



ESG REPORT 2023



Contents



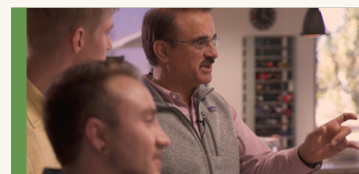
Introduction 3

About This Report	4
Use of Forward-looking Statements	5
A Letter From Our Chairman and CEO	6
About Pure Storage	7
Pure Storage at a Glance	8
ESG Strategy and Goals	9



Our Technology 12

Sustainable Products and Services	13
How Pure Storage Delivers Energy and Emissions Savings	17
How Pure Storage Delivers e-Waste Savings and Product Circularity	19
Extending Sustainability with the Evergreen//One as-a-Service Subscription	20
Product Life Cycle Analysis	21
Customer Outcomes	22
Future Forward: Our Technology	23



Our Operations 24

Embedding ESG Across Our Operations	25
Our Operations at a Glance	26
Our Environmental Footprint	27
Climate Resilience	29
Supply Chain Sustainability	30
Corporate Governance	34
Ethical Business Practices	36
Data Privacy	39
Product and Data Security	40
Future Forward: Our Operations	43



Our People 44

Building a Culture and Talent Strategy to Enable Growth	45
Fueling Our Future: Investing in Our People	46
Our People at a Glance	47
Best-in-Class Talent Acquisition	48
Employee Growth and Development	49
Diversity, Equity, and Inclusion	51
Employee Wellness	56
Health and Safety	58
A Culture of Doing Good	59
Future Forward: Our People	61



Our Data 62

Greenhouse Gas Emissions	63
Human Capital	65
Sustainability Accounting Standards Board (SASB)	67
Global Reporting Initiative (GRI)	69
United Nations Sustainable Development Goals (UN SDGs)	74



INTRODUCTION



About This Report

The Pure Storage annual ESG Report provides a comprehensive update on our environmental, social, and governance (ESG) programs, initiatives, and metrics, as well as highlights of our future plans. As we progress on our ESG journey, Pure Storage is committed to continually maturing our programs and disclosures to drive greater impact and inform our stakeholders of our sustainability achievements and ambitions. This ESG report was created with the support of stakeholders and leaders across the company. Each year, Pure Storage evaluates its performance across the ESG priority topics originally assessed in 2021, and identifies future opportunities for improvement and impact.

To develop this report, a series of interviews and reviews with subject matter experts and leaders from across our business functions were conducted.

Our voluntary ESG reporting references the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) Hardware Industry Standards and Software & IT Services Standards, and the UN Sustainable Development Goals (UN SDGs) to adopt best practices and meet stakeholder expectations. Additionally, Pure Storage is monitoring the ESG-regulatory environment and reporting requirements to ensure we continue to align. Our ESG report is reviewed and approved by our

three ESG Executive Sponsors: our Chief Financial Officer, Chief Legal Officer, and Chief Technology Officer, as well as our Chairman and CEO. For more information about our ESG programs or this report, please contact our ESG program office at ESG@purestorage.com.

The Pure Storage 2023 ESG Report was published in August 2023. Unless otherwise noted, the data reflected in this report covers our global operations for fiscal year 2023, representing February 7, 2022 through February 5, 2023. There is one exception to this reporting boundary worth noting here. Our greenhouse gas (GHG) emissions data represents fiscal year 2022, with three years of data, FY20

through FY22, available at the back of the report. Our intention is to publish two additional years of GHG emissions data, FY23 and FY24, in next year's report to close this disclosure gap. Lastly, this report contains figures that have been rounded or approximated. Certain reclassifications of data from previous public disclosures may be made to conform to the current period presentation.

Pure Storage Priority Tier 1 ESG Topics



Data Security and Privacy



Energy, Emissions, and Climate Resilience



Ethical Business Practices



Talent Acquisition, Retention, and Development



Diversity, Equity, and Inclusion

Use of Forward-looking Statements

This report contains “forward-looking statements” that are based on our management’s beliefs and assumptions and on information currently available to management. Such forward-looking statements include information concerning our possible or anticipated ESG strategy relating to future operations, potential growth opportunities, 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.

Forward-looking statements involve known and unknown risks, uncertainties, assumptions, and other factors that may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by the forward-looking statements. Factors that may cause actual results to differ materially from those in any forward-looking

statements include, without limitation, changes in global economic conditions; unexpected delays, difficulties, and expenses in executing against our ESG goals as set forth in this report; and changes in the environmental or other regulatory landscape. Further information on factors that could cause or contribute to such differences include, but are not limited to, those discussed in the section titled “Risk Factors” in our most recent Annual Report on Form 10-K and our most recent Quarterly Report on Form 10-Q filed with the Securities and Exchange Commission (SEC) and in our other SEC filings. We cannot guarantee that we’ll achieve the plans, intentions, or expectations disclosed in our forward-looking statements, and you should not place undue reliance on our forward-looking statements.

Forward-looking statements represent our management’s beliefs and assumptions only as of the date of this report. We undertake no obligation and do not intend to update the forward-looking statements.

A Letter From Our Chairman and CEO

I am pleased to publish our 2023 ESG report. This report is meant to bring visibility to our initiatives and results, as well as our commitment to year-over-year progress on the environmental, social, and governance issues of greatest impact to our business and stakeholders.

Pure Storage's largest contribution and impact in the world of ESG is helping our customers achieve their environmental sustainability goals. We are also continuing to make advancements across our technology portfolio, operations and people.

In 2022, the World Economic Forum produced a [study](#) stating that digital electronics of all types contribute 4% to 5% of all carbon emissions. Other studies identify that data centers use between 1% and 2%¹ of all electrical power generated in the world. It is further estimated that data storage represents 20% to 25% of data center power usage, and this is only expected to increase in the future.² The vast majority of data in data centers—over 80%—remain trapped on magnetic hard disks. Pure Storage's flash-optimized systems generally use between 2x and 5x less power than competitive SSD-based systems and between 5x and 10x less power than the hard disk systems we replace.

Simple math then shows that replacing that 80% of hard disk storage in data centers with Pure Storage flash-based systems can reduce total data center power utilization by approximately 20%. That same math shows that both data center space and e-waste would also be reduced by similar amounts with reduced labor costs and increased reliability as additional benefits. Reducing the world's data center power, space, and e-waste by 20% significantly contributes to accelerating our customers' achievement of their sustainability goals.

At Pure, we think about data storage differently from other vendors in the industry. We view data storage and management as high technology while others treat it as a commodity. And today, we are now the only company that can provide a single consolidated, consistent, and highly orchestrated data storage and management platform that can satisfy all customers' needs—with a portfolio that spans from highly performant to high-capacity, cost-effective products.

While our product and technology leadership, along with our world class customer service, remain the primary reasons why customers select Pure Storage, the sustainability of our products continues to escalate in importance. Our customers are increasingly drawn to the fact that our products and solutions use much less power and space, significantly reduce e-waste, and deliver superior reliability for more sustainable operations.

Our ability to fuel innovation and execution at scale is made possible by our more than 5,000 global employees. In FY23, we grew our global and diverse talent footprint by 22%. One of the foundational tenets of our people strategy is helping our diverse and talented employees deliver strong business results while also fostering a culture that enables each employee to enhance their skills, accelerate their development, and serve their communities.



To meet the needs of our customers and achieve our ESG goals and objectives, we continue to enhance the sustainability of our own operations and that of our global supply chain through climate resiliency initiatives, engaging our strategic suppliers to support their sustainability journeys, and maturing our governance of ESG across the business.

I am proud of our leadership in the area of sustainability and our focus and commitment to making steady progress across each of our ESG initiatives.

I look forward to continuing to advance our shared goals in partnership with our employees, customers, partners, and other stakeholders to improve in all that we do.

Thank you,

Charles Giancarlo, Chairman & CEO

¹ | Source: <https://www.iea.org/energy-system/buildings/data-centres-and-data-transmission-networks> ² | Block & Files "Could NAND capacity replace H 6 DDs by 2029?" July 13, 2023 https://www.google.com/url?q=https://blocksandfiles.com/2023/07/13/nand-manufacturing-hdds-2029/&sa=D&source=docs&ust=1690813703797075&usq=AOvVaw3Q8XL7DZqTo8IC-v_JMngu

About Pure Storage

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

Pure Storage offers a single, consolidated, consistent, and highly orchestrated platform that delivers more than 10x the reliability at less than one half the power, space, cooling and labor of competitive solutions.

Pure Storage and its workforce of 5,000+ employees across 30+ countries strive every day to embody the company's five core values: **Customer First, Persistence, Creativity, Teamwork, and Ownership.**

To learn more about Pure Storage's operations and business structure, please see our FY23 [Annual Report](#).

Our Technology

The Pure Storage portfolio of products can conservatively decrease global data center energy consumption by 90 TWh per year, simply by replacing less efficient, less reliable hard disk drives (HDDs) and solid state drives (SSDs) solutions. To put that in perspective, 90 TWh can power about five million US households for a year.¹

Our Operations

We continue to advance the resiliency and sustainability of our global supply chain with activities, including but not limited to supply chain due diligence, Responsible Business Alliance (RBA) collaboration and tools, and manufacturing optimization with environmental benefits.

Our People

92%

of surveyed rate Pure Storage as a great place to work

85%

employee engagement (industry average: 76%)²

31.5%

Women directors³ (more than a 2% point increase YoY)

Recognitions and Awards

- **Business Intelligence Group:** 2022 Sustainability Award
- **Fortune:** Best Workplaces in Technology 2022
- **Great Places to Work:** Best Workplaces for Parents 2022
- **Human Rights Campaign** Corporate Equality Index 2022
- **Newsweek:** Most Loved Workplaces 2022
- **San Francisco Business Times:** Top 100 Bay Area Corporate Philanthropists of 2022
- **Silicon Valley Business Journal:** Best Places to Work in the Bay Area 2023: Largest Companies

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

¹ | Energy savings equivalent based on calculations from <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>. ² | Employee engagement is the extent that employees are motivated to contribute to organizational success and willing to apply discretionary effort. ³ | Women Directors includes Directors and Senior Directors.

Pure Storage at a Glance



FY23 ANNUAL REVENUE

\$2.75B

26% YoY Growth



OUR PEOPLE

5,000+

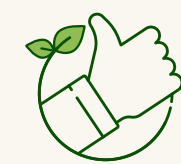
Employees



CUSTOMERS

11,000+

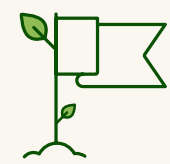
Global Customers



SATISFACTION

81.4

NPS is Highest in the Industry



LEADERSHIP

9 Year Leader

Gartner® Magic Quadrant™ Primary Storage¹



OUR OPERATIONS

30+

Countries



FORTUNE 500 CUSTOMERS

~58%

Of Fortune 500 Companies



Q4 FY23 SUBSCRIPTION ARR²

\$1.10B

30% YoY Growth

¹ | Source: <https://www.purestorage.com/resources/gartner-magic-quadrant.html>. ² | Subscription ARR is a key business metric that refers to total annualized contract value of all active subscription agreements, including Evergreen, on the last day of the quarter, plus on-demand revenue for the quarter multiplied by four.

ESG Strategy and Goals

We believe a robust ESG strategy is foundational to creating long term value for our business and stakeholders. It is not bolted onto but integrated into our core business strategy, and each and every one of our global employees has a role to play.

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

1 **Delivering high-performing technology with differentiated sustainability through a single, unified platform** that reduces energy demand and carbon emissions in support of the transition to a net-zero future for our customers, operations, and supply chain.

2 **Cultivating an inclusive workplace** that empowers everyone to achieve breakthrough outcomes, expand their skills, enable their professional growth, and support their communities.

3 **Managing data security and privacy, and leading with ethics and transparency** to maintain trusted relationships with our employees, customers, partners, investors, and communities.

Pure Storage's ESG Strategy

Environment

Delivering Sustainable Technology and Climate Action

Sustainable Products and Services
Energy, Emissions, and Climate Resilience

Social

Empowering Everyone to Achieve Breakthrough Outcomes

Talent Acquisition, Retention, and Development
Diversity, Equity, and Inclusion

Governance

Building and Maintaining Stakeholder Trust

Data Security and Privacy
Ethical Business Practices

Strategy Development

The key areas in our ESG Strategy are rooted in our business operations and informed by the Pure Storage 2021 ESG Issue Prioritization¹ to identify the most impactful ESG topics for our business and our stakeholders. Our strategy is also informed by external reporting frameworks, including GRI, SASB, and new for this year’s report, the United Nations Sustainable Development Goals (UN SDGs), as well as the feedback we receive from employees, customers, investors, and other stakeholders.

In FY23, we mapped our priority topics to the UN SDGs, finding our strategy aligns most closely with Goals 5, 8, 9, and 12. Additional details on how we support these goals and relevant targets can be found in the [Our Data](#) section of this report.



ESG Issue Prioritization

We conducted our first ESG Issue Prioritization in 2021. The process also provided insight into ESG risks and opportunities, which we used to refine our management practices and inform our ESG strategy.

Facilitated by a third-party ESG consultancy, the assessment gathered and synthesized feedback from our top leaders and various key stakeholder groups, including investors, customers, and partners. At the end of the assessment, we validated the highest priority, Tier 1 ESG topics with our leadership team.

We will periodically refresh our prioritization as ESG and technology continue to progress and evolve. This will confirm that our strategy, investments, and disclosures continue to align with the areas of greatest impact, as well as help identify leadership opportunities and potential gaps.

Our ESG Priorities

Data Security and Privacy

Energy, Emissions, and Climate Resilience

Ethical Business Practices

Talent Acquisition, Retention, and Development

Diversity, Equity, and Inclusion

¹ | We previously referred to this prioritization as our 2021 ESG Materiality Assessment, in reference to the Global Reporting Initiative’s use of the term materiality. To avoid confusion with other definitions of materiality, we now refer to this effort as our ESG Issue Prioritization. Topics identified in the Assessment should not be construed as being material for financial reporting purposes.

Our ESG Goals and How We Are Driving Progress

We have set or are committed to setting aspirational goals related to some of our highest priority ESG topics to drive long-term business value and progress.



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



In FY23, we committed through the Science Based Target Initiative (SBTi) to setting science-based targets covering our Scope 1 and 2, as well as Scope 3 emissions.



Scope 3—Use of sold products emissions represent the largest portion of our greenhouse gas footprint at 71% of scope 3 and 70% of scope 1, 2, 3 emissions in FY22. We have a 2030 target to reduce use of sold product emissions per effective petabyte by 66% against a FY20 baseline.¹ Since we set that goal in FY22, we have reduced emissions per effective petabyte by 25%. We continue to invest in further improving the energy efficiency of our products.



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



OUR TECHNOLOGY





Sustainable Products and Services

At Pure Storage, we offer a unified platform that is far more sustainable than any other available enterprise data storage technology, including other all-flash storage. Our products use much less power and space, significantly reduce e-waste, and deliver superior reliability for more sustainable operations. Our storage arrays fit more data in less space than traditional storage products. This means our storage uses much less energy and reduces power generation-related emissions for our customers by up to 85%. This dramatic 5x reduction means less energy, water, and natural resources consumed to meet the world's growing demand for data.

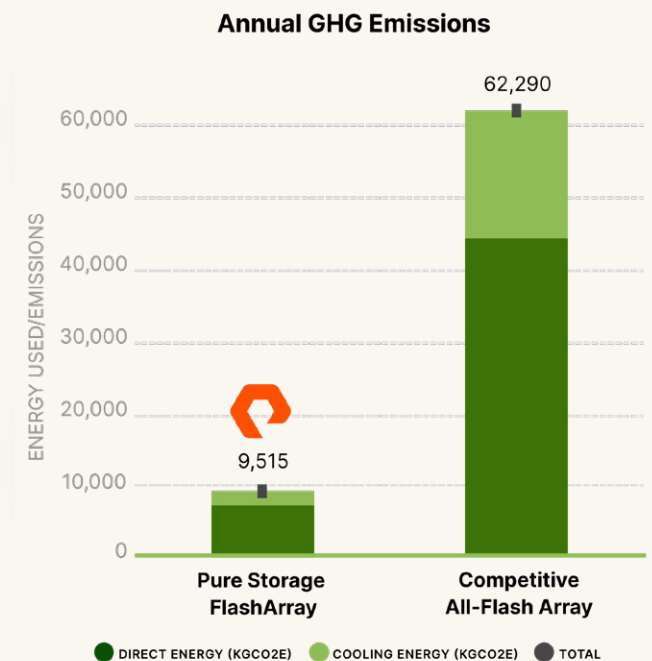
The foundation for the outcomes we are able to drive is rooted in our platform innovation that is able to satisfy all of our customers' data storage needs.

Our multi-protocol storage spans the entire range of price and performance and operates with a single operating environment, a single management platform, common storage components, and with a cloud operating model that gives customers the best of both worlds without

tradeoffs. And all of this is available in a cloud consumption model through Evergreen//One.

As companies and governments work toward a net-zero carbon economy, our offerings can help this transition while providing industry-leading performance.

Pure Storage Product Energy & Emissions Savings¹



Pure Storage conducted a life cycle analysis on its FlashArray//X™ product and applied the same use phase modeling to our entire product line. **Below are the energy and emissions savings that our products deliver, compared to competitive flash-based products:**¹

Product Energy and Emissions Savings

FlashArray  **UP TO 85% SAVINGS**

FlashArray  **UP TO 80% SAVINGS**

FlashArray  **UP TO 75% SAVINGS**

FlashBlade  **UP TO 65% SAVINGS**

The environmental benefits of our products cover the whole product life cycle. In addition to slashing energy use and space requirements, we reduce e-waste for our customers. We do this by providing storage that requires far less equipment to store the same amount of data, reduces over-buying of equipment, and requires far fewer replacement parts because of higher reliability. Most importantly, Pure Storage products are designed to avoid becoming obsolete and can be upgraded modularly and non-disruptively for 10 or more years, without the wholesale system replacement common with other storage technologies.

Five years ago, we pioneered an on-premises storage as-a-service model that accelerates and extends these benefits, delivering a space- and energy-optimized storage footprint, capacity when needed, and energy-efficiency assurances.

Pure Storage Product Sustainability Differentiation²

Technology Advantage

<p style="text-align: center; margin: 0;">Pure Storage Architecture</p> <p style="text-align: center; margin: 0;">DFM Purity Pure1 Scalable</p>
<p style="text-align: center; margin: 0;">Evergreen® Life Cycle</p> <p style="text-align: center; margin: 0;">Never Obsolete</p>
<p style="text-align: center; margin: 0;">Cloud Operating Model</p> <p style="text-align: center; margin: 0;">Never Over Provision</p>

Sustainable Outcomes

<p style="text-align: center; margin: 0;">Less Energy</p> <p style="text-align: center; margin: 0;">Lower CO2e Emissions</p>
<p style="text-align: center; margin: 0;">Less Real Estate</p> <p style="text-align: center; margin: 0;">Lower Biodiversity & H2O Impact</p>
<p style="text-align: center; margin: 0;">Less E-waste</p> <p style="text-align: center; margin: 0;">Lower Environmental Load</p>

Business Value

<p style="text-align: center; margin: 0;">Up to 85% Energy Savings</p>
<p style="text-align: center; margin: 0;">75%+ Data Center Footprint Savings</p>
<p style="text-align: center; margin: 0;">50%+ More Efficient Materials Use</p>

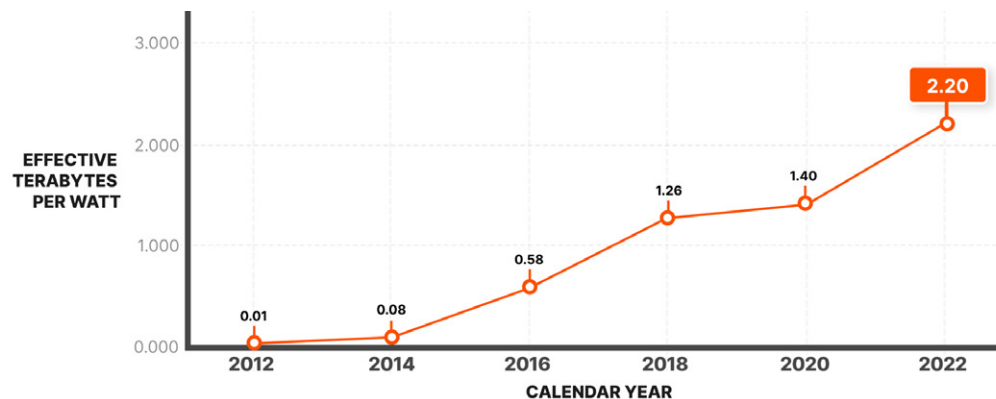
¹ | Listed Pure Storage products were compared to similarly configured and performing competitive products. FlashArray//X, FlashArray//XL and FlashBlade//S were compared to competitive all-flash, FlashArray//C compared to hybrid flash. FlashArray//E and FlashBlade//E energy use will be detailed in FY24 ESG report. Refer to the Future Forward: Our Technology section for more on these new products. ² | Real estate savings and materials use savings based on customer use cases, see Customer Outcomes section below for examples.

Sustained Improvements and the Opportunity Ahead

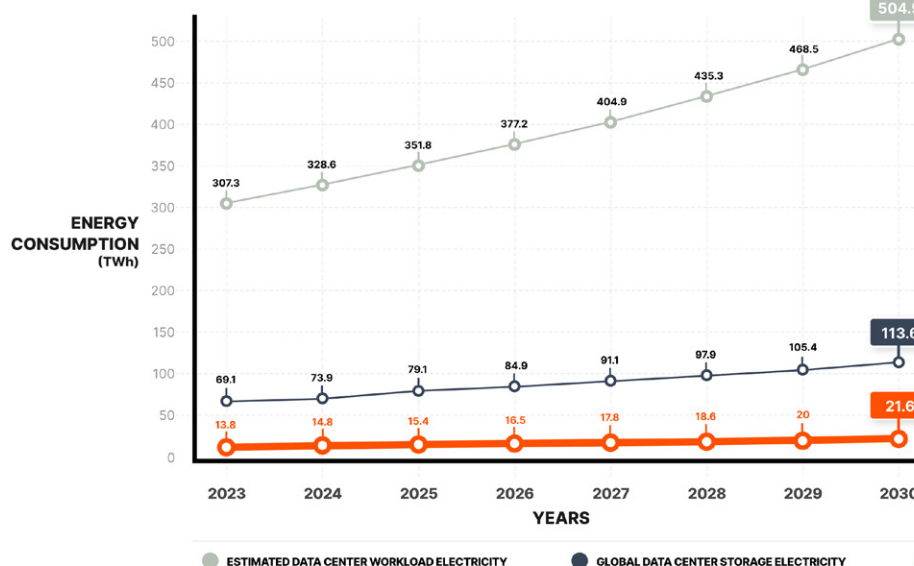
Pure Storage has been committed to building efficiencies in all areas of our products and unique business models since our founding. The charts on this page shows our evolution to achieve an over 200x reduction in energy consumed per effective terabyte (TB) compared to our earliest product models. And we are not stopping there. We intend to further improve the efficiency of our products through additional research, development, and investment in order to advance sustainability for our company and our customers.

The potential global energy savings opportunity that Pure Storage is pursuing could be as much as 370.5 TWh by 2030—enough energy to power 31 million homes in the US for an entire year!¹

FlashArray™ Capacity Efficiency Trend



Data Center Energy Consumption Per Year²



Potential Cumulative Energy Savings

370.5 TWh

31 million US homes energy for 1 year

2023-2030

Energy savings opportunity based on industry leading and current average energy efficiency levels.

¹ | Energy Savings Equivalent Based on <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator> data. ² | Cumulative energy savings opportunity is based on the current growth rate of data center energy consumption and assumes storage will remain a constant 22.5% of total data center energy through 2030. It assumes industry-leading all flash storage replaces legacy storage at a rate of 12.5% per year with an average of 80% less power. For further details see: <https://www.purestorage.com/docs.html?item=/type/pdf/subtype/doc/path/content/dam/pdf/en/white-papers/wp-efficient-it-infrastructure-saves-more-than-just-energy-costs.pdf>.

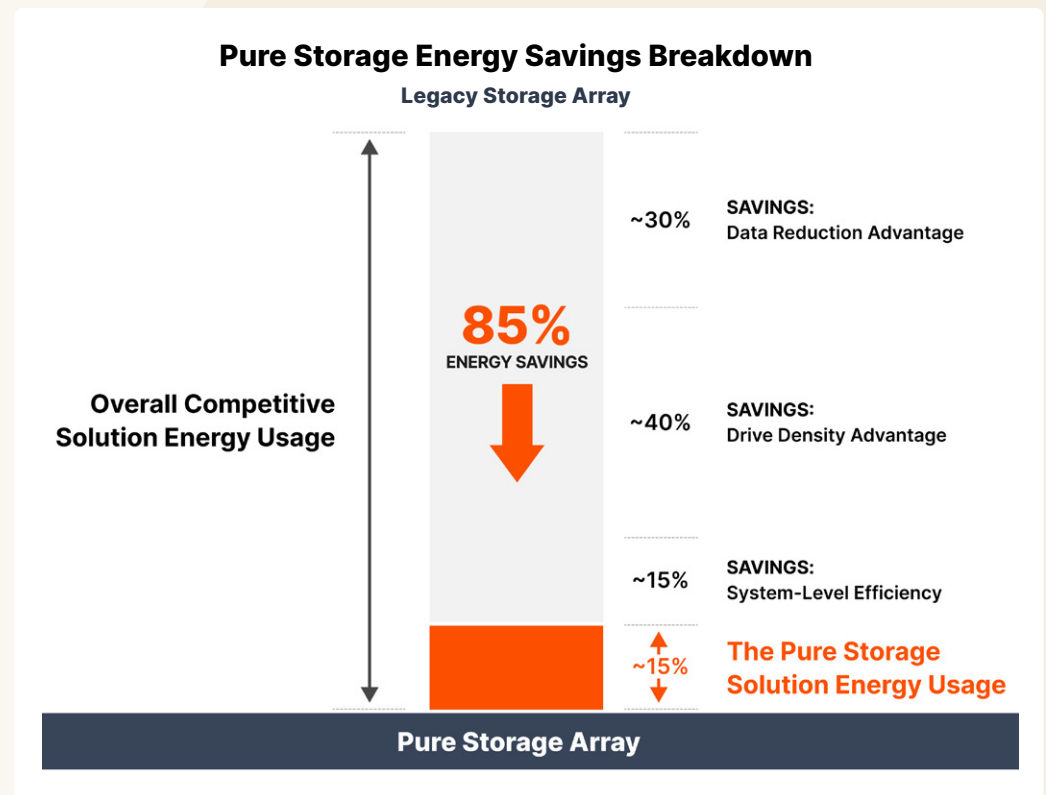
There are several key technologies and services that help make Pure Storage more sustainable than legacy enterprise storage options, including other all-flash designs.

The Pure Storage platform uses the built-for-flash software, the Purity operating environment, combined with our unique DirectFlash® technology. This combination allows our products to bypass the limitations associated with commodity SSDs and “talk” directly to the flash storage, increasing storage density and performance significantly. For example, SSDs use DRAM (Direct Random-Access Memory) heavily, for buffering writes and caching data location. DirectFlash technology, since it talks directly to flash, requires far less DRAM—about 1000x less than the typical SSD requirement. By using less DRAM, DirectFlash technology consumes less power. These are the primary reasons why Pure Storage products reduce energy use and carbon emissions by up to 85% compared to competitors’ all-flash systems (and even more compared to HDDs), and also use up to 95% less rack space. These technologies also deliver more reliable products and longer service lifetimes, with 3x the industry average SSD reliability and 6x the reliability of HDDs.

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

In addition to traditional purchases with an ongoing subscription for modernization, Pure Storage also delivers its solutions in a cloud consumption model via our Evergreen//One™ subscription. This allows customers to use only the storage they need, reducing over-provisioning and energy waste. And Pure Storage is the only vendor offering an energy-efficiency service-level agreement (SLA), ensuring customers will realize the energy and emissions savings they seek.

Pure Storage Evergreen architecture extends equipment life up to 10 years or more.



How Pure Storage Delivers Energy and Emissions Savings

One of the main reasons that our products are so energy efficient is Pure Storage DirectFlash technology.

Years ago, our designers realized that SSDs designed for a wide range of applications are not optimal for enterprise storage. They saw the potential to remove many of the bottlenecks and other limitations found in standard solid-state flash drives (SSDs) by taking a “clean sheet” approach. Our built-for-flash Purity software was further extended to control flash directly, and we designed our own flash modules built with NAND chips. This integration of Purity software and DirectFlash eliminates the redundancy in SSD-based systems caused by SSDs’ emulation of HDDs and makes possible much higher storage densities, higher performance, and much more robust and reliable drives.

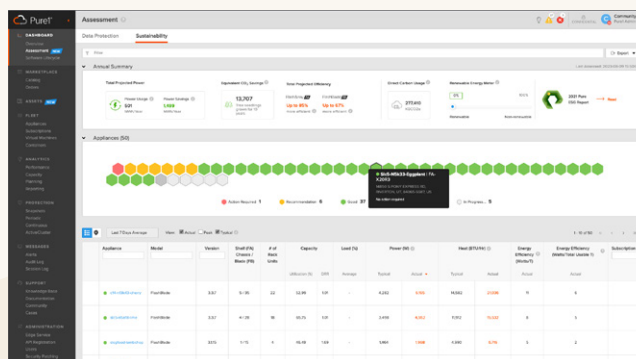
All of our systems now utilize these Pure Storage-designed DirectFlash modules in place of the commodity SSDs used by nearly all competitive systems.

Our unique integrated hardware and software DirectFlash technology enables Pure Storage to ship very high density drives (18.3TB TLC drives, and 48TB QLC drives currently)¹ while still providing the very high levels of performance that our customers demand. In contrast, the performance of typical competitive SSDs

suffers dramatically as the size of individual drives increases. As a result, larger-capacity SSDs are not typically configured in competitive systems for the workloads that our customers run. This requires users of competitive systems to use more (i.e., smaller and less-dense) drives, more hardware, and thereby consume more power to meet the same performance needs. With fewer drives (and associated hardware), Pure Storage products are up to 5x more energy-efficient than competing all-flash products, and take up to 5x less space than other storage systems.

Our Purity operating environment delivers energy efficiency in other ways as well. Pure Storage products have always-on data reduction, which further reduces the amount of storage needed, delivering 2x to 3x better data reduction than other all-flash systems with no performance compromises. In fact, Pure Storage has over 100 patents granted and pending for data reduction technologies. The tight integration of our Purity operating environment and our DirectFlash hardware also reduces energy consumption. This integration simplifies and optimizes storage operations, especially when compared to SSD-based systems. Our combination of hardware and software increases both drive reliability and performance, and greatly extends service lifetimes.

Our Pure1 AI-powered storage management environment has also been optimized to help customers monitor and maximize their energy efficiency. In FY23, we introduced a new Sustainability Assessment feature, which provides real-time analysis of energy use for a customer’s entire storage fleet. Pure1 enables customers to quickly and easily make sustainability decisions based on near real-time telemetry data and to monitor their overall progress toward sustainability goals. With a single click, Pure Storage customers and partners are able to view their entire storage estate and gain insight into several key sustainability metrics for each array they own or manage.



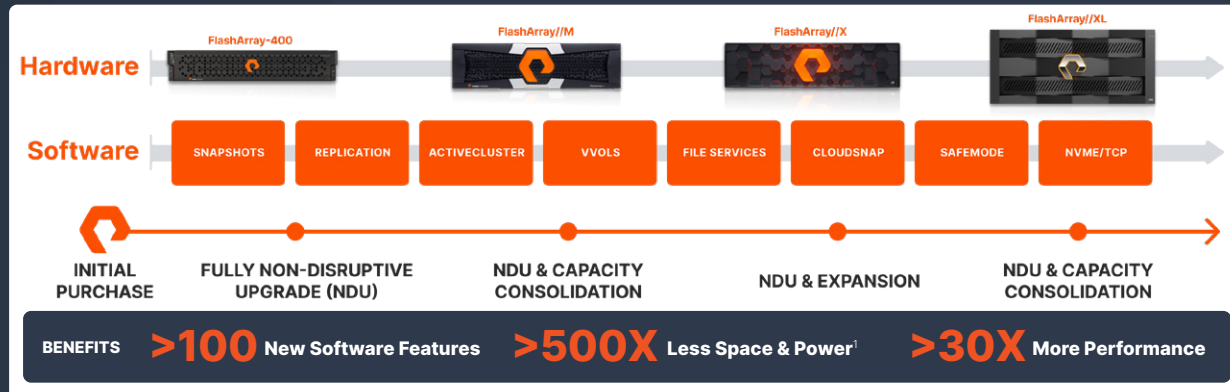
Pure1® Sustainability Assessment Dashboard

Pure Storage Evergreen® Architecture and Subscriptions



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

Pure Storage: Longer Life, Modernization and Innovation

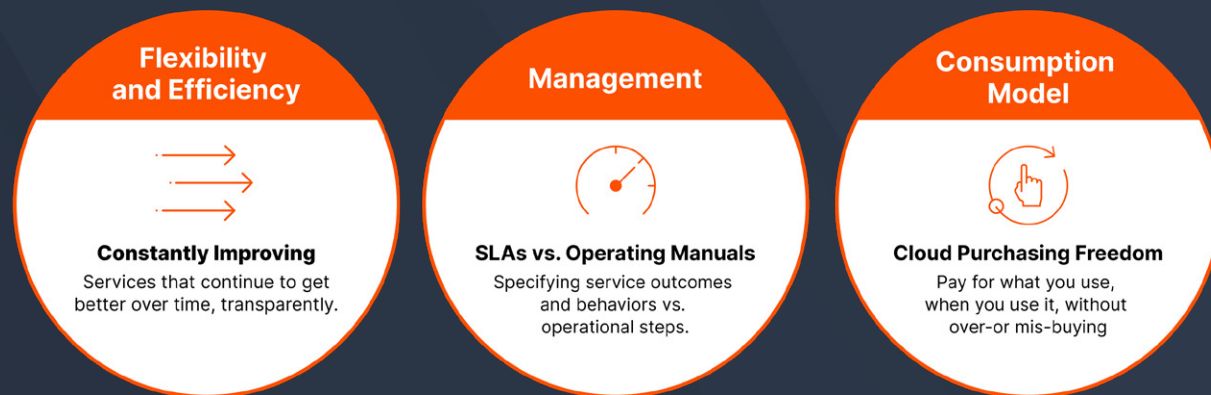


Competitors: Forklift Upgrades, Rebuys and Migrations



Pure Storage Evergreen//One™ brings the same Evergreen architecture benefits to customers who want to consume their storage fully as-a-service in their data center or in the cloud. It also has additional sustainability advantages.

A Cloud Operating Model That Maximizes Sustainability



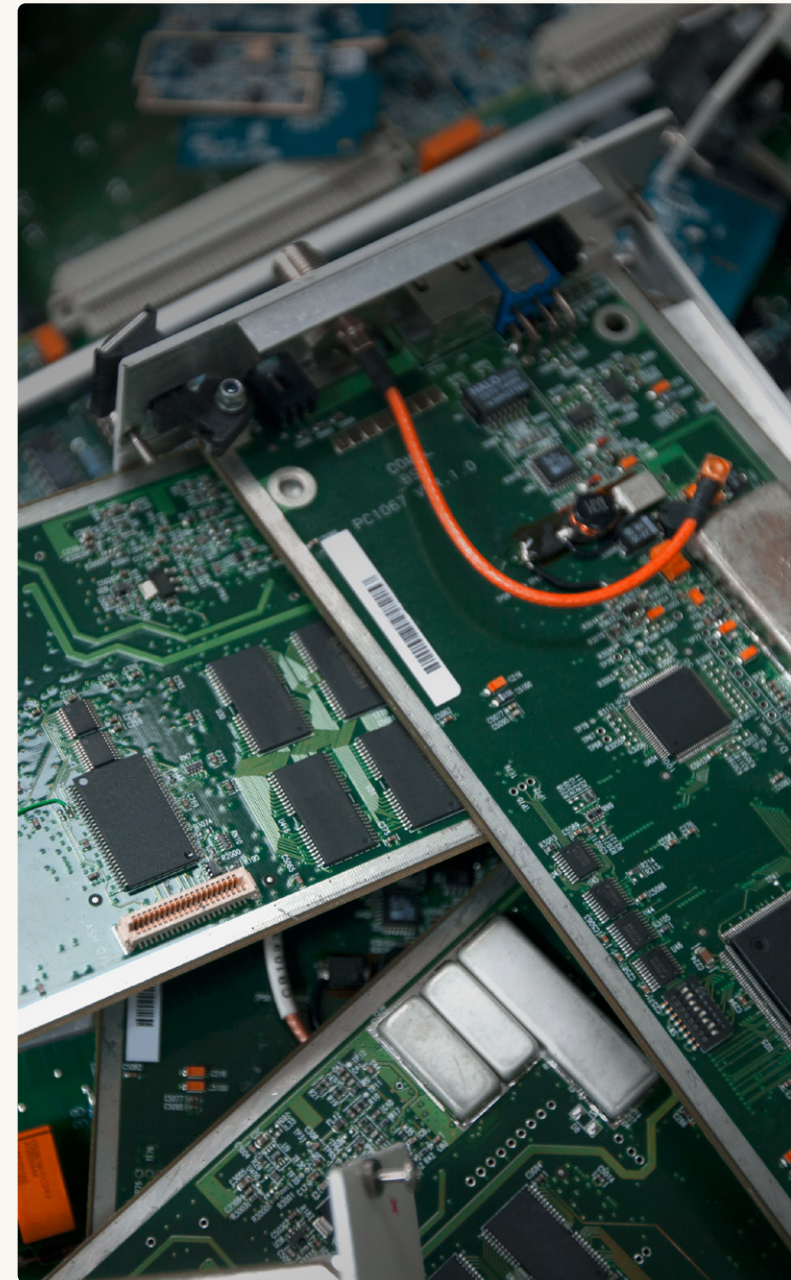
How Pure Storage Delivers e-Waste Savings and Product Circularity

Compared to competitor offerings, our storage architecture requires far less physical space and is more reliable, significantly reducing the amount of e-waste. This is both compelling for our customers and delivers positive outcomes for the environment. Our storage products can be upgraded modularly and non-disruptively to meet changing customer requirements and—compared to legacy storage systems—avoid the need for a full product replacement every few years, further reducing the amount of e-waste generated. We call this our Evergreen Architecture. For example, by upgrading array controllers, a customer can get more processing capability, gain access to new features, and increase storage capacity while extending the useful life of their system—by up to 10 years or more.

Customers on an Evergreen subscription (such as Evergreen//Forever™) can modularly upgrade and expand their storage as needed, without taking systems offline or replacing the entire system every few years. Our Evergreen architecture extends to our Evergreen//One storage as-a-service subscription. This consumption model allows customers to optimize their utilization of our storage products and eliminate overprovisioning.

As part of the Evergreen subscription, components that have been upgraded, and still have a useful life, are refurbished by Pure Storage and repurposed in places like our internal technical labs, enabling product circularity. In FY23, Pure Storage reused over one third of the controllers that were upgraded. For returned components that cannot be repurposed, Pure Storage works with recycling partners who can certify zero-waste-stream operations.

We have designed our systems with individual components that are more reliable than the commodity components used in competing products. For example, our DirectFlash storage modules are 3x as reliable as the industry average in terms of reliability compared to typical solid state disks and 6x as reliable as mechanical disks. This reliability advantage results in fewer failed parts and extended product service lifetimes, which reduces e-waste even further.



Extending Sustainability with the Evergreen//One as-a-Service Subscription

Building on our significant product sustainability advantage, Pure Storage

Evergreen//One subscription extends sustainability even further. Since our customer does not purchase equipment but instead subscribes to a storage service, we can provide them just the right level of capacity and performance to meet their needs. This

eliminates any over-provisioning of storage, which avoids running more hardware than is required over long periods of time, which in turn leads to less energy use and emissions. Evergreen//One allows Pure Storage to offer our customers the cloud operating model everywhere in their data estate, both in their own data centers and in the public cloud.



Sustainability Advantages of Evergreen//One

Evergreen//One is a complete and environmentally sustainable approach to as-a-service models, providing the following benefits:

- **Eliminate Wasteful Over-provisioning:** The right amount of storage at the right time
- **SLA-based Terms:** Including the industry's first Energy Efficiency SLA, to add predictability to energy consumption and to aid in the pursuit of emissions goals
- **Business Optimization:** Eliminates CAPEX, simplifies budgeting, and removes obstacles to growth
- **Continuous Innovation:** Non-disruptive upgrades allow customers to take advantage of the latest capabilities, without planned downtime
- **Array and Workload Optimization:** Aligning performance, capacity, and Watt per TB to customer goals

Product Life Cycle Analysis

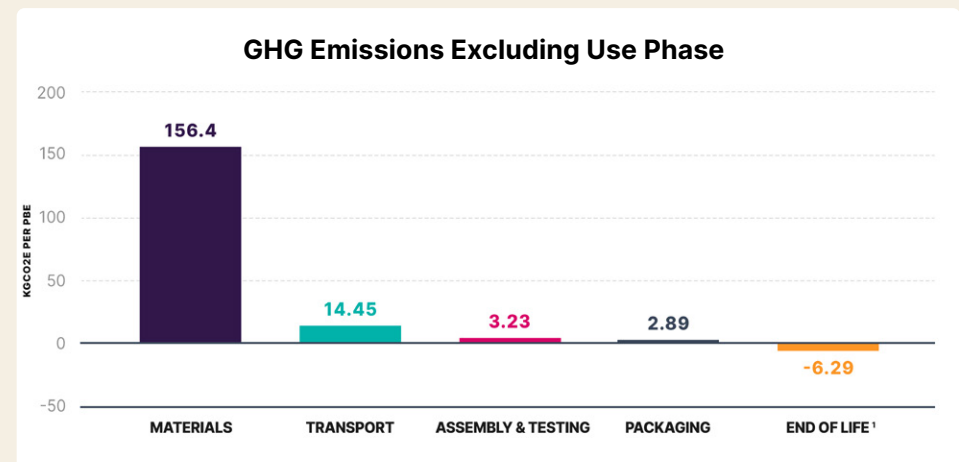
We strongly believe a standards-based life cycle analysis (LCA) approach, with its cradle-to-grave analysis and requisite third-party critical review, provides the most useful, reliable, and actionable information for our customers. In FY21, we partnered with a third-party environmental analysis firm to conduct our first LCA. The product chosen for the analysis was our most widely purchased array model, the **FlashArray//X70**, and a comparative assessment was conducted against other storage devices.

In particular, the LCA results provide valuable insight into the environmental impacts of our storage products, including manufacturing, transportation, assembly and testing, packaging, product use, and eventual disposal. The analysis shows that the total annual GHG emissions per array are 9.9 MT CO₂e, and 0.39 MT CO₂e when product use phase was excluded. These findings make clear that the largest near-term opportunity for Pure Storage to reduce GHG emissions is by reducing the energy consumption associated with product use. The LCA results underscore that our focus on continued innovation in leading-edge storage densities, and in designing more efficient hardware and software, will provide the best sustainability outcome both for our customers and for Pure Storage.

[See Our Full LCA Report](#)

Key findings of the LCA Include

Excluding use phase, the total GHG emissions work out to 390 kg CO₂e per array and 170 kg CO₂e per PBe.



According to the [epa.gov GHG equivalencies calculator](https://www.epa.gov/ghg-equivalencies-calculator) this is equivalent to CO₂ emissions from of any of the following:



ENERGY

1

BARREL OF OIL



LITERS

167

LITERS (44 GALLONS)



PROPANE TANKS

16

USED FOR HOME BARBEQUE GRILLS

Customer Outcomes

The proven benefits of our technology are far-reaching. We're proud to support our customers on their sustainability journeys, reducing their environmental footprint while helping them advance their business.



Virgin Media O2

For Virgin Media O2, the United Kingdom-based telecommunications provider, a move to Pure Storage saved money while building a scalable platform for growth.

The company immediately began to see benefits from a sustainability perspective, with a **90% data center floor space reduction**. That adds up to an incredible **96% reduction in power consumption**, as well.

“Without the move to Pure Storage FlashArray, we would have needed to build an additional data center.”

AJIT SHARMA

Business Optimization Manager, Virgin Media O2

[See Our Full Case Study on Virgin Media O2](#)



County of San Luis Obispo, CA

San Luis Obispo County (SLO) provides more than 700 municipal services and administers state and federal programs for nearly 300,000 citizens. The County chose Pure Storage to support all public-facing applications, as well as internal systems.

Today, the county delivers uninterrupted services to citizens and supports a secure, hybrid workforce of 2,800 employees. **With a near 3:1 compression rate**, SLO County can run a lean, cost-effective data center and advance its sustainability goals.

“We’ve reduced our footprint by 75% and [total] power consumption by 59%. Pure has played a big role in helping us achieve these results.”

GARY HICKLIN

IT Supervisor, San Luis Obispo County

[See Our Full Case Study on SLO County](#)



Ministry of Economic Affairs, R.O.C.

Ministry of Economic Affairs, Republic of Taiwan

The Ministry of Economic Affairs (Taiwan) works to promote economic development and international trade. As the Ministry’s Information Management Center (IMC) worked to digitize to serve its constituents better, power use and data center space were becoming significant issues.

By moving to Pure Storage, the IMC saw a reduction of **more than 98% in storage rack space and 84% in power requirements**.

“Pure Storage provides us with the foundation we need to move towards smart technology and environmental sustainability.”

LIN, TSUNG-REN

Director of the Information Management Center

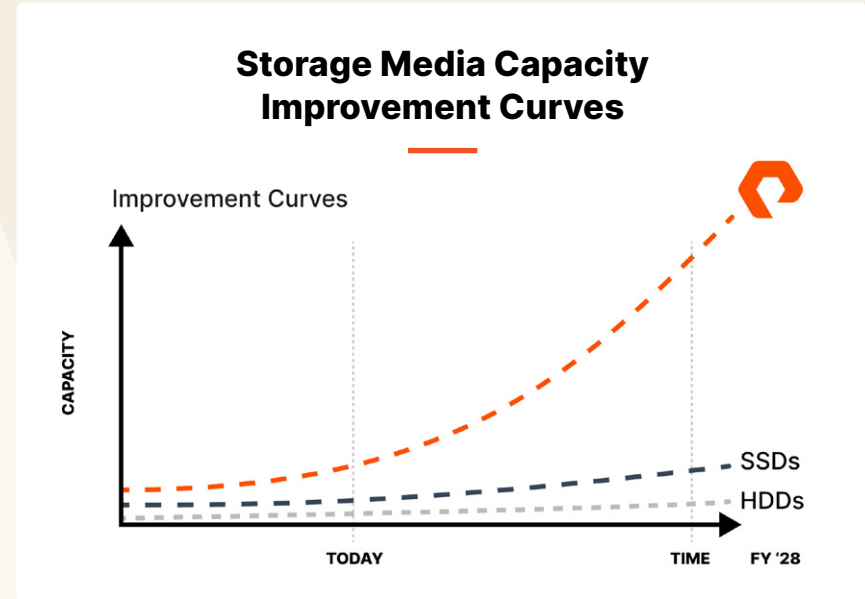
[See Our Full Case Study on Ministry/IMC](#)

Future Forward: Our Technology

In next year’s ESG Report, we look forward to sharing more on several initiatives highlighted below that took place in early FY24 or are planned through fiscal year end.

In order to continue delivering differentiated product sustainability and features, Pure Storage introduced several new products in FY24, as of the publication date of this report:

- **The Pure//E™ family (FlashBlade//E™ and FlashArray//E™):** The Pure//E family offers customers even more choice for an all-flash alternative to power-hungry hard disk storage array offerings. With one-fifth the space and power requirements, 85% less e-waste, and at least 40% lower TCO over six years, but at the same acquisition cost as all-disk storage, the Pure//E family now eliminates the need for any hard disk drives in data centers.
- **The latest generation of our FlashArray//X™ and FlashArray//C™ products(XCR4):** Our latest products increase performance while continuing to deliver highly differentiated energy efficiency relative to competing all-flash solutions.

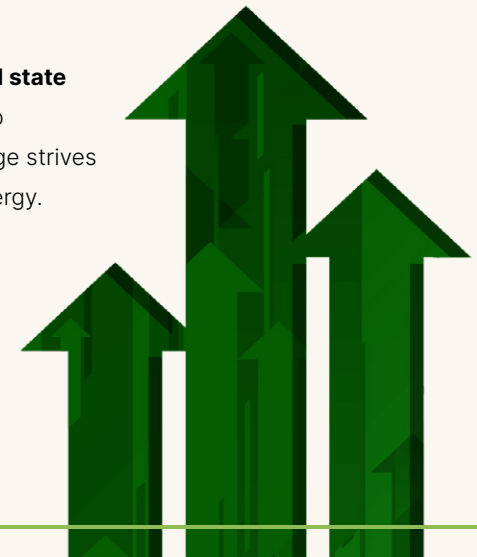


Our Trajectory

As illustrated above, the capacity in our products has improved steadily over time and has outpaced the rate of commodity solid state disk and hard disk capacity improvements. As we move into the future, however, we expect the rate of our capacity improvement to dramatically exceed the rate of solid state disk and hard disk capacity improvement. Through innovations in our products, Pure Storage strives to further reduce the energy and water used to operate our products. We continue to invest in designing our products to use less energy.

These energy savings will be multiplied as our products continue to evolve, and we anticipate significant further reductions in total cost of ownership over the next four years.

With these advancements, we are more convinced than ever that HDDs will become obsolete for data center use in the near term. We are confident that our sustainable and economical all-flash products will help make that a reality and continue to help our customers attain their data and sustainability goals.





OUR OPERATIONS



Embedding ESG Across Our Operations

A key aspect of our ESG strategy is addressing environmental impacts, as well as governance considerations, privacy, and data security across our operations.

The sustainability initiatives covered in this chapter are inclusive of our operations and supply chain, and they are underpinned by our commitment to ethical behavior and strong governance. In this year's ESG Report, we are excited to share our progress as we continue to advance our efforts.

Our focus is aligned with our ESG priority topics, diligently managing the areas in which Pure Storage has the most significant impact.

Meaningful Impact

“To create meaningful impact on a global scale, we continue to integrate our ESG strategy across all facets of our operations and supply chain—from stakeholder engagement, effective governance, ethical practices, and data privacy and security, to making actionable commitments that drive change.”

NIKI ARMSTRONG,
CHIEF LEGAL OFFICER, PURE STORAGE

Our Operations at a Glance

Our Environmental Footprint

- Our operational environmental footprint is primarily driven by our office space and data centers.
- Leased 74% of our office space (by square footage) in certified green buildings.
- Diverted 97% of our data center waste (by weight) from landfill.

Climate Resilience

- Strengthened resilience to climate change with robust risk assessments and mitigation planning that spans our operations and our supply chain.

Supply Chain Sustainability

- Worked with our manufacturers to improve their environmental performance, piloting waste reduction programs and exploring efficiency opportunities.
- Managed ethics within our supply chain, complying with applicable regulations and specifying working condition requirements in our Supplier Code of Conduct, including respect for human rights.
- Monitored our supplier audits through the Responsible Business Alliance (RBA) and responsibly sourced minerals used in our products.

Corporate Governance

- Integrated ESG governance into the company's overall governance structure, including board oversight of ESG-related topics.

Ethical Business Practices

- Codified ethics and compliance expectations for employees, partners, and suppliers in our Code of Conduct and other policy documents.
- Hardwired ethical behavior into our operations.
- Provided ongoing mandatory and supplemental ethics training and employee education.

Data Privacy

- Formalized our privacy efforts with a reporting and governance structure.
- Continued to provide mandatory annual privacy training to employees.

Product and Data Security

- Integrated product security into our product development process, with a formal security program across the development life cycle.
- Applied security processes to company operations as a whole.
- Obtained ISO/IEC: 27001:2013 certification for Portworx.

Our Environmental Footprint

Pure Storage is committed to protecting the planet through environmental sustainability. To achieve our goal to reduce Scope 1 and 2 emissions, we continually improve the sustainability of our operations. The most significant impacts in this area are related to our offices and data centers.

Our Offices

In FY23, we began leasing a new headquarters site in Santa Clara, California. This location is LEED Gold certified with an energy-efficient design, and in 2022 it earned the WELL Building certification. We consider LEED certification and other green building features when determining our office locations.

In FY23, Pure Storage had 22 office locations globally. Currently, 74% of the square footage of our global office real estate portfolio is certified LEED or similar.



We support our workforce to make more sustainable commuting choices. We site our main offices in areas accessible to mass transit to encourage alternative transit options. Our new Santa Clara headquarters location includes EV charging stations, a shuttle to nearby transportation hubs, easy access to bike trails, an on-site bike repair shop, and walking distance to grocery stores, restaurants, and other conveniences.

Our environmental strategy takes a holistic approach to reduce our impact on the planet, considering aspects in addition to greenhouse gas emissions. For example, to address waste in our operations, we have a project underway to modify, refurbish, and reuse existing office furniture rather than purchasing new products for our new Santa Clara headquarters. We also reused, where possible, LED lighting, acoustical panels, and building infrastructure such as ventilation units, salvaged wood flooring, and glass partitions. This prevents wasting natural resources involved in manufacturing and shipping unnecessary bulky items. Additionally, we have programs in place to responsibly manage our e-waste.

Pure Storage is also working to reduce waste and drive ethical business practices throughout our supply chain. Refer to the [Sustainable Supply Chain](#) section for more information.

Our Data Centers

Data management represents a significant portion of our operational impact, so we are focusing our efforts to further identify efficiency improvements.

>97% In the past year, **we have diverted from landfill over 97% (by weight)** of replaced data center hardware.

One of the ways we can mitigate the impact of our data centers is through renewable energy. Pure Storage utilizes colocation providers for our data centers, and starting in FY24, we will be integrating renewable energy mix considerations in our procurement decisions. While each of our current data center providers have ESG initiatives, the mix of renewable energy varies depending on the location.

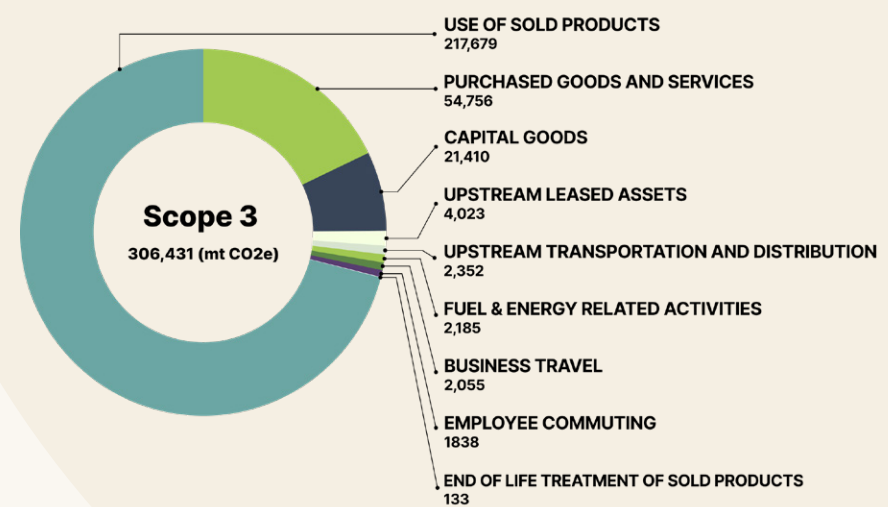
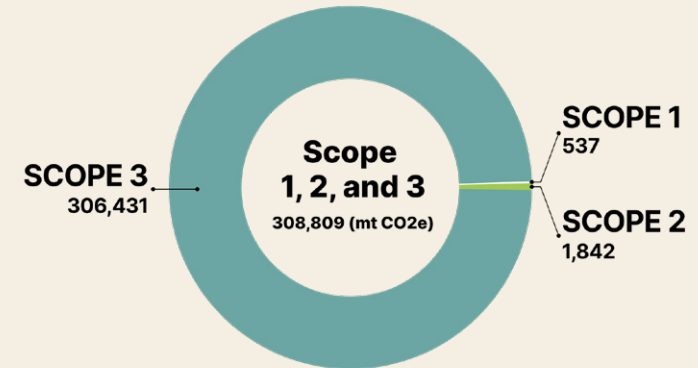


Our FY2022¹ Carbon Footprint by Scope and Business Activity

(Unit of Measure: mt CO₂e)

In FY22, our Scope 3 emissions, and in particular, our use of sold product (USP), are the largest contributor to our GHG footprint.

Enabling our customers, partners, and resellers to understand their role in reducing overall emissions is a critical element of our objective to achieve the most impactful GHG reductions possible.



Climate Resilience

Pure Storage is committed to providing the highest levels of environmental resilience for our customers, which requires ensuring our operations, employees, supply chain, and communities are prepared to handle the impacts of climate change. Pure Storage takes a proactive approach toward climate-related risk mitigation.

The management of climate-related risks is embedded into our enterprise risk management and business continuity planning processes. We have conducted site risk assessments for each of our primary sites, which includes evaluating physical risks from hazards like hurricanes, floods, and extreme weather.

We developed plans to protect employees, mitigate risks, and maintain operations during major climate events. We identify staff and critical processes at Pure Storage sites to transfer operations to alternative sites if disruptions occur, ensuring business continuity and minimizing impact.

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

Our flexible, nimble, and responsive supply chain enables us to deliver to our customers when shortages stemming from extreme weather or other disruptions occur. For more detail, see the Supply Chain Sustainability section below.

We will report on the progress of our climate program and strategy in our 2023 CDP Climate Change response.



Supply Chain Sustainability

Pure Storage is committed to cultivating sustainability in all areas of its global supply chain. To advance sustainability in our supply chain, we use a lean and agile approach with a focus on continuous improvement and operational excellence.

Supply Chain Sustainability Priorities

Responsible Minerals Sourcing



Ethical Supply Chain



Environmental Compliance and Regulations



Continuous Environmental Performance Improvement



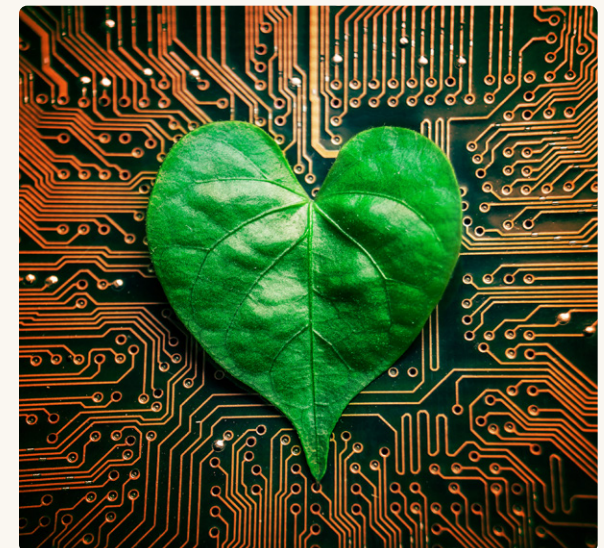
Responsible Minerals Sourcing

Pure Storage is committed to conducting its business worldwide with respect for human rights and in compliance with applicable laws. Specifically for conflict minerals, we align with the industry-wide Responsible Minerals Initiative (RMI) and conduct due diligence aligned with our Conflict Minerals Policy to source responsibly.

Conflict minerals are described as tantalum, tungsten, tin, and gold (“3TG”). Consistent with our values, we do not want to contribute to conflict through our procurement practices, and therefore work to understand the origin of these minerals in our products. Our full Conflict Minerals Policy is available [here](#).

We perform due diligence within our supply chain to source products and materials from non-conflict sources through the request of RMI conflict minerals reporting templates from our suppliers, consistent with the RMI's Responsible Minerals Assurance Process (RMAP). RMAP assesses smelters' and refiners' management processes and sourcing practices, using independent, third-party assessment to verify conformance with the RMAP standards.

[View Our Annual Conflict Minerals Report](#)



Ethical Supply Chain

Pure Storage expects its vendors' and suppliers' conduct to adhere to the highest ethical principles. We hold our manufacturing partners, components suppliers, and key logistics partners accountable for meeting our expectations.

Our Supplier Expectations

- Ensuring working conditions are safe
- Treating workers with dignity and respect, including respecting all local wage and labor laws
- Prohibiting the use of child and forced labor
- Operating in an environmentally responsible manner
- Conducting business activities ethically, without the appearance of impropriety

[View Our Supplier Code of Conduct](#)

Pure Storage also participates in the Responsible Business Alliance (RBA), which provides cross-industry collaboration with suppliers and alignment on clear, consistent, and attainable standards. We leverage the RBA Validated Assessment Program (VAP) audits, and monitor any resulting Corrective Action Plans. The VAP audits are conducted by independent, third-party firms. They are the leading standard for onsite verification of compliance with labor rights and other RBA Code of Conduct attributes.

In FY23, all our strategic suppliers held RBA VAP silver or above certification, with zero critical corrective actions.

Supplier Diversity Program

We continue to develop our Supplier Diversity Program with executive stakeholders and increasing inclusion of diverse suppliers in all possible sourcing-driven RFPs. Further, through coordinated efforts with Small Business Administration (SBA) offices, we work to drive our channel partnerships with small and/or diverse businesses.



Environmental Compliance and Regulations

Pure Storage complies with applicable environmental regulations and laws in the countries in which it operates.

Pure Storage closely monitors and assesses environmental regulations and other requirements in countries around the world and, as needed, implements changes to the components and materials that comprise our products, as well as to relevant business processes and services, to ensure our products are in compliance. We implemented an environmental data management system designed to collect, store, manage, analyze, and report chemical and compliance details about every single component, material, and subassembly that comprises our products and packaging.

Our efforts to meet evolving environmental and social requirements continually improve the impact of our business processes, products, and services. We understand that environmental compliance is not enough and are striving to provide additional environmental benefits to our customers, employees, shareholders, and communities.

Globally, we work with third-party service providers, and vendors to responsibly address e-waste, including in markets with limited or no regulations.

European Union Environmental Regulatory Compliance

In the European Union, we adhere to Extended Producer Responsibility (EPR) obligations outlined in the Waste Electrical and Electronic Equipment Directive (WEEE), Battery Directive, and Packaging Directive as implemented in the relevant Member States.

We also meet the chemical requirements specified in the following regulations:

- Restriction of Hazardous Substances Directive (RoHS-2011/65/EU)
- Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH-1907/2006)
- Battery Directive (2006/66/EC)
- Packaging Directive (94/62/EC)
- Persistent Organic Pollutants Regulation (Regulation (EU) 2019/1021)

In addition, our products comply with energy efficiency standards, disassembly instructions, and other requirements outlined in Regulation (EU) 2019/424, known as the Ecodesign Requirements for Servers and Data Storage products.

Continuous Environmental Performance Improvement

We use transparent oversight and clear communication with key internal and external stakeholders to drive continuous improvements in our supply chain. We are working to optimize the manufacturing process, improve recycling, and reduce emissions associated with transportation and select responsible partners.

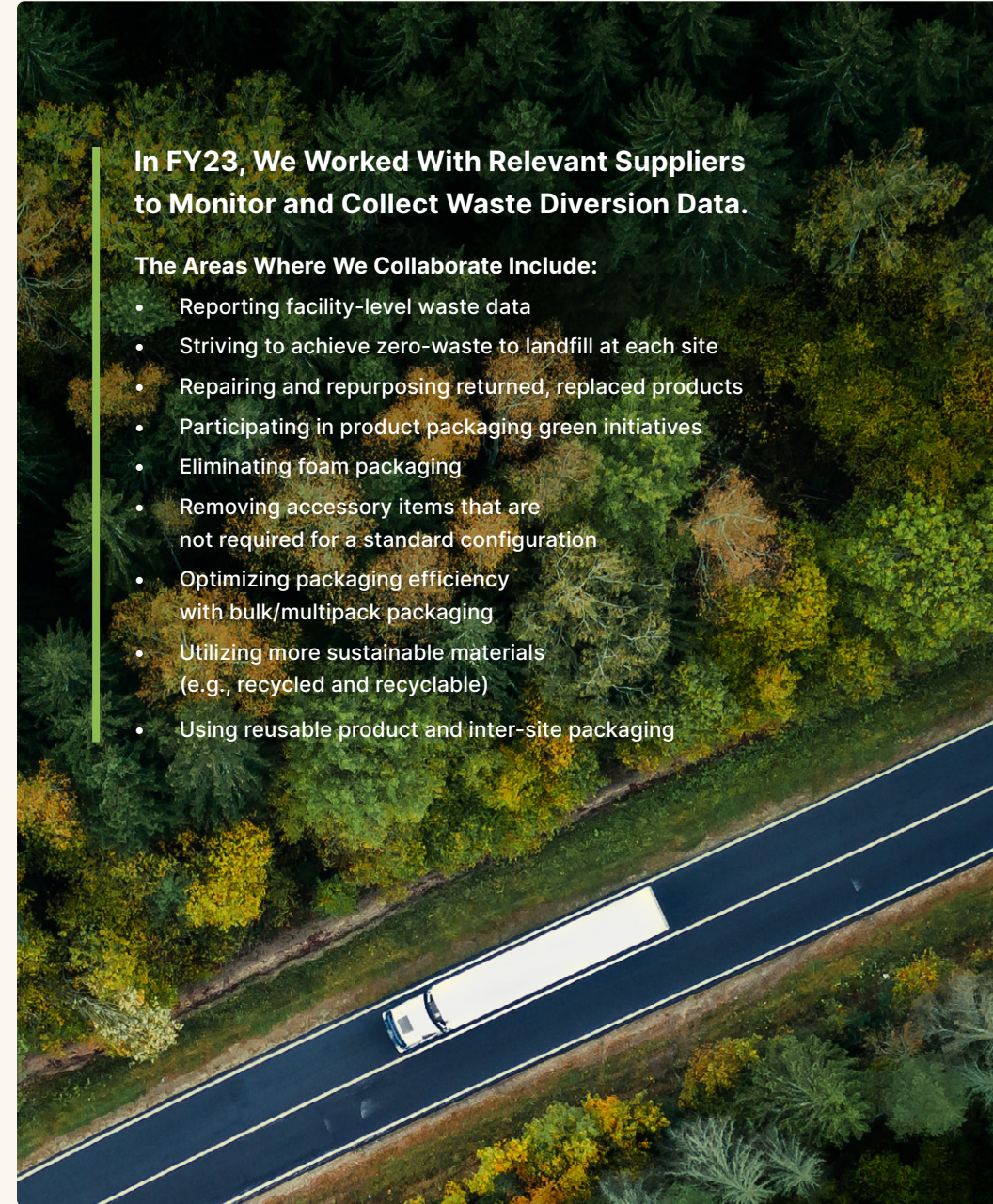
Our Vice President of Operations oversees these supply chain management efforts and reports directly to the CEO. The Operations team also shares updates on key initiatives with Pure Storage executives on sustainable supply chain management.

In FY23, as part of our continuous improvement efforts, Pure Storage began quarterly business reviews with our strategic suppliers to review their ESG KPIs and to collaborate on plans to achieve sustainability goals (e.g. reducing waste to landfill, increasing reusable packaging, and manufacturing energy efficiency).

Waste Reduction

Pure Storage has identified waste reduction as an opportunity to reduce our environmental impact within the supply chain. We are working to minimize packaging materials consumed and encouraging our suppliers to maximize the use of recyclable materials. In FY23, we launched an effort to reuse packaging materials during inter-site transportation.

Our focus on supporting a circular economy has driven efforts to better understand how materials are consumed upstream in our supply chain, and as a result, we are improving our management of upstream waste data. As part of this effort, we will continue to monitor and analyze data on waste diversion to baseline waste to landfill across all manufacturing sites.



In FY23, We Worked With Relevant Suppliers to Monitor and Collect Waste Diversion Data.

The Areas Where We Collaborate Include:

- Reporting facility-level waste data
- Striving to achieve zero-waste to landfill at each site
- Repairing and repurposing returned, replaced products
- Participating in product packaging green initiatives
- Eliminating foam packaging
- Removing accessory items that are not required for a standard configuration
- Optimizing packaging efficiency with bulk/multipack packaging
- Utilizing more sustainable materials (e.g., recycled and recyclable)
- Using reusable product and inter-site packaging

Corporate Governance

Pure Storage's Board of Directors and executive management recognize the importance of sound governance. Our standards and policies contribute to an ethical and inclusive business and workplace.

Our Board of Directors is currently composed of 10 directors, including Chairman and CEO Charles Giancarlo. The Board oversees the management of the company's business and serves as a prudent fiduciary for our shareholders. The Board maintains three standing committees that meet at least quarterly to receive and discuss updates on topics within each committee's purview. Each committee's scope includes oversight over specific ESG topics as noted on the right. Good board oversight builds trust with our stakeholders as we meet our commitments.

Our [Corporate Governance Guidelines](#) direct our Board's activities and provide the structure within which our directors and management can effectively pursue our business objectives. The Board also receives annual updates on ESG initiatives, including the global impact of Pure Good Foundation's work. See the [Pure Good section](#) in this report for additional information.

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

Board of Directors

FY23 MET: 5X | MEMBERS: 10

Audit and Risk Committee

FY23 MET: 8X | MEMBERS: 3

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

Compensation and Talent Committee

FY23 MET: 5X | MEMBERS: 4

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

Nominating and Corporate Governance Committee

FY23 MET: 4X | MEMBERS: 3

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

[More on our Board of Directors: 2023 Proxy Statement](#)

ESG Governance Model

Pure Storage continues to refine its ESG governance model as it progresses on its ESG journey. This ensures we have the structure in place to achieve our goals, as well as continue to evolve our strategy as new priorities emerge.

At Pure Storage, ESG is everyone’s job regardless of their position, geographic location, or title. Our goals impact our operations, product development, and stakeholder partnerships. These efforts are supported by Pure Storage’s Global Head of ESG, who is responsible for spearheading the transformation of our ESG strategy and program. This role reports directly to our Chief Legal Officer (CLO), who reports directly to the CEO.

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

Our ESG Core Committee (part of our ESG Councils), made up of cross-functional leaders from across our business, is responsible for the data, content, and analysis within this report.

Our subject-area ESG committees, such as the ESG Reporting and Disclosures Committee, oversee progress toward our strategy and ensure we are integrating the voice of the customer and other stakeholders into our efforts. The committees meet regularly and are composed of VP- and director-level employees. These leaders are responsible for

assessing, managing, and maturing the integration of ESG priorities throughout our business operations.

In FY23, Pure Storage onboarded an ESG Controller focused on ESG governance, regulation preparedness, and cross functional sustainable investment planning. The ESG Controller works in close partnership with the Global Head of ESG. We also deployed an enterprise-grade system centralizing ESG data collection, automating manual tasks, simplifying framework reporting and disclosures, and ensuring data accuracy.

Additionally, we have established functional executive owners for each of our Tier 1 priority ESG topics. These groups are responsible for reviewing progress related to these topics and the work of the ESG Committees. This work is overseen by our three ESG executive sponsors—CLO, CTO, and CFO—who provide guidance and approve new initiatives. These sponsors are responsible to elevate ESG-related topics to the Board as needed.

Ethical Business Practices

Pure Storage prides itself on its commitment to ethics throughout all of its business activities. From our Board of Directors to our supply chain partners, we promote stringent measures to ensure ethical behavior and decision-making so that we operate with honesty, integrity, and respect for others. Our Code of Conduct and other policies are foundational to our culture. Ethical business practices are central to our mission and business success and are critical to developing and maintaining relationships with our employees, our customers, our partners, and the communities we serve.

Our CLO oversees ethics and compliance. We have a dedicated Legal Ethics and Compliance function that works cross-functionally and reports to the CLO. The CLO provides quarterly presentations to the Board of Directors and the Audit Committee on the Pure Storage ethics, integrity, and compliance program.

Pure Storage leadership sets the tone regarding the importance of ethical behavior, including complying with all legal requirements and policies.

Culture of Compliance

Since 2020, Pure Storage has conducted an annual Culture of Compliance tone survey, asking employees how they feel about ethics and compliance leadership at Pure Storage and the company's overall tone and support for ethics and compliance.

In our FY23 survey, our employees responded as follows:

96%

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

95%

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

94%

94% agreed or strongly agreed that "Pure Storage demonstrates its core values through our transactions with third parties, including partners and customers."

Code of Conduct

Pure Storage recognizes the importance of fostering a culture of ethical decision-making. We use a variety of tools and training to build and maintain this culture. One of these is our [Code of Conduct](#), which we expect all our employees, business partners, and suppliers to adhere to. It sets forth our commitment to integrity, honesty, and respect for others.

Available in 10 languages, the Code of Conduct applies to all Pure Storage employees, officers, and Board members. We also expect contractors, partners, service providers, customers, suppliers, and vendors to abide by the same values and principles when working on behalf of Pure Storage. We also provide Code of Conducts specific to our suppliers and partners.

The Code of Conduct covers a variety of critical topics, including:

- 1 Conflicts of interest**

- 2 Antitrust and competition**

- 3 Workplace conduct**

- 4 Insider trading**

- 5 Accurate records and financial reporting**

- 6 Protecting Pure Storage confidential materials and intellectual property**

Speak Up Policy

Employee Input Is Critical

Pure Storage employees are empowered to speak up and voice any concerns they have about suspected violations of the law or of Pure Storage Code of Conduct. They can report through their management chain, human resources, or via our anonymous reporting hotline.

In addition to the Code of Conduct, we have a Speak Up policy, which explicitly encourages employees to come forward with any concerns and provides guidance on the available channels for doing so. We maintain an anonymous Speak Up hotline with both a dedicated phone number and webform by which anyone—including third parties—can submit concerns either by name or anonymously. Learn more about the [Speak Up hotline](#).

Pure Storage also has zero tolerance for retaliation against good faith reporters. We have a non-retaliation policy incorporated in our Code of Conduct, which is reinforced in our Speak Up legal page and through reminders in newsletters and training sessions. Every concern raised through our platform is thoroughly reviewed and investigated by Pure Storage Legal, Human Resources, and/or Internal Audit teams, or where necessary, an independent third party.

Our Speak Up platform and all related complaints are managed by our CLO and the Legal team in coordination with the Human Resources team.

Driving Ethical Conduct and Practices

100% Policy Acknowledgement

As of 2019, 100% of active, full-time Pure Storage employees acknowledge receipt of and agree to abide by the following key policies:

- 1 **Code of Conduct**
- 2 **Anti-bribery and Anti-corruption Policy**
- 3 **Zero Tolerance for Workplace Harassment Policy**
- 4 **Insider Trading Policy**
- 5 **Information Security Policy**
- 6 **Import/Export Statement**

In FY23, and all prior years, Pure Storage did not have any confirmed incidents of bribery or corruption.

Mandatory Training/ Anti-corruption

As part of our focus on ethical behavior and business practices, all new Pure Storage employees receive training on our Code of Conduct at onboarding. We also require regular training for existing employees on anti-discrimination and harassment and privacy. In FY23, Pure Storage worked with an external creator on a bespoke training on sales compliance, incorporating it into a mandatory campaign for our global sales force. This is part of the supplemental business integrity and anti-bribery and anti-corruption training we provide to the sales team.

In FY23, Pure Storage held its second annual Pure Compliance Club, a week-long series of supplemental innovative training and speaker events covering a variety of topics related to ethical decision-making. Internal and external experts shared stories of excellence and common missteps in corporate compliance. Pure Compliance Club continues to be an annual event and part of a broader effort to build and maintain a culture of sound and ethical decision-making.

Human Rights

Pure Storage stands against human rights abuses and is committed to respecting internationally recognized human rights. We work to ensure that the company is not complicit in human rights violations in our value chain.

Our human rights related policies are based on the following documents: the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Responsible Business Alliance (RBA) Code of Conduct.

Relevant Policies:

- [Statement against Slavery and Human Trafficking](#)
- [Policy on Conflict Minerals](#)

Third-party Compliance

Channel Partners: Pure Storage channel partners are expected to follow the [Partner Code of Conduct](#), which details business expectations and guidance to our channel partners, including a mandate that they follow the [Responsible Business Alliance Code of Conduct](#). The Partner Code of Conduct is available in several languages and is enforced through monitoring, audits, certifications, and training.

Suppliers: Pure Storage expects its suppliers to follow the [Supplier Code of Conduct](#), which is based on the Responsible Business Alliance Framework. This framework was created as a way to improve social, environmental, and ethical conduct through global supply chains. This code covers all suppliers and is enforced through program collaboration and monitoring activities.

For more details, see the [Sustainable Supply Chain section](#) of this report.

Data Privacy

Pure Storage is committed to ensuring the responsible use of personal data entrusted to us by our customers, business partners, and employees. Pure Storage conducts business in accordance with the highest ethical standards, focused on lawfulness, fairness, transparency, and accountability.

Our privacy function reports to our CLO. In FY23, we focused on formalizing our privacy program with dedicated resources and pivotal improvements to both our internal policies and processes, as well as our external [Privacy Notice](#).

Each year since 2021, Pure Storage has launched a mandatory annual privacy training campaign for all employees, focused on encouraging personal responsibility to support foundational privacy principles.



Product and Data Security

At Pure Storage, we recognize the critical importance of developing our portfolio of products with security in mind and continuing to secure data throughout the product’s use.

The Pure Storage security framework is led by our VP and CTO of Security and Networking and overseen by our Executive Security Council. An integral part of our approach is the role of the CISO organization in our DevSecOps methodology, where it provides governance and security operations functions. Through these efforts, we have integrated a security mindset and underscored the importance of security throughout the company.



Product Security

Launched in FY21, the DevSecOps program at Pure Storage was created by Dr. Ratinder Paul Singh Ahuja, CTO & VP for Security and Networking. As a renowned expert in the field of security, Dr. Ahuja introduced the program with the objective of systematically improving the security posture of Pure Storage products, including storage appliances and cloud-hosted services. The program emphasizes a “shift left” approach to security, integrating security best practices into design, code, and deployment at the earliest possible time in a product’s life cycle. The program is implemented through a six-point plan framework that includes the following:

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

The six points of the framework help developers adopt a security-first mindset from the inception of an idea to its delivery. The program has been successfully implemented by the engineering and product development organizations in all business units at Pure Storage which has resulted in an improved security posture for our product lines.

Data Security

Pure Storage has made the following commitments to our stakeholders regarding security:

- 1 Committed to protecting information entrusted to us**

- 2 Implements physical, administrative, and technical safeguards designed to protect information from unauthorized access, use, or disclosure**

Data is managed, processed, and stored in accordance with relevant data protection and other regulations. Pure Storage has deployed secure methods and protocols for transmission of confidential or sensitive information over public networks. Encryption is enabled for databases housing sensitive customer data.

To ensure our data protection objective is achieved, we've established appropriate governance over this area as well as review procedures.

The executive team, supported by the senior business unit, departmental and team leaders, engineers, and support staff, leads this effort. Their work is overseen by the Executive Security Council, which consists of the executive team and is chaired by our Chief Information Security Officer (CISO).

We have created automated and manual procedures developed by the respective teams for processes spanning our operations, including product management, engineering, technical operations, security, IT, and HR. These procedures are aligned with our overall information security policies and are updated and approved at a minimum once per year, or as needed, to reflect changes in the business.



Security Highlights

Pure Storage ensures each of its employees and contingent workers completes a mandatory security awareness training course upon hire and annually thereafter. We also run quarterly phishing campaigns to educate users on business email security.

Pure Storage obtained its first SOC-2 attestation report covering Trust Services Categories—Security, Availability, and Confidentiality in FY22 and continued to maintain it in FY23.

Pure Storage obtained its first ISO/IEC: 27001:2013 certification in FY23 for the Portworx® business unit, demonstrating our commitment to cybersecurity in the following key areas:

- Operational control and authority for the management system
- Policy and procedure reviews
- Cloud engineering services
- Business operations
- System development
- Application security
- Site reliability engineering
- Product management
- Customer success and support
- Contract administration and negotiation
- Sales operations
- Facilities and property management
- Data localization

In addition to the ISO/IEC: 27001:2013, the Pure Storage Security Office engages independent third parties to assess the capability and maturity of its cybersecurity program aligned with recognized industry standards listed below:

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

Enterprise Resiliency Program

Pure Storage also has an Enterprise Resiliency program, which considers cyber-related resiliency, comprised of the following areas:

- **Crisis management:** Guidelines and strategic response plans to avoid or minimize damage to our people, profitability, reputation, and operations.
- **Disaster recovery:** Technical plans to enable the recovery or restoration of critical infrastructure, systems, and technologies.
- **Business continuity:** Operational plans to mitigate against low probability, high impact disruptions for continued services to internal and external customers.
- **Pure Storage** also carries an active cybersecurity insurance policy.

We conduct risk assessments and continuity planning in alignment with the ISO/IEC 27001:2013 and ISO 22301:2019 standards. To test our systems and apply learnings, Pure Storage also conducts exercises to simulated crisis events.



Future Forward: Our Operations

In next year's ESG Report, we look forward to sharing more on several initiatives highlighted below that took place in early FY24 or are planned through fiscal year end.

- Obtain third party verification of greenhouse gas emissions, Scope 1, 2, and 3.
- Set near-term science-based targets for approval by the SBTi.
- Align our ESG Report to the Task force on Climate-related Financial Disclosures (TCFD).
- Directly procure renewable energy for our Santa Clara headquarters site.
- Integrate renewable energy mix considerations in our procurement decisions (for data centers).
- Transition to a new third-party disposal vendor to provide coverage at all data center facilities. This vendor adheres to a strict zero-landfill policy and partners with certified disposal experts to ensure all devices sent for disposal will be recycled according to EPA guidelines.
- Launch a cross-functional privacy council to drive greater engagement, awareness, and advocacy with respect to privacy-related processes and regulatory requirements.
- Formalize and expand our privacy-by-design (PbD) processes to allow for a proactive focus on embedding privacy requirements during the development stage of our products, systems, and tools.
- Engage an independent third party to perform an internal assessment against the updated ISO/IEC: 27001:2022 standard for Portworx.





OUR PEOPLE





Building a Culture and Talent Strategy to Enable Growth

Pure Storage believes it can make a significant impact in reducing data center emissions globally through its environmental sustainability efforts, including designing products and solutions that enable customers to reduce their carbon and energy footprint. This mission is only made possible by our employees—a highly talented, committed, and diverse group of more than 5,000 people across 30 countries.

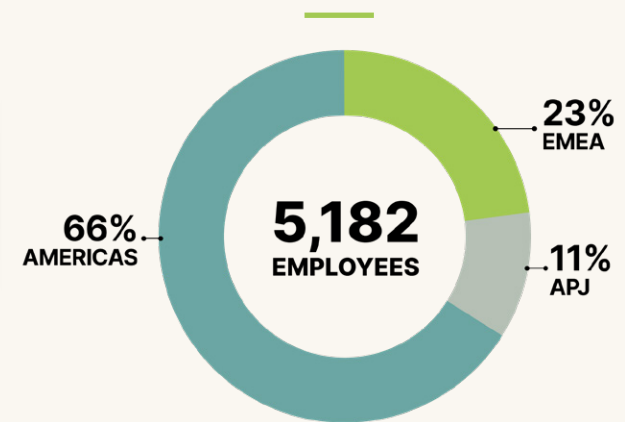
We grew our talent footprint by 22% and continue to expand our hiring and location strategy to ensure we attract the right people for the right roles and have a global mindset with diverse perspectives. Our talent strategy is rooted in helping our employees deliver strong business results while also fostering a culture that enables

each employee to enhance their skills and accelerate their career development. Pure Storage culture is guided by our core values—customer-first, persistence, creativity, teamwork, and ownership—and is underpinned by our commitment to honesty, integrity, and respect for

others. We strive to build a workplace culture that sets Pure Storage apart as an employer and is sought out by others as a company that not only cares about employees, but is the best place to engage in career-defining, highly impactful work. Our culture is collaborative and ambitious. Encouraging

and performance-focused. Inclusive and solution-oriented. Innovative and agile. It's what makes Pure Storage special, and we are very proud of how it enables us to have a positive impact on our employees, customers, partners, and the world.

Employees by Region



Fueling Our Future: Investing in Our People

Pure Storage is transforming the storage industry which requires a talent strategy that, like our portfolio of products, is best-in-class. We continue to place a concerted effort on building, growing, and enabling our workforce. We empower our employees to make an impact each and every day while providing opportunities for every employee to expand their skills and stretch themselves through complex yet meaningful work. We have created an environment that celebrates individuality and encourages diversity of thought. Our managers and employees receive regular feedback and have clarity on how their rewards and recognition are tied to the differentiated impact they create.

Knowing where to invest requires listening to our employees to understand their evolving needs and perspectives. We use the Pure Storage Employee Voice Survey (EVS) to gather confidential employee feedback. Our employee engagement scores have been consistently high, and when benchmarked by a third party, are above the industry average. Our high EVS scores are a key contributor to our customers' positive experiences and our business success. The FY23 EVS had 3,963 employee responses which was 85% of our active employees.

Employee Voice Survey Results¹

92%

Great Place to Work

91%

Proud to Work at Pure Storage

90%

I Feel Comfortable and Safe Being Myself at Work

89%

I'm Comfortable Voicing My Opinions, Even if They Are Different From Others

85%

Overall Employee Engagement— a 2% Point Increase YoY

Our People at a Glance

Best-In-Class Talent

- Grew headcount by approximately 22% with workforce plans that fuel our growth and are financially sustainable.
- Began using software to aid in sourcing diverse candidates.

Employee Growth and Development

- Designed the Pure Storage Leadership Academy—a portfolio of learning programs and journeys for all employees.
- Encouraged employee training—employees completed, on average, 60 hours in calendar year 2022.
- Prioritized internal talent for job opportunities, filling 14.4% of our openings internally.
- Provided performance and career development feedback to 97% of employees.
- Hosted our first annual global Career Week.

Diversity, Equity, and Inclusion

- Launched Inclusive Leadership Index (ILI) that holds our VPs accountable for achieving our DEI objectives. The ILI was recognized by Gartner as a top DEI practice.¹
- Advanced diversity representation, including 31.5% women in director roles and 11.4% under-represented group (URG).²
- Conducted pay equity analysis for all employees twice annually.
- Ensured that approximately 70% of offers accepted met the Rule of Three—with one out of three qualified candidates interviewed being a woman or URG member.

Pay Transparency

- Launched pay and job education resources and trainings.
- Provided all employees with access to their pay ranges.
- Posted salary ranges for all US external job postings.

Employee Wellness

- Developed family forming benefits to support employees on their path to parenthood.
- Expanded domestic travel coverage within our US medical plans to include safe access to medical needs and care.
- Hosted quarterly “Purely You” wellness educational series.
- Achieved an 80% score on our employee Wellbeing Index.

Health and Safety

- Developed a Warden Program in which employee volunteers are trained on emergency safety.
- Integrated our employee health, and safety training into new hire orientation.

A Culture of Doing Good

- Donated \$2.3M USD to nonprofit organizations across the globe.
- Volunteered 30,700 hours, which has a value of \$976,874 USD.

Best-in-Class Talent Acquisition

We know that finding and attracting top talent is essential to our mission and success. Our workforce planning ensures that we are hiring and onboarding employees in a fiscally responsible manner, and in alignment with our strategy and company priorities. In FY23, we grew our global headcount by 22% and passed the 5,000 threshold for the first time, predominantly to advance our innovation, customer experience, and go-to-market coverage. We aim to be an industry leader in talent acquisition by hiring through diverse talent pools and keeping our candidates engaged throughout the recruiting process.

Pure Storage has been able to attract top talent through a combination of industry-leading work, our attractive company culture, competitive compensation, and innovative benefit offerings. We resonate with talented professionals who are seeking new groundbreaking challenges and a healthy, thriving culture. During our rigorous and structured interview process, candidates are assessed fairly and objectively and learn about the opportunity to make an impact and the exciting career opportunities Pure Storage offers. We also ensure that our Talent Acquisition team and hiring managers are authentic, transparent, and empathetic with applicants. Our hired applicant Net Promoter Score (NPS) was 91 versus an IT and Tech industry benchmark of 85 for companies with 1001 to 5000 employees. We value our high candidate NPS, and we strive to offer our candidates an exceptional experience.

Our Global Innovation Talent Strategy

To fuel innovation at scale, Pure Storage is building innovation centers in each region around the globe to bring our engineers closer to our customers while creating a diverse environment to bring creative ideas into product development.

Currently, we have major innovation centers in Santa Clara, CA (U.S.), Prague, Czech Republic (EMEA), and Bangalore, India (APJ). The strategy for each center is to be fully autonomous with end to end ownership over development projects. This strategy offers our engineers the unique opportunity to work on challenging technical problems which often have not been solved by anyone else, in order to advance our customers' outcomes. This approach is very attractive to the talent we seek—high quality engineers in the markets we operate (both early in career and professionals). This talent strategy is enabled through a globally standardized interview process, combining technical and behavioral interviews, which keeps our hiring bar consistently high across all regions.

Employee Growth and Development

We have been very intentional about creating an environment where people can thrive and do their best work, recognizing that by hiring well, providing stretch and meaningful work, offering continuous learning and training strong leaders, we'll meet and exceed our business goals.

Over the last two years, we have significantly expanded our talent management efforts and implemented best-in-class programs, processes, and tools to enable employee development, growth, mobility, and performance.

Our holistic performance management process now includes multiple touchpoints for employees and managers to discuss feedback on performance, career aspirations, and development opportunities. We provide training and support resources to our people leaders to give them confidence to help their employees grow professionally.

We believe that transparency leads to equity. Through our annual performance review cycle, 97% of our employees completed annual self-evaluations and received performance assessments from their manager.

Managers differentiate rewards based on business impact and how our employees model our values, and assessments are calibrated among all people managers. We encourage employees to seek feedback from their managers regularly, and our people managers are accountable for fostering an environment of transparent feedback for continuous improvement. All employees have full access to their annual review documents.

Encouraging Learning

Pure Storage has a growth-focused culture. In calendar year 2022, employees completed, on average, 60 hours of training. Yet in our employee surveys, employees say they want even more opportunity for development. In FY23, we made the largest investment in learning and development in our company's history to build the Pure Storage Leadership Academy—a portfolio of learning programs and journeys that will develop leadership skills and support all our employees' career growth and development. The Academy is designed to help sustain a culture of learning, to grow and strengthen leadership capabilities, and to drive intentional skill development. It is made up of core programs for all employees and managers—in-role journeys for each level of employee—and accelerated programs for high performing employees who are nearing readiness to larger, more complex work at Pure Storage. In this way, the Academy provides development tracks for employees at every level—from executive to individual contributor—and will become more robust and comprehensive over time.

In addition to the Academy, our employees have access to a suite of digital learning, development workshops, coaching, and mentoring offerings.

87.4% of employees reported they understood what was expected of them and why it mattered.

87.9% of managers said they had enough resources and training to support them during the performance and career development review cycle.

Our Leadership Standards

In order to continue to advance our leadership bench as we grow our business, the Pure Leadership Standards were introduced. Launched at our Global Leadership Summit to all vice-presidents and above, the 4Ds are the behaviors that make our leaders effective in our culture. They were subsequently embedded in our annual review process for all vice presidents and above as expected behaviors and are the cornerstones of the first ever Pure Leadership Academy, rolled out in early FY24.

The 4 Ds: Leadership Behaviors

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

Pure Storage understands that our managers play an essential role in building culture and supporting a positive, personalized employee experience. We train and guide our managers with the help of tools and resources to enable them to connect employees to strategy, provide recognition, and advance our workplace culture.

Enabling Internal Mobility

We believe that mobility—lateral and upward job movement—is critical to engagement, growth, and retention, as well as to ready our employees to scale together with our company. In FY23, we launched our global mobility policy that encourages employees to explore and apply for open roles that align to their skills and career interests. Employees can easily search open roles and request alerts on new role openings via our new internal job portal. Every open role is posted internally for a minimum of five days. Employees are also encouraged to complete talent cards highlighting their skills, experiences, and career aspirations, which are used by our talent acquisition team to proactively recruit current employees for open roles.

Hosting Career Week

In December 2022, Pure Storage hosted its first, annual Career Week that encouraged employees to focus on their development and career interests through a mix of office-based and virtual events and development

sessions. More than 3,000 employees attended one or more events throughout the week. Nine executive staff members led sessions where they shared their career journey, shared career advice, and answered employee questions. Programming also included career planning workshops and a keynote event with a Pure Storage board member. Learning and development opportunities and resources, including our Internal Mobility Policy, were reinforced throughout the week.

Succession Planning and Executive Talent Reviews

In FY23, we implemented new rigor to our succession planning process at the executive level to ensure a strong successor pipeline for our executive staff and their direct reports. Our executive team meets throughout the year to review our succession pipeline and progress on successor development plans. The outcomes of these discussions and action plans are shared with our Compensation and Talent Committee on a regular basis. In addition to internal succession planning, we also proactively scan external prospects with a special emphasis on top diverse talent to advance equitable representation among our senior most roles. This rigor around succession planning, along with external sourcing of talent, ensures that Pure Storage is not only leading for today, but actively preparing for tomorrow.

Diversity, Equity, and Inclusion

An important part of Pure Storage culture is diversity, equity, and inclusion (DEI). Our leaders and employees welcome diverse perspectives as a way to fuel our innovation. Building an inclusive and diverse workplace is not only the right thing to do; it results in greater innovation, a better culture, and a stronger bottom line.

Our DEI Center of Excellence (CoE), led by our Vice President of Talent Management, develops and implements company-wide strategies around three key pillars: diverse representation, equitable policies and practices, and inclusive culture.

We know that our company and industry have more work ahead to advance DEI in the workplace, but we are extremely heartened by our momentum. We have committed to prioritizing DEI throughout the entirety of an employee's experience at Pure Storage—including talent acquisition, total rewards, employee development, job rotations, promotions, and career progression.

Continued Progress on Gender and Ethnic Representation

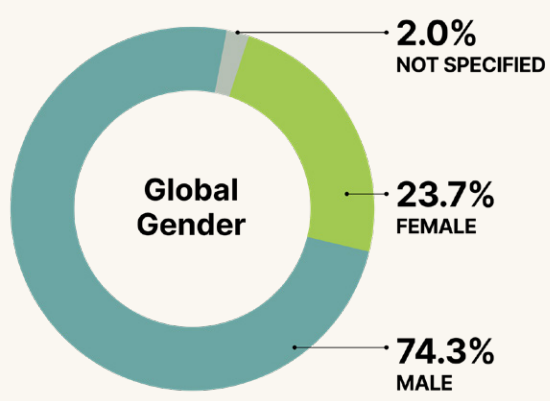
We are committed to improving gender and ethnic representation, while also ensuring equity in our practices and policies. Just as important as building a diverse team, is having an engaged team. And we are proud that our most recent employee survey engagement scores improved among women and members of underrepresented groups. When asked if they would recommend Pure Storage as a great place to work, both groups had at least a 5% year-over-year increase in favorability, to 93% and 96%, respectively.



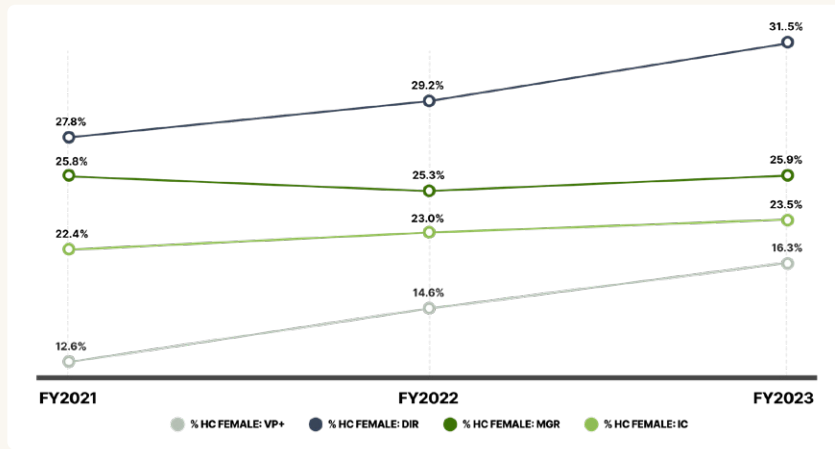
FY23 Workforce Representation

Global Gender¹

Pure Storage has increased gender representation across all levels in FY23. Women make up 31.5% of all directors (3.7% point increase since FY21) and 16.3% of all VP or higher roles (3.7% point increase since FY21). Efforts to drive equity in career growth and an increase in female representation at the highest levels of the company have led to the FY23 female promotion rate (14.5%) surpassing the male promotion rate (12.1%).

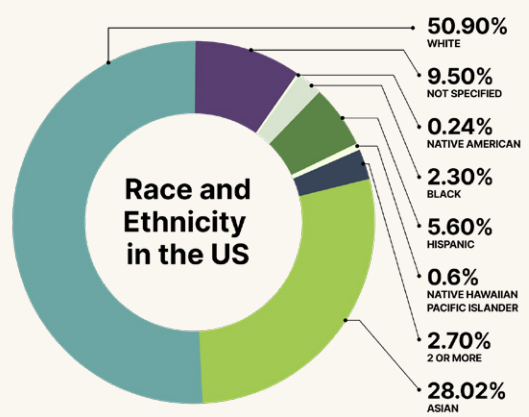


Global Female Representation by Level



Race and Ethnicity in the US^{1,2}

Nearly 40% of all Pure Storage US employees are from ethnically diverse backgrounds (Asian and under-represented groups), a 14.3% increase from our last ESG report. The Pure Storage DEI strategy places critical focus on driving representation and equity for commonly under-represented groups across tech (Black, Hispanic, Native American, Native Hawaiian/Pacific Islander, and multiracial populations). URG representation increased 2.3% points over the last 3 fiscal years (8.6% in FY20, 9.1% in FY21, 10.3% in FY22 and 11.4% in FY23).



Race and Ethnicity in the U.S.—Leadership

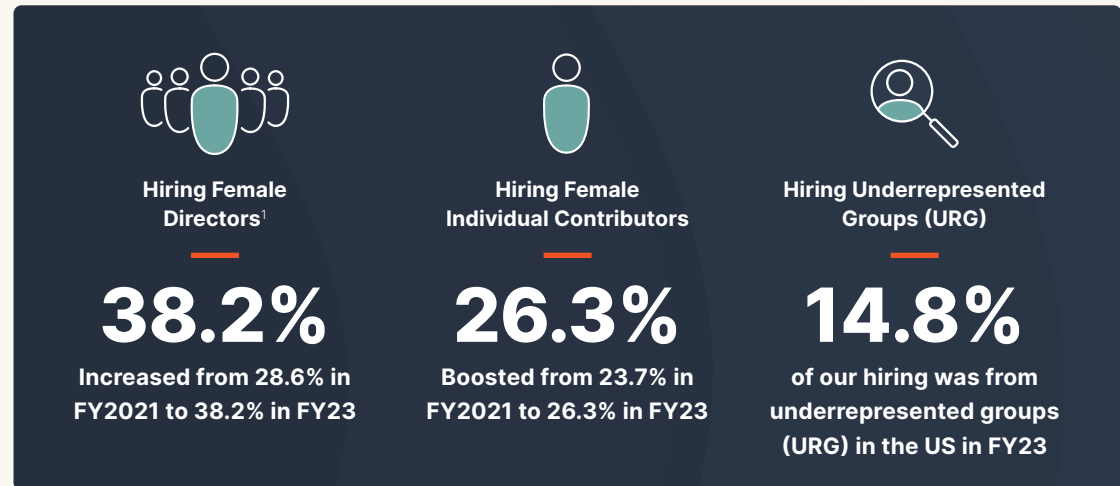
	OVERALL	DIRECTOR ³	VP+
URG	11.4%	9.1%	10.1%
WHITE	50.9%	53.1%	53.9%
ASIAN	28.2%	22.5%	28.1%
NOT SPECIFIED	9.5%	15.3%	7.9%

1 | Female Global Gender by Level based on disclosed gender information. Not Specified gender accounts for 2% of the global employee population. 2 | Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

3 | Directors includes Directors and Senior Directors.

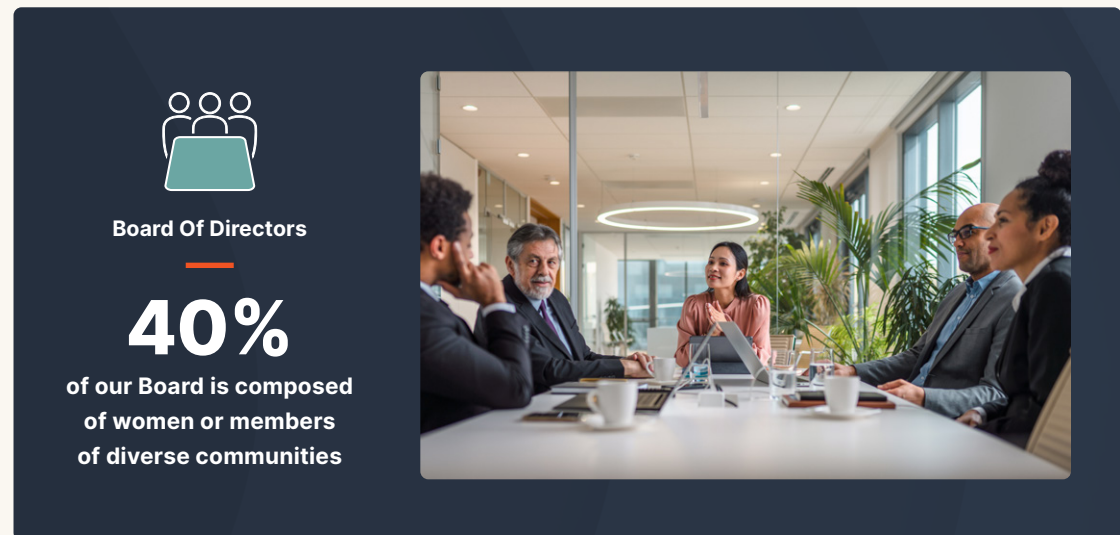
Sourcing Diverse Candidates

We understand the importance of a diverse candidate slate and diverse interview panels in both attracting diverse talent and mitigating unconscious bias from our hiring process. To support these efforts, we regularly provide training and resources for hiring managers to hone the skills needed to manage an objective candidate assessment process. In FY23, we ensured that approximately 70% of offers accepted met the rule of three, with one out of three qualified candidates interviewed being a woman or URG member. We also make sure that Pure Storage has diverse interview panels. And we participate in a variety of external conferences and events focused on diverse talent recruitment, including Afro-Tech, Anita Borg's Grace Hopper, and Lesbians Who Code.



Ensuring Diversity in our Board of Directors and Leadership Teams

Currently, 40% of our Board is composed of women or members of diverse communities, specifically we have three board members who self-identify as female, one of whom also identifies as Asian, and another board member who self-identifies as LGBTQ. Our vice president and above leadership is composed of 16% self-identified female staff globally and 10% from under-represented groups in the United States.



Pure Equality: Building Community and Connection

Our global employee resource groups (ERGs) serve a critical role in advancing inclusion and belonging at Pure Storage. They not only build connections and a strong community, they provide development opportunities for our employees. Nearly a third of our employees are members of at least one of our ERGs.

Pure Equality is a collection of six ERGs, which include:

- **Able (New in FY23):** Raises the visibility and inclusion of differently-abled employees and helps create a culture where they are safe, secure, and supported.
- **Coalition:** Advances the efforts of Pure Storage to attract, retain, and promote traditionally underrepresented groups.
- **Pride:** Provides support and community for all LGBTQIA+ employees and bridges visibility between Pride and Pure Storage employees to support an open, safe, and inclusive workplace.
- **Rise:** Gives a platform, voice, and resources to individuals early in their career or early in tech to boost their development.
- **Veterans:** Creates an inclusive community for veterans, works to accelerate their hiring, and volunteers for charitable causes.
- **Women@Pure:** Raises awareness of the challenges women face in the workplace and provides an open forum where women and their allies can aspire, develop, and collaborate to reach their full potential.

Each of our ERGs is supported by at least one executive sponsor, and receives HR guidance and funding for key initiatives.



Pure Storage ERGs continue to grow, and employees are supported in establishing new chapters. In FY23, Women@Pure ERG launched chapters in India, the United Kingdom, and Czech Republic.

Advancing Diversity, Equity, and Inclusion from the Top

In FY23, we launched the Pure Storage Inclusive Leadership Index (ILI), which guides and measures our senior leaders (VPs and above) on how to drive diversity, equity, and inclusion (DEI). The intent of the ILI is to ensure our leaders have access to a measurable and transparent method to own and inform their DEI progress and priorities.

The ILI focuses on seven key criteria that we believe are integral to ensuring a diverse and inclusive workforce, including a leader's:

- 1 Diversity of Their Direct Reporting Line Team**

- 2 Employee Engagement Among Diverse Team Members**

- 3 Acquisition of Diverse Talent Within the Leader's Organization**

- 4 Retention of Diverse Talent**

- 5 Promotion Rates of Diverse Talent Within the Leader's Organization**

- 6 Visible Sponsorship of Employee Resource Group Initiatives**

- 7 Completion of Learning and Development Around Dei Imperatives**

We coach leaders on how to advance the seven criteria within their organizations, including sharing research and best practices and providing HR and enablement support.

Every leader has access to their own score, as well as the consolidated results of their internal peers. Average ILI scores are reported to the Compensation and Talent Committee of our Board each quarter. Leaders who have high scores are recognized, as are those who improve their index scores quarter over quarter.

Providing Equitable Talent Processes, Promotions, and Pay

The talent management processes at Pure Storage include steps to ensure that performance reviews are conducted in an equitable manner. The annual review calibration process is an opportunity for managers to understand the perspective of other leaders about their teams, as well as to gain insights about talent in the organization. Calibrating expectations of employee contributions with other leaders also helps our managers and employees ensure that performance ratings are applied consistently and fairly.

In addition, we monitor the career progression ratio of female and URGs versus the overall workforce on a quarterly basis to ensure equitable promotion practices. In FY23, 14.5% of female employees globally were promoted versus 12.1% of their male counterparts. Additionally 11% of URG employees in the U.S. were promoted versus 12.9% of non-URG employees in the US. In an effort to improve URG promotion rates, in FY24 we will be designing and implementing a sponsorship program devoted to accelerating the development and promotion of high potential URG talent, as well as females globally.

Pure Storage has also developed a global approach to pay transparency that goes beyond what is required in the US. In addition to complying with pay transparency laws, we have taken proactive steps to provide understanding and transparency around our pay and jobs philosophy for all Pure Storage employees. In FY23, we launched a global training initiative for all employees and managers that covers our total rewards philosophy, our approach to job leveling, and our efforts to ensure fair, equitable, and competitive pay. All US job requisition postings now include the associated pay band. We continue to monitor pay transparency laws such as those being considered in the European Union.

We engage an external vendor to measure, achieve, and sustain pay equity twice a year, including the evaluation of differences between genders for pay, performance ratings, promotions, and stock awards.

We report on our progress, including workforce diversity data, performance ratings equity, average Inclusive Leadership Index scores, and achievements on DEI priorities to the Compensation and Talent Committee of our Board on a quarterly basis.




Employee Wellness

We support our employees’ health and wellness through all stages of life with programs, resources, and accessible benefits to ensure every Pure Storage employee can bring their best self to work.

Pure Storage employees and their families are covered by a diverse offering of benefit programs that support their unique life situations and needs. Pure Storage benefits offerings for US employees span across health, financial, and life.

In addition to providing comprehensive medical, dental, and vision coverage; life insurance; and disability insurance, we offer customizable wellness programs and offerings ranging from mental health coaching and therapy to nutrition and exercise programs. Employees also have access to an online wellness video library and our quarterly employee wellness education series, Purely You. We have a highly flexible time-off policy and encourage employees to practice self-care and proactively manage their mental and physical health.

Additional wellness benefits include financial planning resources that provide guidance on paying off student debt and helping employees prepare for retirement, as well as family-forming assistance, parental and adoption leave, and parenting support. We also provide support for different stages of healthcare needs, from easy access to virtual care to healthcare navigation support from concierge partners.

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

We regularly survey our employees to get feedback on their wellbeing and benchmark our total reward programs to ensure we are delivering competitive health and wellbeing benefits to employees.

Family Formation

Our employees expressed the need for additional fertility benefits that could span across our Pure Storage employees' diverse needs. As a result, in July 2022, we added family formation support to our global benefits package. All employees can utilize this benefit for resources, guidance, and financial assistance to help support them through their family forming journey. This benefit provides support for all forms of family formation including but not limited to: Egg preservation, IVF or IUI, Surrogacy for same-sex couples, and Adoption.

Parenting Support

Pure Storage provides personalized parenting support through Cleo where employees are matched with a guide who supports them through their family planning and child raising journey. Previously, the offering was only for those that are considering pregnancy and up to the first year of the child's life, but Pure Storage has expanded this to include support up to age 13. Cleo was also expanded to be available to all employees worldwide.

Expansion of Travel Medical Benefits

In July 2022, as a response to the Supreme Court ruling that overturned Roe vs. Wade, we expanded our travel benefits within our self-insured medical plans for employees living in states without safe access to legal abortions. Similar to the travel coverage already in place for cancer treatment, bariatric surgery, and transgender care, we added coverage for any necessary eligible expenses, such as transportation and lodging, if travel is required to another US state to access abortion care. As a reminder, our US medical plans cover legal abortions in any state.



Health and Safety

Pure Storage considers the health, safety, and well-being of our employees and others who do business with Pure Storage to be paramount. Our goal is to ensure employees feel safe and enjoy good health and well-being at work and home, enabled by our programs and processes.

Our global Environmental Health and Safety (EHS) program is managed by our Global Safety and Security Department in partnership with our Legal, HR, and Facilities teams. Pure Storage has an [Environmental, Health, and Safety Policy](#) that applies to our operations and benefits employees, contingent workers, customers, and partners in all locations where Pure Storage does business.

Pure Storage integrates these objectives into our business planning, decision-making, performance tracking, and governance processes to ensure that we comply with all applicable EHS laws and do what we can to keep our employees and contingent workers safe.

Employees, contingent workers, customers, and partners may anonymously report any suspected or actual violations of the Pure Storage EHS Policy to our ethics hotline or online at purestorage.com/speakup.

Over the past year, we worked with our EHS Internal Audit team to verify compliance and ensure alignment to our standards. Findings from these assessments are shared with internal stakeholders as we engage across departments. These audits began in our Europe, Middle East, and Africa (EMEA) region and will be expanded to Asia Pacific and the Americas through FY24.

Pure Storage has also implemented programs that move beyond legal compliance that add value to the day-to-day of our operations. Our safety committees are an example of this effort, with employees and a Pure Storage representative meeting at least quarterly to discuss health and safety topics. We are working to integrate these councils into a global safety steering committee.

Training Employees on EHS

We are committed to regular training on environmental health and safety and encourage a culture of openness and dialogue around our performance. As part of this effort, we have created a Floor Warden Program in which employee volunteers are trained on Pure Storage emergency safety plans, as well as first aid. Our wardens integrate into our EHS system, and their training is vital in the event of an emergency. So far, we have trained employees in the EMEA and Americas regions. We have also integrated our EHS awareness training into our new hire orientation training.

A Culture of Doing Good

The mission of the Pure Good Foundation is to empower our employees and nonprofit partners to build a better world. Or, as our motto states, “Go Do Good.” Today, Pure Good divides its efforts across three areas.



1 | Pure Philanthropy

Focused on our core value of teamwork and our corporate culture of doing good, we offer employees three ways to deepen their engagement with local causes dear to their hearts as part of our larger Employee Volunteer Program: (a) our Global Interest Grant program which promotes team building through group volunteerism at work; (b) the Community Volunteer program to amplify individual philanthropic work with donations; and (c) the Board Member program to support those nonprofits to which our employees dedicate their time. These three sub-programs allow our employees to become active participants in the culture of Pure Storage, and enable Pure Storage to personally engage with our employees on issues that matter most to them.



30,700
hours volunteered,
with a value of \$976,874 USD

\$2.3M
USD donated to nonprofit organizations across
the globe, a more than 50% increase YoY

2 | Environment Sustainability

Pure Storage products have always had a positive net effect for our customers and the planet. Pure Good realized it could greatly amplify these efforts by investing our charitable dollars in nonprofits who also innovatively work to improve the environment as well as by activating our large global employee population to volunteer with eco-friendly causes. This Initiative has brought out some of our strongest climate advocates and resulted in the creation of an internal group called Pure Sustainability, which hosts third-party experts to educate employees on pressing environmental issues. Through the creation of the Environmental Sustainability Initiative, Pure Good also partnered with the Pure Storage Sales team to develop a Social Impact Pricing program which allows environmentally focused nonprofits to purchase our products at a discount.

Nonprofit Partners

- Carbon Community
- Citizens Own Renewable Energy Network Australia
- Clear Air Task Force, Dream Corps Green For All
- One Tree Planted, Regeneration International
- Sážíme Stromy (We Plant Trees)
- Simbi Foundation
- Sustainable Digital Infrastructure Alliance
- Team Rubicon

3 | Workforce Development

The world is becoming increasingly technological, creating insurmountable barriers for many individuals to find meaningful, well-paying careers in today's job market. Given the diverse backgrounds of our global employee population, as well as the incredible desire of our employees to give back, Pure Good believes that we can make a difference. In FY23, the Workforce Development Initiative provided more than \$1 million USD in grants to various related nonprofits, activated hundreds of Pure Storage employees to volunteer as mentors, and helped to employ thousands of people across the world in sustainable, living-wage paying careers. Since first launched in FY21, we've seen continued growth in the success of this initiative, including a cross collaboration with HR to identify unique ways of bringing in more of this diverse talent to Pure Storage. This collaborative effort has already resulted in six internal hires from nonprofit partnerships.

Nonprofit Partners

- COOP
- Czechitas
- Dream Corps
- Generation
- Hire Heroes
- Management Leadership for Tomorrow
- NPower
- Tech-Moms
- Upwardly Global
- Year Up

“Pure Storage has invested in the Year Up mission of closing the opportunity divide by providing opportunities for young professionals that wouldn't otherwise have them.

The experience, investment, and guidance that Pure Storage has given to Year Up interns is life changing; especially for young people that come from generational poverty and other challenging circumstances. We're incredibly grateful and proud of the partnership between Year Up and Pure.”

**VIC ESPINO | DIRECTOR
OF CORPORATE ENGAGEMENT
YEAR UP BAY AREA**

Future Forward: Our People

In next year's ESG Report, we look forward to sharing more on several initiatives highlighted below that took place in early FY24 or are planned through fiscal year end:

- Launch of our Pure Leadership Academy to all Pure Storage employees.
- Development and launch of Inclusive Leadership for All (VP+ workshop) and Inclusion Starts with You (all-employee learning program).
- Launch of Pure Storage Sponsorship Program to enhance career development for all Pure Storage employees, including women and under-represented groups.
- Launch of an inclusive language campaign to encourage all Pure Storage employees to share their pronouns.
- Report on race and ethnicity in the US. for tech and non-tech employees.
- Introduction of a company-wide employee donation match program.
- Creation and launch of Volunteer Time Off policy.





OUR DATA



Greenhouse Gas Emissions

Our greenhouse gas (GHG) emissions data for FY20 through FY22 is listed below. We will report FY23 GHG emissions in next year's report. 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 footnote for restatement on FY20 data.

Greenhouse gas emissions by scope (mt CO ₂ e)	FY20 ¹	FY21	FY22
Scope 1	276	597	537
Scope 2 (location-based)	1,736	1,292	1,842
Total Scope 1 and 2 Emissions (location-based)	2,013	1,889	2,379
Scope 3: Purchased Goods and Services	46,867	50,896	54,756
Scope 3: Capital Goods	3,468	21,780	21,410
Scope 3: Fuel- & Energy-Related Activities	1,973	2,222	2,185
Scope 3: Upstream Transportation & Distribution	5,479	2,505	2,352
Scope 3: Business Travel ²	14,908	3,698	2,055
Scope 3: Employee Commuting ⁵	10,047	660	1,838
Scope 3: Upstream Leased Assets	N/A	4,032	4,023
Scope 3: Use of Sold Products	172,554	183,244	217,679
Scope 3: End of Life Treatment of Sold Products	98	119	133
Total Scope 3 Emissions³	255,394	269,156	306,431
Total Scope 1, 2 (location-based), and 3 Emissions⁴	257,407	271,045	308,809
Greenhouse gas emissions scope 1 and scope 2 by region (mt CO ₂ e)	FY20	FY21	FY22
AMER (Location-based)	1,575	1,243	1,645
APJ (Location-based)	254	320	185
EMEA (Location-based)	184	326	548
Electricity Demand (in MWh)	FY20	FY21	FY22
Electricity consumption by region (MWh)—AMER	5,811	2,796	4,750
Electricity consumption by region (MWh)—APJ	370	580	289
Electricity consumption by region (MWh)—EMEA	715	2,711	1,214
Total electricity use (in MWh)—Electricity	6,896	6,088	6,253
Energy Demand (in MWh)	FY20	FY21	FY22
Electricity use (in MWh)	6,896	6,088	6,253
Energy use (in MWh)—Other fuels ⁶	3,325	2,744	2,549
Total Energy (MWh)	10,221	8,831	8,802

Greenhouse Gas Emissions: CONTINUED

Greenhouse gas emissions intensity by FYE revenue (mt CO2e / \$ millions)	FY20 ¹	FY21	FY22
Scope 1	0.17	0.35	0.25
Scope 2 (Location-based)	1.06	0.77	0.84
Total Scope 1 and 2 Emissions (Location-based)	1.22	1.12	1.09
Scope 3: Purchased Goods and Services	28.52	30.22	25.11
Scope 3: Capital Goods	2.11	12.93	9.82
Scope 3: Fuel- & Energy-Related Activities	1.20	1.32	1.00
Scope 3: Upstream Transportation & Distribution	3.33	1.49	1.08
Scope 3: Business Travel ²	9.07	2.20	0.94
Scope 3: Employee Commuting ⁵	6.11	0.39	0.84
Scope 3: Upstream Leased Assets	N/A	2.39	1.84
Scope 3: Use of Sold Products	105.00	108.80	99.81
Scope 3: End of Life Treatment of Sold Products	0.06	0.07	0.06
Total Scope 3 Emissions³	155.40	159.81	140.51
Total Scope 1, 2, and 3 Emissions (Location-based)⁴	156.63	160.94	141.60
Greenhouse gas emissions intensity by full time employee (mt CO2e / employee)	FY20 ¹	FY21	FY22
Scope 1	0.08	0.15	0.13
Scope 2 (Location-based)	0.50	0.33	0.43
Total Scope 1 and 2 Emissions (Location-based)	0.58	0.49	0.56
Scope 3: Purchased Goods and Services	13.53	13.19	14.19
Scope 3: Capital Goods	1.00	6.29	6.18
Scope 3: Fuel- & Energy-Related Activities	0.57	0.58	0.51
Scope 3: Upstream Transportation & Distribution	1.58	0.65	0.55
Scope 3, Category 6: Business Travel ²	4.30	0.96	0.48
Scope 3: Employee Commuting ⁵	2.90	0.17	0.43
Scope 3: Upstream Leased Assets	N/A	1.05	0.95
Scope 3: Use of Sold Products	49.83	47.50	51.27
Scope 3: End of Life Treatment of Sold Products	0.03	0.03	0.03
Total Scope 3 Emissions³	73.75	69.77	72.17
Total Scope 1, 2, and 3 Emissions (Location-based)⁴	74.33	70.26	72.73
Greenhouse gas emissions intensity per effective PB Shipped (mt CO2e / PBe) ⁷	FY20	FY21	FY22
Scope 3 Use of Sold Products mt CO2e per effective petabyte shipped	65.94	54.42	48.89
Energy Demand intensity by FYE revenue	FY20	FY21	FY22
Energy Demand Intensity per \$ million in revenue (MWh / \$ million revenue)	6.22	5.24	4.04

1 | In preparing our FY21 and FY22 GHG inventory, we identified a calculation oversight in our inaugural FY20 scope 2 calculation. In particular, there was a misinterpreted value for electricity consumption for our data centers. Given that error, we took a closer look at the FY20 GHG inventory as a whole, identified any source(s) of potential error, and then corrected them as appropriate. The review resulted in an 89.2% decrease in FY20 scope 2 emissions and a 2% increase in Scope 3 Use of Sold product emissions, Purchased Goods and Services, and EOL Treatment of Sold Products. As a result, we have restated our scope 2 and scope 3 GHG inventory data in this year's FY23 ESG Report. 2 | Business travel includes all flights, accommodations, ground transportation, and all travel-related business. 3 | All Scope 3 emissions are location-based. 4 | Total Emissions (location-based) = Scope 1 + Scope 2 (location-based) + Scope 3 (location-based). 5 | Category 7: Employee Commuting (does not include working from home). 6 | Other fuels refers to natural gas from offices. 7 | Effective capacity of storage includes the impact of deduplication and/or compression technology on data stored within the array.

Human Capital

Our human capital data for FY20 through FY23 is listed below. We have restated our FY20 and FY21 human capital data due to the following: changing our calculation base for disclosed DEI data to include not-specified for Global Gender and Race and Ethnicity in the US; aligning data to fiscal year versus calendar year; and identifying and resolving calculation errors leading to more accurate data. Data points for FY20-FY23 are rounded to the nearest tenth decimal. Totals may not add up to 100% due to rounding.

Employees	FY20	FY21	FY22	FY23
Total Number of Employees	3,463	3,858	4,246	5,182
New Hires	1,027	944	1,140	1,669
Voluntary Turnover Rate	10.7%	7.8%	15.4%	12.1%
Global Age ¹	FY20	FY21	FY22	FY23
<30 years old	11.5%	10.7%	11.0%	12.8%
30-50 years old	62.2%	61.4%	59.7%	58.6%
50+ years old	26.0%	27.6%	29.0%	28.3%
Global Gender	FY20	FY21	FY22	FY23
% Female	21.9%	22.7%	23.2%	23.7%
% Male	77.5%	76.6%	75.5%	74.3%
% Not Specified	0.6%	0.6%	1.3%	2.0%
Global Gender by Level ²	FY20	FY21	FY22	FY23
% Female- Individual Contributor	22.0%	22.4%	23.0%	23.5%
% Female- Manager	22.5%	25.8%	25.3%	25.9%
% Female- Leadership (Director) ³	24.3%	27.8%	29.2%	31.5%
% Female- Leadership (VP+)	16.3%	12.6%	14.6%	16.3%
Gender by Region ²	FY20	FY21	FY22	FY23
Americas % Female	23.8%	24.8%	25.3%	26.1%
APJ % Female	13.8%	14.6%	17.0%	20.8%
EMEA % Female	17.4%	18.0%	18.5%	18.2%

1 | Global Age based on disclosed age information. Non-Disclosed Global Age accounts for less than 0.5% of the global employee population. 2 | Female Global Gender by Level and Region based on disclosed gender information. Non-disclosed gender accounts for 2% of the global employee population. 3 | Directors includes Directors and Senior Directors

Human Capital: CONTINUED

Race and Ethnicity in the US	FY20	FY21	FY22	FY23
URG Total	8.6%	9.1%	10.3%	11.4%
Native American	0.3%	0.3%	0.3%	0.24%
Black	1.3%	1.5%	2.2%	2.3%
Hispanic	3.9%	4.4%	5.0%	5.6%
Native Hawaiian/Pacific Islander	0.8%	0.7%	0.6%	0.6%
2 or more	2.3%	2.3%	2.4%	2.7%
Asian	23.9%	26.0%	27.5%	28.2%
White	49.7%	50.7%	50.7%	50.9%
Not Specified	17.8%	14.2%	11.5%	9.5%

Race and Ethnicity in the US- Individual Contributor	FY20	FY21	FY22	FY23
URG Total	8.9%	9.1%	10.3%	11.7%
Native American	0.2%	0.2%	0.3%	0.2%
Black	1.4%	1.6%	2.2%	2.2%
Hispanic	4.0%	4.5%	5.0%	5.9%
Native Hawaiian/Pacific Islander	0.7%	0.6%	0.6%	0.6%
2 or more	2.5%	2.2%	2.3%	2.7%
Asian	24.6%	26.8%	28.2%	29.0%
White	49.2%	50.4%	50.5%	50.7%
Not Specified	17.3%	13.6%	11.0%	8.7%

Race and Ethnicity in the US—Manager	FY20	FY21	FY22	FY23
URG Total	7.8%	9.6%	12.2%	11.9%
Native American	0.4%	0.4%	0.4%	0.3%
Black	0.4%	1.1%	2.2%	3.2%
Hispanic	3.7%	5.0%	5.0%	4.2%
Native Hawaiian/Pacific Islander	1.6%	1.4%	1.4%	1.0%
2 or more	1.6%	1.8%	3.2%	3.2%
Asian	25.7%	25.4%	26.9%	27.1%
White	49.0%	51.1%	48.4%	49.4%
Not Specified	17.6%	13.9%	12.5%	11.6%

Race and Ethnicity in the US—Leadership (Director)	FY20	FY21	FY22	FY23
URG Total	8.0%	8.3%	8.2%	9.1%
Native American	0.0%	0.0%	0.0%	0.0%
Black	1.1%	1.5%	1.8%	1.5%
Hispanic	4.3%	2.9%	4.1%	5.1%
Native Hawaiian/Pacific Islander	0.5%	0.5%	0.0%	0.4%
2 or more	2.1%	3.4%	2.3%	2.2%
Asian	17.1%	20.5%	21.0%	22.5%
White	54.5%	51.2%	53.0%	53.1%
Not Specified	20.3%	20.0%	17.8%	15.3%

Race and Ethnicity in the US—Leadership (VP+)	FY20	FY21	FY22	FY23
URG Total	4.4%	7.2%	8.9%	10.1%
Native American	1.5%	1.2%	1.3%	1.1%
Black	1.5%	1.2%	1.3%	3.4%
Hispanic	1.5%	2.4%	5.1%	4.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%
2 or more	0.0%	2.4%	1.3%	1.1%
Asian	17.6%	21.7%	25.3%	28.1%
White	52.9%	56.6%	58.2%	53.9%
Not Specified	25.0%	14.5%	7.6%	7.9%

Sustainability Accounting Standards Board (SASB)

Pure Storage is committed to transparently disclosing material sustainability information for our investors and other stakeholders. The tables below reference SASB's Hardware Sustainability Accounting Standard, Version 2023-06, and SASB's Software & IT Services Sustainability Accounting Standard, Version 2023-06, which are most relevant to our operations. Unless otherwise stated, the responses reflect fiscal year 2023 (February 7, 2022 through February 5, 2023). We will continue to evaluate additional metrics for disclosure in future reports.

Hardware Sustainability Accounting Standard

Sustainability Disclosure Topics & Accounting Metrics

Topic / Code	Accounting Metric	Response
Product Security		
TC-HW- 230a.1	Description of approach to identifying and addressing data security risks in products	Product and Data Security
Employee Diversity & Inclusion		
TC-HW330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Human Capital Diversity, Equity, and Inclusion
Product Life Cycle Management		
TC-HW410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	100% of Pure Storage products contain IEC 62474 declarable substances.
TC-HW410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT	0%. EPEAT standards do not apply to Pure Storage products. We produce RoHS and REACH compliance documents that identify IEC 62474 substances relevant to those regulations that are present in these products. We assess and manage the presence (or lack thereof) of substances in Pure Storage products to numerous battery and packaging material regulations, the US EPA's Toxic Substances Control Act (section 6(h) on PBTs) and the EU Persistent Organic Pollutants (POPs) regulation (based on the Stockholm Convention). Banned and restricted substances from those regulations are not contained in Pure Storage products.
TC-HW410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	0%. All of our products are able to meet ENERGY STAR criteria. We are evaluating whether to obtain formal certification in FY24 for all or a portion of our products.
TC-HW410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	How Pure Storage Delivers e-Waste Savings and Product Circularity

Topic / Code	Accounting Metric	Response
Supply Chain Management		
TC-HW430a.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-HW430a.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-HW440a.1	Description of the management of risks associated with the use of critical materials	Supply Chain Sustainability

Software & IT Services Sustainability Accounting Standard

Sustainability Disclosure Topics & Accounting Metrics

Topic / Code	Accounting Metric	Response
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Greenhouse Gas Emissions
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	Pure Storage does not operate a water-intensive business and therefore does not currently report on water, though it will assess whether to do so in the future.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Our Data Centers
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Pure Storage privacy notice
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Not applicable to this report. Pure Storage operates in a B2B environment and therefore is 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
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Not applicable to this report. Pure Storage operates in a B2B environment, and law enforcement requests are more likely to be requested from our customers directly.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not applicable as we are not a content provider.

Topic / Code	Accounting Metric	Response
Data Security		
TC-SI-230a.2	Description of approach to identifying an addressing data security risks, including use of third-party cybersecurity standards	Product and Data Security
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	22.9% of employees are Foreign Nationals; 0.05% of US employees are located offshore.
TC-SI-330a.2	Employee engagement as a percentage	Results from the Pure Storage FY23 EVS survey: 85% engagement. The EVS participation rate was 85% (3,956 of 4,646 eligible employees)
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Human Capital Diversity, Equity, and Inclusion
Intellectual Property Protection & Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a results of legal proceedings associated with anticompetitive behavior regulations	None
Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Enterprise Resiliency Program

Global Reporting Initiative (GRI)

Pure Storage discloses in reference to the Global Reporting Initiative (GRI). Unless otherwise stated, data reported reflects fiscal year 2023 (February 7, 2022 through February 5, 2023). We will continue to evaluate additional metrics for disclosure in future reports.

GRI Indicator	Description	Response
GRI 2 General Disclosures		
GRI 2-1	Organizational Details	Pure Storage, Inc. is a Delaware corporation whose shares are publicly traded on the New York Stock Exchange under the symbol "PSTG". Our global headquarters are in Santa Clara, California, with offices in 30+ countries. Pure Storage locations
GRI 2-2	Entities Included in the Organization's Sustainability Reporting	Pure Storage, Inc. and subsidiaries. No differences in reported lists.
GRI 2-3	Reporting Period, Frequency, and Contact Point	About This Report
GRI 2-4	Restatements of Information	There are two areas of restatement: 1) GHG Emissions: In preparing our FY21 and FY22 GHG inventory, we identified a calculation oversight in our inaugural FY20 scope 2 calculation. In particular, there was a misinterpreted value for electricity consumption for our data centers. Given that error, we took a closer look at the FY20 GHG inventory as a whole, identified any source(s) of potential error, and then corrected them as appropriate. The review resulted in an 89.2% decrease in FY20 scope 2 emissions and a 2% increase in Scope 3 Use of Sold product emissions, Purchased Goods and Services, and EOL Treatment of Sold Products. As a result, we have restated our scope 2 and scope 3 GHG inventory data in this year's FY23 ESG Report. 2) DEI data: Ethnicity data inadvertently reflected FY20 versus FY21. Our DEI data for FY20-FY23 has been restated in the Human Capital table in Our Data section of the ESG Report to include a category for "unspecified", as well as clarifying that race and ethnicity data is for US employees only.
GRI 2-5	External Assurance	We plan to obtain third-party verification of our GHG emissions data as of our FY24 ESG Report.
GRI 2-6	Activities, Value Chain, and Other Business Relationships	2023 Form 10-K (Business)
GRI 2-7	Employees	Human Capital Pure Storage leverages a contingent workforce for specific time bound work. However, they do not represent a significant portion of the company's activities. Pure Storage does not have a significant seasonal variation in employees.
GRI 2-8	Workers Who Are Not Employees	1774 (23.7%) contingent workers
GRI 2-9	Governance Structure and Composition	2023 Proxy Statement Corporate Governance Guidelines Audit and Risk Committee Charter Compensation and Talent Committee Charter Nominating and Corporate Governance Committee Charter
GRI 2-10	Nomination and selection of the highest governance body	2023 Proxy Statement Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter
GRI 2-11	Chair of the Highest Governance Body	Charles Giancarlo is the Chairman of the Board and Chief Executive Officer. For additional information, please see our 2023 Proxy Statement

Global Reporting Initiative (GRI): CONTINUED

GRI Indicator	Description	Response
GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	The Board oversees processes to identify and manage risks related to the economy, environment, and people through its oversight of the company's annual enterprise risk assessment and shareholder engagement. The enterprise risk assessment is based on risk information from both internal and external sources and is presented to the Audit and Risk Committee of the Board by the VP of Internal Audit. The assessment helps identify enterprise level risks and considers global economic conditions, ESG, human capital management, and other topics. ESG is a stand-alone risk consideration, and permeates several other risk topics such as cyber, privacy, talent, and climate change. Starting in FY24, we will adopt a new contract manufacturer risk assessment program where ESG related risks are evaluated at the contract manufacturers engaged by Pure. The Board and management are committed to maintaining an ongoing, active dialogue with shareholders and seeking their input on the company's evolving ESG initiatives, corporate governance practices, and compensation program. The Board reviews and discusses the enterprise risk assessment and shareholder engagement with management at least once a year for identification of appropriate follow-up action items.
GRI 2-13	Delegation of Responsibility for Managing Impacts	Our Chief Legal Officer, Chief Financial Officer, and Chief Technology Officer are the ESG executive sponsors, and the ESG function is managed by the Global Head of ESG who reports to the CLO. 2023 Proxy Statement
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	About This Report ESG Strategy and Goals
GRI 2-15	Conflicts of Interest	The Pure Storage Conflict of Interest Rules and Guidelines are captured in our Code of Conduct and supplemental guidance documents on our employee intranet. If an employee or job applicant has an outside activity or other conflict (such as a family relationship), they must first discuss with their HR Business Partner (or hiring coordinator for job applicants) and also discuss the outside activity with their manager. If they have support from their HR Business Partner and Manager they should submit an application to the Legal Compliance team. Legal Compliance will review and assess the form and determine whether the employee can engage in the outside activity or if there are other safeguards that need to be put in place regarding any potential conflict. If the Legal Compliance team becomes aware of any undisclosed conflict of interest, it will conduct a prompt and thorough investigation and may ultimately take disciplinary action against the employee.
GRI 2-16	Communication of critical concerns	The Audit Committee of the Board of Directors receives a quarterly report on status and new projects of the Legal Compliance team. As part of this update, we share a high level summary of all new concerns and internal matters we are currently reviewing or investigating. We note in this summary how many reports we received via our hotline and the issue coding for new matters received. In addition to this regular reporting, when a potentially material or serious matter arises, the Chief 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 ESG topics.
GRI 2-18	Evaluation of the Performance of the Highest Governance Body	2023 Proxy Statement
GRI 2-19	Remuneration Policies	2023 Proxy Statement
GRI 2-20	Process to Determine Remuneration	2023 Proxy Statement
GRI 2-21	Annual Total Compensation Ratio	2023 Proxy Statement
GRI 2-22	Statement on Sustainable Development Strategy	A Letter From our Chairman and CEO
GRI 2-23	Policy Commitments	Pure Storage has a public facing Code of Conduct, Supplier Code of Conduct, and Partner Code of Conduct. Our Statements on Human Trafficking, Conflict Minerals, and Corporate Social Responsibility are also available on our public website. These documents communicate our core values and expectations for our employees and partners we do business with. They include complying with anti-corruption laws, avoiding conflicts of interest, respectful conduct, fair dealing, and transparency. Each of our Code of Conduct documents contains multiple avenues for good faith reporting, and clearly states the Pure Storage anti-retaliation policy. Our codes capture our commitment to human rights, and in particular our Supplier Code of Conduct highlights our commitment as a signatory organization to the Responsible Business Alliance (RBA) Code of Ethics and our expectations that all Pure Storage suppliers likewise follow the RBA Code of Ethics, particularly as it relates to fair labor practices, respectful conduct, and anti-slavery and child labor rules. These policies are drafted by our subject matter experts in coordination with our ethics and compliance team. They are reviewed and approved by our Chief Legal Officer and by business leaders in relevant units. The Code of Conduct is reviewed and approved annually by the Board of Directors. Our Code of Conduct must be reviewed and acknowledged annually by all active Pure Storage employees. Compliance with our Partner Code of Conduct is a requirement of remaining in good standing in the Pure Storage Partner Program. Compliance with our Supplier Code of Conduct is expected of all Pure Storage suppliers and that commitment is captured in our standard paper for vendor agreements.
GRI 2-24	Embedding policy commitments	All active employees, including senior leaders, are required annually to acknowledge receipt and agree to be bound by six of Pure Storage's key policies, including the Code of Conduct, Anti-Bribery Policy, Zero Tolerance for Workplace Harassment Policy, Export Statement, Insider Trading Policy, and Information Security Policy. For the last four years, Pure Storage has had 100% of active employees complete this process.
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	Speak Up Policy
GRI 2-27	Compliance with Laws and Regulations	Not applicable. In FY2023, the company did not have any material instances of non-compliance with laws.

Global Reporting Initiative (GRI): CONTINUED

GRI Indicator	Description	Response
GRI 2-28	Membership Associations	<ul style="list-style-type: none"> - Accounting for Sustainability - A4S ESG Controller Roundtable - CEO Action for Diversity & Inclusion - ESG Controller Bay Area Consortium for Tech Leaders - FIRST - Information Technology—Information Sharing Analysis Center (IT-ISAC) - International Association of Privacy Professionals - Responsible Business Alliance (RBA) - The Conference Board (DEI)
GRI 2-30	Collective Bargaining Agreements	Employees in France and Poland, representing approximately 2% of Pure Storage global workforce, are covered by some form of collective bargaining agreement.
GRI 3 Material Topics		
GRI 3-1	Process to Determine Material Topics	ESG Strategy and Goals
GRI 3-2	List of Material Topics	About This Report
GRI 3-3	Management of Material Topics	ESG Strategy and Goals
GRI 201 Economic Performance		
GRI 201-1	Direct Economic Value Generated and Distributed	2023 Form 10-K
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Employee Wellness
GRI 203 Indirect Economic Impact		
GRI 203-2	Significant Indirect Economic Impacts	A Culture of Doing Good
GRI 205 Anti-corruption		
GRI 205-1	Operations Assessed for Risks Related to Corruption	Legal Compliance conducts an annual Global Compliance Risk Assessment, identifying the top 10 compliance risks (such as corruption, fraud, etc) facing the company and then evaluating our internal controls using the Department of Justice's Guidance on Corporate Compliance Programs.
GRI 205-2	Communication and Training about Anti-corruption Policies and Procedures	New hires are required to take a Code of Conduct training, which explains the Pure Storage anti-bribery policies, within 60 days of hire. Upon hiring, Pure Storage employees also watch a bespoke training video on sales compliance, which includes anti-bribery training. Every year, all active employees must complete an acknowledgment of the Pure Storage key policies, including the Code of Conduct and the Anti-bribery Policy.
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	No confirmed incidents of bribery in the last year.
GRI 206: Anti-competitive Behavior		
GRI 206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	No material actions
GRI 302 Energy		
GRI 302-1	Energy Consumption within the Organization	Greenhouse Gas Emissions
GRI 302-3	Energy Intensity	Greenhouse Gas Emissions
GRI 302-4	Reduction of Energy Consumption	Our Environmental Footprint Sustainable Products and Services

Global Reporting Initiative (GRI): CONTINUED



GRI Indicator	Description	Response
GRI 302-5	Reductions in Energy Requirements of Products and Services	How Pure Storage Delivers Energy and Emissions Savings
GRI 305 Emissions		
GRI 305-1	Direct (Scope 1) GHG Emissions	Greenhouse Gas Emissions
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	Greenhouse Gas Emissions
GRI 305-3	Other Indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
GRI 305-4	GHG Emissions Intensity	Greenhouse Gas Emissions
GRI 305-5	Reduction of GHG Emissions	Greenhouse Gas Emissions
GRI 305-6	Emissions of Ozone-depleting Substances (ODS)	Pure Storage does not currently track ozone-depleting substances.
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Pure Storage does not currently track nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.
GRI 401 Employment		
GRI 401-1	New Employee Hires and Employee Turnover	Human Capital
GRI 401-2	Benefits Provided to Full-time Employees That Are Not Provided to	Pure Storage does not currently track nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.
GRI 401-3	Parental Leave	All 5,182 employees were entitled to parental leave (1,234 women, 3,844 men, and 104 gender not specified). Of those, 99 employees took parental leave (45 women and 54 men).
GRI 403 Occupational Health and Safety		
GRI 403-1	Occupational Health and Safety Management System	Health and Safety
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Health and Safety
GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Health and Safety
GRI 403-5	Worker Training on Occupational Health and Safety	Health and Safety
GRI 403-6	Promotion of Worker Health	Employee Wellness
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	100% of employees (5,182) are covered by an occupational health and safety management system. Health and Safety
GRI 403-9	Work-related Injuries	0 (US only for calendar year 2022)
GRI 403-10	Work-related Ill Health	0 (US only for calendar year 2022)
GRI 404: Training and Education		
GRI 404-1	Average Hours of Training per Year per Employee	Employee Growth and Development
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Employee Growth and Development
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Employee Growth and Development

Global Reporting Initiative (GRI): CONTINUED



GRI Indicator	Description	Response
GRI 405 Diversity and Equal Opportunity		
GRI 405-1	Diversity of Governance Bodies and Employees	Human Capital Ensuring Diversity in our Board of Directors and Leadership Teams
GRI 413: Local Communities		
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	A Culture of Doing Good Diversity, Equity, and Inclusion Speak Up Policy Health and Safety
GRI 415: Public Policy		
GRI 415-1	Political Contributions	Pure Storage does not have a Political Action Committee (PAC). In FY23, Pure Storage made no direct corporate political contributions in the U.S. to any candidate, political party, or ballot initiative or campaign, political action committee or 527 organization.

United Nations Sustainable Development Goals (UN SDGs)

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

SDG Goal	Relevant Targets	Pure Storage’s Actions	Links To More Information		
 <p>GOAL 5 Gender Equality</p>	<p>Target 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	Gender diversity of our Board of Directors	Ensuring Diversity in our Board of Directors and Leadership Teams		
		Advancing women in leadership	Global Gender Human Capital—Global Gender by Level		
		Women@Pure employee resource group	Pure Equality: Building Community and Connection		
		Employee growth and development programs	Employee Growth and Development		
		Supplier Code of Conduct	Supplier Code of Conduct		
	<p>Target 5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p>	Review of pay equity holistically twice a year	Providing Equitable Talent Processes, Promotions, and Pay		
		Speak Up program for reporting concerns	Speak Up Policy		
		Commitment to human rights	Ethical Supply Chain Driving Ethical Conduct and Practices		
		 <p>GOAL 8 Decent Work and Economic Growth</p>	<p>Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>	Conflict Minerals Policy, Supplier Code of Conduct, and supplier diversity	Responsible Minerals Sourcing Ethical Supply Chain
				Grant making to non-profits and employee volunteerism/mentorship to support workforce development	Workforce Development
Review of pay equity holistically twice a year	Providing Equitable Talent Processes, Promotions, and Pay				
<p>Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	Employee benefits		Employee Wellness		
	Speak Up program for reporting concerns		Speak Up Policy		
	Established Able, Pure Storage’s newest employee resource group		Pure Equality: Building Community and Connection		
Pure Storage Code of Conduct	Code of Conduct				
Environmental health and safety	Health and Safety				
Commitment to human rights	Ethical Supply Chain Driving Ethical Conduct and Practices				

United Nations Sustainable Development Goals (UN SDGs): CONTINUED

SDG Goal	Relevant Targets	Pure Storage's Actions	Links To More Information
 <p>GOAL 9 Industry, Innovation and Infrastructure</p>	<p>Target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>Designing and building products that are far more sustainable and energy-efficient than any other available storage technology</p>	<p>Sustainable Products and Services</p> <p>How Pure Storage Delivers Energy and Emissions Savings</p> <p>How Pure Storage Delivers e-Waste Savings and Product Circularity</p> <p>Extending Sustainability with the Evergreen//One as-a-Service Subscription</p>
 <p>GOAL 12 Responsible Consumption and Production</p>	<p>Target 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<p>Designing and building products that are far more sustainable than any other available storage technology</p>	<p>How Pure Storage Delivers e-Waste Savings and Product Circularity</p> <p>How Pure Storage Delivers Energy and Emissions Savings</p> <p>Extending Sustainability with the Evergreen//One as-a-Service Subscription</p>



www.purestorage.com

©2023 Pure Storage, Inc. All rights reserved.
PS2249-02 08/2023