



# OUR DATA

**ESG REPORT**  
**2023**

# Contents

Pure Storage is committed to advancing its environmental, social, and governance (ESG) practices and impact across three key pillars: Our Technology, Our Operations, and Our People. Discover how Pure Storage can help you achieve your own commitment to sustainable business goals.

**This segment focuses specifically on Our Data.**

[Download the Full ESG Report 2023](#)

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## 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 CO<sub>2</sub>e. See footnote for restatement on FY20 data.

Greenhouse gas emissions by scope (mt CO <sub>2</sub> e)	FY20 <sup>1</sup>	FY21	FY22
Scope 1	276	597	537
Scope 2 (location-based)	1,736	1,292	1,842
<b>Total Scope 1 and 2 Emissions (location-based)</b>	<b>2,013</b>	<b>1,889</b>	<b>2,379</b>
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 <sup>2</sup>	14,908	3,698	2,055
Scope 3: Employee Commuting <sup>5</sup>	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
<b>Total Scope 3 Emissions<sup>3</sup></b>	<b>255,394</b>	<b>269,156</b>	<b>306,431</b>
<b>Total Scope 1, 2 (location-based), and 3 Emissions<sup>4</sup></b>	<b>257,407</b>	<b>271,045</b>	<b>308,809</b>
Greenhouse gas emissions scope 1 and scope 2 by region (mt CO <sub>2</sub> 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
<b>Total electricity use (in MWh)—Electricity</b>	<b>6,896</b>	<b>6,088</b>	<b>6,253</b>
Energy Demand (in MWh)	FY20	FY21	FY22
Electricity use (in MWh)	6,896	6,088	6,253
Energy use (in MWh)—Other fuels <sup>6</sup>	3,325	2,744	2,549
<b>Total Energy (MWh)</b>	<b>10,221</b>	<b>8,831</b>	<b>8,802</b>

Greenhouse Gas Emissions: CONTINUED

Greenhouse gas emissions intensity by FYE revenue (mt CO2e / \$ millions)	FY20 <sup>1</sup>	FY21	FY22
Scope 1	0.17	0.35	0.25
Scope 2 (Location-based)	1.06	0.77	0.84
<b>Total Scope 1 and 2 Emissions (Location-based)</b>	<b>1.22</b>	<b>1.12</b>	<b>1.09</b>
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 <sup>2</sup>	9.07	2.20	0.94
Scope 3: Employee Commuting <sup>5</sup>	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
<b>Total Scope 3 Emissions<sup>3</sup></b>	<b>155.40</b>	<b>159.81</b>	<b>140.51</b>
<b>Total Scope 1, 2, and 3 Emissions (Location-based)<sup>4</sup></b>	<b>156.63</b>	<b>160.94</b>	<b>141.60</b>
Greenhouse gas emissions intensity by full time employee (mt CO2e / employee)	FY20 <sup>1</sup>	FY21	FY22
Scope 1	0.08	0.15	0.13
Scope 2 (Location-based)	0.50	0.33	0.43
<b>Total Scope 1 and 2 Emissions (Location-based)</b>	<b>0.58</b>	<b>0.49</b>	<b>0.56</b>
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 <sup>2</sup>	4.30	0.96	0.48
Scope 3: Employee Commuting <sup>5</sup>	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
<b>Total Scope 3 Emissions<sup>3</sup></b>	<b>73.75</b>	<b>69.77</b>	<b>72.17</b>
<b>Total Scope 1, 2, and 3 Emissions (Location-based)<sup>4</sup></b>	<b>74.33</b>	<b>70.26</b>	<b>72.73</b>
Greenhouse gas emissions intensity per effective PB Shipped (mt CO2e / PBe) <sup>7</sup>	FY20	FY21	FY22
<b>Scope 3 Use of Sold Products mt CO2e per effective petabyte shipped</b>	<b>65.94</b>	<b>54.42</b>	<b>48.89</b>
Energy Demand intensity by FYE revenue	FY20	FY21	FY22
<b>Energy Demand Intensity per \$ million in revenue (MWh / \$ million revenue)</b>	<b>6.22</b>	<b>5.24</b>	<b>4.04</b>

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 <sup>1</sup>	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 <sup>2</sup>	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) <sup>3</sup>	24.3%	27.8%	29.2%	31.5%
% Female- Leadership (VP+ )	16.3%	12.6%	14.6%	16.3%
Gender by Region <sup>2</sup>	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
<b>Product Security</b>		
TC-HW- 230a.1	Description of approach to identifying and addressing data security risks in products	<a href="#">Product and Data Security</a>
<b>Employee Diversity &amp; Inclusion</b>		
TC-HW330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<a href="#">Human Capital</a> <a href="#">Diversity, Equity, and Inclusion</a>
<b>Product Life Cycle Management</b>		
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	<a href="#">How Pure Storage Delivers e-Waste Savings and Product Circularity</a>

Topic / Code	Accounting Metric	Response
<b>Supply Chain Management</b>		
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
<b>Materials Sourcing</b>		
TC-HW440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">Supply Chain Sustainability</a>

## Software & IT Services Sustainability Accounting Standard

### Sustainability Disclosure Topics & Accounting Metrics

Topic / Code	Accounting Metric	Response
<b>Environmental Footprint of Hardware Infrastructure</b>		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	<a href="#">Greenhouse Gas Emissions</a>
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	<a href="#">Our Data Centers</a>
<b>Data Privacy &amp; Freedom of Expression</b>		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	<a href="#">Pure Storage privacy notice</a>
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
<b>Data Security</b>		
TC-SI-230a.2	Description of approach to identifying an addressing data security risks, including use of third-party cybersecurity standards	<a href="#">Product and Data Security</a>
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>		
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	<a href="#">Human Capital</a> <a href="#">Diversity, Equity, and Inclusion</a>
<b>Intellectual Property Protection &amp; Competitive Behavior</b>		
TC-SI-520a.1	Total amount of monetary losses as a results of legal proceedings associated with anticompetitive behavior regulations	None
<b>Managing Systemic Risks from Technology Disruptions</b>		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	<a href="#">Enterprise Resiliency Program</a>



# 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
<b>GRI 2 General Disclosures</b>		
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. <a href="#">Pure Storage locations</a>
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	<a href="#">About This Report</a>
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 <a href="#">Human Capital</a> 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	<a href="#">2023 Form 10-K (Business)</a>
GRI 2-7	Employees	<a href="#">Human Capital</a> 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	<a href="#">2023 Proxy Statement</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Audit and Risk Committee Charter</a> <a href="#">Compensation and Talent Committee Charter</a> <a href="#">Nominating and Corporate Governance Committee Charter</a>
GRI 2-10	Nomination and selection of the highest governance body	<a href="#">2023 Proxy Statement</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Nominating and Corporate Governance Committee Charter</a>
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 <a href="#">2023 Proxy Statement</a>

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. <a href="#">2023 Proxy Statement</a>
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	<a href="#">About This Report</a> <a href="#">ESG Strategy and Goals</a>
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	<a href="#">2023 Proxy Statement</a>
GRI 2-19	Remuneration Policies	<a href="#">2023 Proxy Statement</a>
GRI 2-20	Process to Determine Remuneration	<a href="#">2023 Proxy Statement</a>
GRI 2-21	Annual Total Compensation Ratio	<a href="#">2023 Proxy Statement</a>
GRI 2-22	Statement on Sustainable Development Strategy	<a href="#">A Letter From our Chairman and CEO</a>
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	<a href="#">Speak Up Policy</a>
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"> <li>- Accounting for Sustainability</li> <li>- A4S ESG Controller Roundtable</li> <li>- CEO Action for Diversity &amp; Inclusion</li> <li>- ESG Controller Bay Area Consortium for Tech Leaders</li> <li>- FIRST</li> <li>- Information Technology—Information Sharing Analysis Center (IT-ISAC)</li> <li>- International Association of Privacy Professionals</li> <li>- Responsible Business Alliance (RBA)</li> <li>- The Conference Board (DEI)</li> </ul>
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.
<b>GRI 3 Material Topics</b>		
GRI 3-1	Process to Determine Material Topics	<a href="#">ESG Strategy and Goals</a>
GRI 3-2	List of Material Topics	<a href="#">About This Report</a>
GRI 3-3	Management of Material Topics	<a href="#">ESG Strategy and Goals</a>
<b>GRI 201 Economic Performance</b>		
GRI 201-1	Direct Economic Value Generated and Distributed	<a href="#">2023 Form 10-K</a>
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	<a href="#">Employee Wellness</a>
<b>GRI 203 Indirect Economic Impact</b>		
GRI 203-2	Significant Indirect Economic Impacts	<a href="#">A Culture of Doing Good</a>
<b>GRI 205 Anti-corruption</b>		
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.
<b>GRI 206: Anti-competitive Behavior</b>		
GRI 206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	No material actions
<b>GRI 302 Energy</b>		
GRI 302-1	Energy Consumption within the Organization	<a href="#">Greenhouse Gas Emissions</a>
GRI 302-3	Energy Intensity	<a href="#">Greenhouse Gas Emissions</a>
GRI 302-4	Reduction of Energy Consumption	<a href="#">Our Environmental Footprint</a> <a href="#">Sustainable Products and Services</a>

Global Reporting Initiative (GRI): CONTINUED



GRI Indicator	Description	Response
GRI 302-5	Reductions in Energy Requirements of Products and Services	<a href="#">How Pure Storage Delivers Energy and Emissions Savings</a>
<b>GRI 305 Emissions</b>		
GRI 305-1	Direct (Scope 1) GHG Emissions	<a href="#">Greenhouse Gas Emissions</a>
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	<a href="#">Greenhouse Gas Emissions</a>
GRI 305-3	Other Indirect (Scope 3) GHG emissions	<a href="#">Greenhouse Gas Emissions</a>
GRI 305-4	GHG Emissions Intensity	<a href="#">Greenhouse Gas Emissions</a>
GRI 305-5	Reduction of GHG Emissions	<a href="#">Greenhouse Gas Emissions</a>
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.
<b>GRI 401 Employment</b>		
GRI 401-1	New Employee Hires and Employee Turnover	<a href="#">Human Capital</a>
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).
<b>GRI 403 Occupational Health and Safety</b>		
GRI 403-1	Occupational Health and Safety Management System	<a href="#">Health and Safety</a>
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<a href="#">Health and Safety</a>
GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	<a href="#">Health and Safety</a>
GRI 403-5	Worker Training on Occupational Health and Safety	<a href="#">Health and Safety</a>
GRI 403-6	Promotion of Worker Health	<a href="#">Employee Wellness</a>
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. <a href="#">Health and Safety</a>
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)
<b>GRI 404: Training and Education</b>		
GRI 404-1	Average Hours of Training per Year per Employee	<a href="#">Employee Growth and Development</a>
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	<a href="#">Employee Growth and Development</a>
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	<a href="#">Employee Growth and Development</a>

Global Reporting Initiative (GRI): CONTINUED



GRI Indicator	Description	Response
<b>GRI 405 Diversity and Equal Opportunity</b>		
GRI 405-1	Diversity of Governance Bodies and Employees	<a href="#">Human Capital</a> <a href="#">Ensuring Diversity in our Board of Directors and Leadership Teams</a>
<b>GRI 413: Local Communities</b>		
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	<a href="#">A Culture of Doing Good</a> <a href="#">Diversity, Equity, and Inclusion</a> <a href="#">Speak Up Policy</a> <a href="#">Health and Safety</a>
<b>GRI 415: Public Policy</b>		
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><b>GOAL 5</b> Gender Equality</p>	<p><b>Target 5.5:</b> 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	<a href="#">Ensuring Diversity in our Board of Directors and Leadership Teams</a>	
		Advancing women in leadership	<a href="#">Global Gender</a> <a href="#">Human Capital—Global Gender by Level</a>	
		Women@Pure employee resource group	<a href="#">Pure Equality: Building Community and Connection</a>	
		Employee growth and development programs	<a href="#">Employee Growth and Development</a>	
		Supplier Code of Conduct	<a href="#">Supplier Code of Conduct</a>	
	<p><b>Target 5.c:</b> 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	<a href="#">Providing Equitable Talent Processes, Promotions, and Pay</a>	
		Speak Up program for reporting concerns	<a href="#">Speak Up Policy</a>	
		Commitment to human rights	<a href="#">Ethical Supply Chain</a> <a href="#">Driving Ethical Conduct and Practices</a>	
		<p><b>Target 8.3:</b> 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	<a href="#">Responsible Minerals Sourcing</a> <a href="#">Ethical Supply Chain</a>
			Grant making to non-profits and employee volunteerism/mentorship to support workforce development	<a href="#">Workforce Development</a>
 <p><b>GOAL 8</b> Decent Work and Economic Growth</p>	<p><b>Target 8.5:</b> 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>	Review of pay equity holistically twice a year	<a href="#">Providing Equitable Talent Processes, Promotions, and Pay</a>	
		Employee benefits	<a href="#">Employee Wellness</a>	
		Speak Up program for reporting concerns	<a href="#">Speak Up Policy</a>	
	Established Able, Pure Storage’s newest employee resource group	<a href="#">Pure Equality: Building Community and Connection</a>		
	Pure Storage Code of Conduct	<a href="#">Code of Conduct</a>		
	Environmental health and safety	<a href="#">Health and Safety</a>		
Commitment to human rights	<a href="#">Ethical Supply Chain</a> <a href="#">Driving Ethical Conduct and Practices</a>			

United Nations Sustainable Development Goals (UN SDGs): CONTINUED

SDG Goal	Relevant Targets	Pure Storage's Actions	Links To More Information
 <p><b>GOAL 9</b> Industry, Innovation and Infrastructure</p>	<p><b>Target 9.4:</b> 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><a href="#">Sustainable Products and Services</a></p> <p><a href="#">How Pure Storage Delivers Energy and Emissions Savings</a></p> <p><a href="#">How Pure Storage Delivers e-Waste Savings and Product Circularity</a></p> <p><a href="#">Extending Sustainability with the Evergreen//One as-a-Service Subscription</a></p>
 <p><b>GOAL 12</b> Responsible Consumption and Production</p>	<p><b>Target 12.6:</b> 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><a href="#">How Pure Storage Delivers e-Waste Savings and Product Circularity</a></p> <p><a href="#">How Pure Storage Delivers Energy and Emissions Savings</a></p> <p><a href="#">Extending Sustainability with the Evergreen//One as-a-Service Subscription</a></p>



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