

STATEMENT AGAINST SLAVERY AND HUMAN TRAFFICKING FY2026

Everpure, Inc. ("Everpure", formerly known as Pure Storage, Inc.) is committed to corporate, social, and environmental responsibility, including ensuring its employees and suppliers take appropriate measures to help mitigate the risk of human trafficking and slavery within its global supply chain. Everpure does not tolerate forced labor, indentured labor, involuntary/child labor, or any other form of human trafficking by any Everpure supplier or for any purpose.

This Statement is made pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "**Canadian Act**"), the Modern Slavery Act 2018 (Cth) (the "**Australian Act**"), the Modern Slavery Act of 2015 (the "**United Kingdom Act**"), and the Transparency in Supply Chains Act of 2010 (the "**California Act**") for the Everpure financial year/reporting period of February 3, 2025 - February 1, 2026 ("**Reporting Period**" or "**FY**").

1. ORGANISATION STRUCTURE, OPERATIONS, ACTIVITIES AND SUPPLY CHAINS

1.1 Reporting Entity

Everpure, Inc. (USA) and each of its relevant controlled foreign subsidiaries (listed immediately below) are collectively referred to herein as '**Everpure**' and/or the '**reporting entity**' covered by this Statement:

- Everpure, Inc. for the purposes of the California Act,
- Everpure, Inc. and Everpure Australia Pty Ltd for the purposes of the Australian Act,
- Everpure, Inc. and Everpure Canada Limited for the purposes of the Canadian Act, and
- Everpure, Inc. and Everpure UK Ltd for the purposes of the UK Act.

The terms '**we**', '**us**' and '**our**' refer to Everpure, except where context otherwise requires.

1.2 Organization and Supply Chain Structure

Everpure, Inc. (USA) is a public company listed on the New York Stock Exchange and has the following general management structure:

- The Board consisting of:
 - Chairman and Chief Executive Officer
 - Founder and Chief Visionary Officer
 - Non-executive Board Members (8)
- The Executive Staff consisting of:
 - Chief Executive Officer
 - Founder and Chief Visionary Officer
 - Chief Product Officer
 - Chief Revenue Officer
 - Chief Financial Officer

Our corporate headquarters are in Santa Clara, California. We also maintain offices and inventory depots in multiple locations in the United States and in Africa, Asia, Australia, Europe, and North and South America. The inventory depots and global market are supported by third-party contract manufacturing in North America and Europe and their associated supplier networks.

1.3 Supply Chain Understanding

Everpure acknowledges that it does not yet have complete visibility into all environmental, human-rights, and security impacts across every tier of its global supply chain. Consequently, Everpure is expanding what it requires its supplier to disclose, its external assurance measures, and its continuous supplier monitoring to identify and address previously unknown risks.

1.4 Products, Sectors, and Services

Everpure delivers an integrated hardware and software data storage and data management platform guided by three core principles: simplicity, sustainability, and transformation. The platform enables organizations to

store, manage, protect, and access their data securely and efficiently — including for AI, machine learning, and advanced analytics workloads at scale.

Hardware products are designed and specified by Everpure and manufactured by third-party contract manufacturers primarily in the Americas and Eastern Europe. The portfolio includes:

- FlashArray™ — all-flash storage arrays for block and file workloads in mission-critical enterprise Environments;
- FlashBlade® — all-flash platforms for unstructured data and AI/HPC workloads, including the FlashBlade//EXA™, purpose-built for AI factories at scale;
- DirectFlash® Modules (DFMs) — proprietary flash storage media used across both product families; and
- Associated controllers, chassis, PCIe cards, and interconnects.

Everpure's software and services include the Purity® operating environment, Everpure Fusion™ intelligent control plane, Pure1® AI-powered management, and Evergreen//One™, a storage-as-a-service subscription platform. Together, these enable customers to build an Enterprise Data Cloud (EDC) — a unified, intelligent environment spanning on-premises, cloud, and hosted infrastructure.

Everpure serves more than 14,500 customers globally — including approximately 64% of Fortune 500 companies — across enterprise, cloud, public sector, and managed service provider markets, with operations in more than 30 countries and \$3.66 billion in FY26 revenue (16% year-over-year growth).

Because Everpure's products incorporate physical hardware components — including flash media, semiconductors, printed circuit boards, enclosures, and related electronics — manufactured across a multi-tier global supply chain, responsible sourcing and supplier accountability are integral to Everpure's business model. All manufacturing is outsourced to contract manufacturers that have committed to operating under Everpure's Supplier Code of Conduct and/or the equivalent Responsible Business Alliance (RBA) Code of Conduct. Everpure's supplier engagement across multiple tiers is described in Section 1.5.

1.5 Direct and Indirect Suppliers

Everpure outsources all manufacturing operations to contract manufacturers. Our contract manufacturers manufacture, assemble, test and package our products in accordance with our specifications and are primarily located in the Americas and Eastern Europe. We provide our contract manufacturers with a rolling forecast for anticipated orders, which the contract manufacturers use to build finished products. The product mix and volumes are adjusted based on anticipated demand and actual sales and shipments in prior periods. We work closely with our contract manufacturers to meet our product delivery requirements and to manage the manufacturing process and quality control.

We and our contract manufacturers are active members of the RBA, supporting continuous improvement in the social, environmental and ethical responsibility of our supply chain.

Our supply chain also includes the suppliers of products and services that would typically be required by

offices for administration, sales and marketing, research and development as well as inventory depots located around the world.

Our engagement with suppliers extends beyond first-tier suppliers. Contractual commitments to our Supplier Code of Conduct, due diligence, RBA Validated Assessment Program (VAP) activities, and other sustainability engagement cover several important second-tier component suppliers that in turn supply our contract manufacturers.

Everpure classifies its supplier base as:

- Direct Suppliers (supply chain directly involved in components or manufacturing, including higher-materiality Targeted Suppliers with deeper sustainability, human rights, and ethics engagement); and
- Indirect Suppliers (e.g., software, marketing, consulting).

Our Supplier Human Rights and Due Diligence Program is organised around three pillars:

1. Supplier Third Party Risk Management: governance, policies, onboarding, and due diligence applicable to all suppliers;
2. Targeted Key Supplier Engagement: direct collaboration, audits, and the Sustainability Scorecard with our most strategic partners); and
3. Additional Activities: ongoing Internal Audit and Legal activities, including supplier audits, contract commitments, and forced-labor regulatory reporting.

“Targeted Suppliers” (also referred to as Key Strategic Suppliers) include all Tier 1 contract manufacturers—accounting for 100% of Tier 1 supply-chain spend—together with key Tier 2 suppliers deemed critical to our sustainable-procurement mission.

1.6 Modern Slavery Risk Management Governance

Senior leadership, supported by legal, subject matter experts, and the RBA, identifies and assesses modern slavery risks and converts this analysis into strategy and action plans to achieve strategic objectives.

All members of Everpure have accountability for execution of the action plans relating to their respective operations and/or suppliers and are kept apprised of the activities and outcomes noted in this Statement by senior leadership.

1.7 Consultation Process

Everpure operates with centralized oversight of supply chain operations from its global headquarters, with HQ functions directly managing sourcing, supplier relationships, and supply chain risk activities on behalf of all group companies, including the reporting entities covered by this Statement. As a result, the information needed to prepare this Statement — including supply chain data, supplier risk reviews, and due diligence activities — is held and maintained centrally rather than across dispersed local teams.

In developing this Statement, the central supply chain, procurement, and compliance functions at HQ consolidated information across all Everpure group companies, including the reporting entities. Each reporting entity was consulted to confirm site-specific operational details, validate the accuracy of supplier information relevant to their operations, and review the due diligence activities applied to suppliers in their respective supply chains. The draft Statement was then shared with each reporting entity for review prior to approval.

1.8 Stakeholder Engagement

To map and build visibility into our supply chain, Everpure engages directly with our contract manufacturers and Key Strategic Suppliers — both those we purchase from directly and those we source through our contract manufacturers. Working alongside these suppliers and leading SaaS supply chain platforms, we identify and continuously monitor key component suppliers, which has enabled us to map 2-3+ tiers of our supply chain.

To strengthen the quality of this mapping and benchmark our visibility against leading practices, Everpure also engages subject matter experts, internationally recognized sustainability rating firms, and participates in the Responsible Business Alliance (RBA). These relationships help us continuously expand and refine our understanding of our supply chain and identify areas where deeper visibility is needed.

The supply chain visibility established through this engagement forms the foundation for our modern slavery risk assessment, described in Section 3.

1.9 Continuous Improvement

At Everpure, we recognize the profound impact that responsible sourcing and manufacturing has on our planet, communities, and the sustainability of our products. Everpure is committed to not just meeting but exceeding the evolving expectations of our stakeholders for a more sustainable and responsible global supply chain.

Everpure continues to increase visibility and understanding of its operations and supply chain, and it plans to further deepen this knowledge by expanding supplier disclosures, external assurance, and continuous monitoring. Refer to section 3 for additional information regarding Everpure's expanded due diligence, mapping, and monitoring of its supply chain in the 2026 and 2027 Reporting Periods.

2. POLICIES IN RELATION TO MODERN SLAVERY, FORCED LABOR AND CHILD LABOR

2.1 Internal Operating Policies

Everpure maintains several key policies addressing modern slavery (<https://www.everpuredata.com/legal/productenduserinfo.html>):

- **Statement Against Slavery and Human Trafficking** - establishes risk mitigation and due diligence activities across business operations and the supply chain.
- **Statement on Corporate Social Responsibility** - affirms commitment to fair labor practices and zero tolerance for human rights abuses, human trafficking, and slavery across operations.
- **Sustainable Procurement Policy** - embeds ethical labor practices, human rights compliance, and RBA Code adherence into supplier selection and procurement decisions.
- **Labor Practices Statement** - commits to RBA-aligned wages, working hours, equal remuneration, and dignified workforce transitions for all employees and contracted workers.
- **Human Rights Statement** - articulates zero tolerance for forced labor, child labor, and human trafficking, guided by United Nations Guiding Principles on Business and Human Rights and RBA standards.
- **Anti-bribery and Anti-corruption Policy** - supports ethical supply chain governance by prohibiting corrupt practices that often correlate with forced labor and trafficking risks.
- **Policy on Conflict Minerals** - ensures due diligence on tin, tungsten, tantalum, and gold sourcing to prevent funding human rights violations in conflict regions.
- **Everpure Code of Conduct** - requires all employees to respect human rights and forbids forced labor, slavery, child labor, and trafficking across operations and supply chain.
- **Supplier Code of Conduct** - mandates supplier compliance with RBA standards prohibiting forced labor, child labor, and human trafficking, including Uyghur Forced Labor Prevention Act compliance certification.

2.2 International Standards

Everpure has adopted the RBA Code of Conduct as the foundation of its Supplier Code of Conduct. The standards set out in the RBA Code of Conduct reference international norms and standards including:

- United Nations Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- International Labour Organization (ILO) International Labor Standards
- OECD Guidelines for Multinational Enterprises
- ISO and SA standards

These commitments align with the UN Global Compact's Ten Principles, including Human Rights Principles 1 and 2.

The RBA Code of Conduct requires members to meet the strictest requirements between the code itself and applicable laws and regulations, including prohibition of forced labor, child labor, involuntary prison labor, and human trafficking.

2.3 Stakeholder Engagement

Everpure engages a broad range of stakeholders in the development and implementation of its modern slavery policies, including its internal supply chain operations teams, legal team, sustainability team, contract manufacturers and Key Strategic Suppliers, the RBA and Responsible Minerals Initiative (RMI), sustainability rating agencies, and independent consulting firms.

Everpure is an active member of the RBA and has adopted the RBA Code of Conduct as the foundation of its Supplier Code of Conduct. The standards set out in the RBA Code of Conduct reference international norms and standards including the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and others. The RBA Code of Conduct requires its members to meet the stricter of the requirements of the code itself or applicable laws and regulations, including those targeting forced labor, child labor, involuntary prison labor, and human trafficking.

Everpure supports the United Nations Global Compact and its Ten Principles, including Human Rights Principles 1 and 2 - the commitments to support and respect internationally proclaimed human rights and to ensure we are not directly or indirectly complicit in human rights abuses. The RBA Code of Conduct, which forms the foundation of our Supplier Code of Conduct, is expressly aligned with these principles and with the UN Guiding Principles on Business and Human Rights.

2.4 Communication and Enforcement

Everpure communicates and enforces its policies through the following mechanisms:

- 100% of new suppliers certify that they will comply with the Everpure Code of Conduct, Supplier Code of Conduct, and/or RBA Code of Conduct (or equivalent), including the sections on Human Rights and Forced Labour
- Key Strategic Suppliers are required to certify that they will comply with our Code of Conduct, Supplier Code of Conduct, and/or RBA Code of Conduct.
- Should any policy breaches be detected, Everpure personnel would be subject to our progressive discipline procedures, up to and including termination of employment. Suppliers that breach their contractual commitments to the Modern Slavery Risk Mitigation Program could be subject to losing their contracts with Everpure and facing additional penalties.
- The RBA VAP Audit program is a vehicle to monitor and enforce the RBA Code of Conduct using internationally recognized, standardized third-party audits of manufacturing facilities' social, environmental, and ethical practices based on the RBA Code of Conduct. This evaluation includes

labor rights, health and safety, environmental responsibility, ethics, and management systems.

2.5 Purchasing Policy Improvements

During the Reporting Period, Everpure strengthened its Sustainable Procurement Policy and embedded enhanced environment, social, and governance (ESG) language in more than 70% of Tier 1 manufacturer contracts—covering environmental, human-rights, labor, and ethics clauses—representing over 70% of our Direct Supply Chain spend. By leveraging opportunities presented by new contracts or contract renewals, we were able to achieve this milestone.

Everpure also reviewed whether its own purchasing practices — including forecasting accuracy, lead times, order-volume changes, payment terms, and pricing — could place undue pressure on contract manufacturers and Key Strategic Suppliers that could heighten modern slavery risk. We concluded that through the use of rolling forecasts, collaborative demand planning, and standard commercial payment terms with its Tier 1 manufacturers that we could mitigate that risk.

2.6 Continuous Improvement

Building on the FY25 Statement for continuous improvement in our policies, in FY26 Everpure:

- Extended in-system certification requirements of the Everpure and Supplier Codes of Conduct (including the Human Rights and Forced Labour sections) to 100% of new suppliers via our onboarding platform;
- Aligned external-facing references to include the UN Global Compact's Ten Principles;
- Developed and publicly published Everpure's Human Rights Statement; and
- Developed and publicly published its Labor Practices Statement.

In FY27, we plan to continue refining policy language and translation coverage, with policies reviewed at least annually.

3. RISK MANAGEMENT PROCESSES IN PLACE TO ASSESS AND ADDRESS RISK

3.1 Risk Assessment Frequency

Everpure is dedicated to ethical business practices globally, respecting human rights and adhering to all applicable laws and regulations. While data-driven SaaS alerts and other risk assessment activities as indicated in this Statement occur in near real-time and result in direct responses, a formal comprehensive review is executed annually, culminating in the annual Statement's approval by the governing bodies of the reporting entities in section 1.1.

3.2 Risk Assessment Governance

We have implemented and embedded an ongoing program to continuously improve our visibility into the labor practices in our supply chain and our ability to identify, assess and address risks of modern slavery practices in our operations and supply chain (the "Modern Slavery Risk Mitigation Program").

3.3 Identifying and Assessing Risks

Our Modern Slavery Risk Mitigation Program is intended to be continuously reviewed and improved as time goes on and currently includes:

- **Policies and Statements:** Our Statement Against Slavery and Human Trafficking, Human Rights Statement, Labor Practices Statement, Business Code of Conduct, Sustainable Procurement Policy, Supplier Code of Conduct, and "Speak Up" program. Each statement and policy specifically addresses our commitment to vigilance regarding modern slavery issues, while the Speak Up program strongly encourages employees, suppliers, and other stakeholders to report all concerns and violations of our policies. The program provides clear reporting mechanisms via multiple channels, and ensures that there will be no retaliation for reporting concerns.
- **Contract Language:** Our Master Supply Agreement ("MSA") template includes language requiring compliance to the RBA Code of Conduct, ensuring our Key Strategic Suppliers align with the RBA requirements around human rights and forced labor and perform continuous monitoring. Management has approved a requirement in the MSA for new suppliers to comply with the Everpure Code of Conduct as well as the Everpure Supplier Code of Conduct, or equivalent policies. Key strategic suppliers are required to acknowledge and demonstrate their compliance with both Codes of Conduct during training and certification exercises. As we noted above, we use contract renewals and new supply arrangements as opportunities to secure commitments from suppliers to our principles.
- **Audits:** We utilize a multi-faceted audit approach, including use of third-parties, Everpure led audits, and supplier self-assessments.
 - a. Third-party: The RBA VAP program performs audits across all Tier 1 Production Sites, including an assessment of risk areas and potential corrective actions, including human trafficking as a key topic area.

- b. Everpure led: Everpure risk and compliance professionals additionally perform on-site audits at key strategic supplier sites.
 - c. Self-assessment: We also require additional Key Strategic Suppliers to take the RBA self assessment questionnaires, which includes a self-assessment of conformance with the RBA Code of Conduct. This includes an evaluation of the supplier's policies and practices that may increase risks related to human trafficking.
- **Depth of engagement:** Our list of Key Strategic Suppliers includes several critical component suppliers that sell to our Tier 1 Production Sites, which increases the depth of our supplier engagement.
- **Onboarding/Screening:** We perform a rigorous onboarding screening and monitoring process using third-party technology tools and internal resources to reduce the risk of engaging with unethical companies. We have implemented certification and assessment of modern slavery risk when a new supplier is identified and onboarded. Onboarding is administered through a SaaS platform, which covers 100% of new suppliers and combines: (i) contractual and in-system certification of the Everpure Code of Conduct, Supplier Code of Conduct, and/or RBA Code of Conduct (including the Human Rights and Forced Labour sections); (ii) screening against OFAC sanctions and debarred-party databases; and (iii) a tailored due-diligence questionnaire spanning Compliance, Ethics and Integrity, Workforce and Labour, Data Privacy, Business Continuity, Information Security, and Sourcing, with functional specialists reviewing risk categories and evaluating the level of risk.
- **Continuous Monitoring:** Since FY25, we have partnered with an industry-leading supplier-risk SaaS provider's third party risk technology to provide enhanced due diligence and continuous monitoring across 100% of our direct supplier spend, with additional coverage of selected second-, third-, and lower-tier spend. For each monitored entity (and its corporate structure), the platform unearths adverse media, sanctions and watch-list hits, anti-corruption signals, human rights and labor-matter alerts, intellectual-property issues, and other risk indicators in near real time. In FY26 we launched a pilot to extend the supplier-risk SaaS provider's enhanced due diligence to additional direct supplier tiers and a sample of higher-materiality indirect suppliers. We continue to expand the coverage of both our supply chain and indirect suppliers into FY27 and beyond.
- **Sustainability Scorecard:** Our quarterly evaluation of suppliers includes a sustainability scorecard for Key Strategic Suppliers, driving mutual engagement and progress on their journey. The Sustainability Scorecard accounts for 10% of each Targeted Supplier's overall quarterly performance score, embedding sustainability and human-rights performance into our commercial-relationship governance.
- **Expanded training:** We deployed training for the Modern Slavery Risk Mitigation Program to our own employees as well as suppliers, to ensure they have the knowledge and tools to identify and report risks, and we have mechanisms in place to hold our personnel and suppliers accountable via binding policies and contract obligations.

- External assessments: We work with subject matter experts, internationally recognized sustainability rating firms, and the prior noted independent consulting firm assessment to continuously measure our program against leading practices and identify improvement opportunities.
- **To mitigate internal risks**, Everpure undertakes a number of steps including:
 - a. Ensuring all employees receive employment contracts or offer letters detailing wages and work hours and are provided with payslips;
 - b. Ongoing engagement with employee representation groups;
 - c. Monitoring of changes in employment legislation related to compensation and working hours; and
 - d. Maintenance of commercial agreements with contingent workforce providers, ensuring they uphold suitable policies, including a Human Rights Statement and Labor Practices Statement.

We remain on a modern slavery risk identification and mitigation journey with our suppliers and expect that our visibility into modern slavery risk in the supply chain will improve and corresponding mitigation actions completed as we continue that journey. Our Modern Slavery Risk Mitigation Program has been designed – and will continue to be refined – with that in mind and with a view to “bring along” our entire supply chain with us on that journey to the greatest extent feasible.

3.4 Highest Priority Risks to Workers

Risks in Operations:

Our internal processes have found no evidence of any modern slavery practices or incidents in our operations, and we partner with contract manufacturers that are active members of the RBA to perform manufacturing, which mitigates our direct risk. We are aware of general industry risks, such as migrant workers, child labor, modern slavery, unsafe working conditions, and **no** incidents have been reported through our active grievance (whistleblower) hotline.

Everpure has pledged to respect human rights, covering topics such as forced labor, slavery, child labor, and human trafficking. We practice the principles embodied in the RBA Code of Conduct, which prohibits the use of forced labor, indentured labor, or involuntary/child labor and human trafficking. The RBA Code of Conduct outlines requirements covering the absence of slavery and human trafficking, to include compliance with global labor standards and applicable laws (e.g., worker health and safety, the environment, business ethics). Our internal policies and practices such as our Code of Conduct require compliance with the RBA Code of Conduct and are consistent with international labor and human rights standards.

Risks in Supply Chain:

We are not aware of any information, which suggests that any of our suppliers had (or were aware of) any instances of modern slavery in their operations or supply chains, though we are aware of general industry risks in extended operations and supply chains, through multiple tiers of global sub-supplier engagement. As generic examples defined by the ILO, this may include bonded labor, indentured labor, involuntary prison labor, slavery, and trafficking of persons. This may also include foreign migrant worker risks, such as recruitment fees being solicited, inability to review or interpret labor agreements, passport confiscation, or lack of return transportation to home countries.

Everpure expects its suppliers' conduct to adhere to the highest ethical principles, as described in our Supplier Code of Conduct. We continuously engage with key manufacturing partners, components suppliers, and other partners to drive awareness of and alignment to our expectations.

Everpure requires adherence to RBA's governing principles with Key Strategic Suppliers renewing business. Furthermore, during the reporting period and onwards, all suppliers are required to certify our Supplier Code of Conduct or equivalent pledge via our onboarding questionnaire tool during the onboarding and screening process. We are also committed to complying with the changes to the U.S. Government's Federal Acquisition Regulation with regards to Combating Trafficking in Persons and expect our suppliers to similarly be in compliance. We work with our supply chain to create an environment where workers may freely choose employment. This focus on labor and worker rights is part of a larger effort around supply chain transparency and accountability.

3.5 Stakeholder Engagement

Everpure engages with internal and external stakeholders to identify and prioritise risks:

- Active participation in the RBA, leveraging cross-industry collaboration;
- Engagement with key manufacturing partners, component suppliers, and other partners;
- Ongoing engagement with employee representation groups;
- Involvement in several external quarterly or annual compliance and/or human rights forum groups, across technology companies and other industries focused on these issues, to discuss risks and leading practices.
- Collaboration with subject matter experts and sustainability rating firms; and Use of Walk Free's^[1] six-step process as a framework for guiding approach to modern slavery issues.

3.6 Continuous Improvement

In Section 3.3(6) we describe the successful results of our continuous monitoring pilot program.

In FY27, we are maturing this program, expanding sub-tier mapping and due diligence, and further integrating risk findings into commercial decision-making.

4. DUE DILIGENCE PROCESSES AND REMEDIATION MEASURES

4.1 Prevention and Mitigation

Each reporting period, key actions are taken in connection with the Modern Slavery Risk Mitigation Program, with the reporting period actions summarized in Section 7. Everpure also took the following actions:

- **Screening:** We enhanced our robust supplier screening using third-party technology tools and our internal resources as part of our onboarding protocol including comprehensive due diligence and risk assessments across multiple domains, such as sanctions and watchlists, ethical business practices, diversity, data privacy, information security. All new suppliers are onboarded through an industry-leading supplier management SaaS provider, which delivers OFAC and debarred-party screening, conditional questionnaires across compliance, workforce and labor, data privacy, and information-security domains, and in-system certification of our Code of Conduct, Supplier Code of Conduct, or equivalent (including the Human Rights and Forced Labour provisions). For continuous monitoring, we use an industry-leading supplier-risk SaaS provider's technology to monitor adverse media, sanctions, watchlists, anti-corruption, and human-rights and labor signals across 100% of our direct supply-chain spend, with selected coverage of lower tiers. We actively pursue complete responses to our due diligence inquiries until Everpure is satisfied that suppliers have fully complied. Those suppliers that fail to respond in a timely and transparent manner will be considered in breach of their obligations to Everpure and could be subject to losing their contracts and payment of damages.
- **RBA Collaboration:** We actively participate in the RBA, leveraging cross-industry collaboration to align suppliers with clear, consistent, and attainable standards. Our involvement with the VAP ensures independent on-site verification of compliance across labor rights and other RBA Code of Conduct attributes through third-party audits. All Tier 1 Production Sites were covered by VAP audits.

4.2 Supplier and Worker Engagement

Everpure engages suppliers and workers beyond contractual compliance through quarterly Sustainability Scorecard reviews with Key Strategic Suppliers (Section 3.3(7)), Everpure-led on-site supplier audits, RBA Self-Assessment Questionnaire (SAQ) engagement with selected Tier 1 and Tier 2 strategic suppliers, and ongoing dialogue with employee representation groups across our own operations.

4.3 Human Rights Due Diligence Approach

Our human-rights due diligence approach is anchored in the Everpure Modern Slavery Risk Mitigation Program, with the Legal Ethics & Compliance team responsible for program design and oversight in coordination with Supply Chain Assurance and Compliance Managers, and overall senior-level oversight provided by the Regulatory Compliance Committee. The approach combines policy and contract requirements, in-platform onboarding screening, continuous artificial intelligence-based automated due diligence (DDIQ)-based monitoring of adverse media, sanctions, and human-rights and labor signals, third-party RBA VAP audits, and grievance-channel monitoring.

4.4 Grievance Mechanisms

Everpure maintains the following formal grievance mechanisms:

- "Speak Up" program with multiple reporting channels and assurance of no retaliation;
- Active whistleblower hotline for employees, suppliers, and other stakeholders; and
- Clear reporting mechanisms via multiple channels are a feature of these programs.

No incidents related to forced labor or modern slavery have been reported through these mechanisms during the reporting period.

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4.5 Remediation Policies and Processes

As there have been no known instances of modern slavery identified in our business operations and/or supply chain, remediation measures for any forced labor or child labor or for loss of income to the most vulnerable families are currently not required. However, we note general industry foreign migrant worker risk, and the need to implement remediation measures will continue to be monitored with a focus on risk identification and ensuring there are appropriate investigation channels to verify any matters that arise (see six steps below).

The Walk Free human rights organization provides a six-step process that we have adopted as a framework for guiding our approach to these issues, though we perceive our risk to be low based on our assessment of our suppliers:

1. Investigate and verify
2. Remediate harm to workers
3. Mitigate and prevent future harms
4. Escalation
5. Incident reporting & tracking
6. Review

4.6 Incidents of Modern Slavery

Our internal processes have found no evidence of any modern slavery practices or incidents in our operations. Specifically, zero (0) child or forced labor incidents were identified in our company-owned operations during the FY26 reporting period.

We are not aware of any information, which suggests that any of our suppliers had (or were aware of) any instances of modern slavery in their operations or supply chains.

4.7 Business Model

Everpure has considered whether its business model and key performance indicators could cause, contribute to, or be directly linked to modern slavery in its operations or supply chain. As a fabless data infrastructure provider that outsources manufacturing to RBA-member contract manufacturers under agreements with embedded ESG terms, our commercial KPIs (e.g., on-time delivery, quality, total cost) are counter-balanced by the Sustainability Scorecard, which contributes 10% to each Targeted Supplier's quarterly performance score and is reviewed alongside commercial KPIs. As noted in Section 2.6 above, we also assessed to what

extent our own behaviours could put undue stress on suppliers and enhance modern slavery risks. We implemented changes to our processes concerning demand forecasting to mitigate the risks we identified.

4.8 Stakeholder Engagement

Everpure participates in cross-industry peer-learning and collaborative initiatives through its membership of the Responsible Business Alliance and the Responsible Minerals Initiative—including the RBA Validated Assessment Program and Self-Assessment Questionnaire community—and engages with sustainability rating agencies (EcoVadis, S&P Global, CDP) and independent consulting firms to share lessons learned and benchmark practice.

4.9 Continuous Improvement

Compared with FY25, in FY26 we extended continuous DDIQ monitoring to additional sub-tier suppliers, increased Targeted Supplier training completion from 80% to approximately 85%, and added FY26-specific incident disclosure (zero child or forced labor incidents in our company-owned operations). In FY27, we plan to broaden enhanced due-diligence coverage of higher-materiality indirect suppliers and pursue case-study evidence of remediation pathways where applicable.

Everpure expects its contract manufacturers and Key Strategic Suppliers, under the RBA Code of Conduct and Supplier Code of Conduct, to screen and monitor the recruitment agencies and labor providers they use — prohibiting worker-paid recruitment fees, retention of identity documents, and other debt-bondage indicators — and uses the RBA Validated Assessment Program (“VAP”) to verify that responsible-recruitment practices are in place across Tier 1 production sites. No VAP priority findings related to responsible recruitment practices were identified in FY26, and in FY2027 we will consider additional metrics to track performance.

5. TRAINING ON MODERN SLAVERY, FORCED LABOR AND CHILD LABOR

5.1 Internal and External Training

Internal Training:

Everpure is passionate about maintaining the highest standards of business conduct and ethics, guided by its Code of Conduct. All Everpure employees complete a Code of Conduct and business ethics training during their onboarding process. Furthermore, all Everpure employees annually recertify their review and acknowledgement of six key policies, including the Code of Conduct, which includes topics such as Respecting Human Rights, Environmental Stewardship and Responsibility, Anti-discrimination, Diversity, and a Safe Working Environment. The Code of Conduct is available in 10 languages.

Everpure has developed and deployed three courses to cover these topics - Sustainability, Sustainable Procurement, and "Labor, Human Rights, Modern Slavery, Forced Labor - Risk Detection and Mitigation". During the Reporting Period, over 85% of our assigned procurement, supply chain, legal, and leadership representatives completed the designated training.

External (Supplier) Training: In the Reporting Period, Everpure designed and launched capacity-building training for targeted suppliers covering Supplier Labour, Human Rights, Anti-corruption, Supplier Code of Conduct. During the reporting period, 80% of targeted (key strategic) suppliers completed the training within the campaign window, and we received numerous additional voluntary training completions by other suppliers that we have engaged with on our supply chain policies relating to other environmental matters.

5.2 Training Program Materials

Training content covers expectations around compliance with labor laws, human rights, the RBA Code of Conduct and Everpure Supplier Code of Conduct. The "Labor, Human Rights, Modern Slavery, Forced Labor - Risk Detection and Mitigation" course expressly covers the ILO's eleven indicators of forced labor — abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime — so that relevant personnel and targeted suppliers can recognise and escalate suspected cases.

5.3 Training Package Development

Training was developed internally by Everpure. Buyers and leadership of supply chain and procurement teams are assigned to complete the courses as part of additional annual training requirements. We review and revise the course content periodically. The training content was enhanced during the Reporting Period to include additional anti-human trafficking and modern slavery guidance for both Everpure employees and suppliers.

5.4 Continuous Improvement

During the Reporting Period, we enhanced the content of our relevant training courses to include additional anti-human trafficking and modern slavery guidance to both Everpure employees and its suppliers. In FY26

we increased internal training completion to 92% (up from 88% in FY25) and supplier training completion to approximately 85% (up from 80% in FY25). In FY27, we plan to refresh course content again, expand role-specific modules for procurement and supplier-management teams, and broaden supplier training coverage to additional sub-tier participants.

6. HOW THE EFFECTIVENESS OF ACTIONS TAKEN IS ASSESSED

6.1 Goal Setting

Everpure is implementing key performance indicators (“KPIs”) to measure the effectiveness of our actions to assess and address modern slavery practices in any part of the world our operations and supply chain have been.

6.2 Key Performance Indicators

KPIs include:

- RBA VAP audit scores of Tier 1 Production Sites and Key Strategic Suppliers,
- Training metrics for relevant Everpure functions and Everpure suppliers,
- Operations notifications – reported issues in business operations,
- Our certification scores and recognition for Human Rights and Responsible Sourcing (e.g., EcoVadis, S&P Corporate Sustainability (CSA) Assessment, and Sustainalytics),
- Our key strategic supplier sustainability scorecard results,
- Our internal and external training statistics,
- 100% certification of Everpure’s Supplier and Business Codes of Conduct or equivalent for all new suppliers at onboarding,
- Our whistleblower hotline and grievance mechanism case metrics related to any forced labor or modern slavery matters.

6.3 Monitoring and Evaluation Governance

The Legal Ethics & Compliance team, supported by the Supply Chain Operations team, is responsible for setting goals and KPIs, tracking implementation, and reporting outcomes to the Regulatory Compliance Committee, which provides senior-level oversight of the Modern Slavery Risk Mitigation Program.

6.4 Use of Data

Everpure combines quantitative data—RBA VAP audit scores, training completion rates, supplier scorecard outcomes, CDP, S&P, Sustainalytics, and EcoVadis disclosures, and grievance-channel case metrics—with qualitative evidence from on-site supplier audits, scorecard discussions, and independent consultancy maturity assessments, to evaluate whether actions are producing the intended effect on modern slavery risk.

6.5 Evidencing Outcomes

Key outcomes during the reporting period include:

- All Tier 1 Production Sites hold RBA VAP Platinum level certification.
- In FY26, for Targeted Suppliers 100% of sites scored Silver or above and are in the process of engaging in corrective actions as required; additional progress expected within FY27.
- In FY26, 100% of Targeted Suppliers, representing more than 50% of supplier spend, completed the Sustainability Scorecard.
- S&P Global Corporate Sustainability Assessment: Labour Practices percentile score of 85 (industry

average 34) and Human Rights score of 82 (industry average 38).

- EcoVadis silver medal^[4] recognition from the 2025 reporting period, with scores demonstrating strong progress in Human Rights and Ethical Sourcing programs.
- 100% of new suppliers certified our Codes of Conduct or equivalent at onboarding.
- For the dedicated “Labor, Human Rights, Modern Slavery, Forced Labor - Risk Detection and Mitigation” course, FY26 completion reached 92% (79 of 86 targeted team members), up from 88% (58 of 65) in FY25.
- 85% of targeted Key Strategic Suppliers completed Supplier Code of Conduct and forced labor risk mitigation training.
- 100% engagement of Targeted Suppliers in the CDP Supply Chain climate disclosure program in FY26.
- Approximately 85% of Targeted Suppliers completed required anti-corruption, human-rights, and forced-labor training in FY26 (up from 80% in FY25).
- 100% of Tier 1 manufacturers’ contracts include compliance with the RBA Code of Conduct, and more than 70% contain enhanced ESG language with specific environmental, human-rights, labor, and ethics clauses—representing over 70% of our Direct Supply Chain spend.

6.6 Utilising Findings

In addition to quantitative KPIs, Everpure also takes qualitative evidence derived from the actions described above and reviews it to determine if the supply chain response seems to be having the intended effect and moving in the right direction.

Findings from monitoring and evaluation feed into business practices such as contract management and supplier engagement decisions.

6.7 Success Stories

Highlights of FY26 include reaching 92% completion of the dedicated “Labor, Human Rights, Modern Slavery, Forced Labor - Risk Detection and Mitigation” training course (up from 88% in FY25), 100% of Targeted Suppliers participating in CDP Supply Chain climate disclosure, and 100% of Tier 1 production sites scoring Silver or above in independent RBA VAP audits with no priority findings outstanding.

6.8 Stakeholder Engagement

Everpure works with internal and external stakeholders to ensure effective monitoring and evaluation, including collaboration with the RBA, sustainability rating agencies, and independent consulting firms.

An independent maturity assessment on ethical sourcing was performed by a large public consultancy firm against leading practices for responsible sourcing, including human rights. This assessment benchmarked our program, provided a roadmap to a future-state leading program, and demonstrated our dedication to integrate ethical principles into global supply chain activities. We continue to implement leading practices identified, with the assistance of internal and external subject matter experts, contributing to the advancement of our supplier due diligence, internal and external training, and supplier engagement in FY26.

6.9 Continuous Improvement

Over subsequent Reporting Periods, we will continue to review and enhance KPIs and develop further metrics. In FY27, we plan to add outcome-oriented metrics for sub-tier supplier monitoring, expand worker-engagement indicators, and report year-over-year trend data in graphical form to make progress more transparent for stakeholders.

7. OTHER RELEVANT INFORMATION

7.1 Year-on-Year Progress

To expand our focus on responsible sourcing, we implemented the following actions during the Reporting Period:

Policies:

- Additional statements were published in FY26: Human Rights Statement, Statement on Corporate Social Responsibility, and Labor Practices Statement.
- To enhance our policy development additional standards and training were documented in FY26, including: Responsible Sourcing (Supplier Sustainability, Ethics, and Accountability), Supplier Third Party Risk Management, Targeted (Key) Supplier Engagement and Activities, Human Rights & Forced Labor Training, and Supplier Anti Corruption Risk Assessment.

Due diligence:

- Implemented enhanced due diligence of all direct suppliers and select second tier suppliers for sanctions, watchlists, human rights and forced labor, ownership, reputational, and other risk areas in partnership with a Gartner Magic Quadrant leading supplier-risk SaaS provider whose technology now covers 100% of our direct supply chain spend with additional coverage of selected second-, third-, and nth-tier spend.
- Launched an FY26 pilot to extend the supplier-risk SaaS provider enhanced due diligence and continuous monitoring to additional Direct Supplier tiers and to a sample of higher-materiality Indirect Suppliers, deepening tier-N visibility into human-rights and forced-labor risk indicators.
- 100% of new suppliers certify our Supplier and Business Codes of Conduct or equivalent code (e.g., RBA Code of Conduct).

Sustainability Engagement (Supplier Scorecard and Other):

- We engaged 100% of our Key Strategic Suppliers through our sustainability scorecard, reinforcing alignment on environmental, labor, and business ethics priorities. We worked with them closely throughout the Reporting Period to drive progress in their scores.
- In FY26, 100% of Key Strategic Suppliers—representing more than 50% of our total supplier spend—completed the Sustainability Scorecard, and the scorecard outcome accounts for 10% of each supplier's quarterly performance score.
- CDP Supply Chain disclosure: In FY26 we achieved 100% engagement of Targeted Suppliers in the CDP Supply Chain program and engaged additional second-tier suppliers for broader coverage of climate and environmental risk indicators that inform our human-rights and labor-risk picture.
- ESG contract amendments: 100% of Tier 1 manufacturers' contracts include compliance with the RBA Code of Conduct, and more than 70% contain enhanced ESG language with specific environmental, human-rights, labor, and ethics clauses—representing over 70% of our Direct Supply Chain spend.

Policy acknowledgement: 100% of our Tier 1 Production Sites^[2], which account for over 70% of our direct supply chain vendor spend, have acknowledged our Supplier Code of Conduct or the equivalent RBA Code of Conduct.

Training: We expanded our internal and external supplier training offerings, including an emphasis on Human Rights and Forced Labor:

- Internal: 92% of relevant Everpure procurement and operational employees have completed our training on Sustainability, Sustainable Procurement, and Forced Labor Identification and Risk Mitigation. Furthermore, all Everpure employees receive training on our [Code of Conduct](#) and business ethics at onboarding, and all employees must review and re-certify compliance with our Code of Conduct and key policies annually.
- External: We designed and launched training for suppliers, including Human Rights and Forced Labor as well as recertification of our code of conduct. 85% of targeted (key strategic) suppliers completed the training within the campaign window, and we received numerous additional voluntary training completions by other suppliers that we have engaged with on our supply chain policies relating to environmental matters.

Monitoring and auditing: Our Tier 1 Production Sites were assessed through the RBA and hold RBA VAP^[3] Platinum level certification. Similarly, all Targeted Suppliers (Key Strategic Suppliers) were audited under the RBA VAP program and achieved Silver VAP certification or above and are in the process of engaging in corrective actions as required.

Monitoring and auditing continued: We continued our audit program, enabling our risk and compliance professionals to visit suppliers, engage in follow-up discussions about VAP audit outcomes, governance, and compliance with sustainability requirements in addition to the aforementioned third-party VAP site audits.

Depth of engagement: Our engagement with suppliers expands well beyond first tier suppliers; contract acknowledgement, due diligence, VAP activities, and/or other sustainability engagement cover several important component suppliers (second tier) that supply our contract manufacturers.

Program ratings and review: Significant S&P Global Corporate Sustainability Assessment progress in our scoring for Labor Practices (score of 85 against an average of 34) and Human Rights (score of 82 against an average of 38). Everpure holds silver medal recognition from EcoVadis from the 2025 Reporting Period and anticipates receiving scores that demonstrate strong performance in our Human Rights and Ethical Sourcing programs during the current Reporting Period.

Independent maturity assessment: As part of our commitment to continuous improvement, a large public consultancy firm performed an Ethical Supply Chain / Sustainable Procurement maturity assessment against leading practices to identify opportunities to enhance our program. We continue to assess and implement leading practices based on this work.

7.2 Challenges in Responding to Requirements

Ensuring that modern slavery and human trafficking is not taking place anywhere in our supply chain, and especially at tiers beyond direct (first-tier) suppliers, will likely remain a significant ongoing challenge for the foreseeable future.

However, in FY27 we will expand the implementation of our due diligence and monitoring tools and technology, are exploring further capabilities for additional visibility and insights, and will continue to take a risk-based approach.

Our commitment to continuous improvement will also include consulting our independent subject matter experts, externally available human rights/forced labor data, and program guidance (e.g., ILO, UNGPs) with a commitment to continuous improvement through the actions described in this Statement.

7.3 Additional Information

Everpure is also committed to complying with changes to the U.S. Government's Federal Acquisition Regulation regarding Combating Trafficking in Persons and expects its suppliers to similarly be in compliance.

In addition to continuing to take the actions indicated by our Modern Slavery Risk Mitigation Program and further embedding it into our company processes and culture, we will be considering ways we may enhance the program.

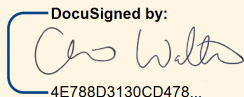
APPROVAL OF STATEMENT

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, the governing body with legal authority to bind Everpure Canada Limited has approved this statement on May 26, 2026 and signed by an officer.

For the purpose of the Australian Act, the principal governing body of Everpure Australia Pty Ltd has unanimously approved this Statement on May 26, 2026 and signed by a director.

For the purpose of the UK Act, this Statement has been approved by the board of Everpure UK Ltd. on May 26, 2026 and signed by a director.

This statement was approved by the board of parent entity, Everpure Inc., on July 15, 2026 and signed by a designated representative of Pure Storage Inc.

DocuSigned by:
A blue ink signature of Chris Walton, written in a cursive style, enclosed within a blue rectangular border.
4E788D3130CD478...

Chris Walton

Director, Corporate Securities and Legal, Everpure Inc.

Officer / Director – Everpure Australia Pty Ltd, Everpure Canada Limited, Everpure UK Limited

July 15, 2026

This statement has been restructured in accordance with the International Reporting on Modern Slavery, Forced Labour and Child Labour guidelines published jointly by Public Safety Canada, Australian Government Department of Home Affairs, and Home Office (United Kingdom).

^[1] <https://www.walkfree.org/>

^[2] First level of direct suppliers or production facilities that manufacture finished products

^[3] <https://www.responsiblebusiness.org/vap/about-vap/>

^[4]

<https://support.ecovadis.com/hc/en-us/articles/210460227-Understanding-EcoVadis-Medals-and-Badges>
