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 positively impacting customers, partners, employees, communities and the environment.

Our ESG Strategy, Priority Issues, and Goals

Environment
Delivering Sustainable Technology and Climate Action
- Sustainable Products and Services
- Energy, Emissions, and Climate Resilience

Pure Storage Is Committed To...
- Being net zero by 2040
- Setting science based targets (SBTi), covering Scope 1, 2, and 3
- Reducing use of sold product emissions per effective petabyte by 66% by 2030, against a FY20 baseline

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

Our Technology
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.
How Pure Storage Delivers Sustainability to Customers

### Technology Advantage

**Pure Storage Architecture**
- DFM | Purity | Pure1 | Scalable

**Evergreen® Life Cycle**
- Never Obsolete

**Cloud Operating Model**
- Never Over Provision

### Sustainable Outcomes

**Less Energy**
- Lower CO2e Emissions
- Up to 85% Energy Savings

**Less Real Estate**
- Lower Biodiversity & H2O Impact
- 75%+ Data Center Footprint Savings

**Less E-waste**
- Lower Environmental Load
- 50%+ More Efficient Materials Use

### Business Value

- Up to 85% Energy Savings

### Longer Life, Modernization and Innovation

Our Evergreen life cycle means that storage products can be upgraded modularly and non-disruptively, avoiding full product replacement every few years.

>100 New Software Features

>500X Less Space & Power

>30X More Performance

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.

**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.
Our Operations

Our Environmental Footprint

- **74%** of the square footage of our global office real estate portfolio is certified LEED or similar
- **>97%** (by weight) of replaced data center hardware was diverted from landfill

![Scope 1, 2, and 3 (308,000 mt CO2e)]

![Scope 2 (1,842 mt CO2e)]

![Scope 3 (300,431 mt CO2e)]

Corporate Governance and Business Ethics

Pure Storage's Board of Directors and executive management recognize the importance of sound governance and Pure Storage prides itself on its commitment to ethics in all of its business activities:

- Corporate Governance Guidelines
- ESG Governance Structure
- Code of Conduct
- Speak Up Policy

Data Privacy and Security

- Pure Storage is committed to ensuring the responsible use of personal data entrusted to us.
- Pure Storage employees and contingent workers complete security awareness training annually.
- Pure Storage recognizes the critical importance of developing our products with security in mind.

- Privacy Notice
- SOC-2 Attestation Report
- ISO/IEC:27001:2013 certification for Portworx

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.

- See Our Supplier Code of Conduct

Supply Chain Sustainability Priorities

- Responsible Minerals Sourcing
- Ethical Supply Chain
- Environmental Compliance and Regulations
- Continuous Environmental Performance Improvement
Our People

Pure Storage is transforming the storage industry which requires a talent strategy that, like our portfolio of products, is best-in-class.

Employee Voice Survey Results

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>92%</td>
<td>Great Place to Work</td>
</tr>
<tr>
<td>91%</td>
<td>Proud to Work at Pure Storage</td>
</tr>
<tr>
<td>85%</td>
<td>Employee Engagement</td>
</tr>
</tbody>
</table>

Employees by Region

- **66%** AMERICAS
- **23%** EMEA
- **11%** APJ
- **5,182** EMPLOYEES

Diversity, Equity, and Inclusion

Building an inclusive and diverse workplace results in greater innovation, a better culture, and a stronger bottom line.

- **11.4%** Under Represented Groups (US)
- **31.5%** Women Directors (Global)
- **16.3%** Women VP+ (Global)
- **40%** Board Diversity

Race and Ethnicity in the US

- 50.90% WHITE
- 9.50% NOT SPECIFIED
- 0.24% NATIVE AMERICAN
- 2.30% BLACK
- 5.60% HISPANIC
- 0.6% ASIAN
- 2.70% NATIVE HAWAIIAN/PACIFIC ISLANDER
- 28.02% OTHER

Global Gender

- 23.7% FEMALE
- 74.3% MALE
- 2.0% NOT SPECIFIED

Pure Good Foundation

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.”

- **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

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1 | Percentages represent the number of employees surveyed who agreed or strongly agreed.
2 | Directors includes Directors and Senior Directors.