation and may ultimately take disciplinary action against the employee.                                                                                                                                                                             |
| GRI 2-16 | Communication of critical concerns                                          | The Audit 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, Legal Compliance shares a high level summary of all new concerns and internal matters they are currently reviewing or investigating. They note in this summary how many reports Everpure received via its Speak Up hotline and the issue coding for new matters received. In addition to this regular reporting, when a potentially material or serious matter arises, the Chief Administrative and Legal Officer communicates those matters to other executives and to the Chairman of the Audit Committee as soon as practical and then provides regular updates thereafter.                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 2-17 | Collective Knowledge of the Highest Governance Body                         | All Board members are provided access to formal director education programs, including Sustainability topics.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| GRI 2-18 | Evaluation of the Performance of the Highest Governance Body                | <a href="#">2026 Proxy Statement</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| GRI 2-19 | Remuneration Policies                                                       | <a href="#">2026 Proxy Statement</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| GRI 2-20 | Process to Determine Remuneration                                           | <a href="#">2026 Proxy Statement</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| GRI 2-21 | Annual Total Compensation Ratio                                             | <a href="#">2026 Proxy Statement</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| GRI 2-22 | Statement on Sustainable Development Strategy                               | <a href="#">A letter from our Chairman and CEO</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

Global Reporting Initiative (GRI): Continued

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|----------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2-23 | Policy Commitments                                 | Everpure has a public facing Code of Conduct, Supplier Code of Conduct, and Partner Code of Conduct. Our statements Against Human Slavery and Trafficking, Human Rights, and Labor Practices, as well as our policies on Environmental Sustainability, Sustainable Procurement, Environmental Health and Safety, and Conflict Minerals, as well as our Principles for the Ethical Use of AI are all 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 Everpure 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 Everpure 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 and Legal Officer and by business leaders in relevant units. The Code of Conduct is reviewed and approved annually by the Board of Directors. Our Code of Conduct must be reviewed and acknowledged annually by all active Everpure employees. Compliance with our Partner Code of Conduct is a requirement of remaining in good standing in the Everpure Partner Program. Compliance with our Supplier Code of Conduct is expected of all Everpure suppliers and that commitment is captured in our standard paper for vendor agreements. |
| GRI 2-24 | Embedding policy commitments                       | All active employees, including senior leaders, are required annually to acknowledge receipt and agree to be bound by six of Everpure's key policies, including the Code of Conduct, Anti-Bribery Policy, Zero Tolerance for Workplace Harassment Policy, Export Statement, Insider Trading Policy, and Information Security Policy. For the last seven years, Everpure has had 100% of active employees complete this process.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| GRI 2-26 | Mechanisms for Seeking Advice and Raising Concerns | <a href="#">Speak Up reporting channel</a><br><br><a href="#">Code of Conduct</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| GRI 2-27 | Compliance with Laws and Regulations               | Not applicable. In FY26, the company did not have any material instances of non-compliance with laws.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| GRI 2-28 | Membership Associations                            | <ul style="list-style-type: none"><li>• Accounting for Sustainability</li><li>• Board.org ESG and CSR Board</li><li>• BSR (Business for Social Responsibility)</li><li>• CDP Supply Chain Program</li><li>• ESG Reporting in Finance Networking</li><li>• FIRST</li><li>• iMason's</li><li>• Impact Value Standards Board (IVSB)</li><li>• Information Technology—Information Sharing Analysis Center (IT-ISAC)</li><li>• International Association of Privacy Professionals</li><li>• Responsible Business Alliance (RBA)</li><li>• Sustainability Round Table Inc.</li><li>• Value Balancing Alliance (VBA)</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| GRI 2-30 | Collective Bargaining Agreements                   | Employees in France, Spain, Italy, Brazil and Belgium, representing approximately 3% of the Everpure global workforce, are covered by some form of collective bargaining agreement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

Global Reporting Initiative (GRI): Continued

|                               |                                                                                                                                |                                                                    |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| GRI 3: Material topics        |                                                                                                                                |                                                                    |
| GRI 3-1                       | Process to Determine Material Topics                                                                                           | <a href="#">Sustainability strategy, priorities, and targets</a>   |
| GRI 3-2                       | List of Material Topics                                                                                                        | <a href="#">Sustainability strategy, priorities, and targets</a>   |
| GRI 3-3                       | Management of Material Topics                                                                                                  | <a href="#">Sustainability strategy, priorities, and targets</a>   |
|                               |                                                                                                                                | <a href="#">Sustainability governance framework</a>                |
| GRI 102: Climate change 2025  |                                                                                                                                |                                                                    |
| GRI 102-2                     | 102-2-a: Impacts associated with climate risks and opportunities.                                                              | <a href="#">Task Force on Climate-related Financial Disclosure</a> |
| GRI 102-4                     | 102-4-a: GHG emissions reduction targets. Report short-, medium-, and long-term targets separately for Scope 1, 2, and 3.      | <a href="#">Science-based targets</a>                              |
|                               | 102-4-b: Base year for targets and baseline emissions value.                                                                   | <a href="#">Science-based targets</a>                              |
| GRI 102-5                     | Scope 1 GHG emissions: Report gross emissions in metric tons of \$CO_{2}\$e (a), including all seven Kyoto Protocol gases. (b) | <a href="#">Greenhouse gas emissions</a>                           |
| GRI 102-6                     | Scope 2 GHG emissions: Report both location-based and market-based emissions.                                                  | <a href="#">Greenhouse gas emissions</a>                           |
| GRI 102-7                     | Scope 3 GHG emissions: Report emissions for each of the 15 Scope 3 categories.                                                 | <a href="#">Greenhouse gas emissions</a>                           |
| GRI 102-8                     | GHG emissions intensity: Report intensity ratios using an organization-specific denominator.                                   | <a href="#">Greenhouse gas emissions</a>                           |
| GRI 103: Energy               |                                                                                                                                |                                                                    |
| GRI 103-2                     | 103-2-a: Total fuel consumption within the organization.                                                                       | <a href="#">Greenhouse gas emissions</a>                           |
|                               | 103-2-b: Total purchased electricity, heating, cooling, and steam.                                                             | <a href="#">Greenhouse gas emissions</a>                           |
| GRI 103-4                     | 103-4-a: Energy intensity ratios and denominators.                                                                             | <a href="#">Greenhouse gas emissions</a>                           |
| GRI 103-5                     | 103-5-a: Reduction in energy consumption achieved.                                                                             | <a href="#">Greenhouse gas emissions</a>                           |
|                               |                                                                                                                                | <a href="#">Energy and emissions: Advancing climate mitigation</a> |
|                               | 103-5-b: Specific types of energy included in the reduction.                                                                   | <a href="#">Operational energy efficiency</a>                      |
|                               | 103-5-c: Breakdown of reductions within and outside the organization.                                                          | <a href="#">Operational energy efficiency</a>                      |
| GRI 201: Economic performance |                                                                                                                                |                                                                    |
| GRI 201-1                     | Direct Economic Value Generated and Distributed                                                                                | <a href="#">2026 Form 10-K</a>                                     |
| GRI 201-3                     | Defined Benefit Plan Obligations and Other Retirement Plans                                                                    | <a href="#">Employee wellness</a>                                  |

Global Reporting Initiative (GRI): Continued

|                                    |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 203: Indirect economic impact  |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 203-2                          | Significant Indirect Economic Impacts                                                              | <a href="#">Social impact: Supporting communities globally</a>                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 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 compliance program using the Department of Justice's Guidance on Corporate Compliance Programs. Additionally, we perform an annual ISO 37001-based anti-corruption risk assessment. 100% of our operational sites are covered under both risk assessments.                             |
| 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 Everpure anti-bribery policies, within 60 days of hire. Upon hiring, Everpure 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 Everpure key policies, including but not limited to the Code of Conduct and the Anti-Bribery Policy.                                  |
| GRI 205-3                          | Confirmed Incidents of Corruption and Actions Taken                                                | Across FY23–FY26, there were zero (0) confirmed cases of corruption.<br><br><a href="#">Speak Up reporting channel</a>                                                                                                                                                                                                                                                                                                                                                             |
| GRI 206: Anti-competitive behavior |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 206-1                          | Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices                    | No material actions.                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| GRI 303: Water and effluents       |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 303-3                          | Water withdrawal                                                                                   | 33,000 m3 (estimated) for our Direct Lease Offices<br><br><a href="#">Water: Advancing responsible water stewardship</a>                                                                                                                                                                                                                                                                                                                                                           |
| GRI 305: Emissions                 |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 305-6                          | Emissions of Ozone-depleting Substances (ODS)                                                      | Everpure does not currently track ozone-depleting substances.                                                                                                                                                                                                                                                                                                                                                                                                                      |
| GRI 305-7                          | Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions                    | While Everpure does not track operational air emissions, it has evaluated NO <sub>2</sub> eq, PM2.5, and O <sub>3</sub> -eq through cradle-to-grave LCAs and tracks these impacts using our Impact Accounting framework for product materials.<br><br>Life Cycle Assessment<br><br><a href="#">Advancing impact accounting at Everpure</a>                                                                                                                                         |
| GRI 401: Employment                |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 401-1                          | New Employee Hires and Employee Turnover                                                           | <a href="#">Human capital</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| GRI 401-2                          | Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees | <a href="#">Employee wellness</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| GRI 401-3                          | Parental Leave                                                                                     | Within FY26, 6,432 employees were entitled to parental leave (1,573 females, 4,739 males, and 120 gender not specified in Workday). Of those, 257 employees took parental leave (77 females and 180 males). Twenty-one employees left the company shortly after parental leave ended (4 females and 17 males). Two female employees and two male employees did not return from parental leave.<br><br>Female retention rate was 73/77 = 95%. Male retention rate was 163/180 = 91% |

Global Reporting Initiative (GRI): Continued

|                                          |                                                                                          |                                                                                                                                                                                                                                                                                                   |
|------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 403: Occupational health and safety  |                                                                                          |                                                                                                                                                                                                                                                                                                   |
| GRI 403-1                                | Occupational Health and Safety Management System                                         | <a href="#">Health and safety: Protecting people, strengthening workplaces</a>                                                                                                                                                                                                                    |
| GRI 403-2                                | Hazard Identification, Risk Assessment, and Incident Investigation                       | <a href="#">Health and safety: Protecting people, strengthening workplaces</a>                                                                                                                                                                                                                    |
| GRI 403-4                                | Worker Participation, Consultation, and Communication on Occupational Health and Safety  | <a href="#">Health and safety: Protecting people, strengthening workplaces</a>                                                                                                                                                                                                                    |
| GRI 403-5                                | Worker Training on Occupational Health and Safety                                        | <a href="#">Health and safety: Protecting people, strengthening workplaces</a>                                                                                                                                                                                                                    |
| GRI 403-6                                | Promotion of Worker Health                                                               | <a href="#">Employee wellness</a><br><a href="#">Health and safety: Protecting people, strengthening workplaces</a>                                                                                                                                                                               |
| 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.<br><a href="#">Health and safety: Protecting people, strengthening workplaces</a>                                                                                                                           |
| GRI 403-9                                | Work-related Injuries                                                                    | EMEA : 1<br>USA: 2<br>APJ: 0                                                                                                                                                                                                                                                                      |
| GRI 403-10                               | Work-related Ill Health                                                                  | EMEA : 0<br>USA: 1<br>APJ: 0                                                                                                                                                                                                                                                                      |
| GRI 404: Training and education          |                                                                                          |                                                                                                                                                                                                                                                                                                   |
| GRI 404-1                                | Average Hours of Training per Year per Employee                                          | 28 hours of training per year per employee                                                                                                                                                                                                                                                        |
| GRI 404-2                                | Programs for Upgrading Employee Skills and Transition Assistance Programs                | <a href="#">Talent development</a>                                                                                                                                                                                                                                                                |
| GRI 404-3                                | Percentage of Employees Receiving Regular Performance and Career Development Reviews     | <a href="#">Talent development</a>                                                                                                                                                                                                                                                                |
| GRI 405: Diversity and equal opportunity |                                                                                          |                                                                                                                                                                                                                                                                                                   |
| GRI 405-1                                | Diversity of Governance Bodies and Employees                                             | <a href="#">Human capital</a><br><a href="#">Community and belonging: Embedding inclusion into how we lead, develop, and advance</a>                                                                                                                                                              |
| GRI 413: Local communities               |                                                                                          |                                                                                                                                                                                                                                                                                                   |
| GRI 413-1                                | Operations with Local Community Engagement, Impact Assessments, and Development Programs | <a href="#">Social impact: Supporting communities globally</a><br><a href="#">Community and belonging: Embedding inclusion into how we lead, develop, advance</a><br><a href="#">Speak Up reporting channel</a><br><a href="#">Health and safety: Protecting people, strengthening workplaces</a> |
| GRI 415: Public policy                   |                                                                                          |                                                                                                                                                                                                                                                                                                   |
| GRI 415-1                                | Political Contributions                                                                  | <a href="#">Public policy advocacy and political contributions</a>                                                                                                                                                                                                                                |

# Sustainability Accounting Standards Board

Everpure is committed to transparently disclosing material sustainability information for our investors and other stakeholders. The tables below reference SASB’s Hardware Sustainability Accounting Standard, Version 2023-06, and SASB’s Software & IT Services Sustainability Accounting Standard, Version 2023-06, which are most relevant to our operations. Unless otherwise stated, the responses reflect fiscal year 2026 (February 3, 2025 through February 1, 2026). We will continue to evaluate additional metrics for disclosure in future reports.

## Hardware Sustainability Accounting Standard

### Sustainability disclosure topics and accounting metrics

| Topic / code                     | Accounting metric                                                                                                                                                                                                | FY26 response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Product security                 |                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW-230a.1                     | Description of approach to identifying and addressing data security risks in products.                                                                                                                           | <a href="#">Data security and privacy: The foundation of digital trust</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Employee diversity and inclusion |                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW-330a.1                     | Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees.                                | <a href="#">Human capital</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                  |                                                                                                                                                                                                                  | <a href="#">Community and belonging: Embedding inclusion into how we lead, develop, and advance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Product life cycle management    |                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW-410a.1                     | Percentage of products by revenue that contain IEC 62474 declarable substances.                                                                                                                                  | 100% of Everpure 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 Everpure 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 Everpure 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 Everpure products. |
| TC-HW-410a.3                     | Percentage of eligible products, by revenue, certified to an energy efficiency certification.                                                                                                                    | 100%. See our <a href="#">EnergyStar.gov Vendor Certifications page</a> showing 100% product coverage.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| TC-HW-410a.4                     | Weight of end-of-life products and e-waste recovered, percentage recycled.                                                                                                                                       | <a href="#">Advancing circularity in product design and lifecycle management</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 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.                                                                                                                            | <a href="#">Materials and substances of concern: Ensuring compliance through integrated systems and trusted partnerships</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                  |                                                                                                                                                                                                                  | <a href="#">Responsible sourcing: Supplier sustainability, ethics and accountability</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

Software & IT Services Sustainability Accounting Standard

Sustainability disclosure topics and accounting metrics

| Topic / code                                                    | Accounting metric                                                                                                                                                                 | FY26 response                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental footprint of hardware infrastructure              |                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| TC-SI-130a.1                                                    | (1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable.                                                                                         | Total energy can be found in the <a href="#">Greenhouse gas emissions table</a> .<br><br>In FY26, Everpure had 46% renewable electricity and 44% renewable energy coverage of our global footprint.                                                                                                                                                                                             |
| 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) 33,000 m3 (estimated) for our Direct Lease Offices. 24% of our direct-leased facility square footage is located in areas classified as having High or Extremely High baseline water stress.<br><br>(2) For consumed water we are further developing our methodologies and may choose to report on this in the future.<br><br><a href="#">Water: Advancing responsible water stewardship</a> |
| TC-SI-130a.3                                                    | Discussion of the integration of environmental considerations into strategic planning for data centre needs.                                                                      | <a href="#">Energy and emissions: Advancing climate mitigation</a><br><br><a href="#">Sustainable platform and services</a><br><br><a href="#">Data center sustainability capacity building</a>                                                                                                                                                                                                 |
| Data privacy and freedom of expression                          |                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| TC-SI-220a.1                                                    | Description of policies and practices relating to behavioral advertising and user privacy.                                                                                        | <a href="#">Everpure Privacy Notice</a>                                                                                                                                                                                                                                                                                                                                                         |
| TC-SI-220a.2                                                    | Number of users whose information is used for secondary purposes.                                                                                                                 | Not applicable. Everpure 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. Everpure 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 Everpure is 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) Everpure did not experience a material cybersecurity incident that required disclosure in FY26. (2) Not applicable, (3) Not applicable                                                                                                                                                                                                                                                      |
| TC-SI-230a.2                                                    | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.                                                  | <a href="#">Data security and privacy: The foundation of digital trust</a>                                                                                                                                                                                                                                                                                                                      |
| Recruiting and managing a global, diverse and skilled workforce |                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| TC-SI-330a.1                                                    | Percentage of employees that (1) require a work visa                                                                                                                              | 12.4% of employees required a work visa.                                                                                                                                                                                                                                                                                                                                                        |
| TC-SI-330a.2                                                    | Employee engagement as a percentage.                                                                                                                                              | <a href="#">The Pulse of Pure</a>                                                                                                                                                                                                                                                                                                                                                               |
| TC-SI-330a.3                                                    | Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees. | <a href="#">Human capital</a><br><br><a href="#">Community and belonging: Embedding inclusion into how we lead, develop, and advance</a>                                                                                                                                                                                                                                                        |

| Intellectual property protection and 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.                                          | <a href="#">Data security and privacy: The foundation of digital trust</a><br><a href="#">Enterprise resiliency</a><br><a href="#">Supplier business continuity planning and business impact analyses</a> |

# Task Force on Climate-related Financial Disclosures

Oversight and management of climate-related risks and opportunities is handled by U.S. parent company Everpure, Inc. Everpure 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 Everpure climate governance, strategy, risk management, and metrics and targets, relates to the program through the end of FY26.

| GOVERNANCE                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A. Describe the board’s oversight of climate-related risks and opportunities.                    | <p>The Everpure 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 Everpure environmental sustainability efforts. The Global Head of Sustainability and Social Impact provides a sustainability update to the Audit Committee quarterly, and to the Board at least annually.</p> <p>We plan to expand Board sustainability and climate education to proactively strengthen board competence on climate matters. To date, one Board member has completed a climate and biodiversity certificate program.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>CDP module 4 – Governance (4.1.1, 4.1.2, 4.2)</p> <ul style="list-style-type: none"><li>• <a href="#">Corporate governance: Building trust through responsible oversight</a></li><li>• <a href="#">Audit Committee Charter</a></li></ul> |
| B. Describe management’s role in assessing and managing climate-related risks and opportunities. | <p>Everpure 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”), Chief Technology and Growth Officer (“CTGO”), and the Chief Supply Chain Officer (“CSCO”) serve as sustainability executive sponsors for Everpure. They are responsible for integrating climate-related issues into company strategy and investments, monitoring progress towards climate targets, and reviewing climate-related disclosures.</p> <p>Each executive is responsible for addressing climate-related issues related to their specific role. The CALO is responsible for major expenditures related to assessing and managing climate-related risks and opportunities, and developing a decarbonization strategy. The CFO is responsible for understanding the financial implications of climate change, supporting regulation-ready reporting and disclosure, and overseeing the capital allocation decisions relevant to climate-related risks and opportunities. The CTGO oversees the strategy related to low-environmental impact products and services. The CSCO is responsible for overseeing climate related supply chain risks and opportunities. In addition, executive leadership provides guidance and approval for sustainability initiatives and elevates relevant topics to the Board as appropriate.</p> <p>Our dedicated sustainability team, in partnership with leaders of the company, is accountable for setting corporate sustainability strategy and targets , implementing plans and monitoring progress toward climate goals through stakeholder engagement and cross-functional committees.</p> <p>Senior leaders are accountable for functional level strategy, setting functional level annual sustainability targets , and implementing and monitoring progress toward those targets.</p> | <p>CDP module 4 – Governance (4.3, 4.3.1)</p> <ul style="list-style-type: none"><li>• <a href="#">Corporate governance: Building trust through responsible oversight</a></li></ul>                                                          |

| STRATEGY                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                 |
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| A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | <p>We assess our exposure to climate-related physical and transition risks and opportunities as part of our global climate and decarbonization strategy through climate scenario analyses.</p> <p>Our current scenario horizons (2025 baseline, 2030 and 2050) are used for climate scenario analysis and resilience assessment, and extend beyond the usual enterprise risk and planning frameworks.</p> <p><b>Physical risks</b></p> <p>Time horizon: short, medium, long (assessed under scenarios)</p> <p>Description:</p> <ul style="list-style-type: none"><li>• Acute: increased frequency and severity of extreme weather events could disrupt offices, data-center operations, workforce access, and supporting infrastructure, leading to business interruption, higher operating costs, and potential reputational impacts.</li><li>• Chronic: Rising heat and water stress at key operating locations could raise cooling, utility, and resilience costs over time and influence future location siting and capacity decisions.</li></ul> <p><b>Transition risks</b></p> <p>Time horizon: short, medium, long (assessed under scenarios)</p> <p>Description:</p> <ul style="list-style-type: none"><li>• Policy and legal: Expanding industry standards, climate-reporting obligations, eco-design or energy efficiency expectations, carbon-pricing regimes, and potential litigation or greenwashing scrutiny could increase compliance complexity and upstream cost exposure.</li><li>• Market: Rising or volatile supplier energy, water, and raw-material costs—particularly in semiconductor manufacturing—could increase input costs and pressure margins. Customer procurement standards are increasingly emphasizing verified energy efficiency, lifecycle transparency, product-level metrics, and credible Scope 3 reduction pathways, which could affect win rates if expectations outpace disclosures or evidence.</li><li>• Reputation: If sustainability claims, circularity messaging, or climate disclosures are not sufficiently verified and decision-useful, Everpure could face reputational damage, investor concern, or litigation-related scrutiny.</li><li>• Technology: Failure to keep pace with next-generation data storage and management, semiconductor innovation, and circularity expectations could weaken the Everpure efficiency advantage or result in suboptimal technology investment.</li></ul> <p>Our Transition Risk Climate Scenario Analysis quantitatively identified the increased cost of raw materials as the top transition risk.</p> <p><b>Product development opportunity</b></p> <p>Time horizon: short, medium, long</p> <p>Description:</p> <ul style="list-style-type: none"><li>• In addition to our risks, we have identified climate-related opportunities from an increased demand for energy and space efficient storage and data management solutions and supporting the transition to a low carbon economy.</li></ul> <p>Everpure delivers the industry’s most advanced data storage and management platform to store, manage, and protect the world’s data at any scale. With Everpure, organizations have ultimate simplicity and flexibility, saving time, money, and energy.</p> | <p>CDP module 3 – Disclosure of risks and opportunities (3.1.1, 3.6.1)</p> <ul style="list-style-type: none"><li>• <a href="#">Climate change adaptation: Managing disruption and building resilience</a></li><li>• <a href="#">Sustainable platform and services</a></li></ul> |

|                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                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| B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. | <p>Climate-related issues significantly influence the Everpure business strategy and financial planning. This is especially true of our product design. Everpure invests substantially in R&amp;D in order to enhance our Platform’s energy efficiency and reduce the requisite space of customer data centers.</p> <p><b>Physical risks (Acute and chronic)</b></p> <p>Everpure 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.</p> <p>Climate resiliency efforts include assessing region-specific risks, such as extreme weather events and resource constraints, to protect operations, supply chains, and customer outcomes.</p> <p>While climate change may heighten the frequency and intensity of extreme weather events in the near term, Everpure has implemented operational controls, such as business continuity policies and response strategies to minimize the impact of disruptions, and disaster recovery plans, to promptly restore critical infrastructure, systems, and technologies should an incident occur.</p> <p>Business continuity plans (BCP) and business impact analyses (BIAs) are critical components of the Everpure approach to managing supply chain risk and maintaining operational resilience. We conduct annual BCP and BIA reviews across critical supply chain business processes. Conducting joint, third-party BCP exercises with key contract manufacturers, and onsite audits, helps us assess the effectiveness of contingency plans, safeguards, and risk mitigation strategies. All contract manufacturers are required to maintain formal BCPs, with focus on managing operational disruptions and physical risks related to climate change.</p> <p>As our work in this area evolves, so will our understanding of related risks and the actions we can take to manage them.</p> <p><b>Transition risks</b></p> <p>Everpure actively monitors transition risks and has established strategies to mitigate risk. Everpure has implemented comprehensive governance, processes, and review mechanisms to address and mitigate these risks. As a result, we believe the company has mitigated transition risks to an acceptable level.</p> <ul style="list-style-type: none"><li>• Policy and legal: In FY26, we also completed a gap assessment and roadmap for global sustainability regulations and began pre-assurance work to strengthen audit readiness for mandatory reporting.</li><li>• Market: To meet customer procurement standards we continue to obtain limited assurance of our GHG emissions inventory, conduct product life cycle assessments in accordance with ISO standards, publish product carbon footprint reports for our FlashArray and FlashBlade product family, increase our procurement of renewable electricity, and conduct green audits across our direct lease facilities to identify opportunities for enhanced energy and waste efficiency.</li><li>• Reputation: To avoid reputational damage, Everpure continues to obtain limited assurance of our GHG emissions inventory, conduct product life cycle assessments in accordance with ISO standards, and strengthen audit readiness of our data and controls for emerging regulations.</li></ul> <p>In FY26, we maintained our “Low” ESG Risk rating on Sustainalytics and were listed on Newsweek’s “America’s Most Responsible Companies 2026” for the first time. In June 2026, we were also listed on TIME’s “World’s Most Sustainable Companies 2026”.</p> <ul style="list-style-type: none"><li>• Technology: Everpure delivers advanced storage and data management solutions that enable companies to unlock the full potential of their data by ensuring it is secure, accessible, intelligent, and ready to perform in the AI era.</li></ul> <p>Everpure is focused on delivering technology that does more with less—less power, less space, less environmental impact, and less manual intervention and operations—without compromising performance. We consistently reinvest over 20% of our annual revenue back in research and development. As a result, we believe the company has mitigated transition risks to an acceptable level.</p> <p><b>Product development opportunity</b></p> <p>Everpure has seized the opportunity to capture market demand through deployment of highly dense and energy efficient technology that decreases global data center energy consumption and space utilization while also significantly reducing e-waste. The Everpure consolidated data storage and management platform consumes less than half the power, space, cooling, and labor compared to competing solutions.</p> <p><b>Financial planning</b></p> <p>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&amp;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.</p> | <p>CDP module 5 – Business strategy (5.3, 5.3.1, 5.3.2)</p> <ul style="list-style-type: none"><li>• <a href="#">Enterprise resiliency</a></li><li>• <a href="#">Sustainable platform and services</a></li></ul> |
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| C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.                                                                                                                                                                                                                                                                                                                                                   | <p>Everpure 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.</p> <p>In addition, Everpure has implemented 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.</p> <p>Everpure 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, Everpure prioritizes buildings with LEED or equivalent certifications. As of the end of FY26, approximately 82% of our office locations, measured by square footage, hold LEED or equivalent certification. In FY26, Everpure increased its use of renewable electricity across its global operations to 46%. We maintained 100% renewable electricity coverage (primarily through Renewable Energy Certificate purchasing) at our Santa Clara HQ, and at our Prague, Bangalore, Lehi (UT) and Bellevue (WA) office locations, as well as nearly 37% coverage of our Bluffdale, Utah co-located data center.</p> <p>The Everpure 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 decarbonization strategy, guiding the organization’s trajectory towards a low-carbon economy and shaping its future business strategy.</p> <p>Everpure aligns climate risk assessments and continuity planning with ISO 22301 standards, conducting exercises to simulate crisis events. Climate transition risks, including regulation, technology, legal, market, reputation, and physical risks, including acute and chronic, are assessed to inform strategic decision-making and maintain resilience.</p> <p>Through these integrated efforts, Everpure demonstrates its commitment to pursuing a robust climate strategy that both mitigates and manages climate-related risks while also leveraging opportunities for sustainable growth.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | CDP module 5 – Business strategy (5.1.1, 5.1.2)                                                                           |
| RISK MANAGEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                           |
| A. Describe the organization’s processes for identifying and assessing climate-related risks.                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Everpure uses a combination of climate-specific assessments and existing risk and resiliency processes to identify and assess climate-related risks and opportunities. These processes help Everpure understand the significance of climate-related risks across its operations and value chain, inform strategy and decision-making, and guide mitigation and adaptation practices.</p> <p>The Enterprise Risk Assessment (“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. We are working to further integrate climate considerations into enterprise risk assessment and future enterprise risk management (“ERM”) processes, reflecting the need to manage transition risks across both our supply chain and customer markets.</p> <p>Everpure also conducts business impact assessments (“BIA”) on critical business processes and site risk assessments (“SRA”) of physical locations, such as corporate offices, contract manufacturing facilities, and data centers. BIAs and SRAs are integral components of the Everpure Enterprise Resiliency Program, which oversees business continuity assessment and planning throughout the organization.</p> <p>In FY25, Everpure also conducted a preliminary double materiality assessment (“DMA”), to evaluate environmental dependencies and impacts, inform our annual voluntary and mandatory disclosures, and support the company 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), Energy and Emissions (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).</p> <p>In FY25, Everpure also performed a climate scenario analysis (“CSA”) for physical risks across four operational sites and 20 key supplier sites over a baseline year (2025) and a longer time horizon of 2030 and 2050.</p> <p>In FY26, Everpure conducted a quantitative scenario analysis to identify and assess climate-related transition risks, building on the physical climate risk analysis completed in FY25. The analysis evaluated policy and legal, technology, market, and reputational risks across three plausible climate scenarios of 1.5°C (Intergovernmental Panel on Climate Change scenario SSP1/RCP2.6), less than 2°C (SSP2/RCP4.5), and greater than 2°C (SSP5/RCP8.5), relative to pre-industrial levels. Risks were assessed across baseline (2025), 2030, and 2050 time frames, covering 100% of Everpure operations.</p> <p>The analysis identified market factors as the most significant source of transition risk, driven by energy price volatility, rising supplier costs, and shifting procurement standards among hyperscalers and enterprise customers. Customer expectations are also accelerating, with demand for verified product efficiency claims, lifecycle transparency, and credible Scope 3 emissions reduction pathways to support procurement decisions and competitiveness in key global markets. This analysis supports the identification of inherent transition risk exposure and will help inform our ERM, BCP, and our decarbonization strategy.</p> | CDP module 2 – Identification, assessment and management of dependencies, impacts, risks and opportunities (2.2.1, 2.2.2) |
| <div>• <a href="#">Enterprise resiliency</a></div> <div>• <a href="#">Energy and emissions: Advancing climate mitigation</a></div> <div>• <a href="#">Climate change adaptation: Managing disruption and building resilience</a></div>                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                           |
| <div>• <a href="#">Enterprise resiliency</a></div> <div>• <a href="#">Sustainability strategy, priorities, and targets</a></div> <div>• <a href="#">Climate change adaptation: Managing disruption and building resilience</a></div> <div>• <a href="#">Energy and emissions: Advancing climate mitigation</a></div> <div>• <a href="#">Waste and circularity: Advancing circular solutions for responsible resource use</a></div> <div>• <a href="#">Water: Advancing responsible water stewardship</a></div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                           |

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| B. Describe the organization's processes for managing climate-related risks.                                                                             | <p>Everpure integrates the management of climate-related risks into our Business Continuity Planning (“BCP”) processes.</p> <p>Physical climate risk is managed through the Everpure 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.</p> <p>Resiliency planning extends to the Everpure supply chain. Everpure requires its contract manufacturers to maintain BCPs, subject to quarterly internal reviews by Everpure and annual reviews with the contract manufacturers. These assessments place significant emphasis on climate-related physical risks that could potentially jeopardize our operational sites.</p> <p>This process enables Everpure 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.</p> <p>In addition to physical risks at operational sites, the Everpure 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.</p> <p>To meet changing regulatory product requirements, Everpure 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.</p> <p>Everpure 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, Everpure completed product LCAs to update, refine, and expand its product portfolio coverage. (See below for more information)</p> <p>Everpure 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.</p> | <p>CDP module 2 – Identification, assessment and management of dependencies, impacts, risks and opportunities (2.2.1, 2.2.2)</p> <ul style="list-style-type: none"><li>• <a href="#">Our stakeholders</a></li><li>• <a href="#">Sustainable platform and services</a></li><li>• <a href="#">Corporate governance: Building trust through responsible oversight</a></li><li>• <a href="#">Enterprise resiliency</a></li></ul> |
| C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | <p>The Everpure Enterprise Resiliency program supports the sustainability team by systematically capturing and documenting climate-related events and operational disruptions, such as severe weather impacts on facilities and infrastructure. These events are evaluated within our Business Continuity and Disaster Recovery (“BC/DR”) framework to assess business impacts and mitigation strategies. In addition, the Everpure Sustainability team manages committees that follow up on implementation as needed. On an annual basis the Global Head of Sustainability and Social Impact and the ESG Controller provide input on climate-related risks and the enterprise risk register is updated where appropriate.</p> <p>Management also plays a pivotal role in assessing and managing climate risks across functions. Key executives like the CTGO, CALO, CFO and CSCO 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 Everpure sustainability commitment.</p> <p>To improve the integration of transitional climate risk resiliency into our overall risk management, we have completed product LCAs for our FlashArray and FlashBlade product families in accordance with ISO-14040/14044. The largest near-term opportunity for GHG emissions reduction lies in decreasing energy consumption during product use. The Everpure 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 Purchased Goods &amp; Services Emissions’ calculations, and our SBTi Scope 3 Use of Sold Products Emissions Intensity target, all of which are tied to our corporate emissions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>CDP module 2 – Identification, assessment and management of dependencies, impacts, risks and opportunities (2.2.2)</p> <ul style="list-style-type: none"><li>• <a href="#">Climate risk identification and assessment</a></li><li>• <a href="#">Corporate governance: Building trust through responsible oversight</a></li></ul>                                                                                          |

| Metrics & Targets                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                              |
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| A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | <p>Scope 1, 2, and 3 GHG emissions and climate-related risks are disclosed annually in the CDP Climate questionnaire and Everpure Impact Report.</p> <p>As noted above, we have previously completed third party reviewed LCAs for FlashArray and FlashBlade in accordance with ISO 14040/14044 standards. These LCAs 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 update our Product Carbon Footprint reports for our FlashArray Family and FlashBlade family of products. We continually evaluate methods to improve the quality of our product impact data.</p>                                                                                                                                                                                                                 | <p>CDP module 7 – Climate change (7.6, 7.7, 7.8)</p> <ul style="list-style-type: none"><li>• <a href="#">Greenhouse gas emissions</a></li></ul>                                                                              |
| B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.                                         | <p>Scope 1, 2, and 3 GHG emissions and climate-related risks and opportunities, are disclosed annually in the CDP Corporate Questionnaire and Everpure Impact Report.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>CDP module 7 – Climate change (7.6, 7.7, 7.8)</p> <ul style="list-style-type: none"><li>• <a href="#">Greenhouse gas emissions</a></li><li>• <a href="#">Energy and emissions: Advancing climate mitigation</a></li></ul> |
| C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                       | <p>In FY25, Everpure set and received validation from the Science Based Targets initiative (SBTi) for our near-term GHG emission reduction targets. SBTi classified Everpure 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.</p> <p><b>Everpure science-based targets:</b></p> <ul style="list-style-type: none"><li>• Reduce absolute Scope 1 &amp; 2 GHG emissions 42% by FY2030 from a FY2023 base year.</li><li>• Reduce Scope 3 GHG emissions from use of sold products 51.6% per petabyte by FY2030.</li><li>• 45% of suppliers by spend, covering purchased goods and services, will have science-based targets by FY2029.</li></ul> <p>Everpure is also committed to becoming net zero by 2040, covering our Scope 1 and market-based Scope 2 emissions.</p> | <p>CDP module 7 – Climate change (7.53, 7.53.1, 7.54)</p> <ul style="list-style-type: none"><li>• <a href="#">Our targets</a></li><li>• <a href="#">Energy and emissions: Advancing climate mitigation</a></li></ul>         |

# United National Sustainable Development Goals (UN SDGs)

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

| SDG goal                                                                                                                                                                                           | Relevant targets                                                                                                                                                                     | Everpure actions                                                                                                                             | Links to more information                                                                                                                                                                                                                            |
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| <div><div><div>5</div><div>GENDER<br/>EQUALITY</div><div></div></div><div>Goal 5:<br/>Gender Equality</div></div> | <b>Target 5.5:</b><br>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life | <div><div>• Gender diversity of our Board of Directors</div></div>                                                                           | <div><div>• <a href="#">Community and belonging: Embedding inclusion into how we lead, develop, advance</a></div></div>                                                                                                                              |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Advancing women in leadership</div></div>                                                                                        | <div><div>• <a href="#">Community and belonging: Embedding inclusion into how we lead, develop, advance</a></div><div>• <a href="#">Fair and consistent talent practices</a></div><div>• <a href="#">Human capital - Gender by level</a></div></div> |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Women@Everpure employee resource group</div></div>                                                                               | <div><div>• <a href="#">Employee Resource Groups</a></div></div>                                                                                                                                                                                     |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Employee growth and development programs</div></div>                                                                             | <div><div>• <a href="#">Talent development</a></div></div>                                                                                                                                                                                           |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Equitable sponsorship and promotion</div></div>                                                                                  | <div><div>• <a href="#">Fair and consistent talent practices</a></div></div>                                                                                                                                                                         |
|                                                                                                                                                                                                    | <b>Target 5.c:</b><br>Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels  | <div><div>• Everpure Code of Conduct, covering anti-discrimination and harassment</div></div>                                                | <div><div>• <a href="#">Code of Conduct</a></div></div>                                                                                                                                                                                              |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Supplier Code of Conduct, covering anti-discrimination and harassment</div></div>                                                | <div><div>• <a href="#">Supplier Code of Conduct</a></div></div>                                                                                                                                                                                     |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Review of pay equity holistically twice a year</div></div>                                                                       | <div><div>• <a href="#">Fair and consistent talent practices</a></div></div>                                                                                                                                                                         |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Speak Up program for reporting concerns</div></div>                                                                              | <div><div>• <a href="#">Speak Up reporting channel</a></div></div>                                                                                                                                                                                   |
|                                                                                                                                                                                                    |                                                                                                                                                                                      | <div><div>• Human rights due diligence, grievance mechanisms, and labor rights commitments across our operations and value chain</div></div> | <div><div>• <a href="#">Human Rights Statement</a></div><div>• <a href="#">Labor Practices Statement</a></div><div>• <a href="#">Code of Conduct and other policies</a></div><div>• <a href="#">Human rights</a></div></div>                         |

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| <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div><div>Goal 8:<br/>Decent Work &amp; Economic Growth</div></div>                 | <b>Target 8.3:</b><br>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                     | <ul style="list-style-type: none"><li>• Conflict Minerals Policy and responsible sourcing</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"><li>• <a href="#">Modern slavery and responsible minerals sourcing</a></li><li>• <a href="#">Responsible sourcing: Supplier sustainability, ethics, and accountability</a></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                                                                                                                                                                                                                       | <b>Target 8.5:</b><br>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                                                                                                                    | <ul style="list-style-type: none"><li>• Grantmaking to non-profits and employee volunteerism to support workforce development</li><li>• Review of pay equity holistically twice a year</li><li>• Employee benefits</li><li>• Equitable sponsorship and promotion</li><li>• Speak Up program for reporting concerns</li><li>• Able@Everpure employee resource group</li><li>• Everpure Code of Conduct</li><li>• Environmental health and safety</li></ul>                                              | <ul style="list-style-type: none"><li>• <a href="#">Strategic grantmaking</a></li><li>• <a href="#">Employee giving and volunteering</a></li><li>• <a href="#">Fair and consistent talent practices</a></li><li>• <a href="#">Employee wellness</a></li><li>• <a href="#">Fair and consistent talent practices</a></li><li>• <a href="#">Speak Up reporting channel</a></li><li>• <a href="#">Employee Resource Groups</a></li><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Health and safety: Protecting people, strengthening workplaces44</a></li></ul>                                                                                                                                                                                |
| <div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div><div>Goal 9:<br/>Industry, Innovation &amp; Infrastructure</div></div> | <b>Target 9.4:</b><br>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 | <ul style="list-style-type: none"><li>• Commitment to human rights</li><li>• Designing and building products that are far more sustainable and energy-efficient than any other available storage technology</li></ul>                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">Partner Code of Conduct</a></li><li>• <a href="#">Human Rights Statement</a></li><li>• <a href="#">Labor Practices Statement</a></li><li>• <a href="#">Sustainable platform and services</a></li><li>• <a href="#">Enabling lower energy and emissions insights for customers</a></li></ul>                                                                                                                                                                                                                                                                                                             |
|                                                                                                                                                                                                                                       | <b>Target 12.6:</b><br>Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.                                                                                                                                | <ul style="list-style-type: none"><li>• Designing and building products that are far more sustainable than any other available storage technology</li><li>• Supplier engagement and awareness on sustainable business practices</li><li>• Advancing impact accounting to help pioneer transparent, data-informed reporting on environmental impact and enable more sustainable IT decisions while encouraging broader accountability across the tech industry—for Everpure and our customers</li></ul> | <ul style="list-style-type: none"><li>• <a href="#">Advancing circularity in product design and lifecycle management</a></li><li>• <a href="#">Enabling lower energy and emissions insights for customers</a></li><li>• <a href="#">Our targets</a></li><li>• <a href="#">Responsible sourcing: Supplier sustainability, ethics, and accountability</a></li><li>• <a href="#">Sustainable platform and services</a></li><li>• <a href="#">Sustainable supply chain management</a></li><li>• <a href="#">Advancing impact accounting at Everpure</a></li><li>• <a href="#">Value Balancing Alliance 5th Pilot Study</a></li><li>• <a href="#">‘How the “universal language” of impact accounting can integrate sustainability with finance’</a></li></ul> |

Endnotes

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Per Audited NPS customer score for 2025.
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Source: <https://www.everpuredata.com/resources/gartner-magic-quadrant.html>.
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Subscription ARR is a key business metric that refers to annualized recurring contract value of all active, non-cancelable customer subscription agreements with subscription terms of any length at the end of the quarter, plus on-demand billings for the quarter multiplied by four.
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Scores represent the employee average, based on a 0 to 10 scale.
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“Went through destruction/recycling channels” means an item entered a secure chain of custody to be shredded, wiped, or broken down (prioritizing disposal or data security), whereas “recycled” specifically means materials were successfully processed into new raw materials or products. Destruction channels ensure items are unrecoverable; recycling ensures material recovery.
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Read [Verdantix Research](https://www.everpuredata.com/docs.html?item=/type/pdf/subtype/doc/path/content/dam/pdf/en/white-papers/twp-pure-storage-platform-generates-less-e-waste.pdf) for more information: <https://www.everpuredata.com/docs.html?item=/type/pdf/subtype/doc/path/content/dam/pdf/en/white-papers/twp-pure-storage-platform-generates-less-e-waste.pdf>
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Powering Intelligence 2026 report, Electric Power Research Institute.
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We frame this target as per effective petabyte shipped.
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Scores represent the employee average, based on a 0 to 10 scale.
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Everpure Foundation received an unqualified opinion from an independent auditor for an 18-month period: July 1, 2023–January 31, 2025. Audited financial statements for FY26 (February 1, 2025–January 31, 2026) are currently underway.
- 12

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Impact accounting results are model-based estimates derived from activity data and VBA-IFVI monetary coefficients.
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Definition adapted from the Value Balancing Alliance. See: <https://www.value-balancing.com/en/faq-2.html> for more on the methodology and approach.
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As noted in the 2025 Value Balancing Alliance 5th Pilot Study publication.
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Received in June 2026 for impact accounting work undertaken in FY24–FY26.
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Formerly referred to as Zero Tolerance for Workplace Harassment policy
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Business travel includes all flights, accommodations, ground transportation, and all travel-related business.
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Category 7: Employee Commuting (includes working from home in FY23, FY24 and FY25).
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Total Emissions = Scope 1 (market-based) + Scope 2 (market-based) + Scope 3 (market-based).
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Other fuels refers to natural gas from offices.
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Effective capacity of storage includes the impact of deduplication and/or compression technology on data stored within the array.
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Global Age based on disclosed age information. Non-Disclosed Global Age accounts for 0.1% or less of the global employee population in the last three years.
- 23

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

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