



2021 ESG REPORT

Environmental
Social
Governance

A Letter From Our CEO

I am delighted to publish our inaugural ESG report. Those who have worked at or with Pure Storage for any length of time will recognize these benchmarks and commitments as they are drawn directly from the way we have always operated and the values we live by, each and every day. This report is meant to bring visibility to our accomplishments and results, as well as our additional commitments to everyone and not solely to our customers, partners and employees.

With our materiality assessment of our Technology, our Operations and our People, one conclusion clearly stood out: Pure is making a significant and immediate impact in reducing data center carbon emissions worldwide through our environmental sustainability efforts. Pure's products today positively impact our customers' environmental footprint by requiring substantially less power, space, and cooling and by producing less waste than existing solutions and competitive systems.

Pure's vision is to empower innovators to build a better world with data. Our long-standing strategy for achieving that vision is through delivering a simple, evergreen data platform that enables everyone to turn data into intelligence and advantage. We are excited to help our customers use the information presented here to decrease their carbon footprint at the same time that they advance their organization's digital transformation. I am very proud of the impact that Pure has in the global effort to fight climate change, reduce pollution, create a more equitable world and help organizations of all sizes realize their potential through the better use of data.

While I am proud of where we are as a company, we are committed to continuously improving to make an even larger impact. We believe that we will sustain our competitive advantage through steady, focused progress on each of our key ESG initiatives, creating value with minimal harm, and leaving a legacy that's as truly "green" as Pure's signature orange.

I look forward to continuing to work with all our stakeholders to improve in all that we do.

Thank you,



Charles Giancarlo, Chairman & CEO

Here are a few facts from the report that bring clarity and focus to our commitments:

Our Technology

Up to 80% reduction in direct carbon usage versus competitive all-flash systems

Continuing to enhance Pure's built-for-flash software, our proprietary DirectFlash® technology and our Evergreen™ and Pure-as-a-Service™ subscriptions will deliver more reliable products with longer service lifetimes and lower power requirements, improving both financial and environmental sustainability for our customers. In addition, Pure is committing to a 3x reduction in direct carbon usage per petabyte by FY30.

Our Operations

Commitment to 50% intensity reduction in market-based Scope 1 and 2 GHG emissions per employee from FY20 to FY30, and achieve net zero market-based Scope 1 and 2 emissions by FY40.

Our People

95 out of 100 score in Pure's first Human Rights Campaign's 2022 Best Places to Work Corporate Equality Index.

Pure Storage is a diverse and inclusive work environment. Our leadership will measure progress and share best practices using an Inclusive Leadership Index to be launched this year.



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 and employees. Through Pure's product portfolio and services, we enable customers to modernize their infrastructure, operations, and applications as they make digital transformation a reality for their organizations.

Pure and its workforce of over **4,000 employees** across **39 countries** strive every day to embody the company's five core values: Customer First, Persistence, Creativity, Teamwork, and Ownership.

To learn more about Pure's operations and business structure, please see our FY21 [Annual Report](#).

Pure's Five Core Values

Customer First



Persistence



Creativity



Teamwork



Ownership



Pure Storage at a Glance



FY22 ANNUAL REVENUE

\$2.18B

29% Y/Y
Growth



CUSTOMERS

10,000+

Global
Customers¹



SATISFACTION

85.2

NPS is Top 1%
of B2B Companies



LEADERSHIP

8 Year
Leader

Gartner Magic
Quadrant



FORTUNE 500
CUSTOMERS

>52%

Of Fortune
500 Companies¹



Q4 FY22 SUBSCRIPTION
ARR EXITING FY22²

\$849M

31% Y/Y
Growth

¹: As of the end of Q4 FY22

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.



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A man and a woman are standing in a server room, looking at each other and talking. The man is wearing a blue and white checkered shirt and blue jeans, and the woman is wearing a white shirt and blue jeans. They are both wearing lanyards. The server room has rows of server racks with blue and red lights. The floor is dark and reflective. The background is dark with some light reflecting off the server racks.

OUR TECHNOLOGY

2021 ESG REPORT

Sustainable Products and Services

Building sustainable technology infrastructure is necessary to mitigate global warming and the worst impacts of climate change. We are leading the way by designing and building products and delivering services that allow our customers to dramatically decrease their own environmental footprints.

The explosive growth of data and corporate digital transformation has kept IT professionals focused more on keeping up with increasing data storage capacity and controlling costs than on reducing their environmental load. The decades-old data storage product industry responded with storage systems still built on old magnetic disk technologies to deliver this capacity at the sacrifice of inefficient power usage and significant e-waste, among other factors. In contrast, Pure was unburdened by the compromises inherent in legacy platforms, and we were committed to building high efficiencies in all areas of our design from the start.

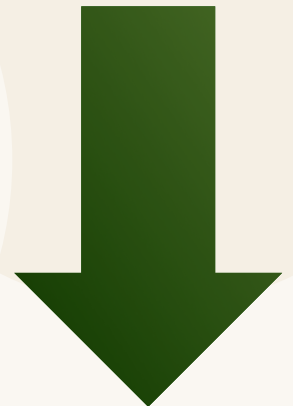


Carbon Usage

Pure Storage enables businesses and organizations to drive out direct carbon usage in their data storage systems by up to 80% compared to competitive All-Flash systems and even more against magnetic disk.

80%

Drive Out Direct Carbon Usage



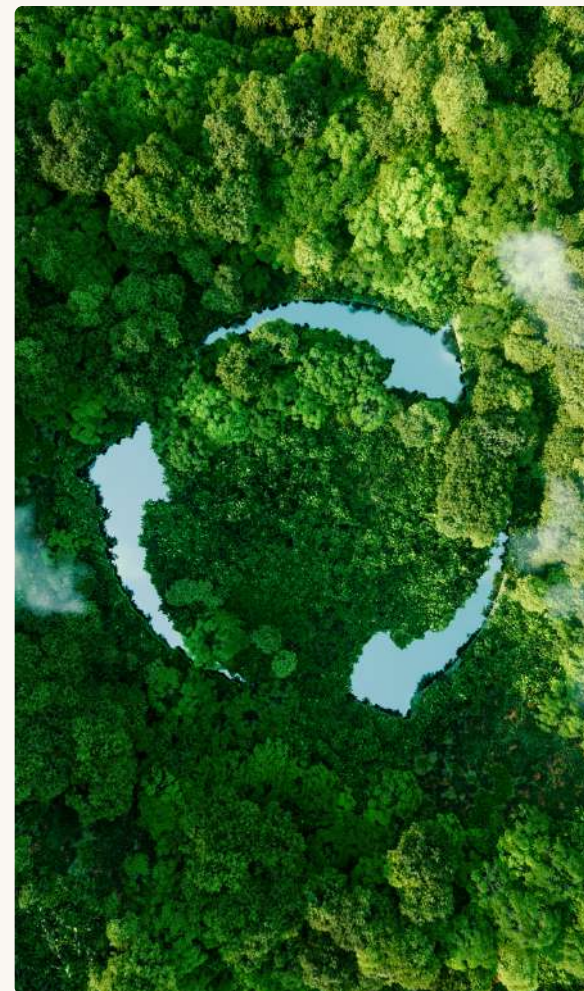
Delivering Benefits To Customers

The environmental benefits that Pure delivers through its products and services result from a combination of technology, design philosophy and a ruthless focus on driving the best outcomes for customers.

Our core technologies integrate software and hardware architecture to deliver not just unmatched density, longevity and efficiency, but to continually improve and drive further efficiencies over time. We believe that only through tightly integrated software and hardware can these benefits be created.

Pure is the most sustainable choice in storage and data management because of key technologies that we have developed and design decisions we have implemented:

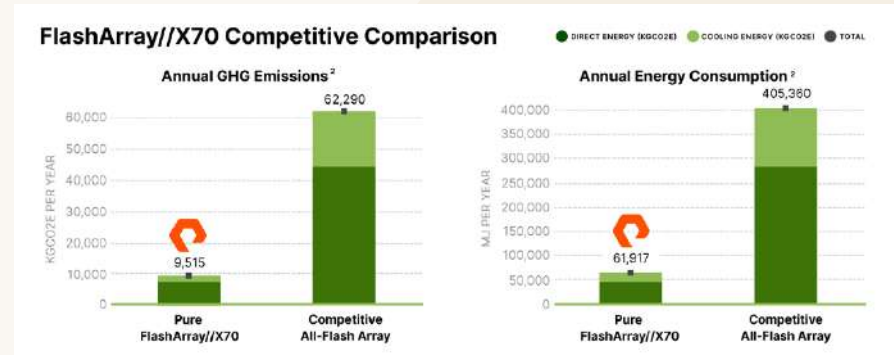
- Pure's **DirectFlash® technology** delivers unparalleled density and efficiency from flash, driving significant energy reductions above what is possible with SSDs
- Pure's **built-for-flash software** combined with DirectFlash technology deliver more reliable products, longer service lifetimes and 3x the industry average SSD reliability, dramatically reducing e-waste.
- Pure's **always-on data-reduction** further enhances storage efficiency, reducing effective energy usage without compromising performance. Because there are none of the performance trade-offs typically associated with competitive storage data reduction capabilities, Pure customers can realize the full efficiency and lower emissions benefits from their storage.
- Pure's ethos of delivering **performance and simplicity** allows customers to consolidate their IT environments, reduce their overall footprint, and drive higher utilization and reuse.
- Pure's unique **Evergreen™ architecture** means that our products do not become obsolete or require wholesale replacement like traditional systems. The architecture allows our arrays to be upgraded non-disruptively, allowing our customers to continuously benefit from the latest hardware and software technology, reducing unnecessary product replacements and associated e-waste.



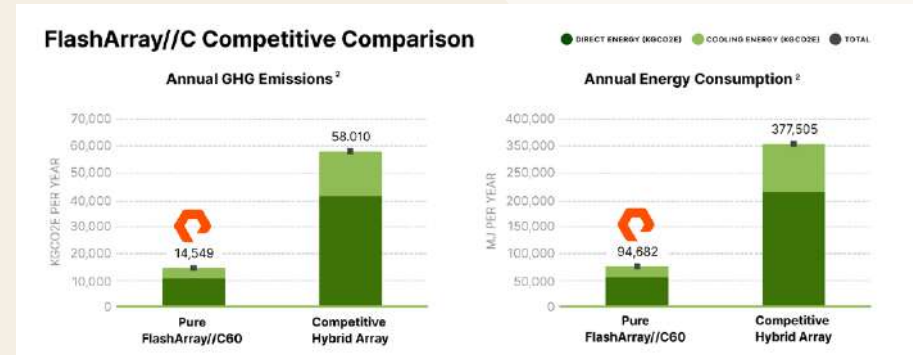
Product Life Cycle Analysis

In 2021, we embarked on our first life cycle assessment (LCA)¹ of our portfolio, specifically the FlashArray™ products. As part of this LCA, Pure engaged an outside environmental consulting firm to assess how the FlashArray//X70 product compares to competitive all-flash arrays, and then expanded the assessment

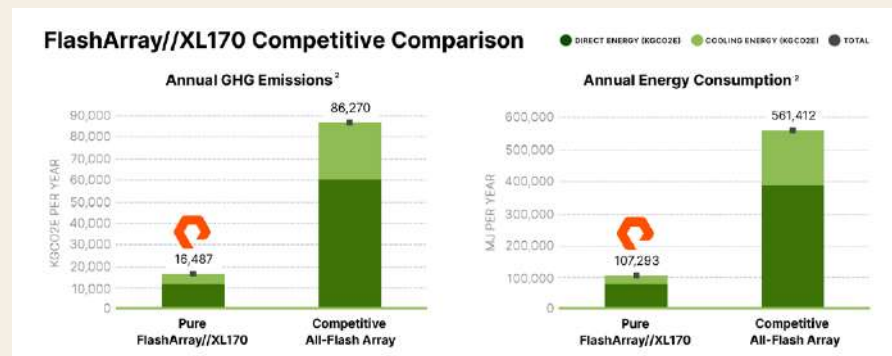
internally using the same methodology across the FlashArray line to include FlashArray//C and FlashArray//XL. In 2022, we plan to expand our analysis to FlashBlade and then the rest of our portfolio.



FlashArray//X70: Reduces GHG emissions and energy consumption by over 84% when compared to a competitive all-flash array.



FlashArray//C60: Reduces GHG emissions and energy consumption by 75% when compared to a competitive hybrid array.



FlashArray//XL170: Reduces GHG emissions and energy consumption by over 80% when compared to a competitive all-flash array.

¹ Further analysis will account for GHG emissions from production, transportation and product end of life and the LCA is undergoing third-party critical review.

² Operating at nominal power



CO₂ Saving: Pure vs. the Competition

Competing All-Flash Array generates
62,290 Kg CO₂ per year.

Pure FlashArray//X70 generates
9,515 Kg CO₂ per year.

**The difference is
52,775 Kg CO₂ per year saved.**

As part of our goal to reduce Scope 3 emissions,
Pure is committing to further reducing our sold
products emissions by **66% per petabyte.**

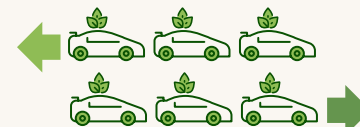
Equivalent CO₂ Savings Per Array¹



MILES DRIVEN

132,634

By An Average
Passenger Vehicle



GALLONS OF GASOLINE

5,938

22,466
Liters



TREE
SEEDLINGS

873

Grown for
10 Years²



PURE
FLASHARRAY//X

84.7%

Savings in CO₂
Per Year

The majority of our customers have more than one array,
creating a multiplier effect in their CO₂ savings

¹ Based on EPA calculator

² To offset these emissions



Evergreen™ Storage Advantage

Building on our significant emissions savings, Pure's Evergreen Storage Architecture extends sustainability further by allowing us to **continually improve technology and seamlessly deliver new software and hardware components** when customers need to upgrade or expand their storage needs—and we deliver this through our Evergreen Subscription service. Simply put, Evergreen leverages Pure's modular, upgradeable architecture and brings many of the benefits of the cloud operating model to an on-premises storage purchase.

Evergreen delivers two key environmental benefits to our customers:

1. **Reduction of wasted energy:** Through Evergreen non-disruptive upgrades, customers can upgrade in-place vs. the months-to-years-long process typically required to perform a migration, during which time both the old and new arrays are running and consuming energy.
2. **Reduction of e-waste:** Continual upgrade of array components also eliminates the industry's traditional method of upgrading storage by replacing (and junking) existing whole systems. The longer lifespan of Pure's DirectFlash Modules- which are proprietary to Pure- coupled with our Evergreen Subscription of continuous upgrades, significantly reduces e-waste.



Evergreen Storage Subscription to Innovation

A More Complete Approach to As-a-Service Models

97%

**of Pure arrays
purchased
six years ago are
still in service¹**

Business Optimization

- Continuous Innovation
- Non-disruptive upgrades (NDU)
- Flat and Fair Evergreen Pricing
- Reduced Carbon Footprint
- Array and Workload Optimization
- Predictive and Proactive Support

1 Based on the Company's internal data.



Pure as-a-Service™

Pure as-a-Service™ extends on the Evergreen architecture and subscription to **deliver storage to customers as capacity and performance service-level agreements (SLAs)** in a much more flexible, optimized and efficient manner.

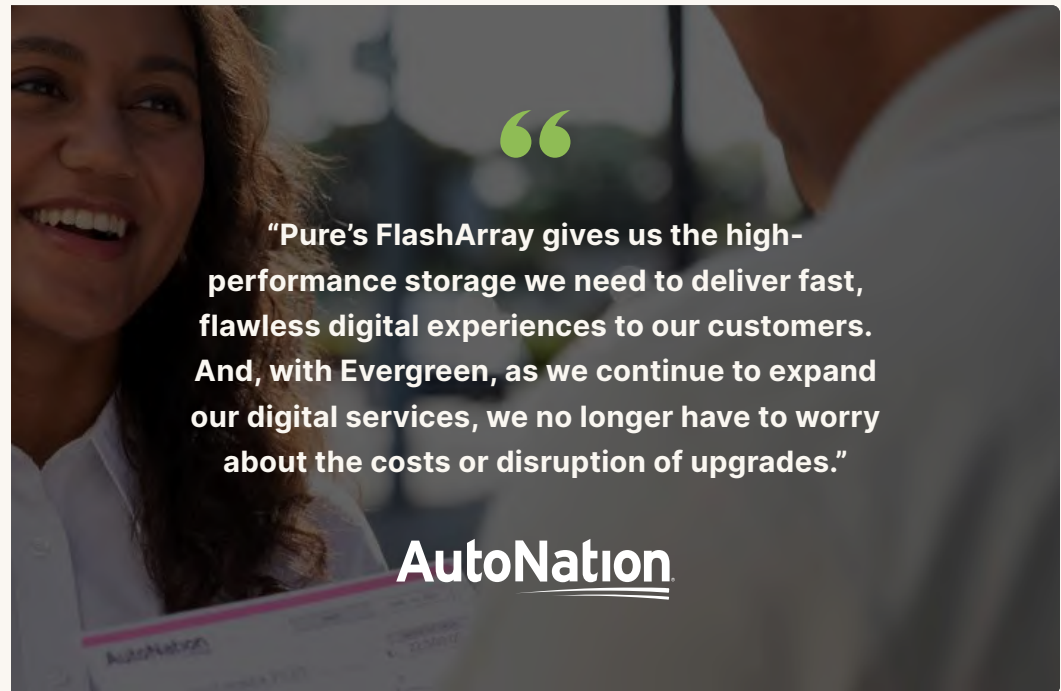
In addition to the benefits of Pure's Evergreen subscription model, Pure as-a-Service enables organizations to:

1. **Reduce the energy and waste of underutilized equipment:**

By flexing up and down only as capacity is needed and right-sizing the equipment necessary to meet each particular SLA, Pure as-a-Service can reduce underutilization. Pure as-a-Service allows us to serve customers with only the resources they need, and to expand as their consumption grows.

2. **Reuse, modernize and redeploy equipment, further extending service lifetimes:**

In some cases, Pure modernizes and repurposes previously used equipment, extending the effective service lifetime of a physical piece of equipment, generating significant waste reduction.



“

Pure's FlashArray gives us the high-performance storage we need to deliver fast, flawless digital experiences to our customers. And, with Evergreen, as we continue to expand our digital services, we no longer have to worry about the costs or disruption of upgrades.”

AutoNation

28,000 LBS

By consolidating storage (onto fewer larger media) into existing racks and/or swapping new controllers into the same physical chassis, **an estimated 28,000 lbs of e-waste on average per year is saved**

+50%

Greater controller resource consumption rate for Pure-as-a-Service arrays compared to traditional purchasing models within the first year of service.





Data Protection and Security

Our ability to securely handle and manage data is essential to maintaining trusted relationships with our customers and key stakeholders. We develop products that safeguard data against loss, corruption or security threats.

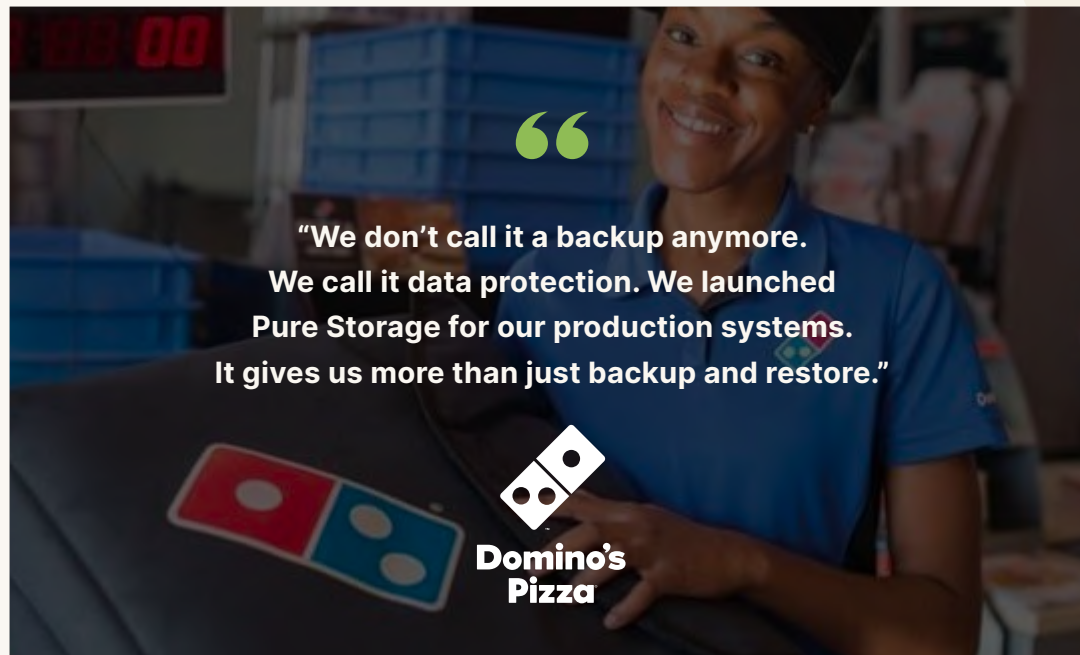
Pure has designed our products and services to be highly reliable, proactively secure the data stored on them, and allow customers to recover quickly from attacks.

Pure's built-in modern data protection capabilities and solution portfolio addresses the most important aspects of backup and recovery, and eliminates the complexity of keeping data safe:

- Active-active clustering for maximum performance and always-on data accessibility
- Always on data encryption
- Technology to enable reliable high-speed data transfer for fast protected-data recovery from failures or ransomware attacks
- Immutable snapshots to secure data from ransomware
- Predictive analytics to prevent data storage issues before they occur

Cultivating Trust

Responsibility for data security and privacy lies with our **Chief Digital Transformation Officer (CDTO)**, **Chief Information Security Officer (CISO)**, and our **Vice President of Networking & Security Engineering**, who meet regularly with our CEO to discuss our data security program and emerging trends. In addition to executive oversight, Pure runs regular penetration tests and executes regular incident management tabletop exercises on its products and systems, while product teams focus on vulnerability management and security initiatives.



Data Security & Privacy Highlights

- Pure trains **100% of employees every six months** on data security and privacy protocols.
- We just completed our first **SOC 2 audit and certification** and in 2022, we plan to **obtain ISO 27001 certification**, the international standard for information security management, to further bolster our data privacy and security program.
- In 2021, we partnered with **Secure Code Warrior—a security software training company**—to create a gamified training program to provide engineers with additional training on writing high-quality, secure code for our products and services.



Resilient Supply Chain

Pure has long been on the cutting edge of supply chain operations with a robust supply chain strategy that benefits from multi-site, multi-continent operations and manufacturing. The strength of the company's supply chain is differentiated by its unique flexibility, resilience and responsiveness. We work with suppliers globally to build a supply chain that can respond to physical challenges while ensuring ethical treatment of workers and environmentally sound practices.

Additionally, in 2021, Pure's supply chain implemented a series of product packaging redesigns promoting recycle and reuse in order to reduce waste that will not only benefit our customers but also the environment.



"In supply chains, ESG isn't just a buzzword. For Pure, it's a crucial part of driving efficiency while prioritizing the environment. From very early on, we've designed our supply chain to be responsive, diverse and portfolio-based, with a footprint across the globe. This has facilitated our rapid growth and enabled us to handle surges in demand."

MIKE FITZGERALD, VP, OPERATIONS, PURE STORAGE



Supply Chain Commitments

As part of building an ethical supply chain, we plan to release a Purchasing Code of Conduct for all non-manufacturing suppliers in 2022. The Purchasing Code of Conduct will be similar to our Supplier Code of Conduct for manufacturing suppliers. The Supplier Code of Conduct, which is included in our Master Service Agreements, follows the [Responsible Business Alliance](#) (RBA) Code of Conduct.

We are committed to providing products that are free of conflict minerals to our customers.

We exercise due diligence within our supply chain to do our best in ensuring that all gold, tantalum, tin and tungsten metals used in our products are not derived or sourced from mines in conflict areas of the Democratic Republic of Congo or adjoining countries. There are no indications that any products supplied by Pure contain conflict minerals, and we will continue to monitor our supply chain to honor our commitment and applicable laws. More detailed information can be found in our [Policy on Conflict Minerals](#) and our [Statement Against Slavery and Human Trafficking](#).

All of Pure's contract manufacturers abide by the RBA Code of Conduct. We also track ISO certifications of our partners—all our key partners and suppliers have one or more ISO certifications. As Pure expands its ESG work, we look forward to gathering more pertinent information on our supply chain and supply chain partners in 2022 and beyond.



Responsible Business Alliance

Advancing Sustainability Globally

Responsible Business Alliance Covers the Following:

- Labor Standards
- Health and Safety Standards
- Environment Standards
- Ethics Standards






OUR OPERATIONS

2021 ESG REPORT





Confidence in Our Operations

Ethical Business Practices

Pure prides itself on our commitment to ethics throughout all of our business activities. From our Board of Directors to our supply chain partners, we promote stringent measures to ensure ethical behavior and decision-making to ensure we operate with honesty, integrity, and respect for others.

Ethical business practices are central to Pure's mission and business success, and are critical to developing and maintaining relationships with our customers, our partners, and the communities we serve. Our [Code of Conduct](#) and other policies are the foundation of an equitable and inclusive workplace.

Pure's Chief Legal Officer oversees ethics and reports directly to the CEO.

The Chief Legal Officer also provides quarterly presentations to the Board of Directors and the Audit Committee on Pure's ethics, integrity and compliance program.



Corporate Governance

Pure's Board of Directors understands the importance of sound governance. All of Pure's 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 the shareholders. The Board contains three committees that meet at least quarterly to receive and discuss updates on topics within each committee's purview.

Our [Corporate Governance Guidelines](#) guide our Board's activities and provide the structure within which our directors and management can effectively pursue Pure's business objectives. The Board also receives annual updates on ESG initiatives and information on the impact of the [Pure Good Foundation](#).

For more information about our governance policies and practices, please visit our [Corporate Governance webpage](#).

Pure's Board Committees

Audit and Risk Committee

Oversees Pure's corporate accounting and financial reporting processes, monitors for enterprise risks, and provides oversight of Pure's environmental sustainability efforts.

Compensation and Talent Committee

Reviews and determines compensation to be paid to Pure's executive officers and directors, and provides oversight of Pure's Human Capital Management, DEI, and talent acquisition, development, and retention efforts.

Nominating and Corporate Governance Committee

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



Code of Conduct and Related Policies

To foster a culture of ethical decision-making, we expect all of our employees and business partners to adhere to our [Code of Conduct](#), which sets forth Pure's key values of integrity, honesty, and respect for others. Available in 10 languages, the Code of Conduct applies to all Pure employees, officers, and Board members, and we expect contractors, partners, service providers, customers, suppliers, and vendors to abide by the same values and principles when working on behalf of Pure.

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

- Conflicts of interest
- Antitrust and competition
- Workplace conduct
- Insider trading
- Accurate records and financial reporting
- Protecting Pure's confidential materials and intellectual property



Driving Ethical Conduct and Practices

As part of new employee onboarding, and in January of each calendar year, all Pure employees acknowledge receipt of and agree to abide by the following:

- Code of Conduct
- Anti-Bribery and Anti-Corruption Policy
- Zero Tolerance for Workplace Harassment Policy
- Insider Trading Policy
- Information Security Policy
- Import/Export Statement

In addition to Pure's Code of Conduct and policies mentioned above, Pure also has a [Statement Against Slavery and Human Trafficking](#) and a [Policy on Conflict Minerals](#).

As part of Pure's focus on **ethical behavior and business practices**, all employees complete annual mandatory training on the Code of Conduct, anti-discrimination and harassment, and privacy. Pure also requires annual supplemental business integrity and anti-bribery and anti-corruption training for the Sales and Finance teams. In 2020 and 2021, Pure did not have any confirmed incidents of bribery or corruption.

Pure's partners are expected to follow a similar Code of Conduct, which provides business expectations and guidance to our channel and reseller partners, including a mandate that they follow the [Responsible Business Alliance Code of Conduct](#). The Partner Code of Conduct is available in several languages.

Pure also expects its manufacturing suppliers to follow the Responsible Business Alliance framework as a way to improve social, environmental, and ethical standards through global supply chains. For more detail, see the [Sustainable Supply Chain](#) section of this report.

In 2022, we will issue a Purchasing Code of Conduct for all of our non-manufacturing suppliers.





Speaking Up at Pure

Pure is a Safe Space

Pure employees are empowered to speak up and voice any concerns, including suspected violations of the Code of Conduct. Pure takes all concerns, grievances, and whistleblower reports seriously. We maintain an [anonymous Speak Up hotline](#) with both a dedicated phone number and webform by which anyone—including third parties—can submit concerns. Every concern raised through our platform is thoroughly reviewed, and investigated by Pure's Legal, Human Resources, and/or Internal Audit teams.

Pure's Speak Up platform and all related complaints are managed by our Chief Legal Officer and Legal Team.

In 2021, Pure hosted its first ever, week-long Pure Compliance Club, which showcased innovative training sessions on ethical decision making and current legal topics and expert speakers shared stories of excellence and missteps in corporate compliance. Pure Compliance Club will be an annual event, part of a broader effort to build and maintain a culture of sound and ethical decision making.

In 2020, Pure began conducting a survey measuring how the employees felt about ethics and compliance at Pure.

The 2021 Survey Showed:

95% of more than 2,300 employees

who responded to our survey agreed or strongly agreed that Pure “acts on a clear set of core ethical values.”

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

93% of employees agreed or strongly agreed that “Pure demonstrates our core values through our transactions with third parties, including partners and customers.”





Environmental Impact

Sustainability Initiatives

Pure reduces our impact on the environment through several initiatives, including: product recycling; reduction of carbon footprint through responsible transportation; and choosing responsible suppliers. Pure strives to reduce the energy and water used to operate our products. This is where our design to lower energy use by our products is important.

Pure is also committed to building a better planet through environmental sustainability and efficiency. Pure complies with all European Union waste regulations from the Electrical and Electronic Equipment (WEEE) Directive, including the Waste Batteries Directive and Restriction of Hazardous Substances (RoHS) Directive.

Pure strives to exceed mandated requirements by providing additional value to our stakeholders. We believe that compliance alone cannot solve our planet's most pressing problems.



Energy, Emissions, and Climate Resilience

As part of our environmental strategy, we are working to quantify and minimize our impact on the environment from our operations and supply chain. As part of our strategy, we also focus on building resilience to the physical risks of climate change.

To support our strategy, our Global Head of Social Impact & Sustainability monitors our GHG emissions, climate strategy and environmental initiatives. The Head of Social Impact & Sustainability reports directly to the Chief Legal Officer, annually to the full Board of Directors, and quarterly to Board Committees on ESG topics, including Pure's environmental impacts.

Energy and Emissions Data for FY20	
Scope 1 Emissions	273 metric tons (t) CO ₂ e
Scope 2 Emissions, Location-based	16,102 t CO ₂ e
Scope 2 Emissions, Market-based	16,236 t CO ₂ e
Scope 3 Emissions	236,170 t CO ₂ e
Purchased Goods and Services	31,354 t CO ₂ e
Capital Goods	3,468 t CO ₂ e
Fuel- & Energy-Related Activities	1,973 t CO ₂ e
Upstream Transportation & Distribution	5,479 t CO ₂ e
Business Travel	14,908 t CO ₂ e
Employee Commuting	10,047 t CO ₂ e
Use of Sold Products	168,844 t CO ₂ e
End of Life Treatment of Sold Products	97 t CO ₂ e
Scope 1 and 2 Market-based Emissions Intensity	4.9 t CO ₂ e per employee
Scope 3 Use of Sold Products Emissions Intensity	65 t CO ₂ e per effective petabyte shipped
Energy consumption	65,018 MWh
Total grid electricity consumption	63,689 MWh
Total fuel consumption from non-renewable resources	1,329 MWh

* All data collected and verified by WSP



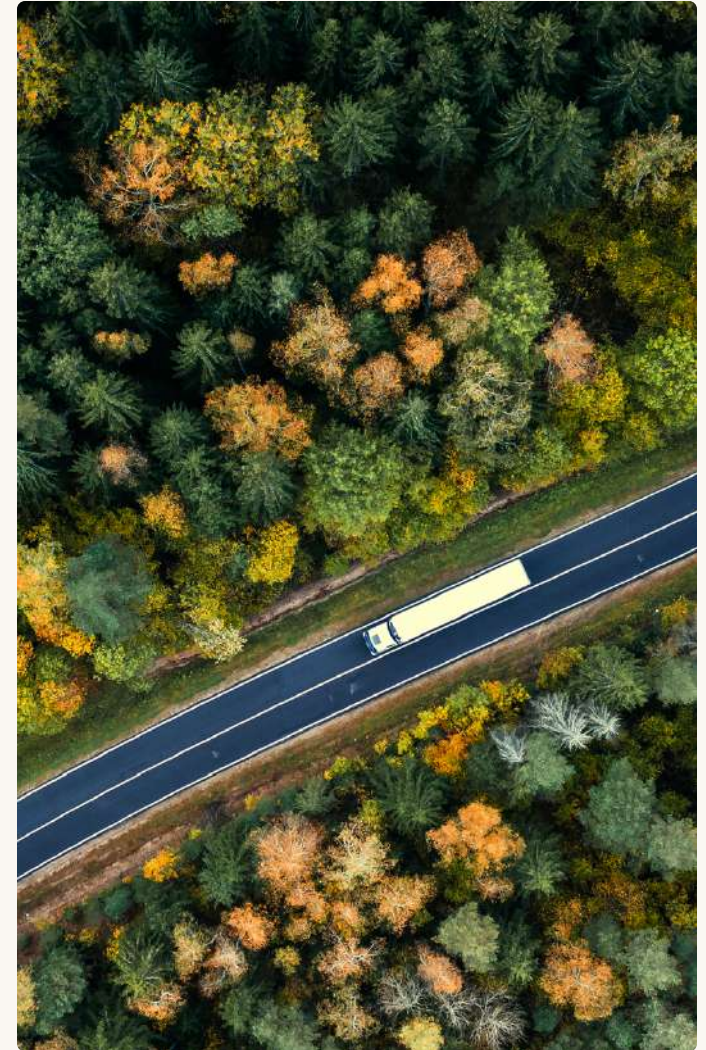
Climate Resilience

To continue providing seamless service to our customers, Pure must ensure our operations, employees, supply chain, and communities are resilient to the impacts of climate change. Pure 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. As part of our current climate resilience strategy, Pure evaluates physical risks to our business from hazards like hurricanes, floods and extreme weather, and creates plans to keep operations running during these events. All Pure contract manufacturers are required to have business continuity plans (BCPs) that Pure reviews on a quarterly basis. Our contract manufacturers' BCPs include management of climate-related physical risks.

Pure's operations team developed a multi-site, multi-continent strategy to enhance resilience at our manufacturing sites. 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 natural disasters and the COVID-19 pandemic occur. For more detail, see the [Sustainable Supply Chain](#) section of this report.

In 2022, we will develop an enterprise-wide resiliency plan that will specifically consider climate-related impacts to our business and identify proactive opportunities to enhance our climate resilience throughout our operations and supply chain. In the future, we plan to align our climate reporting with the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD). We will report on the progress of our climate program and strategy in our 2022 CDP Climate Change response.

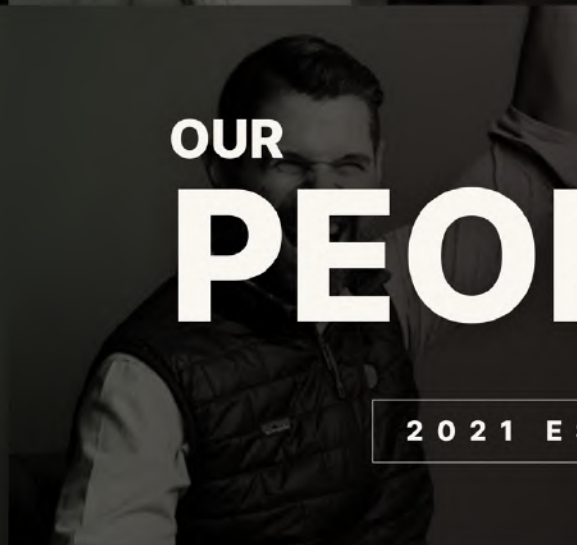


Sustainable Supply Chain

To Pure, a sustainable supply chain means our ability to uphold environmental and labor standards throughout a diverse supply chain while meeting demand for our product. We believe that by building a resilient and ethical supply chain, we can build a stronger product, more resilient supply chain partners, and better serve our communities.

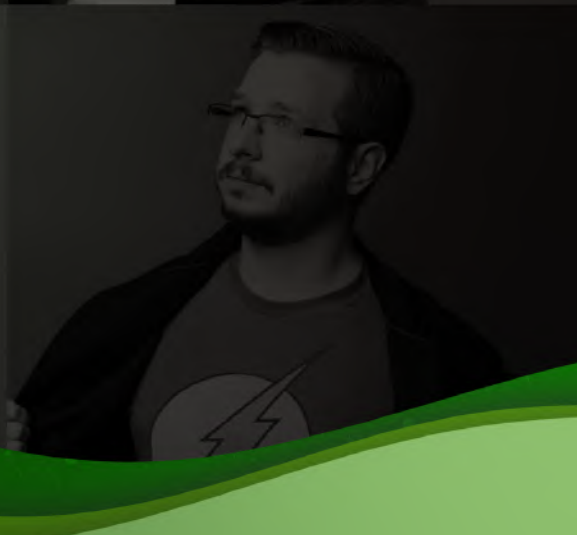
Pure employs robust management and oversight of our supply chain. Our Vice President of Operations is responsible for our supply chain management and reports directly to the CEO. Our operations team reports quarterly to the Board of Directors on sustainable supply chain management. Within both the operations and finance teams, dedicated team members oversee and execute our enterprise risk management and business resiliency processes.





OUR PEOPLE

2021 ESG REPORT





Empowering Our Diverse Workforce

**At Pure, we're committed to our core values—
customer-first, persistence, creativity, teamwork, and ownership.**

Our talented and diverse team lives these core values each day, creating a culture that is agile, nimble, inclusive and collaborative in an environment where everyone can thrive. As a modern tech innovator, we're dedicated to helping our customers build and manage the infrastructure they need for their business. To accomplish this, we work together in teams to discover innovative and creative solutions focused on solving our customers' needs.

At the center of our talent strategy lies a clear vision for culture, growth, inclusion and impact. Pure values unique ideas, celebrates individuality, offers equitable career growth opportunities and empowers every employee to make a difference. The Pure workforce is distributed across 39 countries, with over 4,000 employees. Regardless of where our employees live, Pure aims to cultivate an entrepreneurial spirit and an inclusive workplace that empowers everyone to achieve breakthrough outcomes, expand their skills, enable their career goals and pursue professional growth.

The Pure Workforce



39
Countries



4,000+
Employees



Becoming a Talent Magnet

We are on a mission to become a talent magnet that allows employees to advance their careers and fulfill their work aspirations. This mission also sets us apart to attract talent that is pivotal to our ambitious vision for the company. The bold company goal of becoming a talent magnet entails a myriad of initiatives, two of which are highlighted in this report:

- **Diversity, Equity and Inclusion (DEI)**

The innovative power that comes from DEI is critical to the success of Pure. This entails building a workplace that is representative of our employees, suppliers, customers and partners. We also ensure equitable practices that allow our employees to advance and be rewarded by the business impact they create. Our teams foster relationships that are unconditionally inclusive and bring the best of our individual identities.

- **Talent Acquisition, Development and Retention**

To drive a sustainable and global competitive advantage we must attract, develop and retain top talent. We are focused on creating an integrated talent management ecosystem from onboarding to advancing our workforce, which encompasses a culture of continuous feedback, individual career and development planning and stretch job assignments.

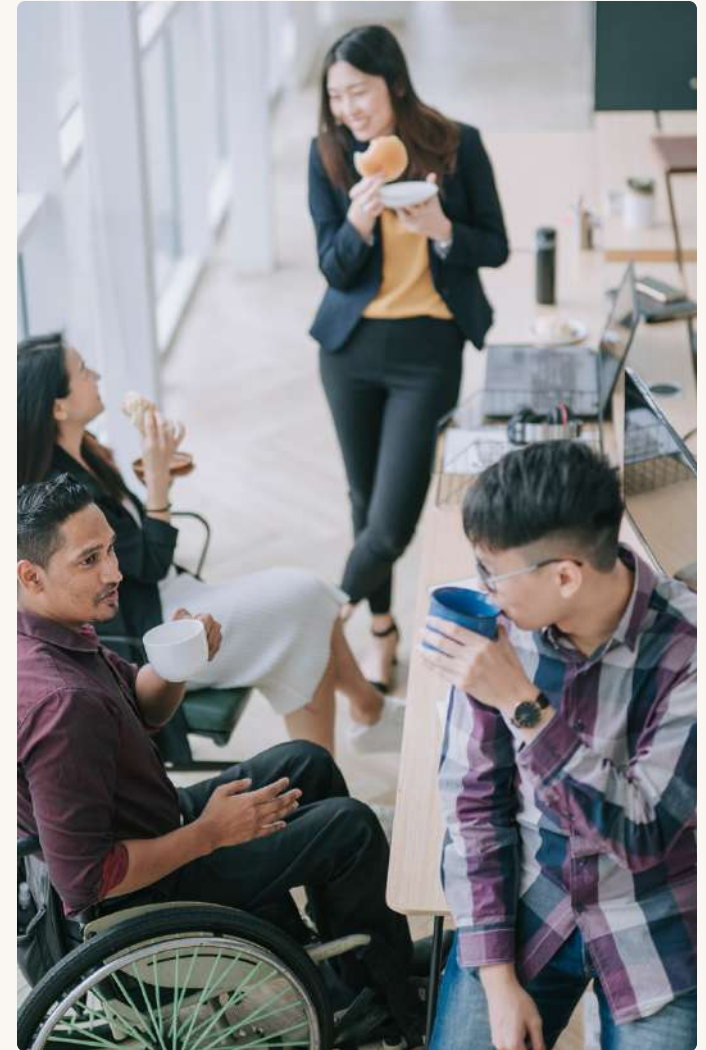


Diversity, Equity and Inclusion

As we grow, we continue to make strides in attracting, developing and retaining diverse top talent at all levels and locations we operate in.

In November 2020, Pure hired its first Global Head of Diversity, Equity and Inclusion and we are expanding investments and headcount in this important pillar of our human capital strategy. In the summer of 2021, our CEO pledged to advance DEI in the workplace by joining the [CEO Action for Diversity & Inclusion™](#) coalition. In addition, Pure participated in the Human Rights Campaign's 2022 Best Places to Work Corporate Equality Index for the first time, receiving a score of 95 out of 100. This index recognizes employers that are leading the way in driving workforce inclusion for LGBTQIA+ employees.

As part of Pure's DEI strategy, in 2021, we made public our commitments to increase representation in our workplace and ensure equity in our policies, practices and processes while continuing to build an inclusive culture. We acknowledge that this is a long term journey for the industry and our company, and although we are pleased with our progress, we remain committed to expanding our investments in this pillar of our human capital strategy.



DEI at Pure is a Focus During the Entirety of an Employee's Lifecycle

- **Pure's Talent Acquisition team** leads the charge by ensuring all opportunities are promoted with emphasis on required capabilities and transferable experiences. The team understands the importance of a deeply diverse candidate slate and engages in regular training with hiring managers to hone the skills needed to manage an objective candidate assessment process. Through these efforts, we increased our hiring rate of women from 22.9% in FY20 to 23.9% in FY21, and similarly increased our hiring rate of under-represented racial/ethnic groups (URGs) from 10.8% in FY20 to 11.7% in FY21.
- **Pure's Total Rewards Teams** ensures equitable pay practices globally and across all levels. It also provides individualized benefit offerings that reflect the unique needs of our people. Since 2018, we have collaborated with an external pay equity partner to conduct regular pay equity analyses. Because there is no "typical Pure employee," **Pure provides benefit offerings** that celebrate and acknowledge our plurality. Some examples of benefits include financial, mental and physical wellbeing programs; family planning benefits; and competitive parental leave.
- **The Pure Learning team** supports our employees and leaders by providing opportunities to deepen and broaden their knowledge and awareness to increase representation, enrich our culture of belonging, and foster a "think global, plan local" inclusive mindset. Since 2020, we have offered Belonging at Pure workshops across the globe, focused on developing our employees to be more inclusive and consider DEI in their daily decision making. Additionally, we ensure diversity of participants who are selected for Leading at Pure – our top talent leadership program for directors and above. Through this program, our leaders learn the principles of inclusive leadership, in addition to strategic execution and transformational leadership skills, such as creating diversity of thought, cross-functional collaboration, and cognizance of bias to develop high-performing teams across Pure.
- **The Pure Talent Management team** drives equitable performance management, succession and career planning approaches that ensure an unbiased link between merit and recognition. This team also oversees managers collaborating to discuss promotions and identify successors to key positions within Pure.

At Pure, we appreciate applicants with diverse life journeys. In order to maximize our access to all talent and create a level playing field, we include a proactive statement acknowledging these differences and strongly encourage all interested parties to apply. Many of our roles include a skills or behavioral assessment that can strengthen one's application, which has been met with very positive internal and external feedback.



In 2022, Pure will launch an Inclusive Leadership Index to recognize role model behaviors among our leaders in DEI. The index will be shared by all vice presidents and above at Pure. Every year, the leaders who attain role model results, according to the Inclusive Leadership Index, will be recognized internally and will have the opportunity to share their best practices with all other leaders in the company.

All vice presidents and above will receive a yearly Inclusive Leadership index score based on:

1	Diversity of Direct Reports
2	Employee Value Survey Scores Among Diverse Members of Their Team
3	Acquisition and Retention of Diverse Talent
4	Visible Sponsorship of ERG Initiatives
5	Promotion Rates of Diverse Talent
6	Leaders' Participation in DEI Learning Programs

We are proud to further support our DEI efforts through Pure Equality and our Employee Resource Groups (ERGs). Pure Equality's mission is to ensure that our company is diverse and inclusive, providing equal opportunities to all to thrive, contribute and innovate. **To date, over 1,200 Pure employees belong to one of Pure's six ERGs:**

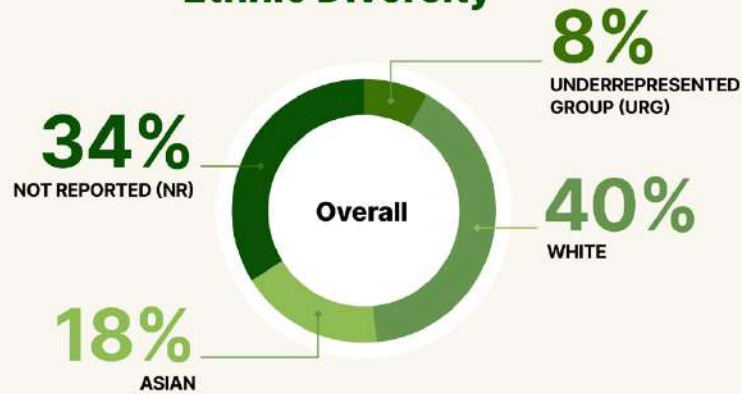
- **Able** raises the visibility and inclusion of Pure's differently-abled employees and helps create a culture where they are safe, secure and supported.
- **Coalition** advances Pure's efforts to attract, retain and promote underrepresented groups (URG) populations.
- **Pride** provides support and community for all LGBTQIA+ Puritans and bridges visibility between Pride and Puritans to support an open, safe and inclusive workplace.
- **Rise** gives a platform, voice and resources for individuals early in their career or early in tech who are looking to develop themselves and their careers.
- **Veterans** creates an inclusive community and leverages the value of veterans through hiring and continuing to serve through charitable outreach.
- **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.

Our ERGs create ongoing opportunities for the Pure community to connect, belong and inspire each other through weekly lunches, podcasts and webcasts, panel discussions, book clubs and volunteer opportunities organized by our [Pure Good Foundation](#).



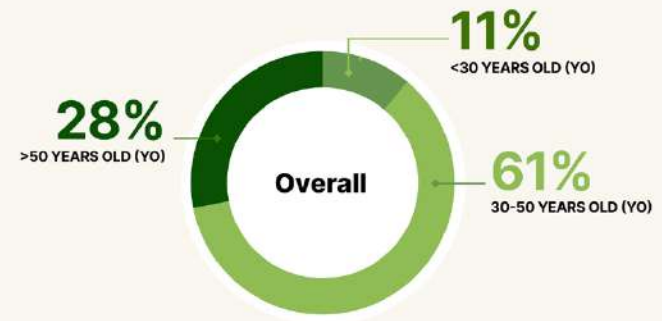
2021 Workforce Representation¹

Ethnic Diversity²



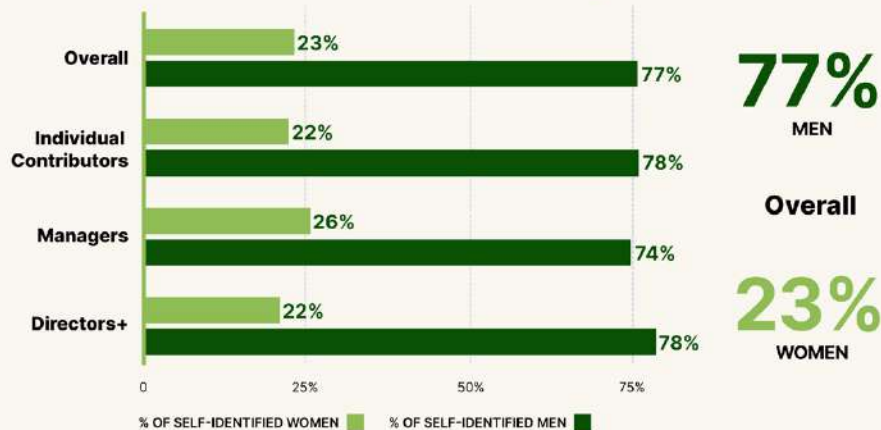
	NR	URG	WHITE	ASIAN
OVERALL	34%	8%	40%	18%
INDIVIDUAL CONTRIBUTORS	33%	8%	39%	20%
MANAGERS	32%	8%	41%	19%
DIRECTORS+	36%	2%	47%	15%

Age Group²



	<30 YO	30-50 YO	>50 YO
OVERALL	11%	61%	28%
INDIVIDUAL CONTRIBUTORS	14%	62%	24%
MANAGERS	2%	67%	31%
DIRECTORS+	0%	50%	50%

Gender Diversity²



Currently, Pure's board diversity has **30% female representation**. Our vice president and above leadership is composed of **13% self-identified female staff and 5% from under-represented groups**. Pure will continue to work on improving representation in these groups.

¹ We define senior leadership as director level and above, in line with industry definitions. When we report on senior leadership trends in this report, we're comparing director level and above, year-over-year. Manager is defined as employees who have at least one full-time direct report. URGs in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American, and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

² Ethnic Diversity, Age Group, and Gender Diversity
All percentages rounded to the nearest tenth



Talent Acquisition, Development & Retention

The key to attracting and retaining talent lies with cultivating a workplace that employees are proud and excited to be a part of. Talent is a key competitive advantage to our business, and we are continuously advancing our approaches to people management and redefining the way the hybrid workplace feels and functions.

Pure aims to attract talented professionals who are seeking new challenges and a healthy, thriving culture in which to do their best work. By applying our rigorous and structured interview process, we demonstrate objectivity and create excitement for the challenges ahead. Once with Pure, we actively invest in growing our employees' skills and leadership while also retaining our top performers. Our always-on performance and development program connects performance and rewards together to help facilitate an ongoing conversation between managers and employees on progress, goals and expectations. At the same time, the program gives employees a platform to voice their career aspirations and individual development priorities.

We continually measure employee engagement through our biannual Employee Voice Survey programs. In our most recent survey in November 2021, our engagement scores ranked in the top quartile of companies in the high-tech industry, signaling a strong culture of pride, satisfaction and belonging that drives our employees to stay and recommend Pure as a best place to work. While our end goal is not to win awards, we are grateful to be recognized by our employees, reflected in being named to [Fortune's Best Workplaces in Technology™ 2020](#), [Fortune's Best Large Workplaces in the Bay Area™ 2020](#) and [Fortune's Best Workplaces for Parents](#). Although we are pleased with our progress, we remain committed to expanding our investments in this important pillar of the human capital strategy.



Our 800+ people managers are the guardians of our talent pools and invest a substantial amount of time together ensuring their teams are being set up for differentiated growth opportunities. We are transparent with our employees in terms of how their impact is perceived, and we strongly reward top performance.

Our Chief Human Resources Officer (CHRO) leads our human capital initiatives, which includes the design and execution of all people and organizational strategy components. The CHRO delivers quarterly human capital reports to the Board of Directors and Compensation and Talent Committee. In 2022 and beyond, given our ambitious geographic expansion plans, we will continue investing and focusing on recruiting and hiring and will fully leverage our integrated talent management ecosystem.

Our talent management approach leverages three main pillars:

1	Holistic Performance Management
2	Succession and Career Planning and Internal Mobility
3	Upskilling the Workforce for the Future

At Pure, nearly 100% of our employees conduct periodic self-evaluations of the individual goals they are pursuing, their main strengths, their career aspirations, and an area of focus for their development. Once a year, Pure managers at all levels come together to compare the impact that each individual employee contributes to our business. Appropriate rewards, goals, objectives and development plans are created for each employee. Our leaders also put forward their top three goals and priorities for the coming period. We ensure that our teams have clarity on how their priorities contribute to Pure’s overall vision and strategy. Leaders also identify the interdependencies with other business units and functions in order to strengthen cross-functional collaboration.

In 2022, Pure will continue to focus on career and individual development planning and embed regular career and development discussions through quarterly performance and development check-ins. Finally, through our development strategy, Pure will systemize internal job rotations, offer early career programs for tech employees, and launch the Pure Storage Leadership Academy to upskill our leaders and employees for the demands of hybrid work and digital transformation of our solutions. In 2022, Pure will invest more in people development than in any previous year.

To attract top talent, we provide competitive compensation and innovative benefit offerings. We benchmark our programs with the market to ensure we are providing competitive salaries, variable pay and equity awards. We offer a comprehensive and tailored set of health and welfare benefits to employees and their families, including health and wellness programs. Equally important, we ensure our talent acquisition team and hiring managers are authentic, transparent, and empathetic with applicants. We value our extremely high Net Promoter Score and similarly strive to offer our candidates an exceptional experience.



Pure impacts our local and global community through the [Pure Good Foundation](#), a grassroots initiative launched in 2015, shortly before the company went public. Pure Good's mission is to empower our employees and non-profit partners to build a better world. As part of our "Go Do Good" mantra, Pure Good focuses efforts on:

- **Pure Philanthropy:** Pure employees can get involved through our Global Interest Grant Program, our Community Volunteer Program, and our Board Member Program.
 - For individual employees, the Community Volunteer program allows employees to request up to \$500 donation for the non-profit of their choosing after volunteering at least 10 hours per quarter.
 - Individual employees who sit on the board of a qualified non-profit can receive \$2,000 per year to the non-profit through the Board Member Program.
 - For teams of employees, the Global Interest Grant Program allows employees to volunteer together at a non-profit then request up to \$5,000 to amplify the support they gave in person.

- **Environment:** As part of Pure's overall commitment to environmental excellence, Pure Good helps invest in non-profits working in the environmental space.
 - In 2021, Pure Good launched an RFP to accelerate the solutions to climate change by funding \$750,000 to environmental non-profits.
- **Workforce Development:** Pure Good works with Pure employees to help support workforce development organizations through mentoring, professional development, and internship programs.
 - In 2021, Pure Good developed a [Workforce Development Grant Program](#) with the goal to employ 500 people from under-represented groups or non-traditional backgrounds into living-wage-paying tech careers. This initiative was a resounding success and helped employ over 4,000 people with a \$1 million investment.

The Pure Good Foundation also hosts a Global Week of Service every year. During this week, Pure's Silicon Valley headquarters offers volunteer opportunities every day and all international offices have at least one volunteer opportunity for employees in which to participate. In 2020 when our offices were closed due

to the COVID-19 pandemic, employees added a new component to the Global Week of Service by sharing their favorite non-profit organizations with each other via internal communication channels. Through pictures and stories, our employees added even more personality to this event. We have been excited to make pictures and story sharing a permanent part of our Global Week of Service moving forward.

Pure Good in Numbers (2021)

28,536 HOURS

Volunteered which
has a value of \$814,417

\$1.61M

Donated to charities
across the globe

228

E-cycled laptops donated to global
non-profit organizations which equals
798 lbs of e-waste kept out of landfills



Health, Safety and Well-being

Pure considers the health, safety and well-being of our employees and contingent workers to be paramount. Pure's goal is to ensure employees feel safe and enjoy good health and well-being at work and home, and our programs and processes reflect that.

Pure believes it is our corporate social responsibility to manage environmental, health, and safety (EHS) holistically and ethically across our company. Our global EHS program is managed by our Global Safety and Security Department, in partnership with our Legal and Facilities teams. Pure has an [Environmental, Health, and Safety Policy](#) that applies to Pure operations and impacts employees, contingent workers, customers, and partners, in all locations where Pure does business. Pure also has an extensive health and safety manual that applies to all employees and contingent workers and sets clear commitments around EHS.

Pure integrates EHS 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 employee and contingent workers safe. We are committed to regular training on EHS and encourage a culture of openness and dialogue around our EHS performance and progress with internal and external stakeholders.

In light of the rapidly shifting changes in local health and safety regulations due to the COVID-19 pandemic, we recently partnered with Enhesa—an EHS compliance company—to continuously track health and safety regulations in all locations where Pure employees work.

Health and Safety Data

FY 2020	FY 2021
Number of workers covered by occupational health and safety management system	
2,776	2,899
The number and rate of recordable-work related injuries	
2	0
The number and rate of recordable work-related illnesses	
0	0



Throughout the COVID-19 pandemic, Pure created heightened focus on ensuring employees felt physically, mentally, and physiologically safe and supported. Prior to the pandemic, we partnered with Lyra—an innovative mental health benefits provider—to offer comprehensive mental health care for our employees. In response to the pandemic, we promoted the availability of Lyra and Konterra resources to our employees more widely. Through these services, Pure offers employees a suite of mental healthcare, including career coaching and cognitive behavioral therapy. Pure also extended access to Lyra to employees' families, broadening the reach of these critical mental health care services and demonstrating our belief that wellness for all is worth the investment.

Response to the COVID-19 Pandemic

In January 2020, Pure brought together leaders from across the business to form a cross-functional rapid response team to address COVID-19.

Work-from-home: To support the transition to working from home, Pure provided stipends to build out home offices with ergonomic equipment. In recognition of the change in work dynamics and preferences of our employees, we anticipate a hybrid working environment moving forward.

Benefits: We customized our benefit offerings with programs focused on managing stress and mental health. Pure ensures access to virtual mental health and coaching sessions to all employees. U.S. employees also have 24/7 access to a virtual care team through a vendor which focuses on delivering COVID-19 testing, counseling, and family support. We also refreshed our death and permanent disability insurance to provide world-class coverage during the pandemic.

Parents: Throughout the pandemic, we held parent panels across our global regions designed to offer support and best practices to our community of parents. Our panels were richly diverse, featuring single parent families, dual-income working parents, and parents with children of all ages. We also offered free resources, giving parents with children of any age, access to webinars, one-on-one coaching sessions and more.

Essential working safety: We launched the Return to Office Playbook that outlined new safety and health protocols to keep our essential workers safe in our offices. The playbook also outlined various protocols in the event of a COVID-19 exposure to ensure an accurate chain of communications and next steps are taken in that specific office/region, as well as compliance with any local reporting regulations.

Future of work: As we move forward in a post-COVID world, we will shift appropriate positions to a hybrid model where offices will offer more collaborative spaces. Working from home on some days each week will become part of the regular work environment.



An aerial photograph of a dense, vibrant green forest. A river winds through the center of the forest, its path curving to form a heart shape. The water is a light blue-grey color, contrasting with the deep greens of the trees. The overall scene is serene and natural.

OUR INDICES

2021 ESG REPORT



Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Disclosure/Location
GRI 102: General Disclosures 2016		
Organizational Profile		
102-1	Name of the organization	Pure Storage Inc
102-2	Activities, brands, products and services	2021 10-K, pages 6-7
102-3	Location of headquarters	Mountain View, California
102-4	Location of operations	2021 10-K, pages 31
102-5	Ownership and legal form	Proxy Statement, pages 52-53
102-6	Markets served	2021 10-K, pages 6-7
102-7	Scale of the organization	2021 10-K, pages 10,35, exhibit 21.1
102-8	Information on employees and other workers	2021-10-K, pages 10-11
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	Responsible Business Alliance CEO Action for Diversity & Inclusion
102-13	Memberships of associations	Technology and Services Industry Associations Responsible Business Alliance (RBA) Silicon Valley Leadership Group (SVLG)



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	2021 10-K, page 63
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)		
403-6	Promotion of worker health	Health, Safety and Well-being
403-8	Workers covered by an occupational health and safety management system	Health, Safety and Well-being
403-9	Work-related injuries	Health, Safety and Well-being
403-10	Work-related ill health	Health, Safety and Well-being
GRI 405: Diversity and Equal Opportunity 2016		
103-1	Explanation of the material topic and its Boundary	Diversity, Equity, and Inclusion
103-2	The management approach and its components	Diversity, Equity, and Inclusion
103-3	Evaluation of the management approach	Diversity, Equity, and Inclusion
405-1	Diversity of governance bodies and employees	Diversity, Equity, and Inclusion



Sustainability Accounting Standards Board (SASB) Index: Hardware and Software & IT Services

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Code	Disclosure/Location
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a. 1	Data Security
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-HW-330a. 1	Diversity, Equity and Inclusion
Product Life Cycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a. 1	Pure Storage is currently evaluating product life cycles of some of our portfolio. In the future, we plan to further disclose information about our life cycle management.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT	TC-HW-410a. 2	Pure Storage is currently evaluating product life cycles of some of our portfolio. In the future, we plan to further disclose information about our life cycle management.
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	TC-HW-410a. 3	Pure Storage is currently evaluating product life cycles of some of our portfolio. In the future, we plan to further disclose information about our life cycle management.
	Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a. 4	Pure Storage is currently evaluating product life cycles of some of our portfolio. In the future, we plan to further disclose information about our life cycle management.
Supply Chain Management	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	TC-HW-430a. 1	Pure Storage does not track number of suppliers validated in the RBA Validated Audit Process.
	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	TC-HW-430a. 2	Pure Storage does not track number of suppliers validated in the RBA Validated Audit Process.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-HW-440a. 1	Sustainable Supply Chain



Sustainability Accounting Standards Board (SASB) Index: Hardware and Software & IT Services

Table 2. Activity Metrics

Activity Metric	Code	Disclosure/Location		
Number of units produced by product category	TC-HW-000.A	Product Category	Total Units FY20	Total Units FY21
		Array	5363	6478
		Shelf	2074	1628
		FlashBlade	681	899
Area of Manufacturing facilities	TC-HW-000.B	As Pure Storage uses third parties for all manufacturing, this metric is not applicable.		
Percentage of production from owned facilities	TC-HW-000.C	0%		



About This Report

Pure is publishing this inaugural environmental, social and governance (ESG) report to inform stakeholders of our sustainability progress and ambitions, and commits to reporting our progress annually moving forward.

We see ESG reporting as an important tool through which we evaluate our performance and identify future opportunities for improvement. We created this ESG report through a series of interviews and reviews with subject matter experts and leaders from across the various functions of our business. We aligned this report with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Hardware Industry Standards to adopt best practices and meet stakeholder expectations. This inaugural report covers ESG data, initiatives and activities from February 1, 2019 (FY20) to January 31, 2021 (FY21). Our ESG report is reviewed and approved by our Chairman and CEO, Charles Giancarlo. For more information about our ESG programs or this report, please contact our ESG program at ESG@purestorage.com.

Materiality Assessment

As part of our Pure Purpose ESG strategy, in early 2021, we conducted our first materiality assessment to identify and prioritize our most important ESG topics and impacts. Although we have always been committed to creating the best outcomes for our stakeholders, this assessment enables us to focus our efforts where we will be most impactful.

Conducted 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. We used this stakeholder feedback to prioritize our most important areas of impact. In addition to prioritizing ESG topics, the assessment provided valuable insight on ESG risks and opportunities, which we used to refine our management practices and align on the future vision and roadmap of our ESG program. At the end of the assessment, we validated our top material ESG topics with our leadership team. These top five material topics form the foundation of our ESG program and report.

- Energy, Emissions and Climate Resilience
- Data Security and Privacy
- Ethical Business Practices
- Talent Acquisition, Retention & Development
- Diversity, Equity & Inclusion





PureStorage.com