

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

**FORM 8-K**  
**CURRENT REPORT**

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): November 4, 2025

**Pure Storage, Inc.**

(Exact name of Registrant as Specified in Its Charter)

**Delaware**

(State or Other Jurisdiction  
of Incorporation)

**001-37570**

(Commission  
File Number)

**27-1069557**

(IRS Employer Identification No.)

**2555 Augustine Dr.  
Santa Clara, California 95054**

(Address of Principal Executive Offices and Zip Code)

**(800) 379-7873**

(Registrant's Telephone Number, Including Area Code)

**Not Applicable**

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instructions A.2. below):

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

**Securities registered pursuant to Section 12(b) of the Act:**

<b>Title of each class</b>	<b>Trading symbol(s)</b>	<b>Name of each exchange on which registered</b>
<b>Class A Common Stock, \$0.0001 par value per share</b>	<b>PSTG</b>	<b>New York Stock Exchange LLC</b>

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

## **Item 2.02. Results of Operations and Financial Condition.**

On November 4, 2025, Pure Storage, Inc. ("Pure") issued a press release reaffirming its financial guidance for its fiscal third quarter ended November 2, 2025 and its full-year fiscal 2026 provided in its second quarter earnings announcement on August 27, 2025. A copy of the press release is furnished as Exhibit 99.1 to this Form 8-K.

This information, including the exhibit(s) hereto, shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

## **Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

### **(b) and (c)**

On November 4, 2025, Pure announced the appointment of Patrick S. Finn, age 61, to become Pure's Chief Revenue Officer and the transition of Dan FitzSimons from his role as Pure's Chief Revenue Officer to a role as a senior advisor within the company. He will no longer be an executive officer.

Mr. Finn served as principal and founder of Finn Advisors, a consulting and advisory service that assisted companies with go-to-market strategy from 2016 to present. Mr. Finn previously served as Vice President Americas at Cloudflare, an internet infrastructure services company, from June 2024 to July 2025, as Senior Vice President of Global Industries for Iron Mountain, an information management company, from June 2023 to June 2024, as President and General Manager of SS&C Blue Prism, a company offering business process automation software, from December 2020 to November 2022, and as Executive Vice President Americas at Teradata, a company offering data warehousing and analytics software, from 2019 to 2020. Previously, Mr. Finn served in various sales leadership roles at Cisco, from 1996 to 2016, including as Cisco's Senior Vice President, US Public Sector. He holds a B.B.A. in Management Information Systems from Pace University and an M.S. in Telecommunication & Computer Management from NYU.

In connection with his appointment, Pure entered into an agreement with Mr. Finn describing the terms of his employment (the "Employment Agreement"). Under the Employment Agreement, Mr. Finn will receive an initial annual base salary of \$650,000. In addition, Mr. Finn will be eligible for an annual performance-based cash bonus, with a target amount equal to 100% of his base salary, based on performance measures set and being satisfied, as determined by the Compensation and Talent Committee of Pure's Board of Directors. In addition, Mr. Finn will receive a one-time signing bonus of \$1,000,000; provided that if Mr. Finn's employment is terminated for any reason other than a layoff within the first 12 months of service, such amount must be repaid, limited to the amount net after taxes withheld.

Pursuant to the Employment Agreement and our 2015 Equity Incentive Plan, Pure has granted Mr. Finn:

- a restricted stock unit award to acquire 92,896 shares of Pure's common stock, which will vest as to 25% of the shares on December 20, 2026, with the remaining shares to vest in equal quarterly installments over the subsequent 12 quarters.
- a restricted stock unit award to acquire 108,840 shares of Pure's common stock, at target, to be earned based on Pure's market capitalization meeting or exceeding \$40 billion, over an approximately five-year period, with any earned shares to vest on March 20, 2030 and are subject to a one-year post vest hold.

Mr. Finn will be eligible to participate in Pure's Change in Control and Severance Benefit Plan (the "Severance Plan"), which was filed as Exhibit 10.12 to Pure's Quarterly Report on Form 10-Q (File No. 001-37570) filed with the Securities and Exchange Commission ("SEC") on December 9, 2020. The foregoing description is qualified in its entirety by reference to the Severance Plan and the Employment Agreement, which will be filed as an exhibit to Pure's Quarterly Report on Form 10-Q for the period ending August 3, 2025.

Except for his Employment Agreement, there is no arrangement or understanding between Mr. Finn and any other person pursuant to which Mr. Finn was selected as an officer. Mr. Finn is not a party to any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K. Mr. Finn does not have any family relationship

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with any of Pure's directors or executive officers or any persons nominated or chosen by Pure to be a director or executive officer. In connection with his appointment, Mr. Finn will execute Pure's standard form of indemnity agreement for officers, which was previously filed with the SEC as an Exhibit to Pure's Annual Report on Form 10-K.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits.

The following exhibits are furnished herewith:

Exhibit No.	Description
99.1	<a href="#">Press Release dated November 4, 2025</a>
104	Cover Page Interactive Data File (formatted as inline XBRL and contained in Exhibit 1.01)

**SIGNATURES**

Pursuant to the requirements of the Securities and Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

Pure Storage, Inc.  
(Registrant)

Date:	<u>November 4, 2025</u>	By:	<u>/s/ Nicole Armstrong</u>
			Nicole Armstrong
			Chief Administrative and Legal Officer

**Pure Storage Names Patrick Finn as Chief Revenue Officer***Dan FitzSimons to remain at the company in an advisory capacity**Company reaffirms Q3 and full-year FY26 guidance*

SANTA CLARA, Calif. — November 4, 2025 — Pure Storage® (NYSE: PSTG), the IT pioneer that delivers the world's most advanced data storage technology and services, today announced the appointment of Patrick Finn as its Chief Revenue Officer, responsible for leading global sales and channels, effective immediately. Finn succeeds Dan FitzSimons, who will remain at the company in an advisory capacity. The company also reaffirmed its third quarter and full-year FY26 guidance provided in its second quarter FY26 earnings announcement.

"Pure Storage's opportunity has never been greater, and Pat's deep experience scaling business performance and driving customer loyalty with leading global enterprises will help accelerate our next phase of growth," said Charles Giancarlo, CEO of Pure Storage. "As I warmly welcome Pat to Pure, I would also like to express my deep gratitude to Dan, who has been instrumental in establishing Pure's foundation for growth – scaling the company from its modest beginnings to its more than \$3 billion in annual revenue today."

Finn brings over three decades of experience in sales and leadership positions, spanning both private and public sectors. Most recently, he served as vice president of Americas sales at Cloudflare, a provider of network security services. His successful track record fostering customer partnerships, growing market share and creating global scale includes senior sales leadership positions at Fortune 500 companies such as Cisco, Pepsi-Cola, and IBM.

"I've participated in the evolution of the enterprise technology industry - from compute and networking to automation and advanced analytics - and one truth has become clear: data must be immediately accessible and effortless to operationalize and win," said Finn. "As organizations look to capitalize on what's possible in the AI era, I can't imagine being part of a more vital company than Pure Storage to help customers succeed."

Reflecting on the transition, FitzSimons said: "I'm thrilled to have been a part of a high growth company focused on ruthless innovation and customer success. I began my tenure at Pure Storage as the company went public and am incredibly proud of our trajectory since then. I look forward to remaining at Pure in an advisory capacity to ensure a smooth and seamless transition."

**About Pure Storage**

Pure Storage (NYSE: PSTG) delivers the industry's most advanced data storage platform to store, manage, and protect the world's data at any scale. With Pure Storage, organizations have ultimate simplicity and flexibility, saving time, money, and energy. From AI to archive, Pure Storage delivers a cloud experience with one unified Storage as-a-Service platform across on-premises, cloud, and hosted environments. Our platform is built on our Evergreen architecture that evolves with your business – always getting newer and better with zero planned downtime, guaranteed. Our customers are actively increasing their capacity and processing power while significantly reducing their carbon and energy footprint. It's easy to fall in love with Pure Storage, which is why we've received one of the highest Net Promoter Scores in the industry across the years. For more information, visit [www.purestorage.com](http://www.purestorage.com).

**Forward Looking Statements**

This press release contains forward-looking statements regarding our products, business and operations, including but not limited to our financial guidance. Forward-looking statements are subject to known and unknown risks and uncertainties and are based on potentially inaccurate assumptions that could cause actual results to differ materially from those expected or implied by the forward-looking statements.

Actual results may differ materially from the results predicted, and reported results should not be considered as an indication of future performance. The potential risks and uncertainties that could cause actual results to differ from the results predicted include, among others, those risks and uncertainties included under the caption "Risk Factors" and elsewhere in our filings and reports with the U.S. Securities and Exchange Commission, which are available on our Investor Relations website at [investor.purestorage.com](http://investor.purestorage.com) and on the SEC website at [www.sec.gov](http://www.sec.gov). Additional information is also set forth in our Annual Report on Form 10-K for the fiscal year ended February 2, 2025.

## **Contacts**

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