

OUR LABOR PRACTICES COMMITMENT

# Pure Storage Labor Practices Statement

VERSION 1.0  
November 2025

## Pure Storage: Our Labor Practices Commitment

Pure Storage is committed to providing a fair, respectful, and supportive work environment for all our employees and contracted workers. This document outlines our commitments to key labor practices, which are aligned with the Responsible Business Alliance (RBA) Code of Conduct and all applicable laws.

- 1. Wages, Benefits, and Leave:** We are committed to fair compensation. We ensure that wages, including overtime, and benefits meet or exceed the requirements of all applicable local laws for minimum wage and mandated benefits. Pure Storage is committed to providing wages that enable our employees to meet their basic needs, and all employees receive paid annual leave, holidays, and sick time.
- 2. Working Hours:** To support employee well-being, Pure Storage aligns with RBA standards on working hours. We are committed to ensuring that workweeks do not exceed 60 hours, including overtime (except in unusual or emergency situations), and that all workers receive at least one day of rest in every seven-day period.
- 3. Equal Remuneration:** We are committed to pay equity. Pure Storage provides equal remuneration for work of equal value and explicitly prohibits pay discrimination based on gender or any other protected characteristic.
- 4. Workforce Transitions:** We treat all employees with dignity and respect, including during periods of business change. In the event of workforce reductions, Pure Storage provides notice periods and consultation where applicable.

### Approvers

Date Approved	Approver	Title
11/11/2025	Jessica Kelman	Director, Global Compliance, Ethics & Privacy

### Revision History

Version	Date of Revision	Author	Summary of Changes
1.0	November 2025	Jessica Kelman	-

