



**2021 ESG REPORT**  
**GRI INDEX**

## Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Disclosure/Location
<b>GRI 102: General Disclosures 2016</b>		
<b>Organizational Profile</b>		
102-1	Name of the organization	Pure Storage Inc
102-2	Activities, brands, products and services	<a href="#">2021 10-K, pages 6-7</a>
102-3	Location of headquarters	Mountain View, California
102-4	Location of operations	<a href="#">2021 10-K, pages 31</a>
102-5	Ownership and legal form	<a href="#">Proxy Statement, pages 52-53</a>
102-6	Markets served	<a href="#">2021 10-K, pages 6-7</a>
102-7	Scale of the organization	<a href="#">2021 10-K, pages 10,35, exhibit 21.1</a>
102-8	Information on employees and other workers	<a href="#">2021-10-K, pages 10-11</a>
102-9	Supply chain	Sustainable Supply Chain
102-10	Significant changes to the organization and supply chain	None
102-11	Precautionary principle or approach	Pure Storage does not formally follow the precautionary principle, however we assess risk throughout our operations.
102-12	External initiatives	<a href="#">Responsible Business Alliance</a> <a href="#">CEO Action for Diversity &amp; Inclusion</a>
102-13	Memberships of associations	<a href="#">Technology and Services Industry Associations</a> <a href="#">Responsible Business Alliance (RBA)</a> <a href="#">Silicon Valley Leadership Group (SVLG)</a>



**Global Reporting Initiative (GRI) Index** (CONTINUED)

Strategy		
102-14	Statement from senior decision-maker	CEO Letter
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Ethical Business Practices
Governance Structure		
102-18	Governance structure	Ethical Business Practices
Stakeholder Engagement		
102-40	List of stakeholder groups	Customers, employees, investors, partners and communities
102-41	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Materiality Assessment
102-43	Approach to stakeholder engagement	Materiality Assessment
102-44	Key topics and concerns raised	Materiality Assessment
Reporting Practices		
102-45	Entities included in the consolidated financial statements	<a href="#">2021 10-K, page 63</a>
102-46	Defining report content and topic Boundaries	Materiality Assessment



**Global Reporting Initiative (GRI) Index (CONTINUED)**

Reporting Practices (CONTINUED)		
102-47	List of material topics	Materiality Assessment
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	February 1, 2019 (FY20) to January 31, 2021 (FY21)
102-51	Date of most recent report	March 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	ESG@purestorage.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared referencing GRI standards.
102-55	GRI content index	GRI Content Index
102-56	Policy/practice for external assurance	The company is not seeking external assurance for this year's report.
GRI 200: Economic		
GRI 205: Anti-Corruption 2016		
103-1	Explanation of the material topic and its Boundary	Ethical Business
103-2	The management approach and its components	Ethical Business



**Global Reporting Initiative (GRI) Index (CONTINUED)**

GRI 205: Anti-Corruption 2016 (CONTINUED)		
103-3	Evaluation of the management approach	Ethical Business
205-2	Communication and training about anti-corruption policies and procedures	Ethical Business
205-3	Confirmed incidents of corruption and actions taken	Ethical Business
GRI 300: Environmental		
GRI 301: Materials 2016		
103-1	Explanation of the material topic and its Boundary	Product Lifecycle
103-2	The management approach and its components	Product Lifecycle
103-3	Evaluation of the management approach	Product Lifecycle
GRI 302: Energy 2016		
103-1	Explanation of the material topic and its Boundary	Energy, Emissions, and Climate Resilience
103-2	The management approach and its components	Energy, Emissions, and Climate Resilience
103-3	Evaluation of the management approach	Energy, Emissions, and Climate Resilience



**Global Reporting Initiative (GRI) Index** (CONTINUED)

GRI 302: Energy 2016 (CONTINUED)		
302-1	Energy consumption within the organization	Energy, Emissions, and Climate Resilience
302-1	Energy consumption within the organization	Energy, Emissions, and Climate Resilience
GRI 305: Emissions 2016		
103-1	Explanation of the material topic and its Boundary	Energy, Emissions, and Climate Resilience
103-2	The management approach and its components	Energy, Emissions, and Climate Resilience
103-3	Evaluation of the management approach	Energy, Emissions, and Climate Resilience
305-1	Direct (Scope 1) GHG emissions	Energy, Emissions, and Climate Resilience
305-2	Energy indirect (Scope 2) GHG emissions	Energy, Emissions, and Climate Resilience
305-3	Other indirect (Scope 3) GHG emissions	Energy, Emissions, and Climate Resilience
305-6	Emissions of ozone-depleting substances (ODS)	Energy, Emissions, and Climate Resilience



**Global Reporting Initiative (GRI) Index (CONTINUED)**

GRI 400: Social		
GRI 401: Employment 2016		
103-1	Explanation of the material topic and its Boundary	Talent Acquisition, Retention and Development
103-2	The management approach and its components	Talent Acquisition, Retention and Development
103-3	Evaluation of the management approach	Talent Acquisition, Retention and Development
GRI 403: Occupational Health and Safety 2018		
103-1	Explanation of the material topic and its Boundary	Health, Safety, and Well-being
103-2	The management approach and its components	Health, Safety, and Well-being
103-3	Evaluation of the management approach	Health, Safety, and Well-being
403-1	Occupational health and safety management systems	Health, Safety, and Well-being
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety, and Well-being
403-5	Worker training on occupational health and safety	Health, Safety, and Well-being



**Global Reporting Initiative (GRI) Index (CONTINUED)**

**GRI 403: Occupational Health and Safety 2018 (CONTINUED)**

<b>403-6</b>	Promotion of worker health	Health, Safety and Well-being
<b>403-8</b>	Workers covered by an occupational health and safety management system	Health, Safety and Well-being
<b>403-9</b>	Work-related injuries	Health, Safety and Well-being
<b>403-10</b>	Work-related ill health	Health, Safety and Well-being

**GRI 405: Diversity and Equal Opportunity 2016**

<b>103-1</b>	Explanation of the material topic and its Boundary	Diversity, Equity, and Inclusion
<b>103-2</b>	The management approach and its components	Diversity, Equity, and Inclusion
<b>103-3</b>	Evaluation of the management approach	Diversity, Equity, and Inclusion

**GRI 403: Occupational Health and Safety 2018 (CONTINUED)**

<b>405-1</b>	Diversity of governance bodies and employees	Diversity, Equity, and Inclusion
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